

Global HR community



HR GLOBAL WEBCAST

28th May 2020

Today's Agenda

01

Introduction

Awards & Recognition
Welcome New comers

03

Update CoE

Talent Management
Talent Acquisition
C&B
HR Tools & Collaboration

02

HR International Operations

New Organization

04

Dealing with covid-19

North America hub
UK & Ireland

01 Awards & Recognition

Congratulations to Ipsen Greece for renewing their Great Place to work label and adding the Best Workplace recognition in 2020.

Ipsen Greece

04
Συνολική βαθμολογία 7,7/10

ΔΡΑΣΤΗΡΙΟΤΗΤΑ
Φαρμακευτική Εταιρεία

25 εργαζόμενοι
19,1 εκατ. € τζίρος 2018
14/11 άνδρες - γυναίκες (πλήρους απασχόλησης)
3,9% ποσοστό αποχώρησης
14,3% ποσοστό γυναικών σε θέσεις ευθύνης
54 ώρες εκπαίδευση/εργαζόμενο ανά έτος

Ιδιωτική ιατροφαρμακευτική περιβαλψη
 Παροχή συνταξιοδοτικού προγράμματος

Όλα για τον άνθρωπο

Η Ipsen είναι φαρμακευτική εταιρεία, που στοχεύει στη βελτιστοποίηση της ζωής των ασθενών μέσω καινοτόμων φαρμάκων στις θεραπευτικές κατηγορίες της ογκολογίας, των νευροεπιστημών και των σπάνιων νοσημάτων. Με παρουσία στην Ελλάδα από το 1979, πελάτες της είναι δημόσια και ιδιωτικά νοσοκομεία, φαρμακεία ΕΟΠΥΥ, φαρμακαποθήκες και ιδιωτικά φαρμακεία.

Ενέργειες που ξεχωρίζουν:

- Όταν ο νέος εργαζόμενος συνδέεται στη ηλεκτρονικά εταιρική εφαρμογή ipeople, βρσκει μήνυμα από τον πρόεδρο της εταιρείας που τον/την καλωσορίζει, ενημερωτικό υλικό σχετικά με την εταιρεία, τις διαδικασίες της κττ την κουλτούρα της, καθώς και τις εκπαιδεύσει του, που θα πρέπει να έχουν ολοκληρωθεί τ πρώτο τρίμηνο.
- Δύο φορές τον χρόνο, στο πλαίσιο των σεμιναρίων κύκλων πωλήσεων, οι ομάδες πωλήσεων, μάρκετινγκ και το ιατρικό τμήμα (τ 3/4 της εταιρείας) έχουν τη δυνατότητα να συναντηθούν και να συνεργαστούν για σχεδόν μια εβδομάδα εκτός εταιρείας, σε ωραία τοποθεσίες.
- Κάθε τρίμηνο υπάρχει προκαθορισμένο γεύμα εκτός εταιρείας με τον γενικό διευθυντή όπου συμμετέχουν όλοι οι υπάλληλοι, πλην τη ηγετικής ομάδας, εκ περιτροπής, προκειμένου

“ Η διοίκηση της εταιρείας είναι πάντα πρόθυμη να ακούσει το σπιδήποτε απασχολεί τους υπαλλήλους, επαγγελματικά ζητήματα, αλλά και προσωπικά, και πάντα δεσμεύεται για εξεύρεση ουσιαστικής λύσης. Το να έχει πάντα η διοίκηση της εταιρείας ανοιχτές τις πόρτες για τους εργαζόμενους της είναι κάτι ουσιαστικό και αυτό αναντιωρίζεται από όλους.

Οι εταιρείες με το καλύτερο εργασιακό περιβάλλον στην Ελλάδα για το 2020

10 Εταιρείες με 250+ εργαζόμενους	10 Εταιρείες με 50-250 εργαζόμενους	5 Εταιρείες με 20-49 εργαζόμενους
1 DHL Express (Ελλάς)	1 ENEL Green Power Hellas	1 S.C. Johnson Hellas
2 AXA Ασφαλιστική	2 Bausch Health Hellas	2 amuse
3 Teleperformance Greece	3 MARS Greece	3 karisorg
4 Epsilon Net	4 British American Tobacco Hellas	4 Ipsen Greece
5 efood	5 Adecco Group Greece	5 Convert Group
6 B. KAYKAS A.E.	6 Amgen Ελλάς	
7 SG Digital	7 AbbVie Φαρμακευτική	
8 Διαμαντίς Μασούτης Α.Ε.	8 Novo Nordisk Ελλάς	
9 Groupama Ασφαλιστική	9 Euler Hermes Greece	
10 Όμιλος ΟΠΑΠ	10 Dialectica	

Στη φετινή έρευνα συμμετείχαν συνολικά 53 εταιρείες, διαφόρων μεγεθών και από ένα ευρύ φάσμα δραστηριοτήτων, οι οποίες απασχολούν συνολικά περισσότερους από 29.500 εργαζόμενους.

Best Workplaces™

Great Place To Work®

HELLAS 2020

01 Welcome to new comers

France



Rémi Gourmel
Boulogne –Billancourt,
Talent Acquisition
Specialist
France

UK & Ireland



Michael Spiers
Bath Road,
Talent Acquisition Hub
Lead
UK &Ireland

North America



Soleen Ghahraman
Cambridge,
Employee Experience
Associate
HR Optimization



Valérie Granger
Boulogne –Billancourt,
Responsable Formation
Commercial Opérations
France



Amanda Dini
Bath Road,
Head of C&B
UK &Ireland

China



Fiona Feng
Beijing
Associate Director,
Talent Development



Hafida Assekour
Dreux,
Assistante Paie
France



Danielle Allen-Williams
Wrexham,
HR Shared Services
UK &Ireland

Korea



Sung Hyun Baik
Seoul
HR Manager

01 HR changes in scope



Alex Sakellaridis
Glen Waverley
**HR Regional Lead Australia,
NZ & ASEAN Cluster**



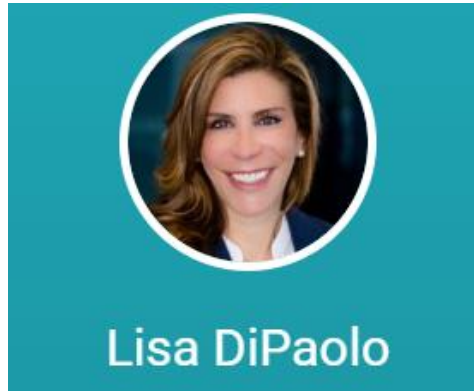
Arjen Fehr
Hoofddorp
**HR Head BeneLux &
Middle East**



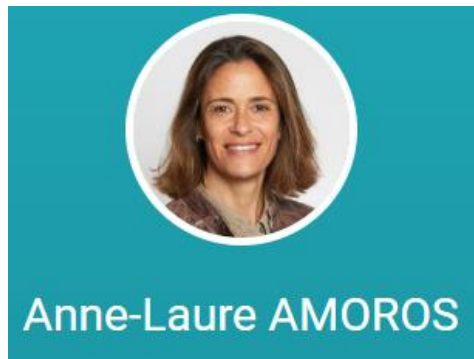
Maxime Chesnais
Boulogne –Billancourt
**Head of Training and Talent
Management, France.**

Changes in HRLT

Effective 1st of July 2020

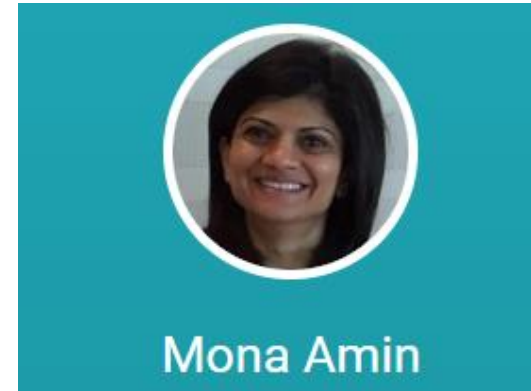


SVP HR
North America
R&D
Global Business Development
Ventures and Partnering
Global Talent Acquisition



VP HR
Global Medical Affairs
Global Patient Safety & Patient Affairs
Business Ethics & CSR
Strategy, Transformation & Digital
Ipsen Foundation

Effective 1st of June 2020



**Head of International
HR Operations**



HR International Operations

Mona Amin,
Head of HR International Operations

A step further in the HR transformation

- **The HR organization is highly decentralized** with a wide geographic footprint: 36 HR professionals located in 31 countries and covering around 1,500 employees (ratio of 42 FTE/HR). HR is fully integrated into local business organization, reporting solid line to P&L leader (Country GM, Production Site GM,...)

- **The HR transformation was initiated in 2018** and the HR operating model reinforced in 2019 around Centres of Excellence, Division Business Partners and Operations, in particular:
 - **HRLT co-created the One Ipsen HR Model and Ipsen HR Bold Promise**
 - **The Talent Acquisition CoE** was created, leading to significant recruitment savings already.
 - **The newly created position of Head of HR Operations International** was staffed with the objective of structuring HR operations outside of the current three hubs (North America, UK/Ireland, France) & China

A step further in the HR transformation

➤ **Reinforcing the current hubs and rationalizing operations in the other geographies** are key levers to promote standardisation of processes, by:

- **Coordinating, optimizing all HR resources** in the 31 countries located outside the three hubs and China under one HR structure: **International HR Operations**
- **Implementing Service Level Agreements** throughout the group will be key success factors
- **Transforming** UK HR Shared Services into an **International HR Shared Services** Center

➤ **Impacting the HR organization by fostering collaboration :**

- All country HR activities continue to be managed by country/cluster HR and still have a **direct reporting to the GMs**.
- **Effective 1st of June 2020:** Country HRs will have a **functional reporting line to the Head of International Ops** however they will continue to liaise with BHRs on all strategic HR topics.
- **HR representation in SC/CHC LT** will be managed by respective BHRs-all HR matters critical to business should continue to be discussed in this forum.

HR Operations International | Geographic scope

A two-phased implementation

Phase 1 (1 Jan 2020): 20 countries (SC):

- Asia Pacific: Singapore, Australia, Taiwan, Korea,
- Latin America: Mexico, Brazil,
- Benelux: Belgium, Netherlands
- Middle East: Dubai,
- Central Europe: Romania, Czech Republic, Slovakia, Poland, Hungary, Ukraine
- Nordics & Baltics: Sweden, Finland, Denmark, Latvia, Lithuania
- Southern Europe: Greece

Phase 2 (1 June 2020) : 31 countries (SC & CHC):

- Phase 1 countries
- Eastern Europe: Russia, Khazakstan
- Africa: Algeria, Tunisia
- DACH: Germany, Switzerland
- Iberia: Spain, Portugal
- Italy
- Vietnam

The HR Operating Model | Simplified and focused

Three core pillars with clear focus to deliver HR effectiveness

	Business HRs (BHR)	Center of Excellence (CoEs)	HR Operations
Role	HR Strategy and support Business Knowledge	Knowledge / Skill leadership & expertise	High quality cost effective services
Responsibility	DEFINE	DESIGN	DELIVER
Scope	Business Unit/ Division / Site	Global	Global/ International / Site

New model | Clarifying HR interactions

Enable HR Business partners (SC & CHC) to enhance their focus on Business strategy and Talent agenda

	Strategic HR Business BHR	Country or Site HR Lead	HR Ops Inter.	Global CoEs	People Manager
Organization Design	X	x			
GLT Talent Management	X			X	
Country Leadership Team Talent Management	X	X			
GLT Coaching	X			X	
GLT Promotion	X			X	
Strategic Capability Planning	X	x		X	
GLT recruitment	X			X	
Country Leadership Team Recruitment	X	X	X	X	
Other Recruitments		X	X	X	X
Employee Relations		X	X		X
Country Labor Relations		X	X		X
Employee Engagement Program Roll-Out	x	X	X	X	X

	Strategic HR Business BHR	Country or Site HR Lead	HR Ops Inter.	Global CoEs	People Manager
Compensation Program Design	x			X	
Compensation Program Roll-Out		X	X		
STI & LTI Compensation Program Administration				X	X
Salary & Sales Incentive Program Administration		X	X		X
VP/SVP Salary Review	X			X	
Benefits Program Design		x	x	X	
Benefits Program Administration		X	X		X
International Mobility Program Design				X	
International Assignment Approval	X				
HR Administration		X	x		X

HR Collaboration | Benefits of the model for business leaders

No major change for business leaders but an improved collaboration on operational matters

If I am...	My HR Contact is...	Change/ Benefits vs set up today
Employee	Country HR	No Change
People Manager	Country HR	No Change
General Managers	Country HR	BHR: for Business strategy related HR matters Possibility for next level International HR Ops (e.g. Difficult recruitment, process not working well, Onboarding new LT members, system related etc)
Region Head	BHR/Int HR Ops	BHR for all strategic matters and International HR Ops for all Ops related topics offering a standardized efficient service
Head of Division	BHR	No change
Global leader with employees in multiples sites and /or countries	BHR	No Change

New model | Benefits of the model for country HRs

We think this model is the best way to address the specific Ipsen footprint and bring efficiency

- Ensure all HR Operational matters are **consistently** managed across locations where both divisions exist
- Ensure Ipsen **standards** are applied on HR Ops matters across International especially related to employee life cycle, HR policies & procedures
- Have a real focus on process **effectiveness and operational excellence**
- Enable a support **focused on all Strategic HR matters from BHR**
- Separate **escalation** point for Strategic HR topics and HR Ops matters

Country HR collaboration with HR Ops & BHR

Provide support to HR Business partners (SC & CHC) to be completely focused on Business strategy and Talent agenda

Business HR

- BHR should be involved on all key matters related to GLT, country Leadership Team (LT) and above positions/ related topics
- Org changes: transformation, restructuring/ re-Org : strategic decision making, approval
- Strategic capabilities planning and development
- Talent management & succession planning
- Employee development initiatives
- Employee engagement
- Diversity & CSR: Sr. leader's agenda & focus
- Recognition process/program approval

HR Ops

- HR process, policy, guideline related matters
- HR topics related to below LT levels
- HR programs roll-outs
- Employment law/ labor relations & employee relations escalation
- Shared Services
- Diversity & CSR: program roll out
- Restructuring/ Re-Org : Operational support, right employment law advice, implementation including paperwork
- System and vendor changes
- Recognition process/program implementation
- HR team mobility: resource allocation, career development

Governance

A pragmatic governance to encourage cross-collaboration

Method	Frequency	Responsibility	Recipient	Details
Team calls	Monthly (1.5 hours)	BHRs Division & International HR Ops: 1 hour CoE (on rotation)- 30 mins	Country HRs	BHRs & HR Ops to conduct joint HR Meetings to ensure country HRs are updated on HR agenda items and business priorities. If possible add country HRs presenting their priorities/ best practices. CoEs to present ongoing projects & Q&A
One on Ones	Monthly	International HR Ops	Country HRs	Understand the ongoing matters of concern in related to HR Ops in the country
One on Ones	Need Basis	Divisional BHRs	Country HRs	Updates on expected Organisational changes, Org effectiveness, Performance issues or other topics concerning BHR updates
One on Ones	Bi weekly	BHR Division & International HR Ops		Ensure monthly catch ups to update on forthcoming developments on Business & HR Ops topics to adequately plan for implementation

HR Operations Projects

A number of projects have been identified and already started to support this new organisation

2020

- **Operational efficiency project**- optimizing shared service resources and systems to support HR in the region: Pilot in a few countries and then expand to phase II
- Talent acquisition: **RPO launch** in pilot countries
- HRIS: **Absence management** tool-launch in Pilot countries
- **Shared Service**: Chatbot, shared service- contract management, onboarding, offboarding etc, central repository of all country policies and processes: to be initiated in Pilot countries
- iPeople **data accuracy** audit and action plan
- Assess the needs for a process/tool for **Reward & Recognition**- align with TM & C&B
- HR Service **continuity Plan**



Update Centers of excellence

Talent Management
Talent Acquisition
C&B
HR Tools & Collaboration

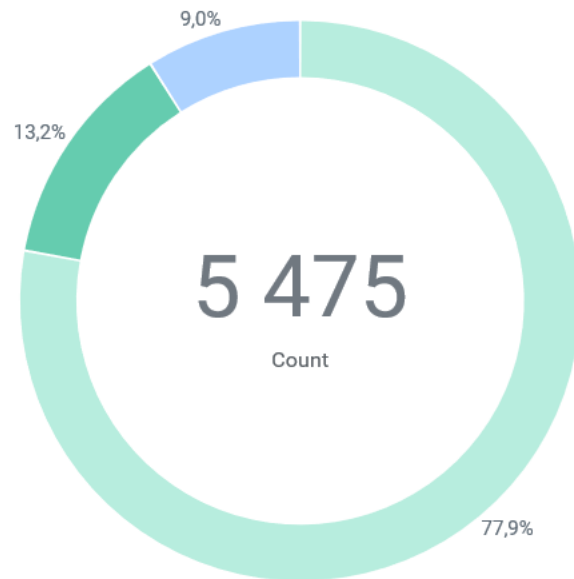


Talent Management & Engagement

2020 iDevelop : Ensuring everyone has a qualitative development plan

- 22% of our talents have drafted their development plans; 9% have it completed with their managers
- 3 months to go to achieve 100 %

IPSEN - Talent / Performance - Campaign Busi... 



■ Employee to Complete Plan
 ■ Pending Manager Action
 ■ Process Completed

TOP 10 countries

Countries	Employee to complete	Manager to complete	Completed	Total	% Completed
Taiwan	2	1	18	21	86%
Kazakhstan	7	1	26	34	76%
Brazil	33	7	14	54	26%
China	510	117	201	828	24%
Romania	19	6	6	31	19%
Germany	113	44	35	192	18%
Algeria	63	8	10	81	12%
Singapore	12	5	2	19	11%
Spain	78	27	12	117	10%
USA	371	94	52	517	10%

Keep up the good work to achieve
100% !



2020 iDevelop: Keep-up the pace



DEDICATED MATERIALS

- Discussion guides for Employees/Managers
- Development Workshop for managers /HR F2F and remote format ready for use
- Guide on 70-20-10 examples
- Video user guides in iPeople

COMMUNICATION

- March 24 : HR Training session & recording
- Week of April 29 : Time to act on your development plan: global article on Ipsen Planet
- FORUM (bi-weekly) : tips and forum dedicated to HR Community
- HR Insider : tips and Q&A



Ipsen Leadership Pathway fully deployed by June 2020!

Executives programs

Being a Bold & Disruptive Leader in a New Era
Accelerating Next Generation Leaders

Cohorts postponed to Q4 due to Covid-19, feasibility currently being re-assessed

Mentoring

230 mentors enrolled, currently being onboarded!

Leading the Ipsen Way

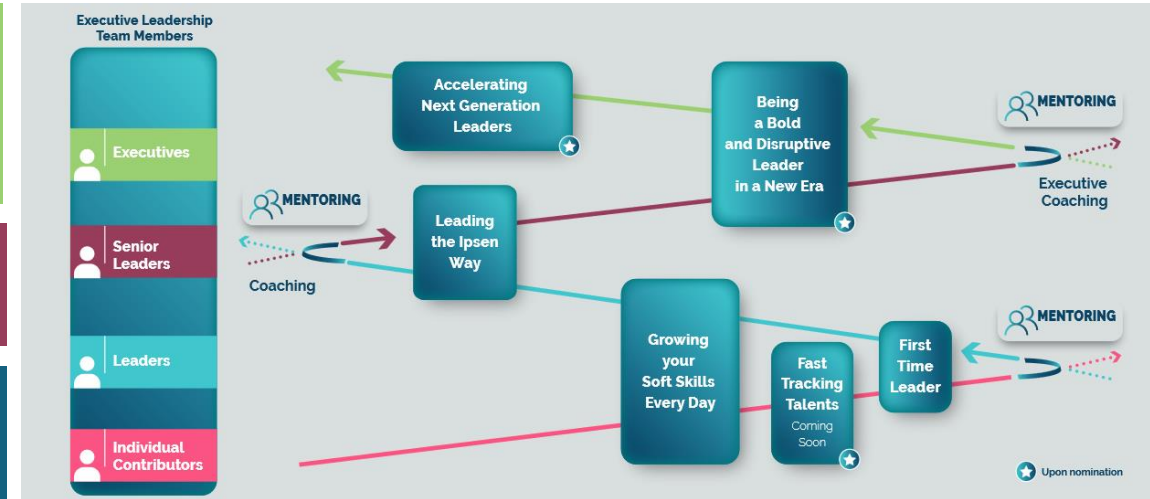
Switched F2F workshop to virtual workshop successfully #KeepTheLearningGoing
 On track to enroll all our middle managers with direct reports by end of 2020
 173 leaders enrolled YTD!

Fast Tracking Talents

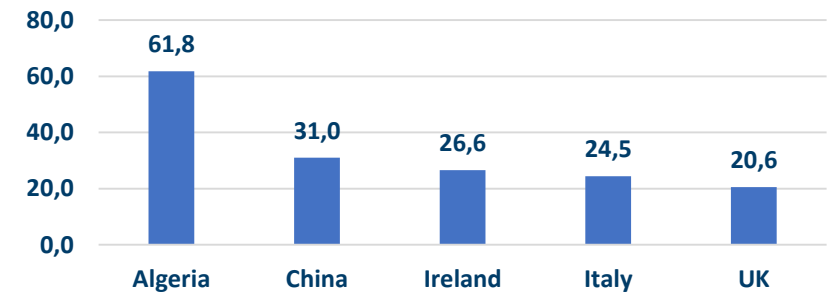
First cohort launch on June 17th!

Growing Your Soft Skills Every Day

Renewed offer last April with 3 new languages: German, Italian and Spanish
 17% of our people have accessed the program; in average people watched 5 courses



TOP 5 Countries using SkillPill
 (% of employees)



Measuring Engagement: Keeping the Pulse/ Future of Work

Various initiatives recently launched

>> Assess morale, engagement and beyond in the context of COVID-19



North America	UK + Ireland	France
Free (for COVID only) Quarterly / EE rate	Free (for COVID only) Yearly flat rate	Monthly rate
One shot 15 questions	One Shot 15 questions	Weekly/Biweekly 5 to 10 customizable questions
Not Benchmarked	Benchmarked	No direct Benchmark

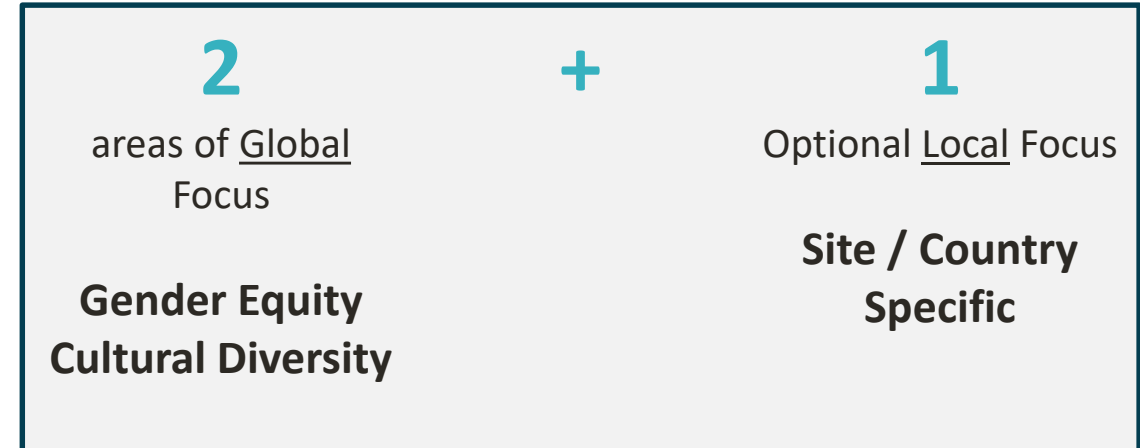
Diversity & Inclusion: “Empowering You. All of You.”

Our Vision and Strategy

We aspire to become a locally relevant, globally recognized biopharma champion of gender equity and cultural diversity.

Our Commitment

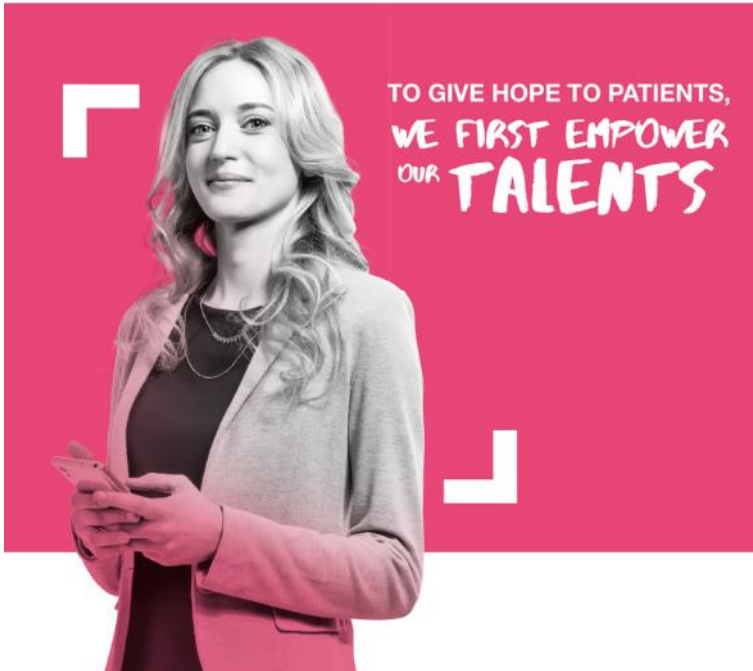
At Ipsen, our innovative and passionate people make all the difference. This is why we are committed to respecting and valuing what makes our people, patients, suppliers and communities different. Acting inclusively at all times, and empowering our people, we foster a culture that is bolder, more innovative and driven to succeed.



Talent Acquisition



Update CoE: Talent Acquisition



Achievements Q1

- **NEW STRUCTURE BY TA HUB LEAD**
 - ✓ Jordana and Michael Announcements
 - ✓ Set-up new ways of working for the 3 hubs (FR, UK and NA)
- **TALENT ACQUISITION KPIs**
 - ✓ First report out in April – focused on Time, Cost, Quality
 - ✓ First Executive Search Firm Dashboard
- **PHENOM CAREER SITE & CRM**
 - ✓ Career website lay-out improvements
 - ✓ Implementation of French version
 - ✓ CRM training for recruiters
 - ✓ CMS training and start publishing autonomously
- **RECRUITER TRAINING**
 - ✓ Kick-off & Alignment
 - ✓ Assessment & Selection

On Going Q2

- **GLASSDOOR**
 - New Premium Page & Analytics
 - Review Response Process
 - Developing Employee Engagement Strategy
- **TALENT ACQUISITION KPIs**
 - Partnering with HRIS to report on additional metrics, improve data and automate
- **PHENOM CAREER SITE & CRM**
 - NA landing page migration and update
 - Leverage Campaign and Event Functionality
- **RECRUITER TRAINING**
 - Candidate Control & Offer Process
- **MANAGER & INTERVIEWER TRAINING**
 - Hiring at Ipsen, Interviewing 101, Debrief Form
- **RPO**
 - Expansion beyond hubs

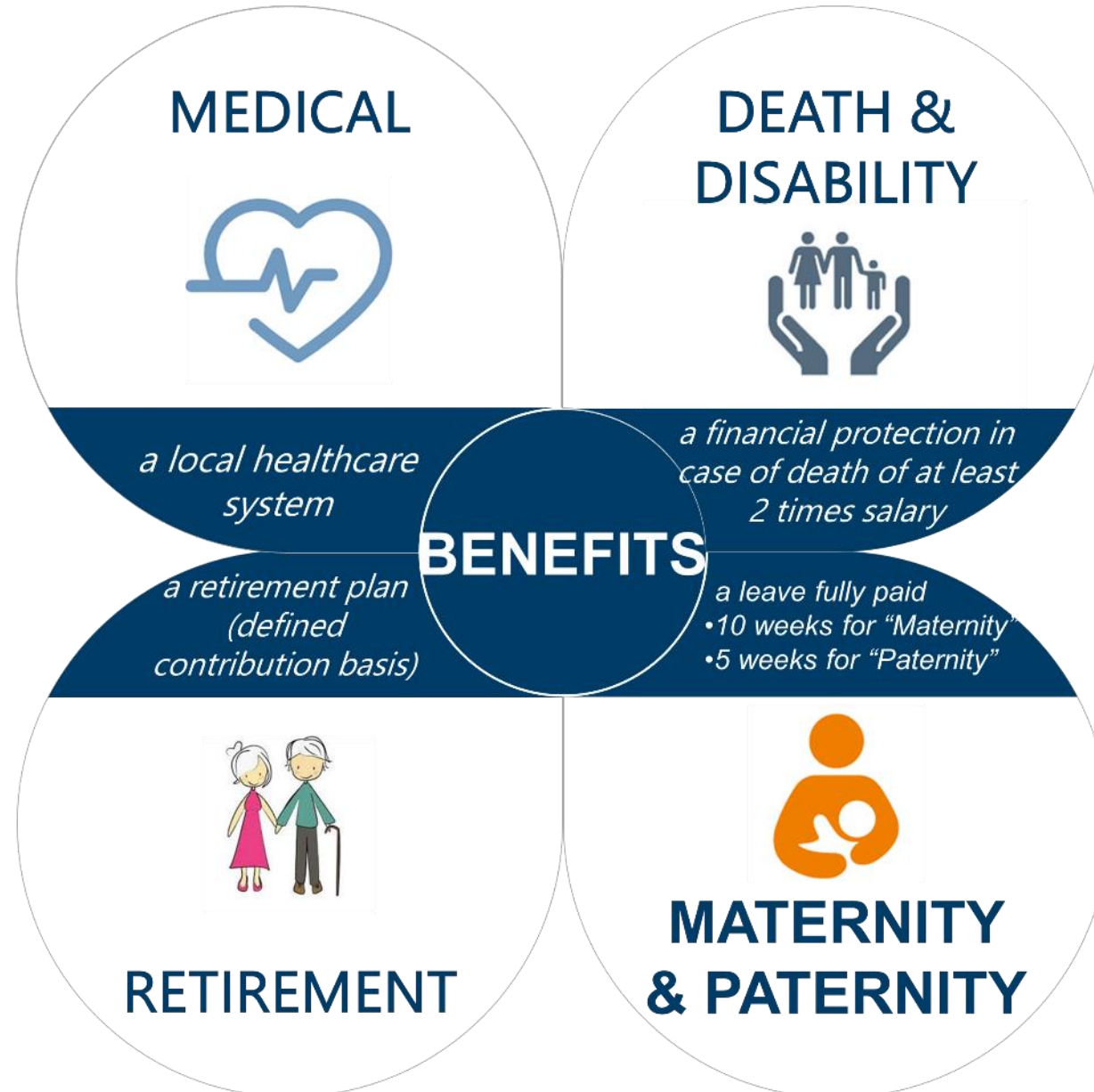


Compensation & Benefits



IPSEN GLOBAL MINIMUM STANDARDS

ALL EMPLOYEES
WORLDWIDE HAVE
ACCESS TO ...



Building together IPSEN 3-year Benefits Roadmap

100% OF SITE HR HAVE BEEN DEBRIEFED ON THEIR LOCAL REPORT

- 100% OF OUR EMPLOYEES HAVE ACCESS TO THEIR LOCAL HEALTHCARE SYSTEM

MEDICAL



- 69% HAVE ACCESS TO A RETIREMENT SCHEME ON A DEFINED CONTRIBUTION BASIS

PENSION



- 82% HAVE AT LEAST 2 TIMES ANNUAL BASE SALARY

DEATH



- 91% HAVE 10 WEEKS FOR MATERNITY FULLY PAID
- 21% HAVE 5 WEEKS FOR PATERNITY FULLY PAID

MATERNITY
PATERNITY



ROADMAP FOR 2020-2022



15 FOLLOW UP DONE AND ROADMAPS DEFINED (44%)



7 FOLLOW UP PLANNED IN JUNE (20%)



12 FOLLOW UP TO SCHEDULE

GLOBAL OVERVIEW FOR BENEFITS ROADMAP





HR Tools & Collaboration

HR Tools & Collaboration | Achievements Q1

HR INSIDER NOW LIVE

The screenshot shows the HR Insider website with a navigation bar (NEWS, SHARE & INSPIRE, Q&A FORUM, CALENDAR) and three main news columns: NEWS - PROJECTS, NEWS - ANNOUNCEMENTS, and NEWS - CAMPAIGNS. Each column contains several news items with dates and 'VIEW MORE' buttons.

DIGITAL ACR LETTERS

The screenshot shows a digital ACR letter from Ipsen. It includes the Ipsen logo and the text 'Ipsen Pharma (SAS) Objectif: Révision Salariaire 2020 et Rémunération Variable Individuelle (RVI) 2019'. The letter explains the process of revision and provides a table of performance metrics.

Performance Collective + Performance Individuelle + Performance Groupe		Rémunération Variable Annuelle 2019
Performance Collective	Performance Individuelle	
50%	50%	
Group COC	Individual Factor	
	Group COC Margin (%)	
	CO	

Below the table, it states: 'Salaires Annuel de Référence' and 'Variables cible (montant)'. It also mentions 'Rémunération Variable Annuelle 2019 (%)' and 'Rémunération Variable Annuelle 2019 (montant)'. A note at the bottom states: 'Cette Rémunération Variable sera payée avec votre salaire de mars 2020. Nous vous remercions pour votre contribution durant l'année écoulée et vous prions d'agréer l'expression de nos salutations distinguées.'

iLEARN OPTIMIZATION

The screenshot shows the iLearn optimization interface. It features a search bar, a 'WE SHARE AND LEARN EVERY DAY' banner, and a grid of course recommendations. A 'Featured' section highlights specific courses with ratings and descriptions.

HR IPSEN PLANET REFRESHED

The screenshot shows the HR Ipsen Planet website. It has a navigation bar with 'Our Company', 'My Location', 'This Function', 'Tools & Services', and a 'COVID-19 Corner' button. A central banner says 'SEE ALL NEWS HUMAN RESOURCES'. Below are icons for 'HR Support', 'Your Engagement People', 'Your Career development', 'Attracting talent', 'Our Company Culture', 'Compensation & Benefits', 'International Mobility', and 'Good Onboarding'.

ONE HEADCOUNT WITH FINANCE (at last!!!)

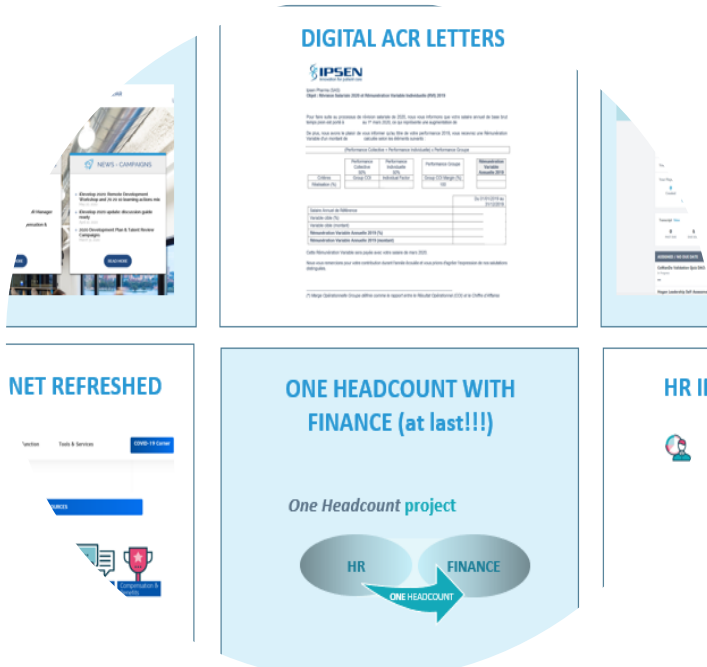
One Headcount project

The diagram shows two overlapping ovals labeled 'HR' and 'FINANCE'. A large green arrow points from the 'HR' oval to the 'FINANCE' oval, with the text 'ONE HEADCOUNT' written across the arrow.

HR INSIGHTS ROLL-OUT

The screenshot shows the Ipsen HR Insights dashboard. It features a navigation bar with 'DataViz', 'DataViz', 'DataHub', and 'Help'. Below are several data visualization tools and reports, including 'Employee Data', 'HR & Performance', 'Compensation & Benefits', 'Diversity', 'Market Comparison - i-Info', 'Global HR', 'HR', '2020 HR Population', 'Travel Expenses Job Hcs', and 'Diversity & Inclusion'. The Ipsen logo is visible in the bottom right corner.

HR Tools & Collaboration | Q2 OBJECTIVES



Achievements Q1	On going Q2
<p>HR INSIDER NOW LIVE</p> <p>iLEARN OPTIMIZATION</p> <p>DIGITAL ACR LETTERS</p> <p>HR IPSEN PLANET REFRESHED</p> <p>HR INSIGHTS ROLL-OUT</p> <p>ONE HEADCOUNT WITH FINANCE</p>	<ul style="list-style-type: none"> • HR INSIGHTS • KLAXOON • DEVELOP HR FUNCTION KPI's • PILOT ON ABSENCE MANAGEMENT • REVIEW HR DEPLOYMENT KIT & PROCESSES • WORK ON MANAGEMENT OF EXTERNAL WORKFORCE • EXPLORE ROBOTISATION USE CASE IN HR



Dealing with Covid-19



Testimonials from
Ipsen North America
Ipsen UK & Ireland

North America



Ipsen North America

Monica Berube, Head of People Services NA



Status

- Reopening status varies widely across US and Canada based on local conditions
- Mandatory remote work until June 1, continue remote work except activities required to be performed on-site
- Return to Work framework and governance structure established
- Evaluating screening technology solutions

The measures in place

- Telehealth available to all, enhanced EAP & behavioral health resources, expanded fitness reimbursement policy, free access to legal resources, accelerated summer hours
- Supporting remote work with IT equipment and ergonomic tips
- Adapted onboarding, created virtual site tour and video message from Richard Paulson
- Flexible work philosophy & guidelines for future post-COVID-19 work environment

Great initiatives for our people

- “Remotely Yours” weekly newsletter with access to information and resources, tips of the week, and employee contests
- Pulse surveys, focus groups, and virtual innovation box as part of employee listening strategy
- Care kits, virtual workouts, wellness and financial management webinars
- Virtual volunteering and engagement events including “ArtLifting”, Urbanity Dance, Simmons Conference, Tin Soldiers viewing

UK & Ireland



HR UK & Ireland Team



Ipsen Planet - UK & Ireland - UK & Ireland Wellbeing Hub

UK & Ireland Wellbeing Hub

The UK and Ireland Steering Committee continues to closely monitor the progression of the coronavirus (COVID-19). Our primary focus is on the health of our employees and their families as well as ensuring ongoing support to our customers and their patient



Dear Colleagues

Isn't it nice to have a natter, perhaps learn something new about a colleague?

If you fancy having a chat with someone outside of your team (work related or not!) then we want to hear from you by Friday 29th May. GPTW team will link you to another colleague who is happy to chat with you by 3rd June.

Register your name in the GPTW folder on the J drive - [J:\Great Place to work\Coffee Roulette today!!!](#)



COVID-19 Care Survey

WE CAN GENERATE POSITIVITY IN OUR PEOPLE.

BIG SMILES IN BPD.

Caroline Lester from BPD arranged a virtual cocktail party using BlueJeans for members of the team during their spare time to keep up positive relationships and keep in touch during the lockdown period. This was thoroughly enjoyed and taken up by different teams across the organisation.

Participants: (Named on the Photos) additional: Emily Howarth, Duncan Galbraith, Scott Jackson, Nick Bryan, Karen Johnson and Cillian Pegel, Mike Cornish.



Status

- Lockdown: Ireland – 12th March, UK – 23rd March.
- Schools, childcare facilities, non essential shops, bars, restaurants all close.
- Work from home if you can.

The measures in place

- UKISSC – Regional leaders collaboration and alignment.
- Communicate... communicate...communicate – and using different mediums.
- Daily reporting of employee status.
- Employee Care Survey.

Great initiatives for our people

- UK & Ireland Wellbeing Hub.
- Remote events: Town Halls, Manager briefings, coffee.
- Kids colouring competition.
- Our Heroes stories.
- Videos from SLT members.

Thank you

Any questions?

