



Best in Class Snapshot

Novartis Pharmaceuticals Achieves 50%

Novartis Pharmaceuticals Corporation (NPC) was *DiversityInc's* #1 company for diversity in 2014 and achieved 50% women in executive leadership. How did they do it?

It starts at the top

The support and personal involvement of André Wyss, U.S. Country Head, President of Novartis Corporation and President of NPC, was a driving force. He increased his engagement with his executive committee on gender diversity and solicited very specific, direct advice. Data and best practices were scrutinized and there was more attention placed on accountability and results.

Accountability

To ensure an inclusive workplace, NPC identified and implemented better metrics to assess demographic progress and accountability. The executive leadership team's annual performance management goals include a 20 percent weighting toward people-related objectives, which have specific *diversity* objectives.

Integration

Gender equality and diversity in general can't be something that is simply "tolerated". They must be embraced and integrated into the culture. NPC continuously communicates the importance of diversity and inclusion to their business goals and integrates it into all aspects of the business.

An organizational assessment and analysis of both the internal and external landscape aided in development of strategic changes. The company has a new paradigm focused on integrating diversity and inclusion into its processes, including clinical trial and go-to-market strategies, as well as talent management and recruitment.

The company also created a centralized process to attract and monitor diverse talent. In addition, NPC continues to work on building its diversity-training curriculum to meet the needs of a flexible workplace.

NPC has 15 employee resource groups, including groups for working parents, caretakers and a group called Cancer Hope. More than 40 percent of employees are members of these groups, which are used increasingly for talent development as well as for marketing efforts to communities. The groups have had great success collaborating with brand teams to impact business goals.

Sources

<http://www.diversityinc.com/novartis-pharmaceuticals-corporation/>
http://www.diversityinc-digital.com/diversityincmedia/april_2014#pg1

Retrieved January 2015

“Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has.”

- Margaret Mead



Disclaimer

Show Me 50, Inc. is a 501(c)(3) corporation whose mission is to provide a platform to engage individuals in actions that level the playing field for women. We encourage individuals to actively collaborate with their companies to inform and implement a culture of gender equality that leads to the achievement of 50% women in senior leadership positions.

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