



TARGET AUDIENCE
High Potentials identified as successors Mid-Term to a Global Pivotal roles



ELIGIBILITY
Upon nomination following Talent Review



PROGRAM FORMAT
Assessment, Individual coaching, 2 weeks of development sessions, 2 workshops of 2 days each, Intermodular Activities, 4 to 6 months project/assignment



DURATION
12 month journey

This program aims to accelerate the development talents to get ready to take on Global Pivotal Roles (non-GLT) and support career planning



PHASE 1: SELF-AWARENESS

- Identify participants strengths
- Identify development areas and career path



PHASE 2: DEVELOPMENT & CAREER PLANNING

Develop core skills and mindset to become an Enterprise Leader:

- Business acumen: Pharma / Biotech business models, market trends and future disruption
- Leadership skills : 3H leadership model
- Career Planning sessions towards pivotal roles



PHASE 3: EXPERIENCE & Exposure

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