

“ At Ipsen, we enable talents to be bold and to experiment. We encourage them to build their future as leaders at Ipsen. Their development is ours. ”



Ipsen is partnering with Hemsley Fraser in the delivery of this co-designed Leadership Development Program - Fast Tracking Talents. This program aims to accelerate the development of our top talents at an early stage of their career. It is giving help to grow with a strength-oriented mindset.

Participants will learn to understand themselves and their strengths better, to adapt to change and manage new situations effectively. They will challenge themselves and experiment. They will collaborate and gain new perspectives.

They will build a strong network within Ipsen and get a better sense of the business and their role in it. Senior Ipsen leaders will share and discuss their experience with upcoming talents to the best of both sides.

**Global Talent Management**

: **Nathalie Maire** - HR Program Director  
[nathalie.maire@ipsen.com](mailto:nathalie.maire@ipsen.com)

: **Chandini Shah** - Global Talent Management Coordinator  
[Chandini.Shah@ipsen.com](mailto:Chandini.Shah@ipsen.com)

# Fast Tracking Talents

**Target audience**  
 Top Talents with potential to move up 2 to 3 steps and/or take on regional/global role (Mid -long term GLT potential)

**Eligibility**  
 Upon nomination  
 Following Talent Review



**Program format**  
**Assessment**  
**Individual coaching**  
**2 workshops of 2 days each**  
**Intermodular Activities**  
**4 to 6 months project/assignment**



**Duration**  
**18 months journey**

**This program aims to assess Top Talents early on and accelerate their career development to shape Ipsen future leaders.**

## PHASE 1 Assessment

- Identify participants strengths,
- Identify development areas and career path

## PHASE 2 Development

Develop core skills and mindset to become an Enterprise Leader:

- Business acumen: Pharma / Biotech business models, market trends and future disruption
- Soft skills: Impact and influence, Drive and Lead, Agility and judgement.
- Finance basics/essentials, project management

## PHASE 3 Experience

- Personalized assignment / solution for exposure (project, short term assignment, job swap,...)
- Learning from experience/project