



# LEAP HR Life Sciences

Radical Change Through People

European Edition

New Release

27 – 29 January, 2020 London, UK

Among the  
world-class  
speaker faculty:



**Khan Ozol**  
Global Head of  
Executive Talent  
Scouting &  
Talent Sourcing  
Innovation  
Novartis



**Tammy Lowry**  
Global Head of  
Talent Innovation  
Roche



**Dawn Jarvis**  
Vice President of  
Human Resources  
International  
Alnylam  
Pharmaceuticals



**Thijs Glasz**  
Vice President  
Human Resources  
EMEA & Asia  
Össur



**Tara Barry**  
Chief Human  
Resources Officer  
Norgine



**Flemming  
Karstens Søbørg**  
Head of  
Leadership &  
Talent Excellence  
Novozymes



**Caroline Hart  
Sehested**  
Director & Global  
Head of Early  
Talent  
Novo Nordisk

**Discover How Disruptive HR Can Build and Sustain a Culture  
Which Inspires Bold Thinkers, Risk Takers, and Innovators  
to Drive Change-Agile Life Sciences Companies into the Future**



■ ■ Bringing Life Sciences HR leaders together at *LEAP HR: Life Sciences Europe* gives you the opportunity to discuss and debate challenges, but more importantly come away with different perspectives and knowledge on how to best be prepared for a future workforce which is still to be defined. ■ ■

**Caroline Hart Sehested**, Director & Global Head of Early Talent, **Novo Nordisk**  
Speaker Faculty Member, *LEAP HR: Life Sciences Europe*





# Event Highlights

**LEAP HR: Life Sciences Europe** is your best chance to hear the most disruptive stories of HR transformation from change-agile companies of all sizes at the only dedicated event for life sciences HR leaders in Europe. Those who take part will discover how disruptive HR can build and sustain a culture which inspires bold thinkers, risk takers, and innovators to drive change-agile life sciences companies into the future. Among the highlights:



**Take a disruptive approach to finding scientific talent faster:** Discover how **Novartis** is deploying next-generation talent scouting to meet the rapidly rising demand for quality talent



**Build the vital capabilities you need tomorrow, today:** Find out how **Novo Nordisk** is leveraging organisational transformation and cultural change to meet future life sciences workforce needs



**Transform your culture into a competitive advantage:** Find out how **Xellia Pharmaceuticals** is reprogramming leadership behaviours to allow it to crack the life sciences culture code



**Drive scalable HR to support rapid growth:** Step inside the approach **Norgine** is taking to deliver more agile HR to support the rapid growth of an innovation-centric organisation



**Build a more agile life sciences organisation:** Learn how **Roche** is inspiring its leaders to navigate towards an agile future and how that can translate to biopharma businesses of all sizes



**Pioneer digital scientific leadership development:** Explore the non-traditional thinking allowing **Novozymes** to successfully revolutionise learning for future life sciences leaders



**Shift the life sciences recruiting paradigm:** Discover how **MSD** is rethinking what it means to work in life sciences today to allow it to build the life sciences workforce of the future



**Build a more dynamic biopharma HR function:** Learn how **Mölnlycke Health Care** is unlocking the full potential of the multiple generations active inside today's life sciences workforce



**Inspire innovation in a hyper-growth biopharma business:** Hear how **Alkermes Pharma Ireland** is challenging traditional thinking around inter-departmental cooperation and transforming employee experience



**Putting employees and patients first in a booming life sciences business:** Hear how **Alexion Pharmaceuticals** are truly reimagining culture and decision-making to align with employee advocacy and patient centricity

## Event Purpose

**In Life Sciences, what's made us successful in the past will not serve us well in the future. We need to challenge the status quo and embrace a different way of working. LEAP HR Life Sciences Europe offers a rare, industry specific chance to do just that.**



Joy Xu, Former Chief Human Resources Officer, **Sandoz**



# Speaker Faculty Highlights



**Evie Baldwin**

Director of Talent Acquisition International  
**Alnylam Pharmaceuticals**

**LEAP:** "Using the employer value proposition to transform engagement, retention and differentiation"



**Tara Barry**

Chief Human Resources Officer  
**Norgine**

**LEAP:** "Using data-driven HR strategies to support decision-making"



**Maria Cullen**

Talent Acquisition Lead  
**MSD Ireland**

**LEAP:** "Shifting the recruiting paradigm and redefining the employee value proposition"



**Aaron Falcione**

Vice President of Human Resources,  
Human Health Commercial  
**Merck**

**LEAP:** "Inspiring bold thinkers, risk takers, and innovators to drive change-agile life sciences companies into the future"



**Jean-Luc Giraud**

Chief Human Resources &  
Communication Officer  
**Centrient Pharmaceuticals**

**LEAP:** "Developing a winning approach to deploy a global structure leveraging change management"



**Thijs Glasz**

Vice-President Human  
Resources EMEA & Asia  
**Össur**

**LEAP:** "Rethinking the HR impact on international M&A activity in a dynamic life sciences industry"



**Dawn Jarvis**

Vice President of Human  
Resources International  
**Alnylam Pharmaceuticals**

**LEAP:** "Using the employer value proposition to transform engagement, retention and differentiation"



**Urs Karkoschka**

Head of Performance Innovation  
**Novartis**

**LEAP:** "Driving a culture transformation with a performance coach in your pocket"



**Lorraine Kenny**

Executive Director, HR Lead  
& Regional HRBP  
**MSD Ireland**

**LEAP:** "Shifting the recruiting paradigm and redefining the employee value proposition"



**Christophe Lefebvre**

Human Resources Director  
Continental Europe & Nordics  
**Arjo**

**LEAP:** "Designing a talent programme that impacts company sustainability"



**Martin Lexa**

Executive Vice President of Human  
Resources & Corporate Communications  
**Molnlycke Health Care**

**LEAP:** "Overcoming challenges with integrating new generations into the workforce"



**Henri Louw**

HR Director UK  
**AbbVie**

**LEAP:** "Driving the talent agenda through portfolio transformation"



# Speaker Faculty Highlights



**Tammy Lowry**

Global Head of Talent Innovation  
**Roche**

**LEAP:** "Transforming culture and organisational models to deliver agility at scale"



**Peter Mulcahy**

Vice President of Talent, Learning & OD, Global Pharma  
**GSK**

**LEAP:** "Driving an enterprise-wide cultural transformation in a large pharma business"



**Anat Nahmany**

Vice President & Head of Human Resources  
**Neuroderm**

**LEAP:** "Managing the people function through business transformation"



**Peter Overgaard**

Chief People Officer  
**AVINO**

**LEAP:** "Vital lessons life sciences people leaders can learn from the risk management and safety industry"



**Demina Poli**

Chief People Officer  
**Grow Biotech**

**LEAP:** "Designing and building an agile HR function from scratch"



**Khan Ozol**

Global Head of Executive Talent Scouting & Talent Sourcing Innovation  
**Novartis**

**LEAP:** "Executive talent scouting strategies and the rapidly evolving TA technology landscape"



**Theo Rowley**

Talent Acquisition Partner  
**Celgene Corporation**

**LEAP:** "Transforming talent acquisition in a dynamic and evolving life sciences business"



**Caroline Hart Sehested**

Director & Global Head of Early Talent  
**Novo Nordisk**

**LEAP:** "Leveraging organisational transformation and cultural change to meet future workforce needs"



**Tom Ryan**

HR Director  
**Alkermes Pharma Ireland**

**LEAP:** "Challenging traditional HR roles in driving innovation within the business"



**Flemming Karstens  
Søeborg**

Head of Leadership & Talent Excellence  
**Novozymes**

**LEAP:** "Pioneering the digital leadership development of tomorrow's leaders"



**Bjorn Haugen Thonvold,**  
Vice President of People & Organization

**Xellia Pharmaceuticals**

**LEAP:** "Transforming your organisation's culture into a competitive advantage"



**Leigh Van Wyk**

Director of Learning  
**apio**

**LEAP:** "Enabling the next generation of innovators in an ever-changing and complex industry"



**Bertha Vilela**

Head of International Employee Experience  
**Alexion Pharmaceuticals**

**LEAP:** "Reimagining what it takes to put employees and patients first in a booming life sciences business"



# Pre-Conference Focus Day

## Talent Acquisition Strategy Day Transforming Talent Acquisition in Life Sciences

Monday 27th January 2020: 12pm – 5pm (includes networking lunch)

This focus day will bring you 4 case studies of excellence addressing the vital challenges of how we find, attract, and build the biopharma workforce of tomorrow. Through a combination of thought leader perspectives and facilitated discussions between HR and strategic Talent Acquisition leaders, you will leave with connections, insights and innovative ideas you can immediately implement:

**Built for those  
with a stake in  
rethinking how  
we find new life  
sciences talent**

1

### Redesigning Talent Strategies to Meet the Demands of a 'Hot' & Highly-Volatile Market

What it takes to constantly evolve your talent strategies to fit the wider market place and how can big pharma rethink its approach to scouting and courting candidates

2

### Delving into the Rapidly Evolving Talent Acquisition Technology Landscape to Stay Ahead

Stay ahead of the curve and find out how to use technology to rethink how you can drive talent acquisition in a hyper-competitive candidate's market

3

### Radically Reinventing Workforce Planning for Future Growth in an Industry of Uncertainty

How to rethink the way you tie business leaders' visions, plans and hypothesis to your talent plans to extrapolate from where you are now, to what the talent needs of your business will be in the future

4

### Transforming How We Look at Talent in a Rapidly Scaling Life Sciences Business

How to creatively capitalise on the talent you have to capture the talent you want and maintain the culture that made you great even as you rapidly scale

Facilitated by a panel of talent experts, including:



**Khan Ozol**  
Global Head of Executive  
Talent Scouting & Talent  
Sourcing Innovation  
**Novartis**



**Maria Cullen**  
Talent Acquisition Lead  
**MSD Ireland**



**Flemming Karstens Søborg**  
Head of Leadership &  
Talent Excellence  
**Novozymes**



**Theo Rowley**  
Talent Acquisition Partner  
**Celgene Corporation**



**Evie Baldwin**  
Director of Talent  
Acquisition International  
**Alnylam Pharmaceuticals**



**Anat Nahmany**  
Vice President & Head of  
Human Resources  
**Neuroderm**



**Lorraine Kenny**  
Executive Director, HR  
Lead & Regional HRBP  
**MSD Ireland**



**Demina Poli**  
Chief People Officer  
**Grow Biotech**



**Peter Overgaard**  
Chief People Officer  
**ACINO**



## Conference Day One – Tuesday 28th January 2020

### 8.00 Conference Registration & Networking

#### 8.55 What it Takes to Make a Leap a Reality

**Amy Radley**, Global Head of Life Sciences, LEAP HR, [Hanson Wade](#)

#### 9.00 Chair's Welcome, Opening Remarks & Connection Before Content

**Aaron Falcione**, Vice President of Human Resources, Human Health Commercial, [Merck](#)

### Turbocharging Life Sciences Business Transformation

#### 9.20 **Discover:** Agility at Scale: How Roche is Transforming its Culture, Organising Models, and Results

- Successfully transforming the culture, organising models, and governance across an entire organisation of 100,000 employees and 150+ countries
- The transformation was triggered through a 4-day leadership experience (Kinesis) with a vertical focus on leadership mind-set and practical examples of agile organisations
- Secondly, rather than a top-down, planned change approach, leaders have decided appropriate "experiments" for their organisation

**Tammy Lowry**, Global Head of Talent Innovation, [Roche](#)

#### 9.40 **Discover:** Reimagining What It Really Takes to Put Employees & Patients First in a Booming Life Sciences Business

- How can we truly change the fabric of our culture to align with employee advocacy and patient centricity?
- What does it take to look beyond the traditional boundaries in terms of scope and influence of HR in bio pharma?
- Embedding a unique and differentiated approach across the entire organisation to ensure one set of principles anchor how we lead, manage and drive decision making

**Bertha Vilela**, Head of International Employee Experience, [Alexion Pharmaceuticals](#)

#### 10.00 **Develop:** What are the Critical Success Factors When It Comes to Leading a Business Transformation in Life Sciences?

**Tammy Lowry**, Global Head of Talent Innovation, [Roche](#)

**Bertha Vilela**, Head of International Employee Experience, [Alexion Pharmaceuticals](#)

#### 10.20 **Action:** What One Thing Will You Now Change to Allow You to Accelerate the Development of Your HR Function & Your Business?

Output Focused Action Session Facilitated by the Chair

### 10.40 Speed Networking & Refreshments



## Conference Day One – Tuesday 28th January 2020

### Cracking the Life Sciences Culture Code

|                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                             |
|-------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                     | <p>11.20 <b>Discover: Challenging Traditional Thinking to Drive an Enterprise-Wide Cultural Transformation in a Large Life Sciences Organisation</b></p> <ul style="list-style-type: none"> <li>• The relevance of the power of culture to drive value for patients and business performance</li> <li>• The people levers for changing culture</li> <li>• Measuring culture – at the organisation, team and individual level</li> </ul>                                                                                                                              | <p><b>Peter Mulcahy</b>, Vice President of Talent, Learning &amp; OD, Global Pharma, <b>GSK</b></p>                                                                                                                                                                         |
|                                     | <p>11.40 <b>Discover: How Xellia Gave Meaning to the Word "Empowerment" &amp; Transformed Its Business Culture into a Competitive Advantage</b></p> <ul style="list-style-type: none"> <li>• Exploring how the relentless execution of "empowerment" as a leadership behaviour has reshaped Xellia's organisation and business potential</li> <li>• Understanding how this has led to a collaborative high performance culture, a bold employer value proposition, and a strong and engaged business culture in a fast growing life sciences business</li> </ul>     | <p><b>Bjorn Haugen Thonvold</b>, Vice President of People &amp; Organization, <b>Xellia Pharmaceuticals</b></p>                                                                                                                                                             |
|                                     | <p>12.00 <b>Discover: Redesigning Your Organisation: Managing Portfolio Shifts, Large Scale Change &amp; an Organisational Restructure</b></p> <ul style="list-style-type: none"> <li>• Exploring the six factors to consider in designing your reorganisation</li> <li>• Navigating the broad scope restructuring and resizing journey</li> <li>• Assessing the cultural impact that a restructure, with redundancies, means for organisational key talent</li> <li>• Understanding how to engage leaders to build the new organisation post-restructure</li> </ul> | <p><b>Henri Louw</b>, HR Director UK, <b>AbbVie</b></p>                                                                                                                                                                                                                     |
|                                     | <p>12.20 <b>Develop: What are the Keys to Developing a Scalable Culture Where Innovation Thrives in a Dynamic Life Sciences Company?</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                         | <p><b>Bjorn Haugen Thonvold</b>, Vice President of People &amp; Organization, <b>Xellia Pharmaceuticals</b></p> <p><b>Peter Mulcahy</b>, Vice President of Talent, Learning &amp; OD, Global Pharma, <b>GSK</b></p> <p><b>Henri Louw</b>, HR Director UK, <b>AbbVie</b></p> |
|                                     | <p>12.40 <b>Action: What is the Single Biggest Thing You Could Change About Your Approach to Culture to Achieve the Biggest Impact in Your Bio Pharma Business?</b></p>                                                                                                                                                                                                                                                                                                                                                                                              | <p><b>Output Focused Action Session Facilitated by the Chair</b></p>                                                                                                                                                                                                        |
| <p>1.00 <b>Networking Lunch</b></p> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                             |



## Conference Day One – Tuesday 28th January 2020

### Driving Business Transformation Through HR

- 2.00 **Discover: Managing the People Function through Business Transformation in a Hyper-Growth Biopharma Industry**
- Exploring the role of HR in providing a stable and secure environment through constant change
  - Identifying potential leadership challenges and ensuring your People function delivers well thought-out goals and objectives during M&A activity
  - Maintaining your core company culture and retaining key talent during huge organisational change
  - Constructing a clear communication path around business transformation

**Anat Nahmany**, Vice President & Head of Human Resources, **Neuroderm**

- 2.20 **Discover: Overcoming Challenges with Integrating New Generations into the Future Life Sciences Workforce**
- The world is transforming with an accelerated speed, which has implications on people and the way we work
  - What are key characteristics of the new generation and how does it impact our business model?
  - What are the implications of the above for Molnlycke Healthcare and what are we doing about it?

**Martin Lexa**, Executive Vice President of Human Resources & Corporate Communications, **Molnlycke Health Care**

- 2.40 **Develop: What does it Take to Truly Drive Radical Change in Your Business Through HR?**

**Anat Nahmany**, Vice President & Head of Human Resources, **Neuroderm**

**Martin Lexa**, Executive Vice President of Human Resources & Corporate Communications, **Molnlycke Health Care**

- 3.00 **Action: What is the Single Biggest Thing You Could do to Transform the Impact of HR in Your Business?**

**Output Focused Action Session Facilitated by the Chair**

- 3.20 **Networking & Refreshments**

### Transforming HR Impact in Life Sciences

- 3.40 **Discover: How the HR Function Can Have an Instrumental Impact on International Merger & Acquisition Activity in a Dynamic Life Sciences Industry**
- Positioning the HR function and its ability to adapt to huge growth, specifically through M&A
  - Understanding HR's role in M&A activity and how the people function can be most impactful in the various phases on an M&A deal
  - Assessing and effectively managing the cross-cultural components in an international M&A deal

**Thijs Glasz**, Vice-President Human Resources EMEA & Asia, **Össur**



## Conference Day One – Tuesday 28th January 2020

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|  | <p>4.00 <b>Discover:</b> How Norgine is Building on 114 Years of History to Achieve €1bn in Turnover by 2025 Using Data-Driven HR Strategies to Support Decision-Making</p> <ul style="list-style-type: none"> <li>• Exploring the move from HR being a service function to a strategic function and the impact on business engagement</li> <li>• Developing a scalable HR organisation to deal with rapid growth</li> <li>• Building a talent acquisition function in an environment with low turnover</li> </ul> | <p><b>Tara Barry</b>, Chief Human Resources Officer, <b>Norgine</b></p>                                                                                         |
|  | <p>4.20 <b>Develop:</b> How do we Need to Reinvent HR to be Fit for a Future Life Sciences Industry?</p>                                                                                                                                                                                                                                                                                                                                                                                                           | <p><b>Thijs Glasz</b>, Vice-President Human Resources EMEA &amp; Asia, <b>Össur</b></p> <p><b>Tara Barry</b>, Chief Human Resources Officer, <b>Norgine</b></p> |
|  | <p>4.40 <b>Action:</b> What is the Single Biggest Lever You Could Apply to Transform HR Impact During Times of Growth?</p>                                                                                                                                                                                                                                                                                                                                                                                         | <p><b>Output Focused Action Session Facilitated by the Chair</b></p>                                                                                            |
|                                                                                  | <p>5.00 <b>Chair's Closing Remarks &amp; End of Conference Day One</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                         | <p><b>Aaron Falcione</b>, Vice President of Human Resources, Human Health Commercial, <b>Merck</b></p>                                                          |

■ ■ This was a dynamic, thought-provoking conference, and I enjoyed the balance between the traditional presentation format, and the time devoted to discussion and networking. I had heard that it is a valuable conference to attend – so I was looking forward to attending – and I wasn't disappointed. ■ ■



**Sally Paull**, Senior Vice President Human Resources, **Regeneron**



## Conference Day Two – Wednesday 29th January 2020

### 7:30 Deep Dive Registration & Breakfast

#### 7.45 – 8.45 Breakfast Deep Dive: Driving a Culture Transformation at Novartis with a Performance Coach in Your Pocket Driving Radical Cultural Change in a Large Life Sciences Organization Competing for Top Talent

- What does it take to reshape mindsets to make fundamental cultural change a reality and put our people first?
- Simplifying, crystallizing and transforming HR into a people and organisation function
- A truly employee-centric function: Exploring the reasons behind the Novartis culture being described as Curious, Inspired, Unbossed and Self-Aware
- Ensuring a sustainable cultural transformation process using the “Energized for Life” programme
- How can we truly differentiate ourselves as the employer of choice in such a hyper-competitive industry?
- TECH DEMO: Assessing the development of the first digital performance coach in your pocket called QOT (Quality of Time)

Led by:



**Urs Karkoschka**, Head of Performance Innovation, **Novartis**

Open to all attendees

### 8.30 Conference Registration & Networking

#### 9.00 Chair's Welcome & Recap of Day One

**Aaron Falcione**, Vice President of International Human Resources, **Merck**

### Transforming Talent Acquisition in Life Sciences

#### 9.20 **Discover:** Nothing is Immune to Disruption: Leveraging Organizational Transformation & Cultural Change as the Key to Meet Future Workforce Needs

- How do we shift multi-generational mind-sets to really prepare our workforce that what worked before, won't work going forward?
- Build or buy talents? How can we foster bold thinkers, risk takers and innovative creators to take life science organisations to the next level?
- The war for talent is over – talent won. How can life science organisations win in attracting the best talents, and how do we create cross-functional global talent pipelines to meet unclear capability needs for the future?

**Caroline Hart Sehested**, Director & Global Head of Early Talent, **Novo Nordisk**

#### 9.40 **Discover:** Transforming Talent Programmes to Impact Company Sustainability in Matters of Expertise, Skilled Resources & Right Behaviours

- Identifying Talents: A multi-dimension exercise that ensure we are “self-aware” about what we have or we do not have!
- Promote, develop, federate, our talent is securing company future
- How 90-day breakthrough projects are bringing added value as we grow people together with the business

**Christophe Lefebvre**, Human Resources Director Continental Europe & Nordics, **Arjo**



## Conference Day Two – Wednesday 29th January 2020

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|------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                  | <p>10.00 <b>Develop:</b> What are the Critical Success Factors You Need to Get Right When it Comes to Effectively Rethinking Recruitment?</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <p><b>Caroline Hart Sehested</b>, Director &amp; Global Head of Early Talent, <b>Novo Nordisk</b></p> <p><b>Christophe Lefebvre</b>, Human Resources Director Continental Europe &amp; Nordics, <b>Arjo</b></p>                                                                                                                        |
|                                                                  | <p>10.20 <b>Action:</b> What Do You Need to Stop, Start &amp; Continue Doing to Allow You to Transform TA?</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <p>Output Focused Action Session Facilitated by the Chair</p>                                                                                                                                                                                                                                                                          |
| <p>10.40 <b>Networking &amp; Refreshments</b></p>                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                        |
| <p><b>Challenging Traditional Thinking Around Engagement</b></p> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                        |
|                                                                  | <p>11.00 <b>Discover:</b> How Alnylam's Employer Value Proposition is Transforming Engagement, Retention &amp; Differentiation in a Hot Life Sciences Talent Market</p> <ul style="list-style-type: none"> <li>Translating brand culture into new markets and aligning it with recruitment strategies to ensure you attract, assimilate and retain top talent</li> <li>Using an employer value proposition to link culture and engagement to ensure great candidate and onboarding experiences</li> <li>Leveraging organisational growth to create talent strategies that enable development and boost engagement</li> </ul> | <p><b>Dawn Jarvis</b>, Vice President of Human Resources International, <b>Alnylam Pharmaceuticals</b></p> <p><b>Evie Baldwin</b>, Director of Talent Acquisition International, <b>Alnylam Pharmaceuticals</b></p>                                                                                                                    |
|                                                                  | <p>11.20 <b>Discover:</b> Developing a Winning Approach for Deploying a New Global Structure Leveraging Change Management Principles in a Fast-Growing Life Sciences Business</p> <ul style="list-style-type: none"> <li>Structure follows strategy, and governance follows structure: Getting the basics right first</li> <li>Setting simple principles for global organisational design</li> <li>Using a winning change management approach to support global organisational deployment</li> <li>Sticking to the plan and monitoring KPIs</li> <li>Key learnings in a nutshell</li> </ul>                                  | <p><b>Jean-Luc Giraud</b>, Chief Human Resources &amp; Communication Officer, <b>Centrient Pharmaceuticals</b></p>                                                                                                                                                                                                                     |
|                                                                  | <p>11.40 <b>Develop:</b> What One Thing Could You Change That Would Have the Biggest Impact on the Way We Engage with Our Workforce?</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <p><b>Dawn Jarvis</b>, Vice President of Human Resources International, <b>Alnylam Pharmaceuticals</b></p> <p><b>Evie Baldwin</b>, Director of Talent Acquisition International, <b>Alnylam Pharmaceuticals</b></p> <p><b>Jean-Luc Giraud</b>, Chief Human Resources &amp; Communication Officer, <b>Centrient Pharmaceuticals</b></p> |
|                                                                  | <p>12.00 <b>Action:</b> What Single Action Can You Take Away &amp; Apply Immediately Which Will Allow You to Change Something When You Leave?</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <p>Output Focused Action Session Facilitated by the Chair</p>                                                                                                                                                                                                                                                                          |
| <p>12.20 <b>Networking Lunch</b></p>                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                        |



## Conference Day Two – Wednesday 29th January 2020

### Developing the Next Generation of Life Sciences Innovators

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|------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    | <p>1.20 <b>Discover: Pioneering the Digital Leadership Development of Tomorrow's Life Sciences Leaders</b></p> <ul style="list-style-type: none"> <li>• Exploring how you create a programme to provide globally available, on-demand and scalable development for both new and experienced leaders in a truly blended learning format</li> <li>• Identifying the digital maturity of your people and strengthening this at leadership levels</li> <li>• Addressing key obstacles and learnings in moving into a self-directed and digital approach</li> </ul>                                                                                                                                                                                                                                                                                                                                               | <p><b>Flemming Karstens Søbørg</b>, Head of Leadership &amp; Talent Excellence, <b>Novozymes</b></p>                                                                                                                                |
|    | <p>1.40 <b>Discover: Driving Innovation in Hyper-Growth Biopharma Business with the help of the HR Function</b></p> <ul style="list-style-type: none"> <li>• Exploring how HR can help generate ideas to rethink the way functions of the organisation innovate</li> <li>• Challenging traditional forms of inter-departmental cooperation enabling HR to contribute and lead projects at an enterprise level</li> <li>• Improving employee engagement and truly living to company values via collective and collaborative projects</li> </ul>                                                                                                                                                                                                                                                                                                                                                               | <p><b>Tom Ryan</b>, HR Director, <b>Alkermes Pharma Ireland</b></p>                                                                                                                                                                 |
|  | <p>2.00 <b>Discover: Enabling the Next Generation of Innovators in an Ever-Changing &amp; Complex Industry: The Evidence for Transforming Workplace Learning</b></p> <ul style="list-style-type: none"> <li>• Helping our people to deal with the unprecedented pressures of pharma and life sciences transformation and meet their changing expectations of work, means it matters more than ever before to modernise our approach to workplace learning</li> <li>• What seemed to serve us in the past is not serving our business' need today: evidence from the current state of L&amp;D's own transformation in pharma and life sciences, as well as new data on how the modern workforce learns</li> <li>• Onwards we go - pragmatic approaches at the macro- and micro-level to develop healthy learning ecosystems that connect the unique needs of your business to those of your people</li> </ul> | <p><b>Leigh Van Wyk</b>, Director of Learning, <b>apio</b></p>                                                                                                                                                                      |
|  | <p>2.20 <b>Develop: What Works - &amp; What Doesn't - When it Comes to Developing the Next Generation of Life Sciences Innovators?</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <p><b>Flemming Karstens Søbørg</b>, Head of Leadership &amp; Talent Excellence, <b>Novozymes</b><br/> <b>Tom Ryan</b>, HR Director, <b>Alkermes Pharma Ireland</b><br/> <b>Leigh Van Wyk</b>, Director of Learning, <b>apio</b></p> |
|  | <p>2.40 <b>Action: What is the Single Biggest Thing You Could do to Transform the Impact of your Innovation Generation Activities?</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <p><b>Output Focused Action Session Facilitated by the Chair</b></p>                                                                                                                                                                |

3.00 **Networking & Refreshments**



## Conference Day Two – Wednesday 29th January 2020

### 3.20 **Speed Learning: Outside In – Vital Lessons Life Sciences People Leaders Can Learn From Other Industries**

In this quick fire session, five life sciences people leaders will draw on their experience outside of Life Sciences to challenge this industry-specific group to look beyond the biopharma business for inspiration. Each table will be hosted by a Life Sciences HR leader who will share their unique perspective on the people practices being used outside of Life Sciences that can be applied or modified to be applied inside our industry; you then get the opportunity to quiz the host before moving on to your next table.

#### Telecoms - lessons learned from Vodafone

**Christophe Lefebvre**, Human Resources Director, Continental Europe & Nordics, **Arjo**

#### Digital Marketing – lessons learned from Moveable Ink

**Demina Poli**, Chief People Officer, **Grow Biotech**

#### Risk Management & Safety – lessons learned from UL

**Peter Overgaard**, Chief People Officer, **AVINO**

#### Financial Services – lessons learned from Zurich

**Tara Barry**, Chief Human Resources Officer, **Norgine**

#### Oil & Energy – lessons learned from Statoil/Equinor

**Flemming Karstens Søbørg**, Head of Leadership & Talent Excellence, **Novozymes**

### 4.50 **Chair's Closing Remarks**

**Aaron Falcione**, Vice President of Human Resources, Human Health Commercial, **Merck**

### 5.00 **End of Conference**



# The LEAP Difference

**LEAP HR: Life Sciences Europe** is a high-energy, high-impact, fully-immersive experience where you will engage in a genuinely disruptive dialogue around how to transform the HR function in life sciences. As a result, it represents your best chance to find new ideas to solve your most pressing business challenge at the only event just for Life Sciences people leaders. Those who take part tell us they leave feeling:

## Energized

- **Discover** - bold HR leaders tell the story behind their leaps
- **Develop** - you quiz the speakers on the secrets of their success

## Inspired

- **Speed learning** - get quick-fire inspiration for your own leaps
- **Ignite** - a radical deep dive session to inspire and engage

## Ready for action

- **Speed networking** - build a tailor-made support network
- **Action** - identify the takeaways you can immediately apply

## How it works

We believe the traditional conference format is not fit for purpose, so we've ripped it up and started from scratch. When you look at the event agenda, you will see three main types of session:



**Discover sessions** offer you the chance to hear the most admired HR leaders in life sciences share the stories of what they've done to solve their most pressing people challenges



**Develop sessions** provide you with the unique opportunity to have your burning questions answered in a room full of your peers and move beyond the 'what' and the 'why' to get to the 'how'



**Action sessions** are designed to help you work with your team to set a clear, bespoke action plan of what you are going to change when you get back to your business to ensure you get a fast ROI

## What people leaders say

■ ■ Undoubtedly one of the best conferences I've ever attended. Thoughtfully constructed, seamlessly executed and brilliantly innovative in both design and delivery. 10 out of 10. ■ ■



Mohit Misra, Global Head Talent & Organizational Development, **Novartis**

■ ■ Small and mid-sized pharma companies face unique challenges when budgets and resources are limited. Having the opportunity to share insights, ideas and best practices at **LEAP HR: Life Sciences** is an invaluable use of time. ■ ■



Tara Barry, Chief Human Resources Officer, **Norgine**



# LEAP HR: Life Sciences Europe Community

What industry people leaders say about  
*LEAP HR: Life Sciences Europe:*



As the pace and demands on HR increases for all of us in this ever evolving pharma landscape, it is vital to share and learn from our HR peers across the industry. *LEAP HR: Life Sciences Europe* is the ideal forum for this.

**Peter Mulcahy**, Vice President of Talent, Learning & OD, Global Pharma, **GSK**



We're all too busy to be spending time at generic conferences surrounded by people with different challenges to our own. *LEAP HR: Life Sciences* offers a rare and unique opportunity to guarantee that everyone we meet will be operating within the same context as us.

**Sian Abel**, Head of International Human Resources, **Vertex Pharmaceuticals**



*LEAP HR: Life Sciences* is really unique because we know everyone's relevant. That means we'll get real engagement around really pressing issues and gain real value from taking part.

**Sara Milesson**, Former Vice President Human Resources, **Arjo**



Portfolio transformation in Life Sciences is significant and has far reaching HR implications, especially considering the intensity of the war for talent in this sector. Attending *LEAP HR: Life Sciences Europe* provides insights that will help as many other organisations approach this challenge.

**Henri Louw**, HR Director UK, **AbbVie**



There are huge benefits in being surrounded by peers who are in a similar situation in a similar context to me. *LEAP HR: Life Sciences* is a unique event because both the audience and the content is directly relevant.

**Flemming Karstens Søbørg**, Head of Leadership & Talent Excellence, **Novozymes**



It is amazing to be part of *LEAP HR: Life Sciences*; learning best practices from my peers within such a niche industry is a unique opportunity!

**Khan Ozol**, Global Head of Executive Talent Scouting & Talent Sourcing Innovation, **Novartis**



## Partnering with *LEAP HR: Life Sciences Europe*

The Life Sciences people leaders taking part in this forum recognise that they can't solve their HR challenges alone, and as a result, they are actively looking outside their organisations for help.

This forum presents a vital chance for you to demonstrate the value proposition of your offering to this community in a way which positions you as the solution provider of choice to the industry.

## Who You Will Meet

LEAP participants have included senior talent leaders from life sciences businesses which include:



## Event Partners

Expertise Partner:



Hosting Partner:



“One of the best, most focused and personal conferences I have been to in a long time.”

PeopleFluent

“This meeting provided access to C-Level decision makers who are virtually impossible to contact via email and phone.”

Talent Plus

## Become a Partner

Contact **Tim Green**  
Global Partnership Director

Email: [partner@leap-hr.com](mailto:partner@leap-hr.com)



# The LEAP guarantee

27-29 January  
London, UK



**LEAP HR: Life Sciences Europe** works because it connects you with the people leaders taking the most radical leaps to build a scalable culture of high performance and inspire vital business wide innovation. You will access, in minutes, work that has taken months and years to develop and in the process get guaranteed short cuts to allow you to replicate these leaps in your business.

## Among the highlights:

- Discover how **Novartis** is deploying next-generation talent scouting to meet the demand for quality talent and find better people faster
- Hear how **Novo Nordisk** is leveraging organisational transformation and cultural change to create cross-functional global talent pipelines to have a 100% global HR function by 2020
- Discover how **Alnylam** is transforming engagement, retention and differentiation through its employer value proposition to attract, assimilate and retain top talent in an ultra-competitive industry
- Find out how **Novozymes** is pioneering the digital leadership development of life sciences leaders to develop the innovation-centric workforce of tomorrow
- Learn how **Alkermes Pharma Ireland** is throwing away the rulebook to maximise the innovation its people deliver and build a smarter, faster, better biopharma business as a result

## Taking part

|                        | Register and Pay By<br>Friday, 27th September | Onsite                   |
|------------------------|-----------------------------------------------|--------------------------|
| Conference Only        | £1,299 + VAT (save £1,400)                    | £2,599 + VAT             |
| Conference + Focus Day | £1,698 + VAT (save £1,700)                    | £3,098 + VAT (save £200) |
| Focus Day Only         | £599 + VAT (save £100)                        | £699 + VAT               |

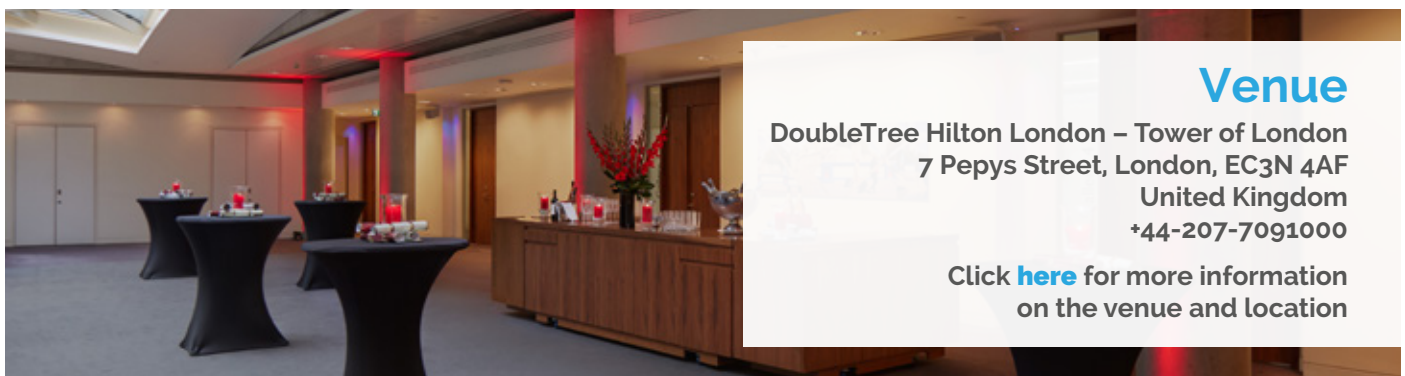
**Solution Providers** – To confirm availability, or for more information about partnership options, contact [partner@leap-hr.com](mailto:partner@leap-hr.com)

## Team Discounts

- 2 Attendees: **10% Discount**
- 3 Attendees: **15% Discount**
- 4 Attendees: **20% Discount**
- 5+ Attendees: **25% Discount**

**REGISTER HERE**

Discounts cannot be used in conjunction with any other offer or discount. Only one discount offer may be applied to the current pricing rate.



## Venue

**DoubleTree Hilton London – Tower of London**  
7 Pepys Street, London, EC3N 4AF  
United Kingdom  
+44-207-7091000

Click [here](#) for more information  
on the venue and location

### TERMS & CONDITIONS

Full payment is due on registration. Cancellation and Substitution Policy: Cancellations must be received in writing. If the cancellation is received more than 14 days before the conference attendees will receive a full credit to a future conference. Cancellations received 14 days or less (including the fourteenth day) prior to the conference will be liable for the full fee. A substitution from the same organization can be made at any time.

Changes to Conference & Agenda: Hanson Wade reserves the right to postpone or cancel an event, to change the location or alter the advertised speakers. Hanson Wade is not responsible for any loss

or damage or costs incurred as a result of substitution, alteration, postponement or cancellation of an event for any reason and including causes beyond its control including without limitation, acts of God, natural disasters, sabotage, accident, trade or industrial disputes, terrorism or hostilities. Data Protection: The personal information shown and/or provided by you will be held in a database. It may be used to keep you up to date with developments in your industry. Sometimes your details may be obtained or made available to third parties for marketing purposes. If you do not wish your details to be used for this purpose, please write to: Database Manager, Hanson Wade, Suite A, 6 Honduras Street, London EC1Y 0TH

**REGISTER HERE**

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