



Virtually Developing Thermo Fisher Scientific’s High-Potential Leaders while Fighting a Global Pandemic

SCENARIO

Thermo Fisher Scientific is the world leader in serving science with a commitment to make the world healthier, cleaner, and safer through innovative products and technologies. While the world stopped in the spring of 2020 due to the COVID-19 pandemic, Thermo Fisher Scientific sprang into action, delivering life-saving testing and vaccine technology.

With approximately 80,000 global employees, the organization needed an innovative — and completely virtual — way to continue to develop high-potential leaders. The Global Talent Development team tasked Entelechy with creating an entirely virtual version of the organization’s proven leadership development program for high-potential leaders, *Developing Emerging Leaders*, which was originally structured in partnership with Entelechy as a blended learning program with a three-day in-person workshop at its core.

SOLUTIONS

Entelechy employed a strategic content curation plan to effectively reimagine the core components of the traditional program for the new virtual learning environment. The resulting program is a rich, dynamic, and multi-faceted learning experience, featuring:

- **16 virtual training sessions** in 2020 and 2021 for **400+ high-potential leaders** with the intent to offer ongoing virtual and traditional programming.
- Unique blend of **virtual instructor-led training on Adobe Connect, self-paced eLearning, Microsoft Teams social communication platform, and manager reinforcement.**
- Highly engaging and impactful activities, including **Everything DiSC® Work of Leaders assessments, virtual breakout rooms, interactive polls, collaboration opportunities, a real-world leadership simulation,** and the development of **personal leader brands** and **action plans.**

Developing Emerging Leaders-Virtual not only evolved to meet our critical business needs, but exceeded our collective expectations.

— Mike Glass, Vice President, Global Talent Development, Thermo Fisher Scientific

RESULTS

Leveraging an easily accessible and cost-efficient virtual platform, *Developing Emerging Leaders-Virtual* establishes a common leadership framework and culture for high-potential leaders across the global organization, allowing Thermo Fisher Scientific to continue innovating and delivering life-saving research and technology to the scientific community. Specifically, *Developing Emerging Leaders-Virtual* achieved the following success metrics, which were comparable to the metrics garnered by the traditional program:

- **97%** of participants agreed that they would be able to **immediately apply** the skills and knowledge learned in the program to their jobs.
- **96%** of participants agreed the training was a **valuable** use of their time.
- The program garnered a **Net Promoter Score of 61 (Excellent)**, with half of participants rating it a 10/10 when asked if they would recommend it to a colleague.
- The program received two **Gold HCM Excellence Awards from Brandon Hall Group for Best Advance in Senior Manager Development** and **Best Advance in Leadership Development**, and a **Gold Learning in Practice Award from Chief Learning Officer for Excellence in Blended Learning.**



I was extremely impressed with the virtual experience. It was very well run with constant interactions to keep it interesting and excellent prompts from the facilitator.

— *Developing Emerging Leaders* participant