



LEAP HR Life Sciences

Radical Change Through People

European Edition

29 – 30 January, 2019 London, UK

The definitive event for
HR leaders in Life Sciences

Among the life
sciences people
leaders sharing
their HR leaps:



Andy Porter
Chief People
Officer
The Broad
Institute of MIT
& Harvard



Heather Hayes
Global Head of
Human Resources
Horizon Discovery



Aaron Falcione
Vice President
Human Resources,
Global
MSD



Joy Jinghui Xu
Chief Human
Resources Officer
Sandoz



**Bjorn Haugen
Thonvold**
Vice President
Human Resources
Xellia
Pharmaceuticals



Sian Abel
Head of
International
Human Resources
Vertex
Pharmaceuticals



Martin Lexa
Executive Vice
President Human
Resources
Mölnlycke
Health Care

**Proven HR Shortcuts to Drive Innovation
Build a Scalable Culture of High Performance
& Get Better Drugs to Patients Faster**



■ ■ 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* offers a rare chance to do just that. ■ ■

Joy Xu, Chief Human Resources Officer, **Sandoz**
Speaker Faculty Member, *LEAP HR: Life Sciences*





LEAP HR: Life Sciences is a high-energy, fully-immersive, industry-specific experience. This is the place where people leaders in life sciences can engage in a disruptive dialogue around how we do HR in a hyper-competitive industry, where innovation is everything and discover how HR can redefine its role in getting better drugs to patients faster.

Those who take part tell us they leave feeling:

Energised

- **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
- **Future focused** - leaving each talk with new ideas for change

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. Looking over the agenda, you will have noticed three main types of session:



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

Event Purpose

■ ■ 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



Aaron Falcione

Vice President Human Resources,
Global Human Health
MSD

LEAP: "Reshaping expectations of our people to create a high impact life sciences workforce."

2 years invested in the leap being shared



Joy Xu

Chief Human Resources Officer
Sandoz

LEAP: "Linking talent development to strategic value creation to create exponential value in the digital life sciences organisation of the future."

15 months invested in the leap being shared



Andy Porter

Chief People Officer
The Broad Institute of MIT & Harvard

LEAP: "Partnering with the competition to drive HR innovation and collaboration."

3 years invested in the leap being shared



Laura-Katrin Seitz

most recently Vice President & Global Head of HR for Biologics
Sanofi

LEAP: "Rethinking how HR can seize the unique opportunity a transaction offers to add value."

8 years invested in the leap being shared



Lynn Lester

Senior Vice President Human Resources
Cell Medica

LEAP: "Challenging traditional thinking about how we build cohesive high performance teams."

2 years invested in the leap being shared



Helen Stephenson Ellis

Chief People Officer
Oxford Biomedica

LEAP: "Planning and delivering talent strategies to support sustainable growth in a dynamic life sciences industry."

1 year invested in the leap being shared



Heather Hayes

Global Head of Human Resources
Horizon Discovery

LEAP: "Challenging traditional thinking around onboarding senior leadership to boost their impact."

6 months invested in the leap being shared



Bjorn Haugen Thonvold

Vice President Human Resources
Xellia Pharmaceuticals

LEAP: "Transform and turbo charge leadership programmes and development."

2 years invested in the leap being shared



Michael Puri

Chief Human Resources Officer
Vifor Pharma

LEAP: "Rethinking HR in Life Sciences to run it as a business rather than a support function."

3 years invested in the leap being shared



Sian Abel

Head of International Human Resources
Vertex Pharmaceuticals

LEAP: "Building and evolving a culture of innovation to unleash the potential of our people."

2 years invested in the leap being shared



Martin Lexa

Executive Vice President Human Resources
Mölnlycke Health Care

LEAP: "Placing brand appearance & customer experience at the heart of how we drive culture transformation."



Dawn Jarvis

Vice President of International Human Resources
Alnylam Pharmaceuticals

LEAP: "Building an agile HR model to deliver ambitious international growth goals."

2 years invested in the leap being shared



Angus Stewart
Vice President Human Resources
Syneos Health

LEAP: "Enabling a successful integration of HR policies in a newly merged company."

1 year invested in the leap being shared



Thomas Schwerzmann
Head of Human Resources
Molecular Partners

LEAP: "Rethinking traditional performance management techniques in life sciences."

4 years invested in the leap being shared



Sara Milesson
Vice President Human Resources
Arjo

LEAP: "Developing unique 'breakthrough projects' to reinforce a winning culture and develop the life sciences leaders of tomorrow."

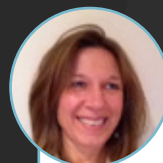
3 years invested in the leap being shared



Mike Mair
Head of Learning & Development
Bard Pharmaceuticals

LEAP: "Taking a fresh approach to learning and development to develop high impact leaders."

6 years invested in the leap being shared



Linnea Elrington
Head of Human Resources
Silence Therapeutics

LEAP: "Optimising employee performance as you prepare for rapid growth."

1 year invested in the leap being shared



Galina Soubbotina
Sr. Regional Talent Sourcing Lead
Thermo Fisher Scientific

LEAP: "Building a substantial talent pipeline fit for the Life Science business of the future."

2 years invested in the leap being shared



Rochelle Ross
Programme Director
LEAP HR

LEAP: "Providing a platform to drive radical change through people."

“ In Life Sciences, we are in the innovation business, but how innovative is the way we do HR? Are we playing it safe by pursuing best practices, or are we up for innovation in HR as well? Having taken part in the past, I know that **LEAP HR: Life Sciences** is an unmissable forum to allow us to push the boundaries of what's possible in Life Sciences HR. ”

Laura-Katrin Seitz, most recently Vice President & Global Head of HR for Biologics, **Sanofi**



Event Highlights

LEAP HR: Life Sciences offers you the chance to discover the proven shortcuts helping bio pharma people leaders solve their biggest people, culture and organisation challenges. Whether your business is rapidly growing or quickly evolving, only here can you plug into a ready-made, industry-specific network of peers who have already solved the talent challenges you're facing and find the solutions to solve your biggest people problems.

Among the highlights:

 **Prepare your HR function for the future of life sciences:** Hear how **MSD** is evolving its people strategy to stay in line with its radical business and cultural transformation

 **Challenge traditional hiring approaches in life sciences to find and inspire better people faster:** Find out how **Thermo Fisher Scientific** is redesigning its talent acquisition strategy to attract highly engaged talent

 **Scale an agile talent strategy into international markets:** Find out how **Alnylam Pharmaceuticals** is positioning itself to compete for talent in a highly competitive market

 **Redesign leadership development to drive better business outcomes:** Discover how **Horizon Discovery** is creating the life science leaders required to effectively transform workforce engagement and performance

 **Unleash the potential of the brilliant people you are hiring:** Understand how **Vertex Pharmaceuticals** is building, nourishing and evolving a culture of innovation in life sciences

 **Rethink how HR can create exponential value in a digital life sciences future:** Discover how **Sandoz** is linking future talent development to strategic value creation

 **Rethink how you build a stronger & more flexible culture fit for a hyper-dynamic industry:** Understand how **Molnlycke Health Care** is evolving its culture as it grows to stay focused on peak performance

 **Revolutionise how HR supports your as it transitions:** Uncover the way **Syneos Health** has transformed its people strategies to meet the growing demands of significant business change and explosive growth

 **Rethink your traditional approach to leadership development:** Find out how **Bard Pharmaceuticals** is reshaping its leadership programme to drive engagement, upscale leader skills and dramatically reduce L&D costs

 **Radically revamp your approach to performance management in life sciences:** See how **Molecular Partners** is challenging traditional thinking to unleash the potential of its people to get better drugs to patients faster

What HR Leaders Say

■ ■ **Attending *LEAP HR: Life Sciences* is a great investment of your time: Only here will you quickly gain practical solutions for your most pressing HR challenges and gain invaluable insights from in-depth case studies which are hyper-relevant to the life science industry.** ■ ■



Helen Stephenson Ellis, Chief People Officer
Oxford Biomedica



Finding Tomorrow's Vital Life Sciences Talent

Before the first conference day begins, this interactive deep dive session will allow you to spend time engaging, in a smaller group, with a pair of presenters around a topic that's vital to many. This is your opportunity to plug into the very latest thinking into how we can more effectively identify, engage, attract, recruit, onboard and keep tomorrow's critical life sciences talent.

Tuesday
January 29, 2019

7.30 - 9.20

7.00 Deep Dive Registration & Breakfast

7.30 Deep Dive Leader's Welcome & Introduction

Heather Hayes, Global Head of Human Resources, [Horizon Discovery](#)

7.35 **Discover:** Taking a Data-Driven Approach to Drive Talent Acquisition in a Hyper-Competitive Life Sciences Industry

- How to integrate talent strategies within a newly acquired organisation and ensure that your culture is consistent during periods of rapid growth
- A new approach to differentiating yourself to identify and engage passive talent in a competitive landscape
- Identify the strategic capabilities we need to build in order to be commercially successful in 5 years

Galina Soubbotina, Sr. Regional Talent Sourcing Lead, [Thermo Fisher Scientific](#)

2 YEARS

7.55 **Discover:** The Art of Onboarding Brilliant Commercial or Scientific Leaders to Allow Them to Make a Big Impact, Fast on the Wider Organisation

- Rethinking how senior leaders can get an enterprise view quickly to get them off to a fast and high-impact start
- How to look at their thinking and biases and help them communicate and engage in an authentic and effective way
- Creating a bespoke, dynamic toolkit which recognises the characteristics of the leader to increase effectiveness in your organisation

Heather Hayes, Global Head of Human Resources, [Horizon Discovery](#)

6 MONTHS

8.15 **Develop:** How Do We Need to Rethink the Way We Find, Engage, Onboard & Keep Our Brilliant People?

Heather Hayes, Global Head of Human Resources, [Horizon Discovery](#)
Galina Soubbotina, Sr. Regional Talent Sourcing Lead, [Thermo Fisher Scientific](#)

8.30 **Action:** What is the One Thing You Will Now do Differently to Transform the Impact of Your Recruitment, Onboarding & Engagement Activities?

Output Focused Action Session Facilitated by the Chair

8.50 Deep Dive Leader's Recap & Conclusion

Heather Hayes, Global Head of Human Resources, [Horizon Discovery](#)

9.00 End of Deep Dive

Conference Day One starts at 9.15, immediately after the end of this Deep Dive



Conference Day One – Tuesday January 29, 2019

8.30 **Conference Registration & Networking** (for those not taking part in the morning deep dive)

9.15 **What it Takes to Make a Leap a Reality**

Rochelle Ross, Programme Director – LEAP HR,
Hanson Wade

9.20 **Chair's Welcome, Opening Remarks & Connection Before Content**

Aaron Falcione, Vice President Human Resources,
Global Human Health, **MSD**

Preparing for the Future of HR in Life Sciences

9.30 **Discover: Imagining the Future of HR in Life Sciences: Partnering with Your Competitors to Drive HR Innovation & Collaboration**

- As life sciences organisations become more reliant on collaboration with others, what can we do to drive collaboration in HR?
- If we could do this in a challenging IP environment like science, how do we overcome the barriers to achieving this in HR?
- A new model to allow us to deliver innovation and collaboration-centric HR in a way which mirrors how we do our science

Andy Porter, Chief People Officer,
The Broad Institute of MIT & Harvard

3 YEARS

9.50 **Discover: What Life Sciences Companies of All Sizes Can Learn from the Lessons of the Roche/Genentech Integration**

- What worked, what didn't, and what lessons can we apply to future transactions of all sizes now the results can be evidenced from the Roche/Genentech integration?
- How can you ensure you remain a magnet for talent and preserve innovation from both legacy parts and the combined organisation after a transaction?
- How HR can seize the unique opportunity a transaction offers to add value

Laura-Katrin Seitz, *most recently* Vice President
& Global Head of HR for Biologics, **Sanofi**

8 YEARS

10.10 **Develop: How Can We Reimagine HR for a Future Life Sciences Industry?**

Andy Porter, Chief People Officer,
The Broad Institute of MIT & Harvard
Laura-Katrin Seitz, *most recently* Vice President
& Global Head of HR for Biologics, **Sanofi**

10.30 **Action: What Is the Single Biggest Thing You Can Do Now to Prepare for the Future of HR in Life Sciences?**

Output Focused Action Session Facilitated by the Chair

10.50 **Speed Networking & Refreshments**

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, Vice President Human Resources, **Arjo**

Throughout the agenda, discover the time spent preparing for and executing each leap you'll hear



Conference Day One – Tuesday January 29, 2019

Cracking the Life Sciences Culture Code

- 11.30 **Discover: Building, Nourishing and Evolving a Culture of Innovation Which Unleashes the Potential of the Brilliant People Our Organizations Are Hiring**
- Understanding the impact of culture and values of an organization in the context of rapid growth and integrating new talents and new experience
 - Balancing the need to hire innovators who think differently and change the world with the need to recognising that we have to maintain our core values
 - Integrating people and nourishing our culture, but also understanding the value new hires can bring, harnessing the value those people bring and helping them get off to a flying start

Sian Abel, Head of International Human Resources, [Vertex Pharmaceuticals](#)

2 YEARS

- 11.50 **Discover: Building a Performance Culture Which Shortens the Distance from Lab to Life**
- Transform your performance measures and break away from inefficient 'tick box' assessments, to drive productivity in a regulated operating environment
 - Harmonize your organisation around a "commitment to collaborate" which boosts innovation and creates new career paths for your highest potential performers
 - Rethink compensation and reward programs to attract the right talent for future growth of your life science business in a competitive market

Angus Stewart, Vice President Human Resources, [Syneos Health](#)

1 YEAR

- 12.10 **Discover: Discover: How to Shape Your Culture based on a Customer-Focused brand That Boosts Engagement and Ensures Better Business and Patient Outcomes**
- What does a customer and patient driven culture look like in the life sciences business of the future?
 - How to operationalise your desired brand appearance into a high performance culture
 - Leverage your culture as a differentiator to find, hire and retain vital talent in your life science organization

Martin Lexa, Vice President Human Resources, [Mölnlycke Health Care](#)

2 YEARS

- 12.30 **Develop: What are the Keys to Developing a Scalable Culture Where Innovation Thrives in a Dynamic Life Sciences Company?**

Sian Abel, Head of International Human Resources, [Vertex Pharmaceuticals](#)
Angus Stewart, Vice President Human Resources, [Syneos Health](#)
Martin Lexa, Vice President Human Resources, [Mölnlycke Health Care](#)

- 12.50 **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?**

Output Focused Action Session Facilitated by the Chair

1.10 **Networking Lunch**



Conference Day One – Tuesday January 29, 2019

Developing the Next Generation of Life Sciences Talent

2.10 **Discover:** How Unique 90-day “Breakthrough Projects” Are Helping Arjo Reinforce a Winning Culture & Develop the Life Sciences Leaders of Tomorrow

- Developing a cross-functional programme for both leaders and specialists to radically boost succession planning, employer brand and engagement
- Making talent management less theoretical and connecting talent initiatives and future leaders to solve real life-business problems
- How “breakthrough projects” recognise that the best ideas come from the exchange and sharing of ideas between individuals and teams

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

3 YEARS

2.30 **Discover:** Rethinking the HR Delivery Model to Create a High Performance Culture and Get Better Drugs to Patients Faster

- Accelerate skills development in top performers and tactically upscale leadership to deliver key business strategy objectives in a rapidly growing business.
- Redesigning performance management objectives to create a highly resilient workforce in a competitive environment.
- Transform how you communicate strategy and direction to boost motivation and maximise efficiency

Linnea Elrington, Head of Human Resources, **Silence Therapeutics**

1 YEAR

2.50 **Develop:** What Works - & What Doesn't - When it Comes to Developing the Next Generation of Life Science Leaders?

Sara Milesson, Vice President Human Resources, **Arjo**
Linnea Elrington, Head of Human Resources, **Silence Therapeutics**

3.10 **Action:** What Is the Single Biggest Thing You Could Do to Transform the Impact of Your Leadership Development Activities?

Output Focused Action Session Facilitated by the Chair

3.30 **Networking & Refreshments**

For a small company its essential for us to pull on the expertise of our network. *LEAP HR: Life Sciences* is vital to make invaluable connections and get tangible experience from our peers.

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

Throughout the agenda, discover the time spent preparing for and executing each leap you'll hear



Conference Day One – Tuesday January 29, 2019

Aligning HR With a Rapidly Growing Life Sciences Business

	4.00 Discover: Planning and Delivering Talent Strategies to Support Sustainable Growth in a Dynamic Life Sciences Industry - How to translate company strategy into talent strategy in a way which supports a bio pharma business on its growth journey - Developing strategic sourcing strategies, building the employment brand to hire the right people to drive rapid growth - Overcoming the challenges of identifying and building talent from within to create future pipeline and reduce attrition	Helen Stephenson Ellis, Chief People Officer, Oxford Biomedica 1 YEAR
	4.20 Discover: Translating Brand Culture into New Markets & Aligning It with Recruitment Strategies to Ensure You Attract, Assimilate & Retain Top Talent - Developing agile HR infrastructures which prepare your business for sustainable growth across the region - Optimise messaging of the corporate mission to boost your credibility, increase value positioning and persuade high performers in a highly competitive job market - Create integrated talent management strategies which provide clear career pathways and boost employee engagement	Dawn Jarvis, Vice President of International Human Resources, Alnylam Pharmaceuticals 2 YEARS
	4.40 Develop: How Do We Need to Rethink Our Approach to HR to Allow us to Stay Ahead of the Demands of a Growing Life Sciences Business	Helen Stephenson Ellis, Chief People Officer, Oxford Biomedica Dawn Jarvis, Vice President of International Human Resources, Alnylam Pharmaceuticals
	5.00 Action: What Is the One Thing You Could Change That Would Have the Biggest Impact on Increasing the Effectiveness of Your HR Function	Output Focused Action Session Facilitated by the Chair
	5.20 Chair's Closing Remarks	Aaron Falcione, Vice President Human Resources, Global Human Health, MSD
	5.40 End of Conference Day One & Informal Networking Drinks	

A collaborative and inspiring forum with fantastic networking opportunities, the like of which we've never seen in the European Life Science Industry.

Thomas Schwerzmann, Head of Human Resources, **Molecular Partners**

Throughout the agenda, discover the time spent preparing for and executing each leap you'll hear



Rethinking Performance in Life Sciences

Before the second conference day begins, this interactive deep dive session will allow you to spend time engaging, in a smaller group, with a pair of presenters around a topic that's vital to many. This is your opportunity to plug into the very latest thinking into how we can more effectively create and encourage high performance individuals, teams and organisations in life sciences.

Wednesday
January 30, 2019

7.30 - 9.20

7.30 Deep Dive Registration & Breakfast

7.45 Deep Dive Leader's Welcome & Introduction

Thomas Schwerzmann, Head Human Resources,
[Molecular Partners](#)

7.55 **Discover:** Rethinking Traditional Performance Management in Biotech to Engage Our Talents & to Foster Maximum Contribution for Patients in Need

- How Molecular Partners is remodelling innovative performance management strategies based on insights from research and best practices across various industries
- Creating a continuous dialogue and customising success metrics for an energised and future focussed workforce
- Radically rethinking traditional performance management systems to identify and motivate your high potentials

Thomas Schwerzmann, Head Human Resources,
[Molecular Partners](#)

4 YEARS

8.15 **Discover:** Going Beyond Team Building – How to Create High Performing Global Teams, Maximise Efficiency & Radically Improve Project Execution

- How to develop team effectiveness using a variety of development tools
- Using creative problem solving to boost communication and innovation within your project teams
- What works, and what doesn't, in creating high performing global teams in life sciences?

Lynn Lester, Senior Vice President of Human Resources, [Cell Medica](#)

2 YEARS

8.35 **Develop:** How Should We Be Rethinking the Way We Build High-Performance Life Science Organisations?

Thomas Schwerzmann, Head Human Resources,
[Molecular Partners](#)

Lynn Lester, Senior Vice President of Human Resources, [Cell Medica](#)

8.55 **Action:** What Is the One Thing You Can Do Differently to Transform the Impact of Teams Within Your Life Sciences Organisation?

Output Focused Action Session Facilitated by the Chair

9.15 Deep Dive Leader's Recap & Conclusion

Thomas Schwerzmann, Head of Human Resources, [Molecular Partners](#)

9.20 End of Deep Dive

Conference Day Two starts at 9.30, immediately after the end of this Deep Dive



Conference Day Two – Wednesday January 30, 2019

8.30 **Conference Registration & Networking** (for those not taking part in the morning deep dive)

9.35 **Chair's Welcome & Recap of Day One**

Aaron Falcione, Vice President Human Resources,
Global Human Health, **MSD**

Transforming HR Impact in Life Sciences

9.40 **Discover: Reimagining the Role of HR in the Life Science Business of the Future**

- How MSD's "Leadership accelerators" are reshaping expectations and transforming top performers into industry advocates
- Hire high-impact talent that can engage key stakeholders and exert influence in the life science ecosystem
- Reinvent your rewards and recognition programmes to create a continuous feedback culture, that inspires talent

Aaron Falcione, Vice President Human Resources,
Global Human Health, **MSD**

2 YEARS

10.00 **Discover: How to Link Future Talent Development to Strategic Value Creation to Create Exponential Value in the Digital Life Sciences Organisation of the Future**

- Identifying the strategic capabilities we need to build in order to be successful in five years and bringing that strategic capability to life now
- A dynamic approach to redefining what makes a business-critical role and how Sandoz is moving from 200+ in the past to 25 in the future
- Designing, implementing, sustaining and scaling a plan to ensure these new business critical roles are filled with top talent

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

15 MONTHS

10.20 **Develop: How Do We Need to Reinvent HR to Be Fit for a Future Life Sciences Industry?**

Aaron Falcione, Vice President Human Resources,
Global Human Health, **MSD**
Joy Xu, Chief Human Resources Officer, **Sandoz**

10.40 **Action: What Is the Single Biggest Lever You Could Apply To Transform HR Impact In Your Organisation?**

Output Focused Action Session Facilitated by the Chair

11.00 **Networking & Refreshments**

Turbocharging Tomorrow's Life Sciences Talent

11.30 **Discover: How Rethinking Your Approach to Learning & Development Will Transform Your Retention of Top Talent & Boost Business Outcomes for Your Life Science Company**

- Challenging traditional thinking around people development to transform internal career mobility and radically reduce recruitment costs
- Redefining leadership: Developing coaching and mentoring skills in managers for better employee performance
- Construct a culture of continuous learning and cultivate the life science leaders of tomorrow

Mike Mair, Head of Learning & Development,
Bard Pharmaceuticals

6 YEARS



Conference Day Two – Wednesday January 30, 2019

	11.50 Discover: Turbocharging Tomorrow's Life Sciences Talent - Facilitate opportunities for self-organized leadership development and empower your leaders to take ownership of a collaborative high performance culture - How Xellia Pharmaceutical's "leadership promise" is transforming its value proposition and employer branding among potential candidates - How to quickly identify the truly transformative behaviours and inspire a cross-hierarchical collaborative approach to leadership development	Bjorn Haugen Thonvold, Vice President Human Resources, Xellia Pharmaceuticals 1 YEAR
	12.10 Develop: What Are the Critical Success Factors When It Comes to Accelerating Capability Development in Life Sciences?	Mike Mair, Head of Learning & Development, Bard Pharmaceuticals Bjorn Haugen Thonvold, Vice President Human Resources, Xellia Pharmaceuticals
	12.30 Action: What One Thing Will You Now Change to Allow You to Accelerate the Development of Your Own Critical Talent?	Output Focused Action Session Facilitated by the Chair
12.50 Networking & Refreshments		

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

In this quick fire session, six life sciences people leaders will draw on their experience outside of Life Sciences to challenge this industry-specific group to look beyond the bio pharma 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.

Consumer Products

lessons learned from
P&G, PepsiCo and beyond

Joy Xu,
Chief Human Resources Officer,
Sandoz

Technology

lessons learned from
Hewlett Packard and beyond

Bjorn Haugen Thonvold,
Vice President Human Resources,
Xellia Pharmaceuticals

Financial Services

lessons learned from
UBS and beyond

Thomas Schwerzmann,
Head of Human Resources,
Molecular Partners

Insurance

lessons learned from
Aviva and beyond

Helen Stephenson Ellis,
Chief People Officer,
Oxford Biomedica

Oil & Energy

lessons learned from
BP and beyond

Dawn Jarvis,
Vice President of International HR,
Alnylam Pharmaceuticals

Retail

lessons learned from
Staples and beyond

Michael Puri,
Chief People Officer,
Vifor Pharma

3.00 **Chair's Closing Remarks & End of Conference**

Aaron Falcione, Vice President Human Resources, Global Human Health, **MSD**

Throughout the agenda, discover the time spent preparing for and executing each leap you'll hear



Partnering with *LEAP HR: Life Sciences*

The Life Science 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.

■ ■ The interactivity that lies at the heart of a LEAP event really brings barriers down between those who partner and those who attend. This makes it much easier to engage decision makers in a meaningful way and to build relationships which at most conferences might not be possible.

Having experienced this for myself, I now know the value of LEAP events and my organisation will be more consultative because of the content and connections we made. ■ ■

James R. Wright, Senior Area Vice President,
Arthur J. Gallagher & Co.

■ ■ Only once you've experienced *LEAP HR: Life Sciences* can you truly appreciate its value compared with vast number of generic cross-sector conferences out there. I urge the rest of the Life Sciences HR community to take part in what may well be the most valuable two days you spend all year. ■ ■

Heather Hayes, Global Head of Human Resources,
Horizon Discovery

Who You Will Meet

LEAP HR: Life Sciences events around the world have involved people leaders from:



Become a Partner

Contact **Tim Green** & **Tom Simmons**,
Global Partnership Directors

Email: partner@leap-hr.com





The LEAP guarantee

LEAP HR: Life Sciences 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. For example:

- **Sandoz** will share how it strategically linked talent development to workforce planning, to ensure close to 100% of business critical roles are filled by top talent.
- **Bard Pharmaceuticals** will reveal how it transformed its approach to learning and development and reduced training costs by 40%.
- **Arjo** will demonstrate how mobilising next-generation leaders to solve business problems has led to direct business savings of €1m as well as accelerating the development of those leaders.
- **Molecular Partners** will reveal which elements of its people strategy transformed retention rates amongst its high-potentials to give it a competitive talent advantage in a hyper-competitive industry.

Taking part

Life Sciences Industry Pricing

	Register & Pay before Friday December 21st	Register onsite
Conference + 2 Deep Dives	£1,898 + VAT (Save £1,400)	£2,998 + VAT
Conference + 1 Deep Dive	£1,699 + VAT (Save £1,300)	£2,799 + VAT
Conference Only	£1,499 + VAT (Save £1,200)	£2,599 + VAT
Deep Dive Only	£399 + VAT	

VAT is charged at 20%.

Solution Provider Attendees

To confirm availability, or for more information about partnership options, contact partner@leap-hr.com.

Solution Provider Pricing*

	Rate
Conference Only	£2,599 + VAT

*Solution Providers – Non-sponsoring solution providers may only send one attendee per organisation. You may only attend as an attendee for one year before we ask you to support the event as a sponsor as a requirement for entry in subsequent years. All purchases are subject to approval based on the ratio of HR leaders to solution providers at the conference.



Venue

The Park Plaza London Waterloo
Hercules House
6 Hercules Road
Lambeth
London
SE1 7DP

Register Now At:

www.leaphr-lifesciences-europe.com/secure-your-place

For any registration enquiries please email info@leap-hr.com or call us

Team Discounts

2+ Attendees: 10% Discount

3+ Attendees: 15% Discount

4+ Attendees: 20% Discount

5+ Attendees: 25% Discount

REGISTER YOUR GROUP HERE

“The best investment in time I have made in the last two years. We have accelerated the thinking and development of our work by several months and the value is in the tens of thousands. I can't recommend this enough.”

Robin Lilley,
Global Head of Capability
Development,
LEAP HR attendee

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