New HR Culture Paradigm

PERFORMANCE BEHAVIORS
CULTURE RESULTS INTEGRATION
TALENT
COMPANY FOR LEADERS DEVELOPMENT
LEADERS COMPETITIVE COMPENSATION SUCCESS

Our Talent Philosophy

The AbbVie Way

BUILDING OUR CULTURE

The Ways We Work

Employee Survey
ABBVIE VITALITY

Our approach to improving employee resiliency and well-being that brings together our current programs with new initiatives that provide managers and employees resources as they **work together for personal and business success**

Includes global and local employee well-being events, programs and resources
ABBVIE VITALITY—OUR GLOBAL WELL-BEING BRAND

FROM

- No global brand
- No global position around work/life effectiveness and flexibility
- Focus on presence and hours worked
- Wide variation in leader/manager understanding and support
- Wide variation in programs and policies

TO

- Global brand – AbbVie Vitality (work/life and wellness)
- Aligned to the Ways We Work
- Global philosophy and approach to flexibility
- Focus on results
- Visible leader support in instilling well-being into our culture

PROGRAMS/RESOURCES

- Local programs focused on improved health and “great place to work”
- Single global event – Exercise Across AbbVie

FRAMEWORK

- Global manager tools linked to employee survey results
  - Workload
  - Work-life effectiveness/flexibility
  - Managing from a distance
- Consultative HR resources
- Expanded global events – AbbVie in Motion, World of Well-Being
- Local programs tied to AbbVie Vitality
GLOBAL PROGRAMS

LEARN. PLAY. DO. SHARE.

GO | CONNECT | THANK | FOCUS | LAUGH

70+ Countries

4,700+ Participants

5,000 Challenges

125+ Stories

60+ Countries

6000+ Participants

500 Teams

7 M Minutes Exercised!

A four-week team competition encouraging fitness and resilience
Teams track daily exercise minutes
LESSONS LEARNED/NEXT STEPS

• Lessons Learned
  • Top Down/Bottom Up
  • Messaging/Branding
  • Technology

• Next steps
  • More country support – toolkits, champions, sharing “stories”
  • Manager resources/ideas