

Global HR community



# HR GLOBAL WEBCAST

14 December 2020

# Today's Agenda

01

## Introduction

Welcome New comers  
Awards & Recognition

03

## Update CoE

Talent Management  
C&B  
HR Tools & Collaboration

02

## IPSEN New Strategy

Impacts for the HR Community

04

## Looking back at 2020: Cross interview

China  
Russia  
Algeria/Tunisia  
Central Europe Cluster

# 01 Welcome to new comers

## LATAM



**Juliana Martinelli**  
Sao Paolo,  
HR Head Latam

## Nordics



**Grethe Hojlund**  
Copenhagen,  
HR Generalist  
Nordics

## France



**Joana DASILVA**  
Signes  
HR Generalist  
Signes, Tech Ops

## IT/HR



**Othniel Kuti**  
Boulogne  
IT Project Director

## Singapore



**Wee Nar Lee,**  
Singapore,  
HR Manager  
Singapore/ASEAN

## Poland



**Karolina Czarnecka**  
Warsaw,  
HR generalist  
Poland



**Elodie Guillemain**  
Boulogne  
Responsable Affaire Sociales  
France



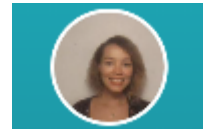
**Delphine REDEUILH**  
Boulogne-Billancourt  
Nurse  
Boulogne

## North America



**Jeffrey Mc Carthy**  
Cambridge One Main,  
Talent Acquisition and Talent  
Management Program Manager  
Global & North America

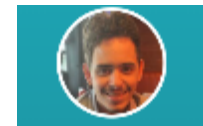
## New interns / Apprentices



**Jessica LACRIMENTI**  
Boulogne-Billancourt  
TA intern  
Boulogne



**Salomé FOSSE**  
Boulogne-Billancourt  
HR Generalist intern  
CHC Com Ops



**Valentin GAUJAL**  
Boulogne-Billancourt  
Training & Wellness intern  
France



**Thibault HERIN**  
Les Ulis  
HR Generalist intern  
Les Ulis, R&D

# 01 Awards & Recognition



Congratulations to Wrexham and Milton Park sites for being certified for the first time!



Congratulations to IPSEN Algeria & Tunisia For renewing for the second year the certification.



IPSEN Italy received the Fonti Award for the best HR team of the year! and the Virtuous parity Award from Lombardie Region

**17 Employer Awards granted to IPSEN this year all over the world!**

**Focus. Together. For patients & society.**

**Boost culture of collaboration  
& excellence**

# Boost culture of collaboration & excellence

Enhance true  
patient-centricity

Attract, develop &  
retain highly  
engaged talent

Nurture culture of  
focus & high  
performance

Strengthen  
core capabilities &  
foster  
collaboration

## *Examples of key initiatives*

Adopt insights-  
driven mindset &  
challenge status  
quo

Create cross-  
functional  
development  
opportunities

Increase  
accountability for  
faster & better  
decision-making

Expand expertise &  
leverage collective  
intelligence

# Evolve One Ipsen Way of Being



From now up to 31 Dec 2020

1-25 January 2021

26-31 January 2021

February  
2021

March- June  
2021

Objective

Interview key leaders and some employees via focus groups and individual interviews

Create a proposal to share at the GLT Summit

Finalize revised framework with GLT input. On roll-out: Empower GLT to cascade

Roll-out plan finalization

Roll-out by GLT to all Ipsen



# Update Centers of excellence

C&B  
HR Tools & Collaboration

# Compensation & Benefits



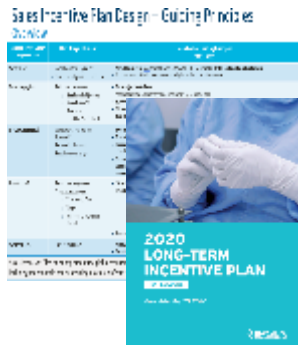
# C&B Strategy

*“We reward what matters”*

*“We share our success”*

*“We care about our people as much as our people care about patients”*

## 2020 Achievements



- Sales Compensation Guiding Principles
- Long Term Incentives (LTI) new design including CSR criteria



- “5 Shares for All” (acceptance rate 67%)
- Increase Short Term Incentives participants 98% of employees are eligible for a variable payment (+2% Vs. 2019)



- Benefits Roadmap defined in 38 countries
- International Mobility expat Forum
- Benefit enhancements and Virtual Benefits Fair (US)
- Flex benefits platform (UK)

## Embrace our CSR commitment through digitalization

Enhance end-user experience: New International Mobility tool, Compensation Letters iPeople, LTI acceptance process iPeople

Communicate & Value: Total Reward Statement, C&B Guiding Principles, Global Minimum Standards

## 2021 Next



- Adjusted 2021 Short Term Incentives Design
- LTI 2021 Design reinforcing new strategy



- “5 Shares for all” vesting
- Employee Stock Purchase Plan (ESPP) deployed in 2021



- Benefits Roadmap follow-up (year 2/3)
- Gender Pay Equity
- Employee Assistance Programs (EAP) available to all employees



HR Tools  
& Collaboration

# HR Tools & Collaboration | Today and Tomorrow

## Talent Acquisition

## C&B & International Mobility

## Talent Management

We are nearly there!

- Link to **We Chat** (China) and **Hireright** (US)
- **Recruitment KPIs**

- **KPIs** on leadership programs

It's in the pipe for 2021!

- **Phenom** assessment

- Manage **LTI Grants** in iPeople
- Manage **STI collective factors** in iPeople (tbc)
- New tool to manage interactions with Expats (**Expateo**)
- Dashboard on **gender pay equity**

- **Cornerstone assessment**
- **iLearn** catalog
- **Gig management (and skills cloud)** module in iPeople

# HR Tools & Collaboration | Today and Tomorrow

## Core HR

## Engagement

## HR Communication

We are nearly there!

- New French **Payroll** system
- Roll-out of the exit **Questionnaire**

- **Congratulation messages** for work anniversaries
- **Glassdoor** answer and engagement strategy
- **Be\*One** dabase cleaning for easier reports – Counts back to zero in Jan

- All **HR Core Processes** presented in one document for you to use!

It's in the pipe for 2021!

- New **UK Payroll system**
- New countries in **Absence Management**
- New **iPeople-Payroll** interface in the US
- New/revamped **staff cost simulation** tool (Finance)
- **HR Admin Ticketing** replacement / extension to France & US

- Global **Survey tool**
- **Employee Experience** approach

- v2 of the **HR Principles**
- New **global Intranet**

# HR Tools & Collaboration | Today and Tomorrow

## KPIs

We are nearly there!

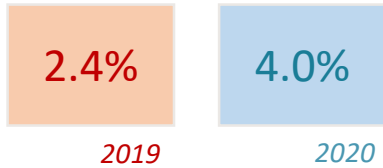
- **CEO Dashboard**
- **KPIs on external workforce in HR Insight**

It's in the pipe for 2021!

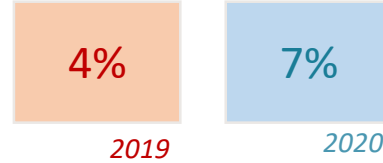
- **New Training on HR Insight**
- More « local » dashboards in HR Insight

# 2020 Data Quality | Results of the 2020 audit

All countries:

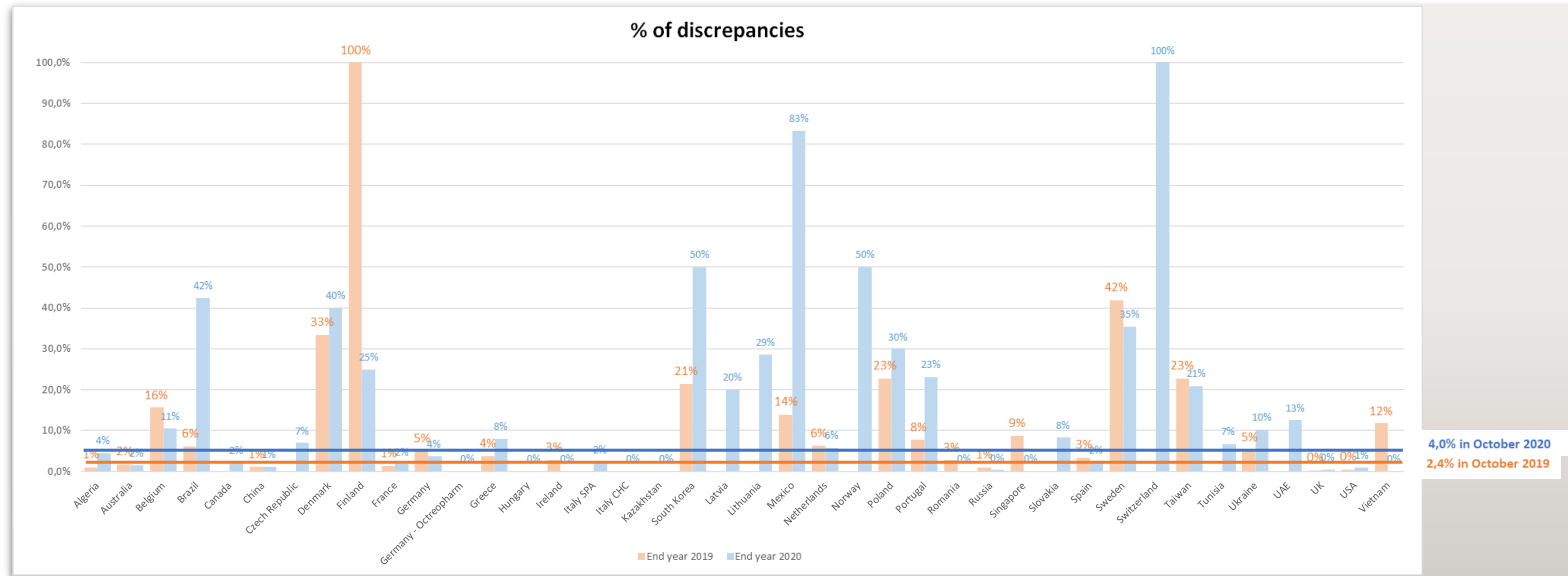


Excluding the 3 hubs:



**Perfect or nearly so\*:**  
China, UK&Ireland, Russia&KZK, Romania, Singapore, USA, Vietnam

\*<= 1% errors



**Audit on:**

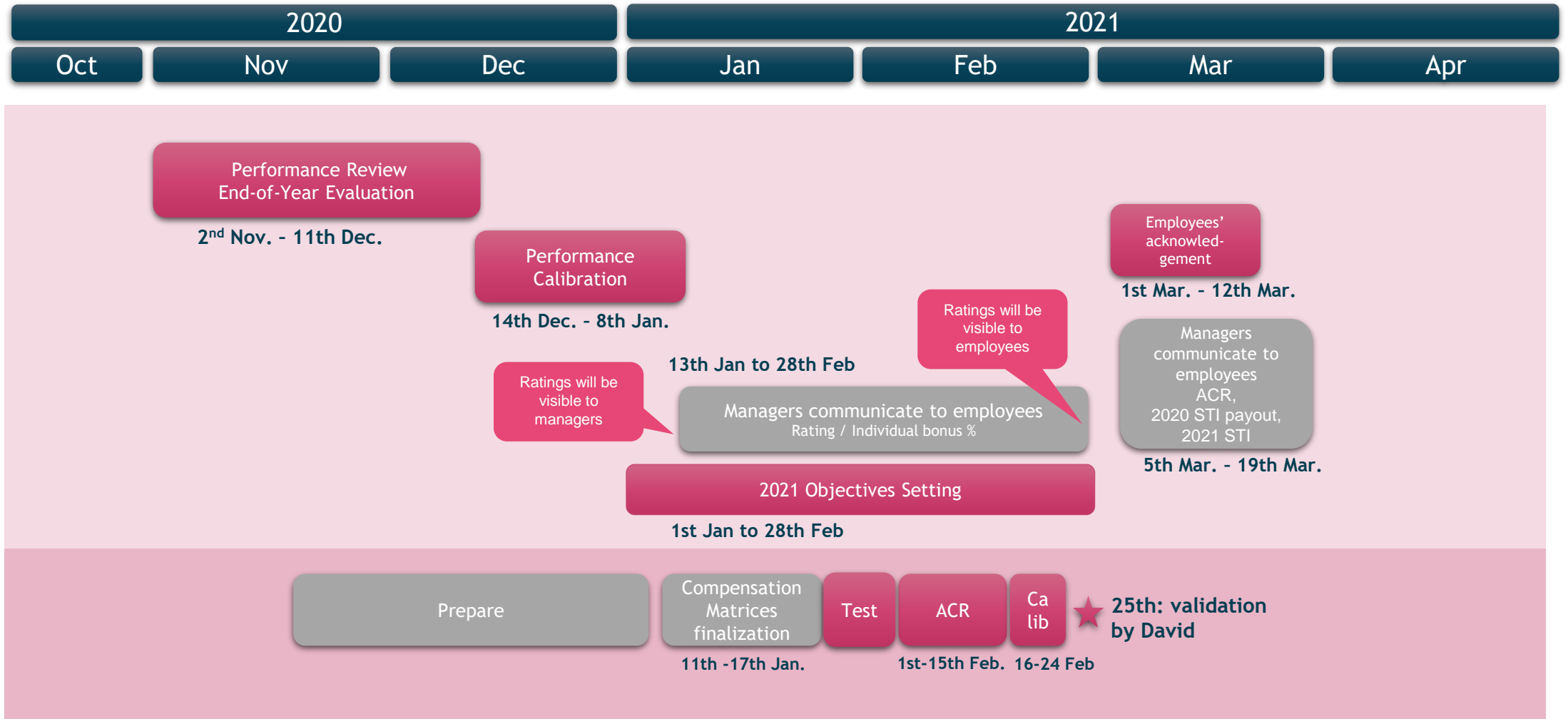
- October data, comparing iPeople with local payroll for compensation data

**Main discrepancies on:**

- Annual Base Salary
- Variable Target
- Grade

**Action Plan** coordinated by Mona

# HR Planning - H2 2020 and 2021





# Looking back at 2020



Cross interview with  
Cindy from China  
Anna from Russia  
Soraya from Algeria /Tunisia  
Tereza from Central Europe Cluster

Best Workplaces™

最佳职场

Great Place To Work.

GREATER CHINA 2020



Guangzhou office



Tianjin office



Shanghai office

# IPSEN RUSSIA



Further, stronger!

# What a rich year!

Deployment of NA Cluster ( Algeria – Tunisia)

Together

Création et Renforcement du Cluster NA ( Algérie-Tunisie)



Best Place to Work certification 2020-2021



We walk the talk

Agility

HR Team



People Safety First!

Coronavirus Pandemic

Covid-19

Resilience

Team work

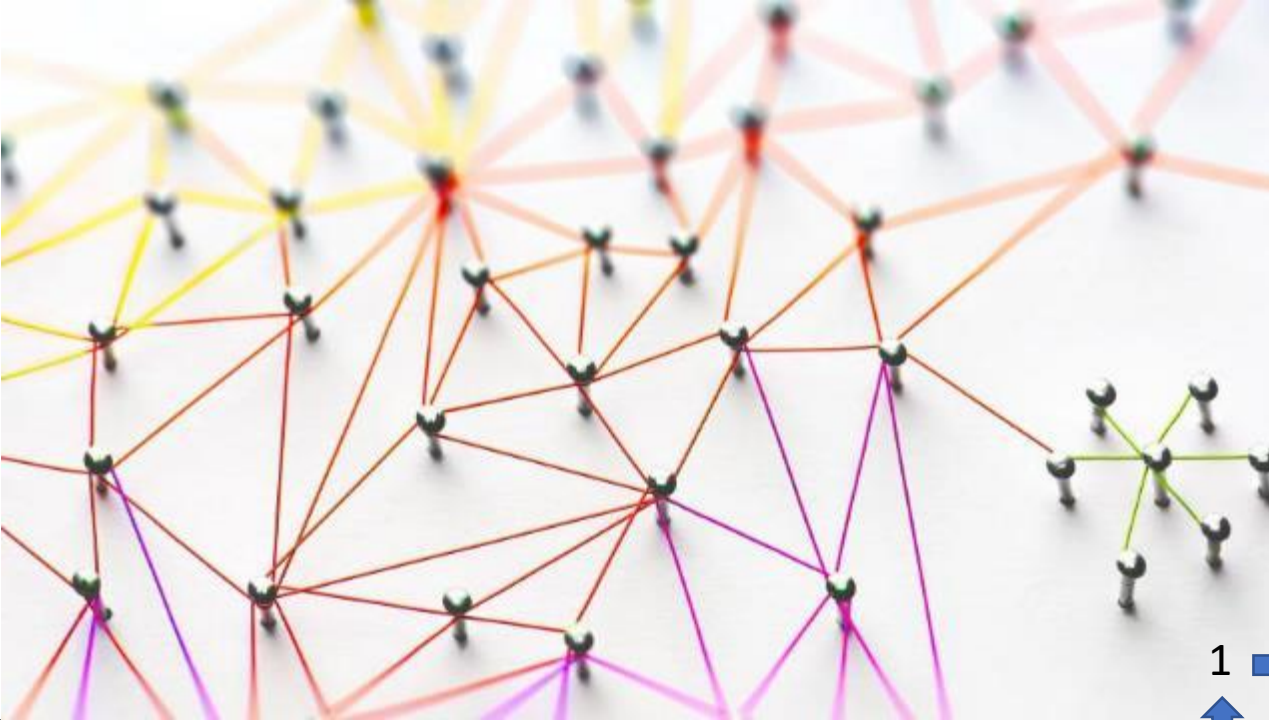
Extension of HRIS As a pilote country



Take care about people

CSR Actions





1 → 2  
4 ← 3



Let's take a group photo /share your holidays' photos



# Thank you Any questions?

