

More than just a number

What has always mattered most to me are the people.



Nadine Schecker
NAV member

I joined the NAV ten years ago, not because I needed it in that moment, but because I sensed I might one day.

I was in a management role, where the assumption often is that you don't need employee representation. But over time, I came to see just how valuable it is to have a neutral, trusted sparring partner by your side – someone who sees

you as a person, not a case number.

Throughout my career in global health, I've worked across regions and sectors to design programs rooted in equity, access, and collaboration. What has always mattered most to me are the people – the relationships that carry us through complexity, the trust built over time.

And yet, even in a company with a strong purpose like Novartis, there are moments when you're not engaging with people, but with the system. Processes take over. Distance sets in. You become a ticket in a queue handled somewhere far away, without the familiarity or continuity you once knew.

It's in those moments that the NAV makes a real difference.

Whether I was navigating sensitive leadership questions or – more recently – facing the emotions and formalities of leaving the company after 25 years, the NAV offered something I deeply valued: stability, clarity, and care.

The same person stood by my side throughout the exit process, helping ensure the transition was handled fairly and with dignity. That consistency meant everything.

The NAV doesn't try to replace the company. It complements it. It brings perspective, humanity, and dialogue into situations where those can feel out of reach.

And it reminds us that no matter our function or title, we all deserve to be treated with respect.

Looking back, joining the NAV was one of the best professional decisions I made. And I'm grateful – for the guidance, the integrity, and most of all, the people behind it.

