

**FOCUS.  
TOGETHER.  
FOR PATIENTS  
& SOCIETY.**



**BRING**  
the full potential of  
our innovative medicines  
to patients



**BUILD**  
a high-value  
sustainable pipeline



**DELIVER**  
efficiencies to enable  
targeted investment & growth



**BOOST**  
culture of collaboration  
& excellence



# Global HR Webcast

June 21<sup>st</sup> 2022

# Agenda

**01**

## **Introduction**

Welcome to newcomers  
Opportunities in HR  
Update on Jupiter  
HRLT in Boston  
Rewards & Achievements

**02**

## **Culture Manifesto**

Abbie Pound

**03**

## **Leadership Model**

Virginie Serviere

**04**

## **EVP**

Jean-Baptiste Cauneille

**05**

## **Recognition Program**

Sophie Véron, Romain Lévi



# Introduction



# Welcome to our newcomers!

## China

Shanghai **Effy YUAN** Payroll & Operation Specialist, SC



## France

Boulogne **Emilie NOUCHI** Training Specialist



Boulogne **Mathilde LEGRAND** Human Resources Business Partner



Boulogne **Noémie THOMAS** Talent Acquisition Junior Specialist



Boulogne **Pierrick EHRHART** Global HRBP



Boulogne **Roxane PITIE** France Diversity and Life Quality Manager



Boulogne **Feriel DJEBAR** Training Manager



Boulogne **Pauline WATRICE** Deputy BHR - SC Division

## United Kingdom

Slough **Gagan MAKWANA** HR Business Partner



Wrexham **Rachel BEACH** Head - HR Shared Services Head UKI & International



Slough **Paul ALLIEVI** Talent Acquisition Partner



Slough **Ravi SANDHU** Talent Acquisition Partner



## USA

Cambridge One Main **Greta DZIECIASZEK** Senior Director, People, Organization, and Capabilities



## Algeria

Algiers **Djamel Eddine GOUMGHAR** HR Business Partner



## South Korea

Seoul **YoungMin HEO** Head of Human Resources Korea



# June opportunities – HR

Permanent

<i>Position</i>	<i>Manager</i>	<i>Location</i>	<i>Type of Contract</i>	<i>Link to Job Advertisement</i>
<a href="#"><i>Assistant(e) Ressources Humaines F/H</i></a>	Cyril Debar	Boulogne	Permanent	<a href="#">Assistant(e) Ressources Humaines F/H CDI R-11354</a>   Posting Date: 13/06/2022   Boulogne
<a href="#"><i>Executive Assistant, Human Resources</i></a>	Lisa DiPaolo	Cambridge	Permanent	<a href="#">Executive Assistant, Human Resources R-11328</a>   Posting Date: 13/06/2022   Cambridge One Main
<a href="#"><i>International Mobility Specialist / Chargé(e) de Mobilité Internaltionale</i></a>	Joelle Greenwold	Boulogne	Permanent	<a href="#">Chargé(e) de Mobilité Internationale R-11153</a>   Posting Date: 20/05/2022   Boulogne
<a href="#"><i>HR Director Ireland</i></a>	Joanne Briggs	Dublin	Permanent	<a href="#">HR Director Ireland R-11102</a>   Posting Date: 19/05/2022   Dublin
<a href="#"><i>Associate Director, Talent Acquisition</i></a>	Alan Blevins	Cambridge One main	Permanent	<a href="#">Associate Director, Talent Acquisition R-11058</a>   Posting Date: 17/05/2022   Cambridge One Main
<a href="#"><i>Talent Acquisition Partner</i></a>	Caroline O'Reilly	Slough	Permanent	<a href="#">Talent Acquisition Partner R-11080</a>   Posting Date: 16/05/2022   Slough
<a href="#"><i>Senior Manager, HRBP</i></a>	Janet Clough	Cambridge One main	Permanent	<a href="#">Senior Manager, HRBP R-11021</a>   Posting Date: 05/05/2022   Cambridge One Main
<a href="#"><i>Director Talent Acquisition, UKI &amp; ROW</i></a>	Fabienne Astier	Bath Road	Permanent	<a href="#">Talent Acquisition Hub Lead, UKI and ROW R-10600</a>   Posting Date: 19/04/2022   Slough
<a href="#"><i>Human Resources Information Systems Specialist</i></a>	Siv-Sane Kin	Boulogne	Permanent	<a href="#">Human Resources Information Systems Specialist H/F R-10186</a>   Posting Date: 03/05/2022   Boulogne
<a href="#"><i>HR Operations Manager, Germany</i></a>	Alexandra Krahl	Munich	Permanent	<a href="#">HR Operations Manager- R-09986</a>   Posting Date: 31/01/2022   reposted 10/06/2022

# June opportunities – HR

Fixed term/Trainees/Apprentices

<i>Position</i>	<i>Manager</i>	<i>Location</i>	<i>Type of Contract</i>	<i>Link to Job Advertisement</i>
<i>Assistant Paie / Payroll Assistant</i>	Adeline Cunis	Dreux	Fixed Term (5 months)	<a href="#">Assistant Paie H/F CDD R-11346</a>   Posting Date: 13/06/2022   Dreux - CEP
<i>Gestionnaire Administratif RH H/F (maternity leave coverage)</i>	Sophie Landormy	Boulogne	Fixed Term (Sept.22 to Feb. 23))	<a href="#">Gestionnaire Administratif RH H/F CDD R-11331</a>   Posting Date: 13/06/2022   Boulogne
<i>Gestionnaire RH Junior</i>	Sophie Landormy	Boulogne	Fixed Term (July-October)	<a href="#">Gestionnaire RH Junior CDD H/F R-11330</a>   Posting Date: 13/06/2022   Boulogne
<i>HR Shared Service Advisor</i>	Rachel Beach	Wrexham	Fixed term	<a href="#">HR Shared Service Advisor R-11174</a>   Posting Date: 31/05/2022   Wrexham
<i>Talent Acquisition Partner</i>	Alexandra KRAHL [C]	Munich	Temporary - seasonal (Fixed Term) – Part time	<a href="#">Talent Acquisition Partner (30 Stundenwoche/12 Monate befristet)</a>
<i>Payroll Assistant</i>	Adeline Cunis	Dreux	Fixed term	<a href="#">Assistant Paie R-10982</a>   Posting Date: 04/05/2022   Dreux - CEP
<i>Ipsen Graduate Development Program, HR</i>	Larisa Fedorova	Slough	Trainee / 1 year +	<a href="#">Ipsen Graduate Development Program, HR R-10836</a>   Posting Date: 14/04/2022   Slough
<i>HRIS Junior Specialist</i>	Siv-Sane Kin	Boulogne	Fixed term	<a href="#">HRIS Junior Specialist R-10733</a>   Posting Date: 04/05/2022   Boulogne
<i>HR R&amp;D Global &amp; Pharmaceutical (Fixed Term)</i>	Aline Dudouit	Boulogne	Trainee / 6 months	<a href="#">Stage - Ressources Humaines Globales &amp; Pharmaceutiques H/F R-09435</a>   Posting Date: 07/04/2022   Boulogne

# New certifications!



**Italy**  
Best Workplace  
for Women



**Wrexham**  
Best Workplace  
for Women



**Mexico**  
Great Place to  
Work



**Brazil**  
Great Place to  
Work



**Bath Road**  
UK "Best  
Workplace™" by  
Great Place to  
Work (>250  
employees).



# And A Big Thank You all for...



D&I: Participating to International Women Day (IWD) and Pride month

Supporting the **Jupiter** project

Cleaning positions in iPeople

Fct	6613	6704	iPeople
-----	------	------	---------

Completing the Talent Reviews



Rolling-out the « Career Month »

Performing the ACR



... And your always precious feedbacks!

# iPerform and Compensation

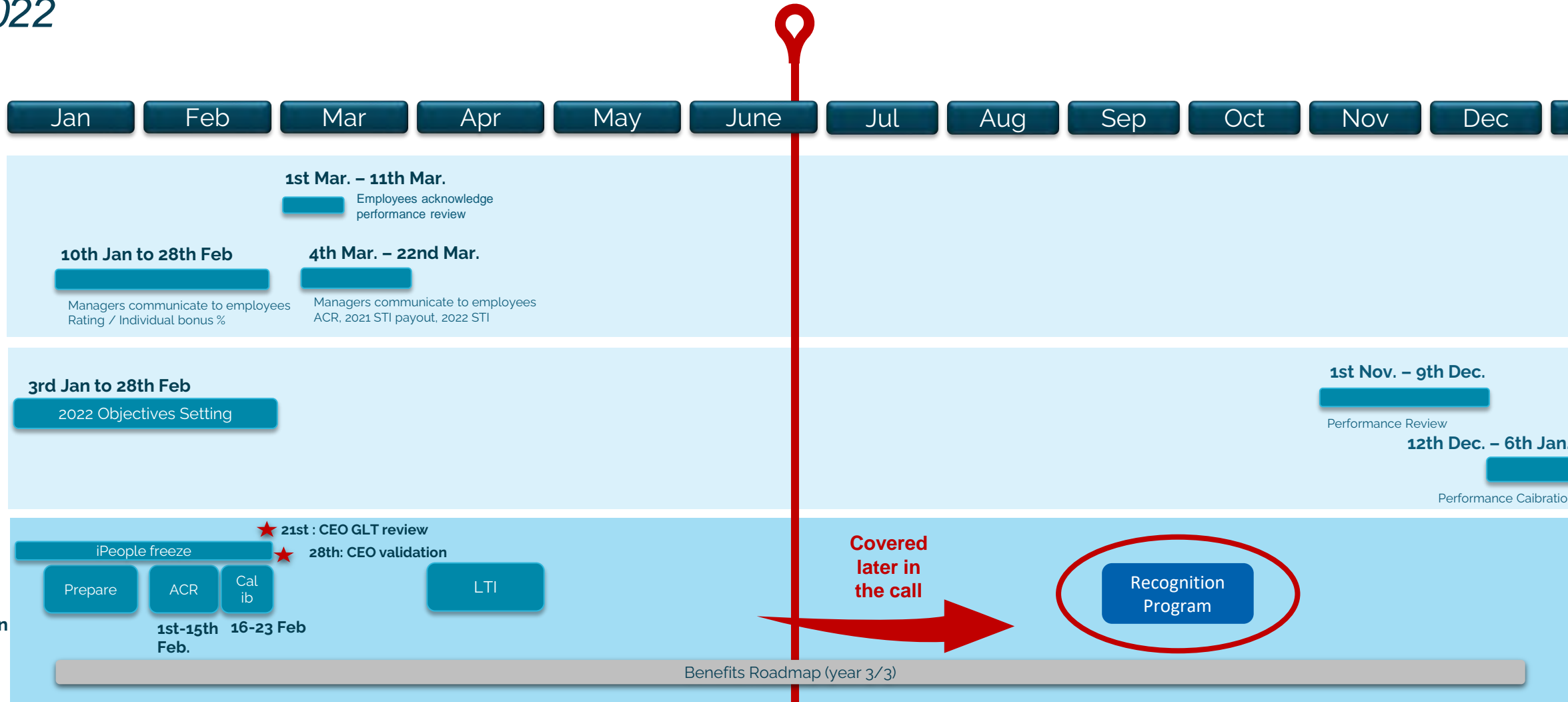
2022



iPerform

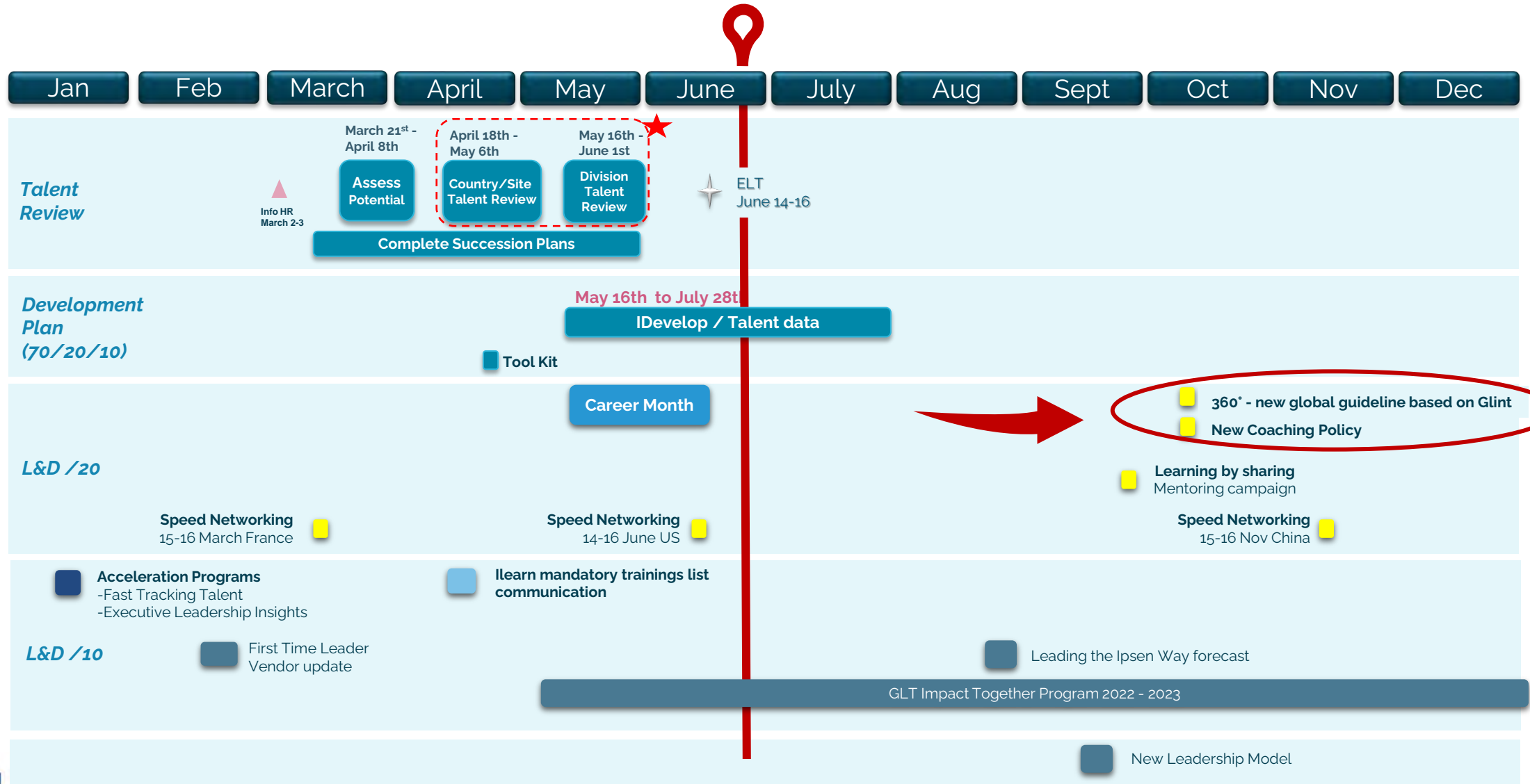


Compensation



# Talent Management

2022



Talent Management

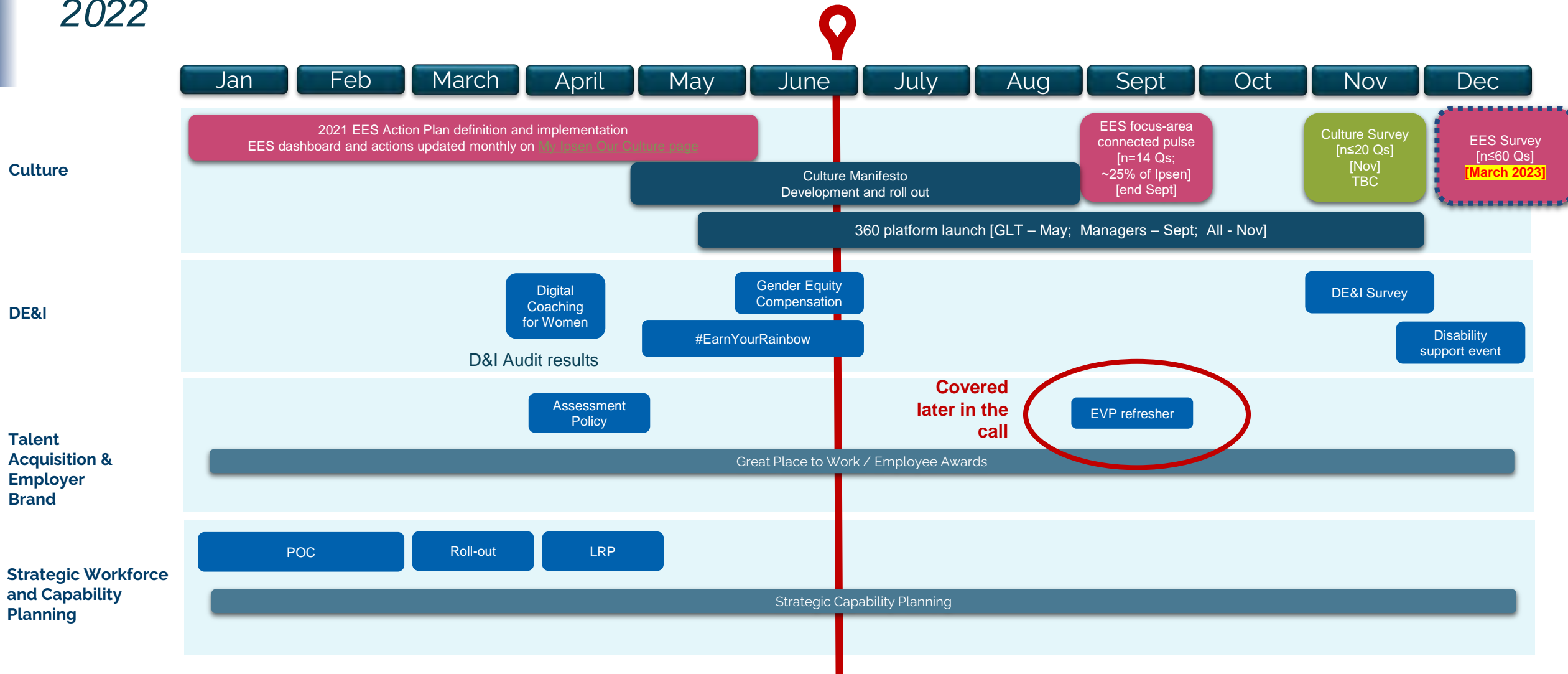


Learning & Devpt

★ Go to Page 6

# Talent Management

2022



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# Ipsen's Culture Manifesto

Global HR Webcast, June 2022

# Why do we need a culture focus?

*The right culture is fundamental to positive impact*



- Culture: *shared vision, values, behaviors, practices, emotions* → psychological safety
- An articulated culture will give our team their reason why and ensure we pull together in the same direction
- Culture and strategy are inextricably linked and when applied evenly against key business objectives create performance and results

**We must articulate our culture and ground our community in what matters most so that everyone knows how and *why* to contribute to Ipsen's strategy**

—  
positive impact will follow

# A culture evolution journey



# What is the Culture Story we want everyone to tell?

## WHY?

Dynamic and acts as an anchor

Our guide to showing up

Tool to help grasp what leadership considers is important

Create a safe framework to act and sparkle in

- *A short – living 🚦 – transparent manifesto*
- *We want people to **recognize our culture and aspire to improve it***
  - We want people to **commit** to our culture and our values
  - We are transparent about where we are so that we can improve 1 **individual** at a time, 1 **team** at a time, 1 **company** at a time

# Culture of collaboration and excellence

## *Our Culture Manifesto*

*We belong to a purpose-driven, collaborative, and caring company where I am accountable for creating a meaningful **impact for healthcare partners, patients, and society**.*

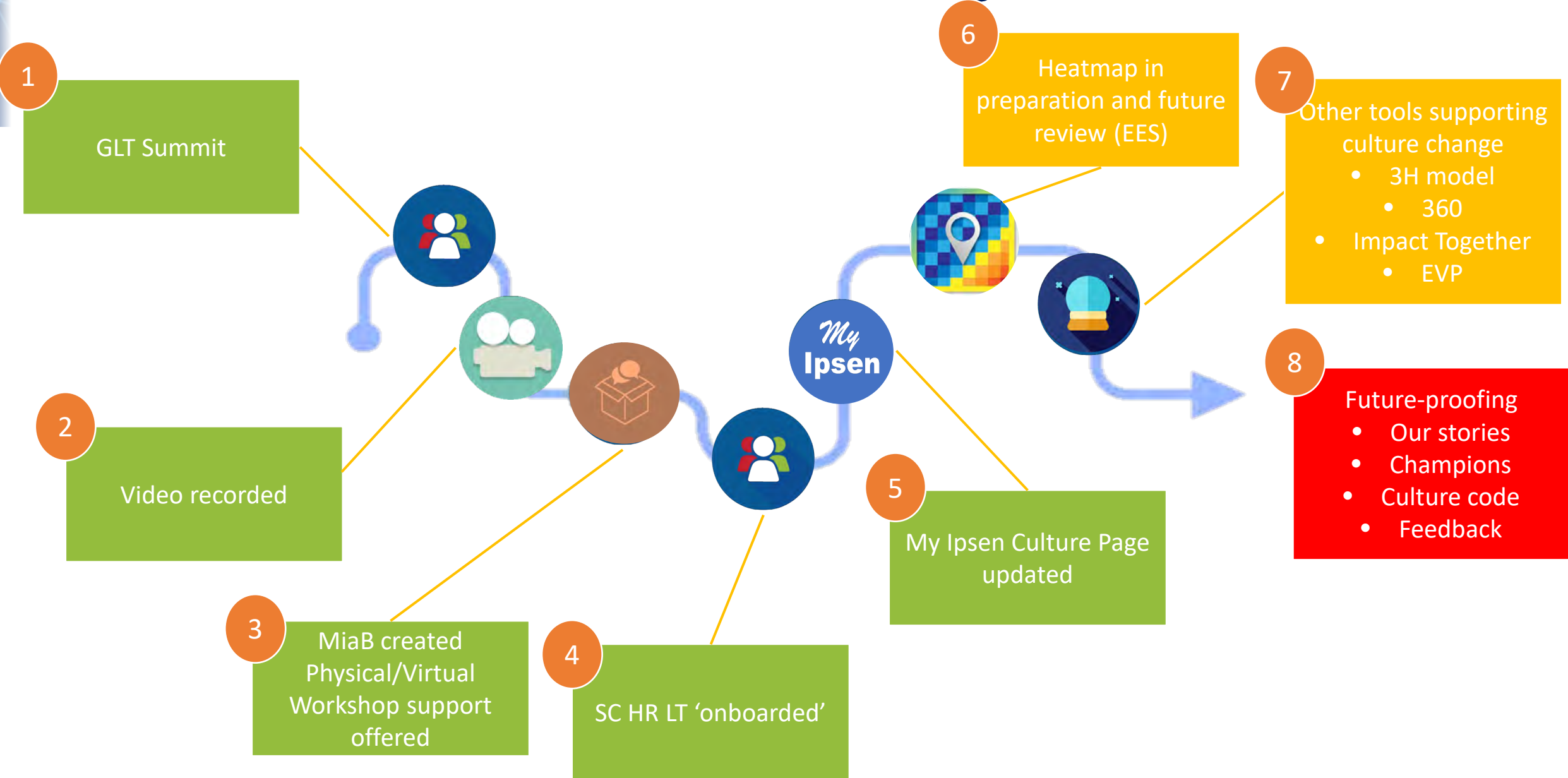
*We are focused, nimble, and inclusive, and I can be **Authentic. True. Myself**.*

*Driven by science and data, we **think big, act with passion, and execute with precision**.*

*My contribution is recognized, and together we take a stand through our **Way of Being**.*

*Acting responsibly and tenaciously, now and for the future.*  
***This is my Ipsen!***

# How is our Culture Manifesto being cascaded?



# Meeting in a Box

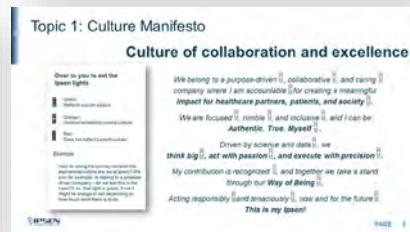
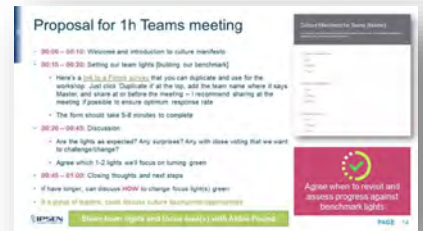
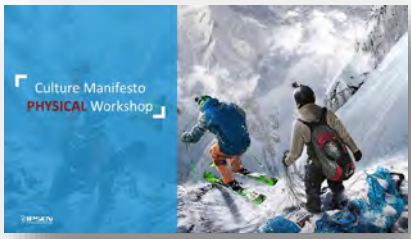
Click to access material



Culture of collaboration and excellence  
Our Culture Manifesto



Click to play the video



## Don't panic... ...I'm here to help

- I am here to support you 100% with the Culture Manifesto cascade
- Workshop set up
- Moderation
- Q&As
- Happy to jump on a plane and come to you
- If you want some support, call/email/teams me:
  - Abbie Pound
  - [Abbie.Pound@Ipsens.com](mailto:Abbie.Pound@Ipsens.com)
  - +44 (0)7825 189 338



# Culture Heatmap

	Team A	Team B	Team C	Team D
We belong to a purpose-driven collaborative and caring company where I am accountable for creating a meaningful impact for healthcare partners, patients, and society	Green	Orange	Green	Green
We are focused nimble and inclusive and I can be Authentic. True. Myself	Green	Green	Green	Green
Driven by science and data we think big act with passion and execute with precision	Orange	Orange	White	Orange
My contribution is recognized and together we take a stand through our Way of Being Acting responsibly and tenaciously now and for the future	Orange	Orange	White	Orange
	Green	Red (FOCUS)	Red (FOCUS)	Red (FOCUS)
	Orange	Orange	Red (FOCUS)	Red (FOCUS)
	Orange	Orange	White	Orange
	Green	Green	Green	Green
	Orange	Orange	White	Orange
	Orange	Green	Orange	Orange
	Green	Grey (?)	Grey (?)	Green
	Orange	Red	Orange	Orange
	Green	Orange	Green	Orange
	Orange	Orange	Grey (?)	Green
	Green	Green	Green	Green
	Green	Red	Grey (?)	Green
	Orange	Red	Orange	Orange

# Overall very positive feedback so far, but some room for improvement

"I thought it all went really well and I heard some very positive comments during lunch and travelling home in the afternoon. Timing is always ambitious, however all the content was covered and the Culture manifesto discussion was very rich."

"Do we need a ways of being and a manifesto? Can we simplify these materials into one or connect them better? Way of being feels abandoned to the team."

# Where can you help?



HR team leads →

set your lights and focus areas

BHR/Site HR →

follow up with your business partners to ensure workshops are planned with their teams & encourage them to send me their lights/focus areas to add to the heat map

All →

Adopt the vocabulary and lead by example

**As HR, we are change agents and must act as role models**

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# Leadership Model

# Why a Leadership Model?



We rely on **leaders** to deliver our  
**strategy**



Today, leadership is even more **complex**  
*(The Great Resignation, demand for more flexibility, geopolitical risks, always on transformation...)*

So what makes a **leader** successful today at Ipsen?

# Leaders who lead with the Head, Heart, and Hands

## *Importance of Alignment and situational leadership*



### Head: Think Big

Reinventing business to serve patients, planet, society, and shareholders

*Includes:*

*Setting vision*

*Focus. Prioritizing*

*Self-reflection*

*Including holistically Stakeholders*



### Heart: Together

Inspiring and enriching the human experience

*Includes:*

*Defining Purpose*

*Collaborate*

*Caring - Empathizing*

*Coaching People*

*Recognizing, celebrating*



### Hands: Execute with precision

Executing and innovating through supercharged teams

*Includes:*

*Delivering with tenacity, and courage*

*Experimenting , accelerating pace*

*Aligning teams*

# Ipsen Leadership model is a transformation lever to reach our desired culture

We belong to a purpose-driven, collaborative, and caring company where I am accountable for creating a meaningful **impact for healthcare partners, patients, and society.**

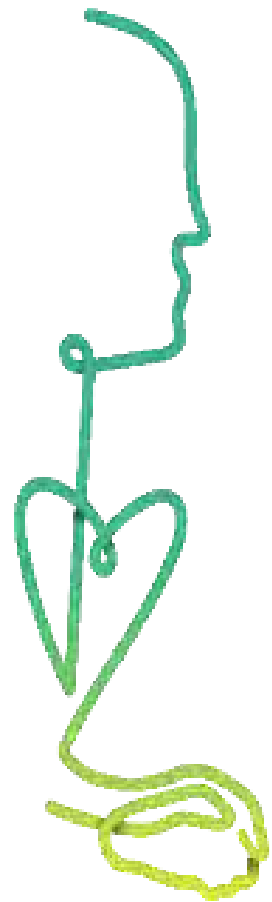
We are focused, nimble, and inclusive, and I can be **Authentic. True. Myself.**

Driven by science and data,  
we **think big, act with passion, and execute with precision.**

My contribution is recognized, and together we take a stand through our **Way of Being.**

Acting responsibly and tenaciously, now and for the future.

**This is my Ipsen!**



# And is aligned and consistent with Ipsen Way of Being



## Head: Think Big

Reinventing business to serve patients, planet, society, and shareholders

We are:

- Insights-driven
- Responsible for leveraging our collective intelligence
- Dedicated to testing, experimenting and piloting
- Externally focused
- Committed to becoming data- and science-driven



We Learn & Share every day



## Heart: Together

Inspiring and enriching the human experience

We are:

- Open to feedback
- Ready to speak up
- Listeners
- Respectful
- Committed to taking responsibility for our words and actions

We Trust each other

We are:

- Inclusive and diverse
- Engaged with communities
- Ethical and compliant
- Dedicated to caring responsibly for our people and the environment
- Committed to a proactive approach to patient centricity

We Lead with purpose



## Hands: Execute with precision

Executing and innovating through supercharged teams

We are:

- Agile and decisive
- Innovative
- Entrepreneurial
- Determined to be a partner of choice for all our stakeholders
- Committed to proactive collaboration

We Drive for success

We are:

- Focused and performance-driven
- Consistent in promoting single-point accountability
- Passionate about celebrating success
- Prepared to unleash our full potential
- Committed to excellence in execution

We Own the outcome

# Next steps: You're the ones...

.... to make it happen so that everyone in Ipsen knows and uses Ipsen Leadership Model !



WHO?



WHAT?



WHEN?

Global/  
Site/Country BHR

Raise **awareness** on the model with Leadership Teams

Support Leaders in defining their **strengths** and **development needs** using the 3H model, Use 3H to provide **feedback**

Collaborate with Hiring Managers to ensure **job descriptions** align expectations with 3H

Next LT meetings

iDevelop campaign and next individual discussion

Every job posting

Talent Acquisition

Update interviewing guide to assess the 3H

TBC

Talent Management

Include in Competency framework  
Include in Success Profiles for pivotal roles

S2. 2022

Leadership &  
Development

Align leadership programs with the Ipsen Leadership model  
*Eg Impact Together includes modules dedicated to develop these skills (Ego and Equipe parts)*

In progress

Comp. & Ben.

Include in performance process

TBC

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# Employer Value Proposition



# Wait... why are we doing this?



**We are not the company** we were back in 2018. We have evolved, our people evolved and our positioning has evolved.  
**It's not them, it's us.**



**The world**, our current and future colleagues **have changed**, and **so have their expectations**.



We need to become **far more competitive**, **aggressive** and **push harder for brand awareness** in the marketplace. Time to take a stand.

# But what does that mean?

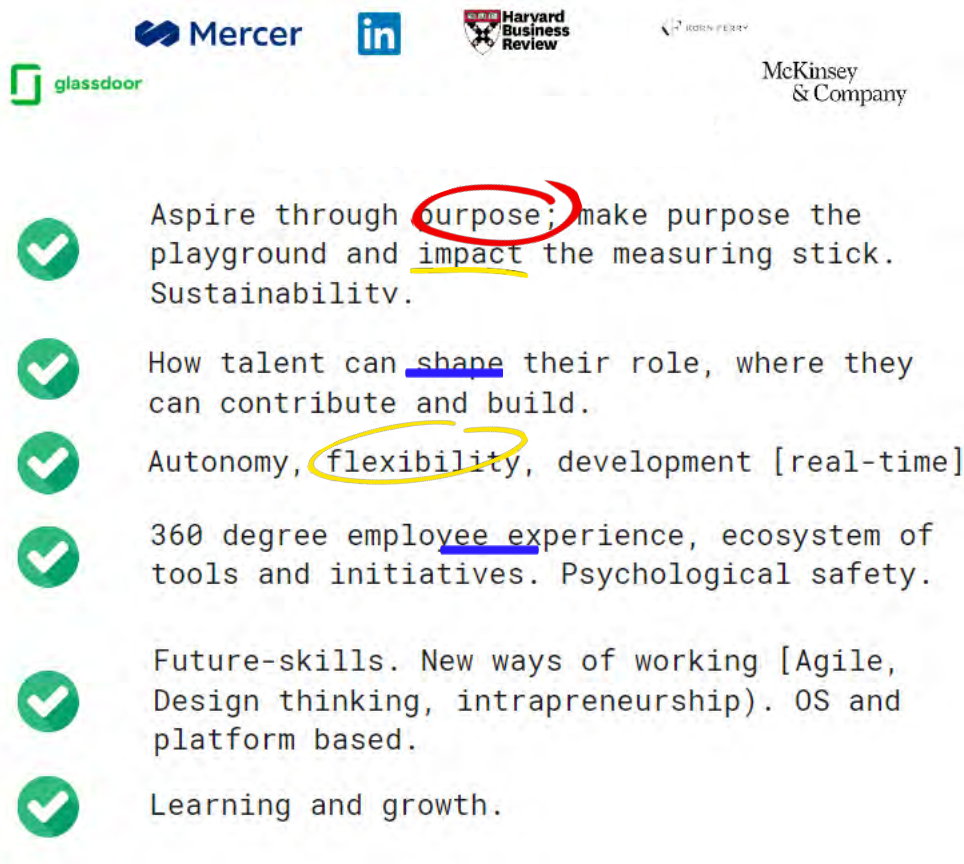
In practice, we are **expanding pillars**, evolving from a pure **mental/functional availability** to a **dual mental and emotional hybrid model**. This means we are evolving our core messages.

From	To
Ideal size	Speed, agility and flexibility
Right time	Impact always
Unique mission	Purpose-led
People-centered	People-powered

From	To
Inspirational	Aspirational purpose-led
We enable you	Meaningful impact
Passive tone of voice	Our voice, active, authentic
Functional benefits	Mental + Emotional availability
Story-telling	Story-doing

# What talent wants ...post-COVID

We did **the research**, looked at the **metrics** and distilled some **key insights!**



Post-Covid world is **far more purpose-led**, about **shaping and seeing impact** [in real time], moving from career planning to **experience crafting**.

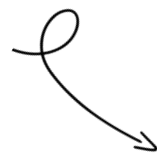
It's **building new ways of working**, new agility and **focusing on an employee experience** that goes beyond expertise and into **amplifying people holistically**.

Talent wants to **not just be** part of a company, but **part of crafting its iterations**. Culture has never been **as visible and as important** as it is now.



# Global **EVP** positioning

**Real impact, every day.**



**#Make a Realimpact.**

**6**  
**WE INVESTED EXACTLY ~~7~~ MINUTES**  
**ON CREATING THIS JOB AD.**

**BECAUSE WE INVEST 23H:54 MIN A DAY**  
**ON ADVANCING PATIENT CARE.**

*Make a real impact. Every day. Welcome to Ipsen.*



Search for people, jobs, companies, and more...

You Rock At Coding - Let Hire find you the job offers, it's free, and no commi



Welcome, Ellen!  
[Customize your feed](#)

73 Profile views in the past 90 days

35 People viewed your last update

Share an article, upload a photo, or start writing...

Publish a post - 5 Drafts

Share



Love music? Interested in meeting the best artists of our time and bringing their music to the world? Join the engineering team at Flexis! [Learn more](#)

**6**  
**WE INVESTED EXACTLY 6 MINUTES ON CREATING THIS JOB AD.**

**BECAUSE WE INVEST 23H:54 MIN A DAY ON ADVANCING PATIENT CARE.**

*Make a real impact. Every day. Welcome to Ipsen.*



Sponsored by Flexis

12 Likes · 4 Comments

Like Comment Share

Love music? Interested in meeting the best artists of our time and bringing their

**WE CREATED THIS AD IN A RUSH.**  
*Sorry.*

**BECAUSE WE TOOK OUR TIME  
FOCUSING ON CREATING A REAL IMPACT  
ON PATIENTS' LIVES.**  
*Not sorry.*

*Make a real impact. Every day. Welcome to Ipsen.*

---



**ARE WE A BIG PHARMA OR A BIOTECH?  
WRONG QUESTION. NEITHER AND BOTH.**

***BLAZING***

**BUT WE ARE FAST IN CREATING  
A REAL IMPACT ON PATIENTS' LIVES.**

*Make a real impact. Every day. Welcome to Ipsen.*



**ARE WE GLOBAL, LOCAL, DISTRIBUTED OR OTHER?  
WRONG QUESTION AND TOO COMPLICATED.**

*WAAAAY*

**WE CONNECT AND EMPOWER EVERYONE  
TO MAKE A REAL IMPACT ON PATIENTS' LIVES.**

*[Simple.]*


*Make a real impact. Every day. Welcome to Ipsen.*

---





# Why is this concept liquid (A.K.A works everywhere)?




We are **proposing three formats**: “the hard contrasts”, “wrong questions, right answers”, “Complicated, simple”


## Real Impact.



This **allows us to craft themes** that link with the **relevant cultural attributes** we have across our geographies.

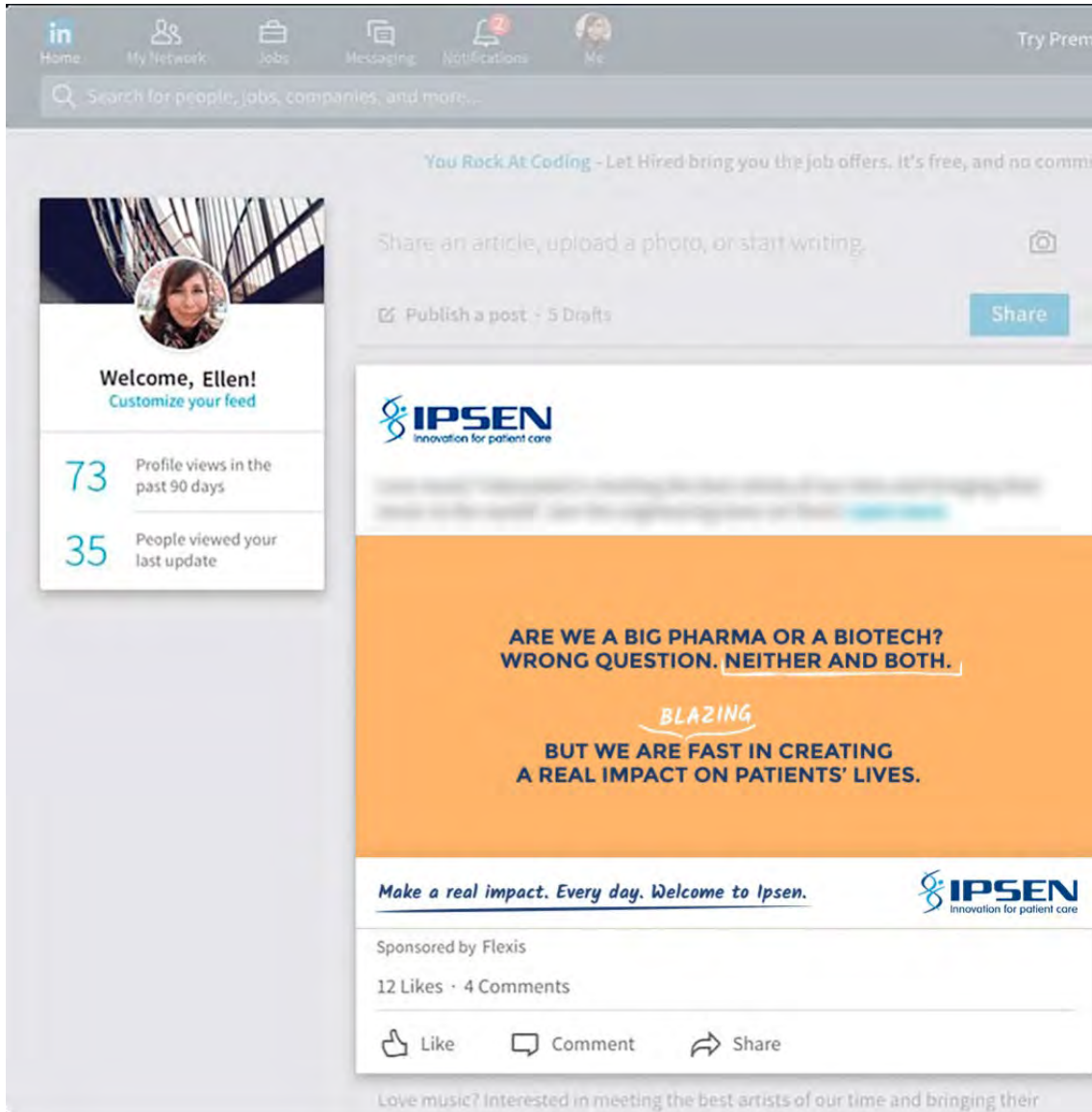


This allows us to generate more **real content** (i.e., D&I, Culture etc.) where we can focus on the balance of **serious, fun, irreverent, world-class team**.



We can **jump on any topic**, themes at any time allowing us to be reactive **on the trends that matter**

# How does it work for a job ad?



The screenshot shows a LinkedIn job advertisement for Ipsen. The ad features the Ipsen logo at the top, followed by a large orange banner with the text: "ARE WE A BIG PHARMA OR A BIOTECH? WRONG QUESTION. NEITHER AND BOTH." Below this, it says "BLAZING" and "BUT WE ARE FAST IN CREATING A REAL IMPACT ON PATIENTS' LIVES." The ad also includes the tagline "Make a real impact. Every day. Welcome to Ipsen." and the Ipsen logo. The ad is sponsored by Flexis and has 12 likes and 4 comments. The interface shows a user profile for Ellen with 73 profile views and 35 people viewed her last update.

We can **tailor each ad** to reflect **the theme** of the position.

TA will be **able to choose** from a **catalogue of key claims** depending on **their target populations**.

The aim will be to **unify our approach** to posting job ads moving forward.



*Make a real impact. Every day. Welcome to Ipsen.*



# What we need from you!

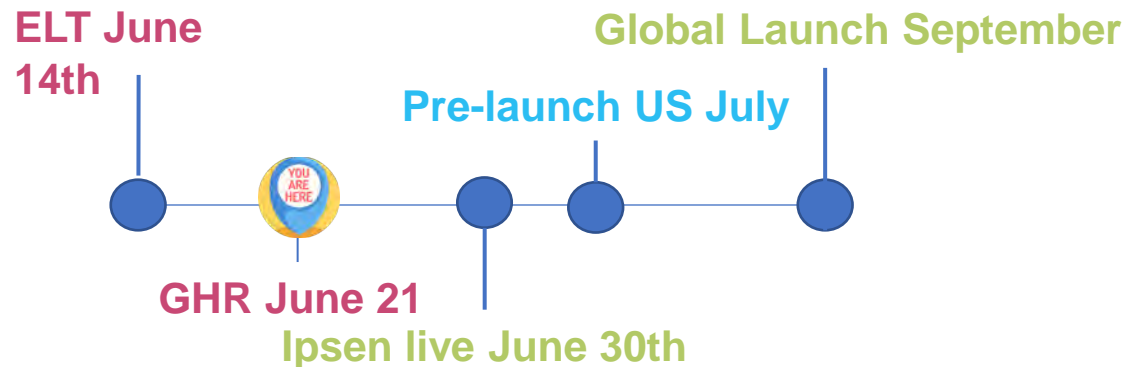
Get a **sense** of what is coming from the Employer Value Proposition.

We **will send you toolkits and info packs explaining exactly what the launch is going to look like**, we ask that you help us in making this a success!

We ask that **you start winding down any new campaigns related to EVP horizon September**.

We are running pre-tests **and we will share the results with you** to help with the planning when it comes to launching the new EVP.

# Next Steps!



Once we have the validated concept, we will hand over all assets to our US agency RC. (We did recommend market pre-tests.)

We will build all the toolkits, a connections plan (channel mix, media etc.), for the markets and handover all relevant parts to the comms and TA at corporate-level.

We will roadshow and workshop to launch this internally before handing over.

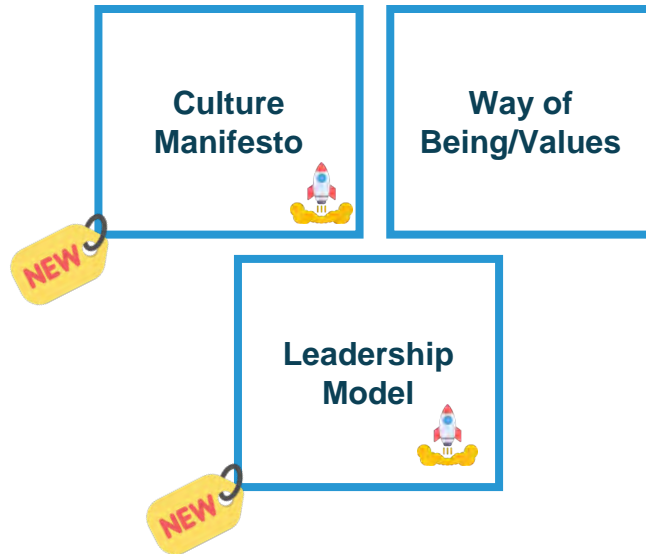
Finally, we will create the EVP Governance Base establishing an employee driven and cross-functional body to review bi-annually and OWN our EVP!

# Connecting the dots!

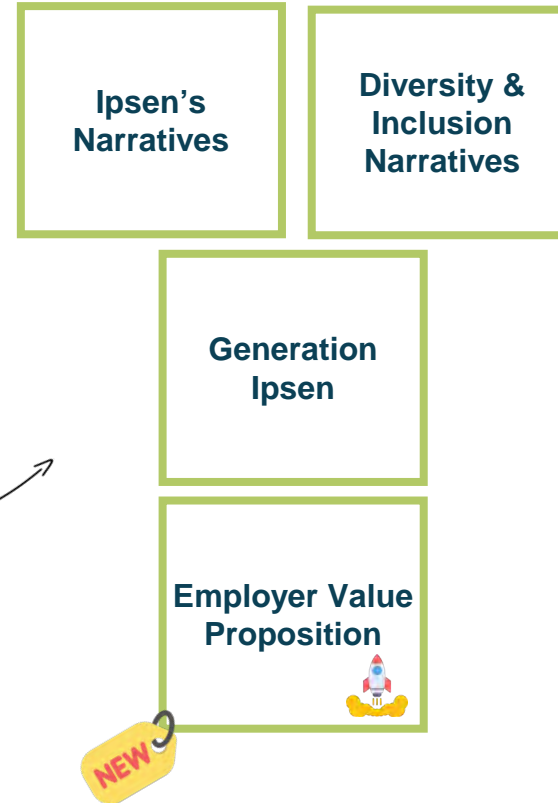
## Why & What



## How



## Telling the world



## How do we measure?





# Ipsen Recognition Program

Sophie Véron  
Romain Lévi

# Global Recognition Program

## *Agenda*

● **Program design**

● **Provider Selection**

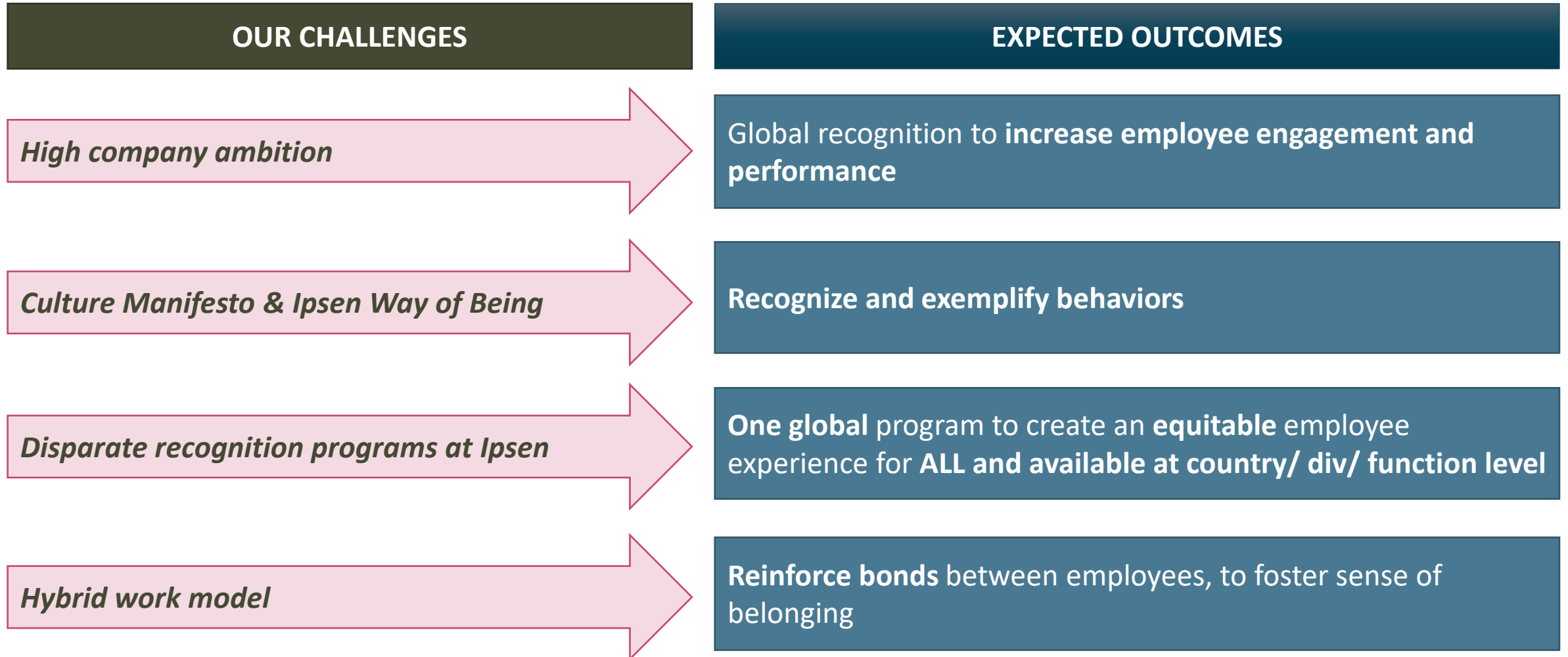
● **Project Implementation / Timeline**

● **HR community contribution**

# Program Design

# Project Objectives and Expected Outcome

## *Why a Global Recognition Platform now*



# Recognition Program - Key Principles



- Foster recognition at Ipsen



- Set clear, consistent, fair, inclusive & transparent guidelines



- One global online program & tool for all, fully compliant









- Ipsen culture/ way of being at the heart of recognition



- Owned by leaders, and supported by strong communication

# Recognition and Reward Framework

*A comprehensive framework of 4 pillars to address diversity of recognition*

	Decision 	Audience 	Frequency 	Value 	Impact Vs. current 
 <p><b>CEO Award</b></p>	<ul style="list-style-type: none"> <li>• ELT proposal</li> <li>• CEO decision</li> </ul>	<ul style="list-style-type: none"> <li>• Few individuals / teams</li> </ul>	<ul style="list-style-type: none"> <li>• Annual</li> </ul>	<ul style="list-style-type: none"> <li>• Memorable experience</li> <li>• Dev. opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• New program</li> </ul>
<p><b>Spot Award</b></p>	<ul style="list-style-type: none"> <li>• Mgt proposal</li> <li>• ELT validation</li> </ul>	<ul style="list-style-type: none"> <li>• Some teams</li> </ul>	<ul style="list-style-type: none"> <li>• Annual / ad hoc</li> </ul>	<ul style="list-style-type: none"> <li>• Cash Award</li> </ul>	<ul style="list-style-type: none"> <li>• Managed through platform</li> </ul>
<p><b>Points redeemed to market place</b></p>	<ul style="list-style-type: none"> <li>• Peer-to-peer proposal &amp; Mgt validation</li> <li>• Or Mgt award</li> </ul>	<ul style="list-style-type: none"> <li>• All employees</li> </ul>	<ul style="list-style-type: none"> <li>• Several times per employee per year</li> </ul>	<ul style="list-style-type: none"> <li>• Moderate award (3 levels)</li> </ul>	<ul style="list-style-type: none"> <li>• All existing local programs to be integrated in platform</li> </ul>
<p><b>Thank-You Note</b></p>	<ul style="list-style-type: none"> <li>• “Thank you” note: Peer-to-Peer</li> </ul>	<ul style="list-style-type: none"> <li>• All employees</li> </ul>	<ul style="list-style-type: none"> <li>• Unlimited</li> </ul>	<ul style="list-style-type: none"> <li>• Non-monetary</li> </ul>	<ul style="list-style-type: none"> <li>• BeOne to be decommissioned</li> </ul>

# Provider Selection

# Summary





# Workhuman selected as our preferred partner

*Workhuman footprint and quick overview*

**workhuman\***

**6.3 million**  
humans

**34+**  
languages

**180**  
countries

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**Biotech**  
Research, pharmaceutical, medical device, diagnostics

**MERCK**

**Johnson & Johnson**

**Lonza**

**moderna**

**ICON**

**Lilly**

**Abbott**

**Edwards Lifesciences**

**Alnylam**

**AmerisourceBergen**

**Rentschler Biopharma**

**Biogen**

**AstraZeneca**

**Mallinckrodt**

**GILEAD**

**CREMER**  
The world is our market.

**teva**

**DJO**

**COVANCE**

**ANIKA**

**GALDERMA**

**AMGEN**

**CardinalHealth**

**Sotera Health**

**SPECTRUM**  
PHARMACEUTICALS

**Takeda**

**TACONIC**

**abbvie**

**EXACT SCIENCES**

**PACIRA**  
BIO SCIENCES, INC.

**PPD**  
Models For Life.

**VARIAN**  
medical systems

**workhuman\*** video



What is social recognition - Overview

# Project Implementation / Timeline

# Project Implementation Plan

*Macro process – dates to be finalized*

Planning: Strategy: Design: Launch:

## TECHNOLOGY WORK STREAM



Design

July



Integration / Branding

July



Site Configuration

Aug



Quality Assurance

Aug



User Acceptance Tests

Sept



Production Test

Sept



Launch Go Live

Sept

## CHANGE MANAGEMENT WORK STREAM



Early Socialization, Secure Buy-in & Sponsorship

June / July



Develop Communications & Program Visuals

July



Deploy Communications

Sept



Execute Manager Coaching

Sept



# Project Management Team

## EXECUTIVE SPONSOR

Champions program; authorizes project resources



Regis Mulot



Ivo Sulovsky

## PROGRAM MANAGER

Executes project: planning, structure & design decisions, rollout



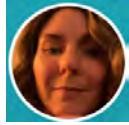
Sophie Veron



Romain Levi

## FUNCTIONAL LEAD

Supports PM with program structure decisions & custom site/platform content development



Abbie Pound



Amanda Dini



Erin Sheehan



Oceane Pinto

## BRANDING

Provides corporate branding guidelines & images; approves site design

Mary-Elizabeth Hackett

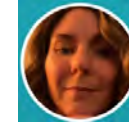


Jaya Marcellin

## COMMUNICATIONS

Develops communications strategy & content; executes comms plan

Thao N'Go



Abbie Pound

## FINANCE & PAYROLL

Receives & processes invoices & payroll feed

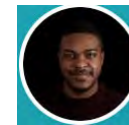
To be confirmed

## IT ACCESS, SSO LEAD

Configures the client's SSO connectivity



Nejib Mahfoudh



Othniel Kuti

## HRIS, DATA FILE

Develops upload files with user & program data; responsible for successful file transfer



Siv-Sane Kin

# HR community contribution



# Next Steps with HR



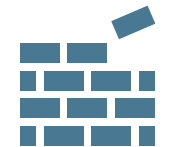
- Find a name for our Recognition Program!  
*Now vote in opening the quick survey on your PC or mobile phone*



- Contribute to design finalization
- Secure local / division recognition programs transition / integration into Global program



- Finalize implementation plan  
(communication, payroll & tax impact, etc.)



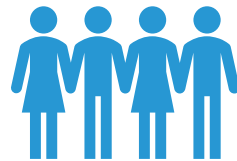
- Deploy in your country/division



# Next Steps with HR

**Stay tuned, more to follow!**

**We will come back to you shortly**



**THANK YOU**

