



**SoCalBio**  
Southern California  
Biomedical Council



# Human Resources Conference

February 29, 2008 . Wilshire Grand Hotel  
Los Angeles, California



# ***Baxter***

# Baxter Portfolio

\$11 Billion Global Market Leader

## BioScience

- **Biopharmaceuticals**
  - **Plasma**
- **Recombinant**
- **Vaccines**
- **Regenerative Medicine**
- **BioSurgery**

## Medication Delivery

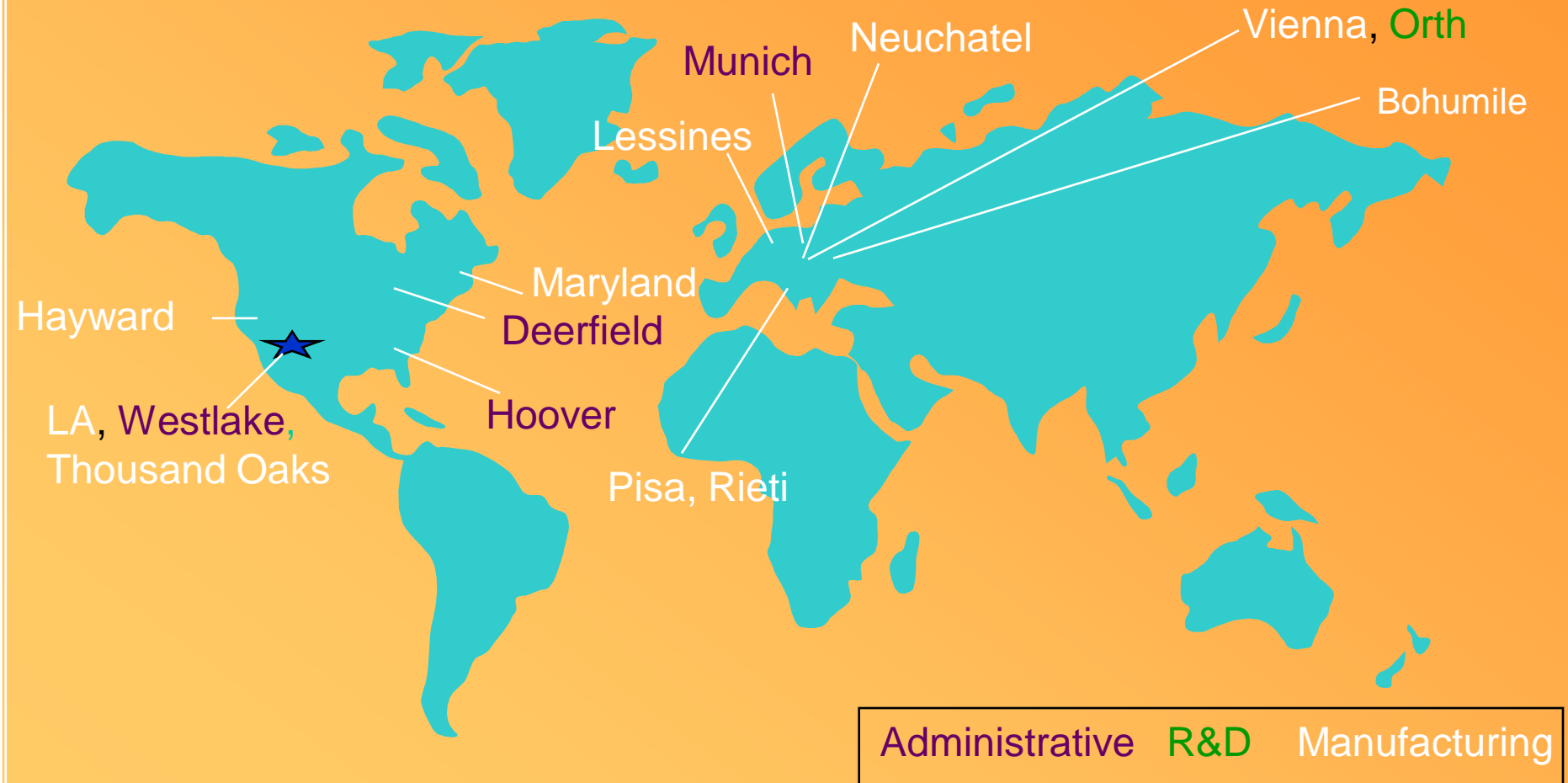
- **Drug Delivery**
- **Anesthesia**
- **Nutritional Products**

## Renal

- **Dialysis Products**
  - **Peritoneal**
  - **Hemo**
- **Dialysis Services**
- **Disease Management**
- **Xenotransplantation**

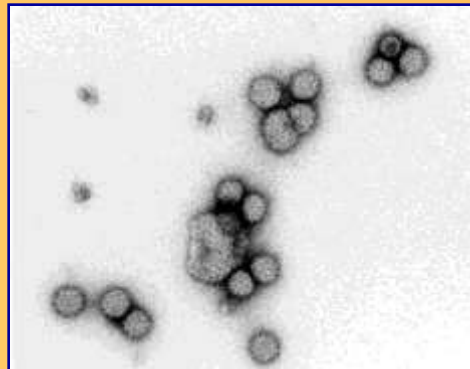
# BioScience Facilities

Global headquarters: Westlake Village, California



# BioScience Overview

- 2007 sales \$4.8B
- Operating in 55 countries
- 10,000 employees
- 850 researchers
- 11 manufacturing facilities



# 2004/2005 Southern California Facilities

## ***State of the Business:***

- ***High Employee Turnover ( T.O 20% LA 15% )***
- ***Recent restructuring reduced morale***
- ***Significant talent pipeline gaps***
- ***Leadership/Employee development minimal***

# Actions and Initiatives

## ***Implemented Organizational Inventory Process***

- ***Internal Development Programs***
- ***Talent Pipeline Initiatives***
- ***Improved assessment and succession***

# What is the Focus of Organizational Inventory?

## Organization Effectiveness

***Do we have the right?***

*Structure / Roles  
Processes  
Tools / Technology  
Rewards  
Measures  
Culture*

## Workforce Capabilities

***Does our workforce have the right?***

*Quality of Skills  
Quantity of Skills  
Knowledge / Abilities  
Competencies*

## Leadership

***Do we have the right leaders, today and tomorrow?***

*Successors  
Leader Pipeline*

# Internal Development- Management Essentials

**The objective of the “Program” is to develop and deploy standardized basic supervisory skills across locations to eliminate gaps and improve reliability and predictability of performance for those who manage others.**

Desired outcomes include:

- Increased business efficiency and consistency
- Established consistent and integrated approach to supervisor training
- Reduced employee turnover
- Increased employee satisfaction
- Eliminated skill gaps

# Internal Development -Mentorship Program

**Mentoring is the process of helping an individual to develop skills, knowledge, and self-confidence in order to establish and achieve career goals.**

- To get mentees to the next level
- To give mentees the feedback and guidance they need to move to the next level
- To strengthen mentees' competencies

# Talent Pipeline - Operations Development Program

**To attract and develop future leaders of Baxter BioScience Operations through job rotation, mentorship, and leadership training to:**

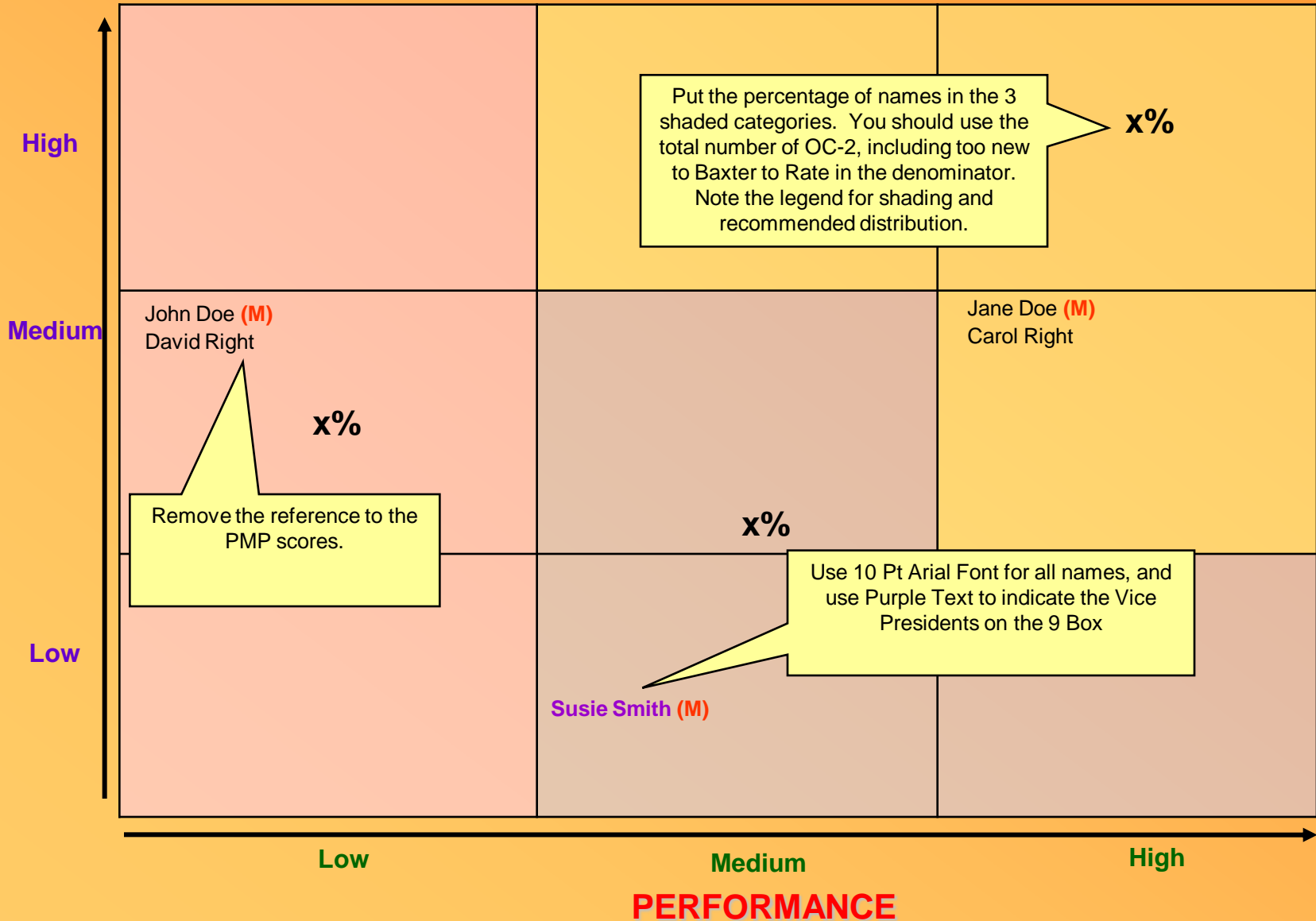
- Build & strengthen operational talent
- Develop a pipeline of leadership talent prepared for increasing levels of responsibility throughout BioScience

**The ODP Associate will gain valuable experience across Baxter's BioScience Operations including, but not limited to:**

- Production
- Quality
- Technical Services / Engineering
- Continuous Improvement (Lean / Six Sigma).

# Talent Assessment

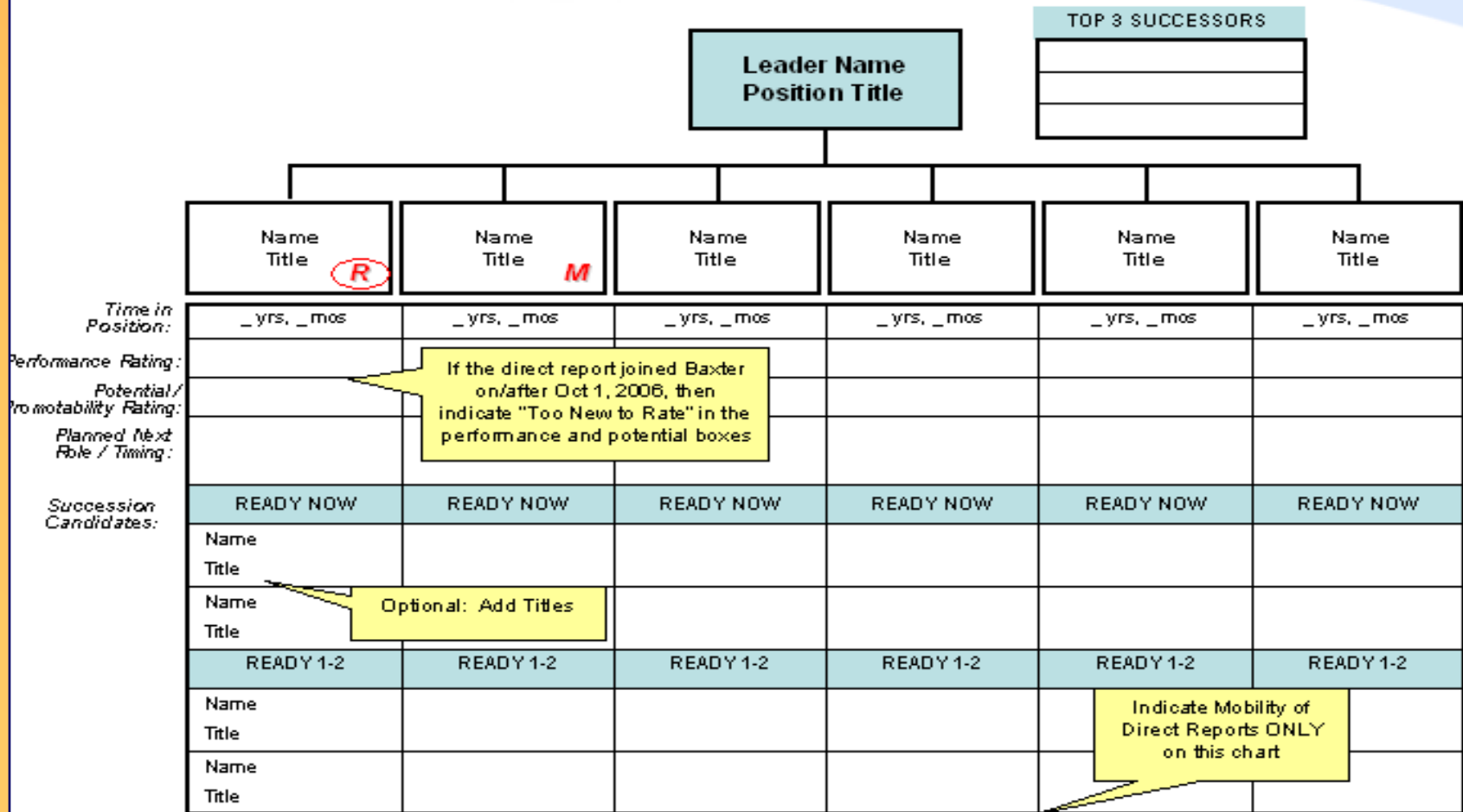
POTENTIAL / PROMOTABILITY



# Succession Planning

## Leadership Team Assessment & Succession Plan

**Baxter**



Date of Presentation

**R** = High Retention Risk

STRICTLY CONFIDENTIAL

**M** = Mobile

# Results

Strategic Objective	Key Measure	2007 Actual	2007 Target
Develop, Attract, and Retain Talent (People/Team)	% Internal Fill Rate	72%	>67%
	% Turnover	TO = 5% LA = 8%	<10%
	Employee Satisfaction	80%+	>75%

- 68% HiPos Promoted
  - Robust Succession Plans
  - High QLP Criteria Score
    - Industry Low Turnover
- High Learning Environment



Questions?