



# Bristol-Myers Squibb Australia



Bristol-Myers Squibb is a global BioPharma company focussed on discovering, developing and delivering innovative medicines that help patients prevail over serious diseases. Bristol-Myers Squibb Australia aims to deliver on its commitments to its patients, customers and employees, as well as to communities and the environment.

This is Bristol-Myers Squibb Australia's third consecutive accreditation as an Aon Hewitt Best Employer.



## What you can learn from Bristol-Myers Squibb Australia

- Connect your people with your purpose
- Operate authentically
- Create a culture where diversity is in your DNA

## Connect your people with your purpose

As a BioPharma organisation, Bristol-Myers Squibb has a strong and compelling purpose for the work that it does. It is also particularly good at embedding this purpose in its day-to-day culture and connecting the roles of individual employees to purpose-driven outcomes.

The mission of Bristol-Myers Squibb globally is 'to discover, develop and deliver innovative medicines that help patients prevail over serious diseases'. The organisation's communications are squarely centred around this purpose and every business decision is made with this in mind. Employees at all levels are motivated by this purpose and by success stories that are communicated within the organisation.

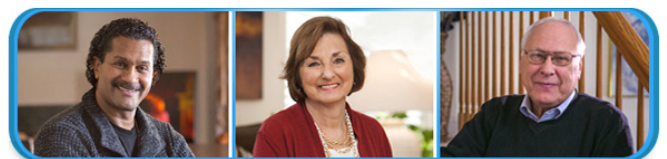
Bristol-Myers Squibb in Australia is structured in a way that allows this purpose-driven culture to be even more visible to employees. All functions work under one roof, meaning that there is exposure to and connectivity between different areas of the business like research, IT, HR, sales and marketing.

**"For us, it is all about our greater purpose to help patients. Ultimately, we are trying to make a meaningful difference in the lives of patients with serious diseases in Australia."**

Anthony Mancini  
Managing Director,  
Bristol-Myers Squibb Australia



**Bristol-Myers Squibb**



**Helping Patients Fight Serious Diseases.**



## Operate authentically

Bristol-Myers Squibb prides itself on its authentic and care-focussed people practices. The organisation fosters a collegial working environment with a strong focus on being attentive and receptive to feedback, and doing the right thing by employees. Bristol-Myers Squibb often makes business or people decisions to benefit its employees, regardless of whether they are different to the market or its global counterparts.

In Australia, Bristol-Myers Squibb recently underwent a major period of change to align better with its regional counterparts. As part of this process, structural changes were made which included role changes and redundancies. The organisation showed great compassion for its employees throughout this process, ensuring that messages were communicated quickly and with considered explanation. In every single instance, people were given a choice to take redundancy if they did not wish to move into a new role. During this time, the organisation was focussed on delivering an honest, sincere rationale for the change to its 'intelligent and deserving' staff members.

Leadership practices at Bristol-Myers Squibb also follow an ethos that is based around authenticity. Leaders are encouraged to cultivate their own style and when there is a message to be communicated they are given the flexibility to deliver it in their own way. All leader interactions at Bristol-Myers Squibb come down to the culture of care that the organisation seeks to perpetuate. The organisation's HR Director Sara Giesen articulates this saying: "If anything is less than 100% sincere it won't optimally translate, we need to be able to relate to each other as our true selves."

## Create a culture where diversity is in your DNA

A diverse and inclusive culture is a major priority for Bristol-Myers Squibb. The organisation seeks to create an environment where 'there isn't an employee in the organisation who thinks there's something they can't do'.

The organisation has several programs and frameworks in place to aid the achievement of this goal and has achieved remarkable success at engaging and supporting employees of all different ages and backgrounds.

Gender diversity has been a particularly outstanding area of focus for the organisation and currently, two thirds of Bristol-Myers Squibb's senior leadership team is made up of females. One female leader from the organisation recently attended a women-in-leadership conference in the United States and returned with the feedback that "glass ceilings don't feel like they apply [at Bristol-Myers Squibb]."



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