

# Developing the Next Generation of Thermo Fisher Scientific's Senior Leaders

## 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. With approximately 70,000 employees in 50 countries — including approximately 7,400 leaders at a variety of levels — the leadership team at Thermo Fisher Scientific has huge responsibilities.

Above all, the organization needed a consistent way of developing high-potential employees for senior leadership roles — a business-critical imperative given the organization's rapid and global growth. More than half of Thermo Fisher Scientific's workforce operates outside the United States, and more than half of employees are millennials, so it was critical that the program be relevant and accessible.

## SOLUTIONS

Thermo Fisher Scientific required a leadership program to equip their emerging managers with the necessary knowledge, skills, and behaviors to lead their teams and achieve key performance goals.

Entelechy recognized that leaders at the director level can no longer focus solely on getting the work done. Successful high-level leaders recognize who they are as a leader, how their business unit operates within the overall strategy of the organization, and how to effectively lead others.

As a result, Entelechy designed a customized and highly-effective leadership program, featuring:

- **39 global training sessions** to **800+ high-potential leaders** in **nine countries**.
- Unique blend of **virtual, instructor-led, and self-paced learning**.
- Highly engaging and impactful activities, including **performance-based application plans, networking opportunities, a real-world leadership simulation**, and the development of **personal leader brands**.

“Overall this is the best training I have taken while at Thermo Fisher Scientific. It gives very useful tactics and strategies that can be incorporated and teaches the material in a way that is engaging.”

— *Developing Emerging Leaders* participant

## RESULTS

The program content and classroom time allowed for peers to network, challenge ideas, and generate innovation. Specifically, *Developing Emerging Leaders* achieved the following success metrics:

- **99%** of participants agreed that they would be able to **immediately apply** the skills and knowledge learned in the program to their jobs.
- **98%** of participants agree that they would **recommend** this training to others within Thermo Fisher Scientific.
- **97%** of participants agreed the training was a **valuable** use of their time.
- **130%** increase in participants' effectiveness to **influence** and build strong relationships across the business.
- **100%** increase in participants' ability to **self-assess** their leadership strengths and opportunity areas.
- The program received a **Gold HCM Excellence Award from the Brandon Hall Group for Best Advance in Senior Manager Development** and a **Silver Learning in Practice Award from Chief Learning Officer for Excellence in Blended Learning**.

“I feel differently after taking the course — more confident, not more clear on WHAT I need to work on, because I already knew that, but I now know the HOW and the WHY it's so important for me to do so.”

— *Developing Emerging Leaders* participant

