



CASE STUDY #1802

Biotech - Career Pathing

“

We recognize it is our culture and our values that bring us together; and that by appreciating the talents, backgrounds and diverse perspectives of each employee, we are able to do our best work in honor of the patients we serve. ”

THE COMPANY ON DIVERSITY



CASE STUDY #1802

Biotech - Career Pathing

7,000+
NO. OF
EMPLOYEES

Biotech
INDUSTRY
VERTICAL

Global
REGION

Career Pathing
SOLUTION
BASIS

2018
YEAR JOINED
FUEL50

This company seeks to deliver truly innovative and life-changing drugs for patients. Their vision as a company is to build a major global biopharmaceutical corporation while focusing on the discovery, the development, and the commercialization of products for the treatment of cancer and other severe, immune, inflammatory conditions.

BUSINESS CHALLENGE

The company's IT workforce will need to continue to adapt to a changing IT landscape and the needs of the business. To be able to adapt, IT employees will need clearly defined career paths and opportunities for skill advancement. Employee career passions, values and aspirations were not clear and transparent within the organization. A lack of consistent leader-employee career conversations was also highlighted.

The company's employees are **craving a career pathing solution.**

Additionally, it was identified that an IT group in particular possess a high level of technical skill but a lack of soft skills, the need for pathing within this group was high.

INITIATIVE

35 Pilot volunteers were asked to complete 4 activities over 8 weeks and provide periodic feedback about the experience. The Pilot uses Fuel50 to support the company's broader approach to shepherd talent through a career path within Celgene IT.

FOCUS

Develop and enable an engaged and high performing workforce while leveraging innovative technologies and optimizing strategic IT partnerships.





CASE STUDY #1802

Biotech - Career Pathing

SOLUTION REQUIREMENTS

- Seeing the vision of a future career
- Determine where employees' passions and desires are with their career aspirations
- Identify what development requirements there are in order to achieve their career passions and goals
- Increase employee engagement & retention
- Integration with Workday (HRIS) and LMS (Workday LMS)

SOLUTION

To meet their needs and create a streamlined line of sight within the business Fuel50 Career Frameworks Consulting and Fuel**Pathing**™ was introduced for 300 IT employees.

FuelFactor™ Features

Fuel Values ™	What is important to me and what motivates me at work
Fuel Talents ™	What I love to do, want to learn and am great at
Fuel Fit ™	What interests me
Fuel Agility ™	What factors are important to me in my career today
Career Conversation	What can the compilation of results say to help facilitate an insightful conversation with my manager

KEY PROGRAM OUTCOMES

- Develop a consistent competency model to allow employees to assess competencies for their current role and future roles
- Provide employees guidance on how to address competency gaps
- Allow employees to explore opportunities across the IT organization
- Allow employees and managers to engage in more meaningful career development conversations

//

Understanding each other's values and engagers can go a long way in promoting a collaborative and engaged workforce. //





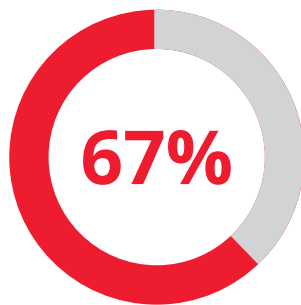
CASE STUDY #1802

Biotech - Career Pathing

RESULTS

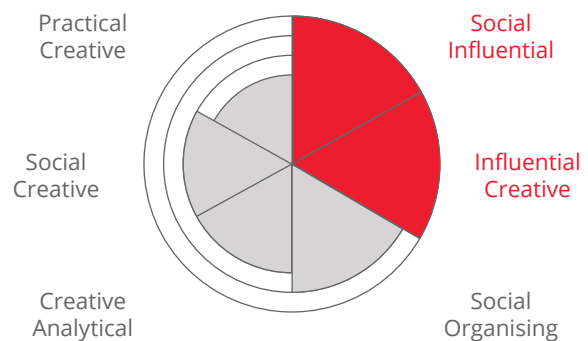
Overall, pilot results were positive.

COMPLETION RATE



There was an overall 67% activity completion rate

CAREER STYLES



91% logged in at least one time (exceeding the 80% target)

On average, users logged in **4.5 times**.

TOP CAREER ENGAGERS

- 1 Meaning
- 2 Quality
- 3 Expertise
- 4 Accountability
- 5 Achievement

TOP TALENTS

- > Consulting
- > Analytical Thinking
- > Alignment
- > Accuracy and Attention to Detail

TOP SKILLS

- > Hardware Infrastructure
- > Agile Methodologies
- > Application Delivery Process

Talents refer to foundational competencies and skills are functional competencies. When implemented across the larger organization, the company intend to target learning/experiential opportunities based on the Competencies the majority want to develop.