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# Meet to lead



Watch the video to learn more!

## Growing (with) Syntegon

Growth doesn't start with numbers. It starts with people. With curiosity, courage, and the willingness to step outside their comfort zones. That's why Syntegon fosters a "Growth Mindset" among employees in its strategy: the belief that true growth means learning – and sometimes failing – to ultimately move forward. With its GROW 1 and GROW 2 programs (more information on p. 59), Syntegon offers employees the opportunity to evolve individually and as professionals, to not only drive their own career but also create the best results for Syntegon and its customers.





When the company excels, flexibly adapts to its customers' needs, and opens up new avenues by developing innovative solutions, it is the strategic business partner pharmaceutical, biotech, and food companies need to navigate a challenging and ever-changing marketplace.

## Giuliana and Johan – mentee and mentor

Giuliana Stötzel, Head of Project Purchasing at Syntegon, completed the GROW 1 program in 2024. In her current role that she took on during the program, she manages a department with 30 people. Building team spirit as well as meaningful networks is close to her heart, and she is actively involved in Syntegon's women's network "Syntegonas". All this experience now helps and inspires her while completing the GROW 2 program.

She meets with her mentor Johan Nilsson, Chief Customer Officer at Syntegon, on site in Beringen to share a break and discuss the GROW programs' benefits, the power of networks and what a growth mindset means to them.

**"I also liked having a mentor from the start – it gave me the chance to build on your experience."**

Giuliana Stötzel  
Head of Project Purchasing at Syntegon

**Johan** | Giuliana, what drew you to the GROW program originally?

**Guiliana** | I saw that it would give me support and development in a lot of areas that I really wanted to grow into. Especially when it came to GROW 2, I knew that the emphasis on strategic and business thinking as well as leadership skills would help me in my current role and with being a better leader in the future. I also liked having a mentor from the start – it gave me the chance to build on your experience.

**Johan** | I think this is exactly how a growth mindset helps you learn and develop faster – remaining curious, continuously challenging yourself as well as being inspired and learning from others – and then building on that.





**“Open-mindedness towards other perspectives is a really important part of a growth mindset.”**

Johan Nilsson,  
Chief Customer Officer at Syntegon

**Giuliana** | That's very much what it is to me, too – always seeking out learning opportunities without fear of failure. I remember some instances in which I got some critical feedback. Keeping an open mind and looking for the learning potential in it helped me to create a positive outcome.

**Johan** | Speaking of an open mind – to me, open-mindedness towards other perspectives is also a really important part of a growth mindset. This is why I think it's great that the GROW programs allow participants to learn together across countries and departments.

**Giuliana** | Absolutely. This is also why I'm active in the “Syntegonas” women's network – on a personal level, they are a great inspiration for me as a mother of two, and on

a professional level the fresh perspectives help me evolve. For me, this is comparable to the GROW programs. I get to exchange experiences with my colleagues who are in a similar situation and might face similar challenges but will come up with totally different solutions.

**Johan** | From the company's side, I'm convinced this systematic investment in our future talents here at Syntegon will be hugely beneficial. You and the other participants also invest a lot, namely time and effort, on top of your job. I hope it is worth it for you as well?

**Giuliana** | Oh yes, I have learned so much! Now I'm keen to put it all into action. I think the best way for me as a leader is to pass what I have learned on to my team. I want to give them the opportunity to grow and to own their own journey.

**Johan** | You know, that's a great example of good leadership. I'm convinced that Syntegon's future is bright with leaders like you!

