



WORKFORCE FOCUS

Jay Bleehash, HR Director
April 5, 2011



AGENDA

- Unchanging Core – The Foundation
- Results
- How We Do It
- Constant Adaptability

UNCHANGING CORE

Employee Stakeholders

Potential – What the Company owes me

Passion – What I owe the Company

Legacy – What I owe myself



Engagement

Employees at MEDRAD are deeply committed to someone or something in the organization. Employees give all they have to their work and tend to stay at MEDRAD as a result of that commitment.

Environment

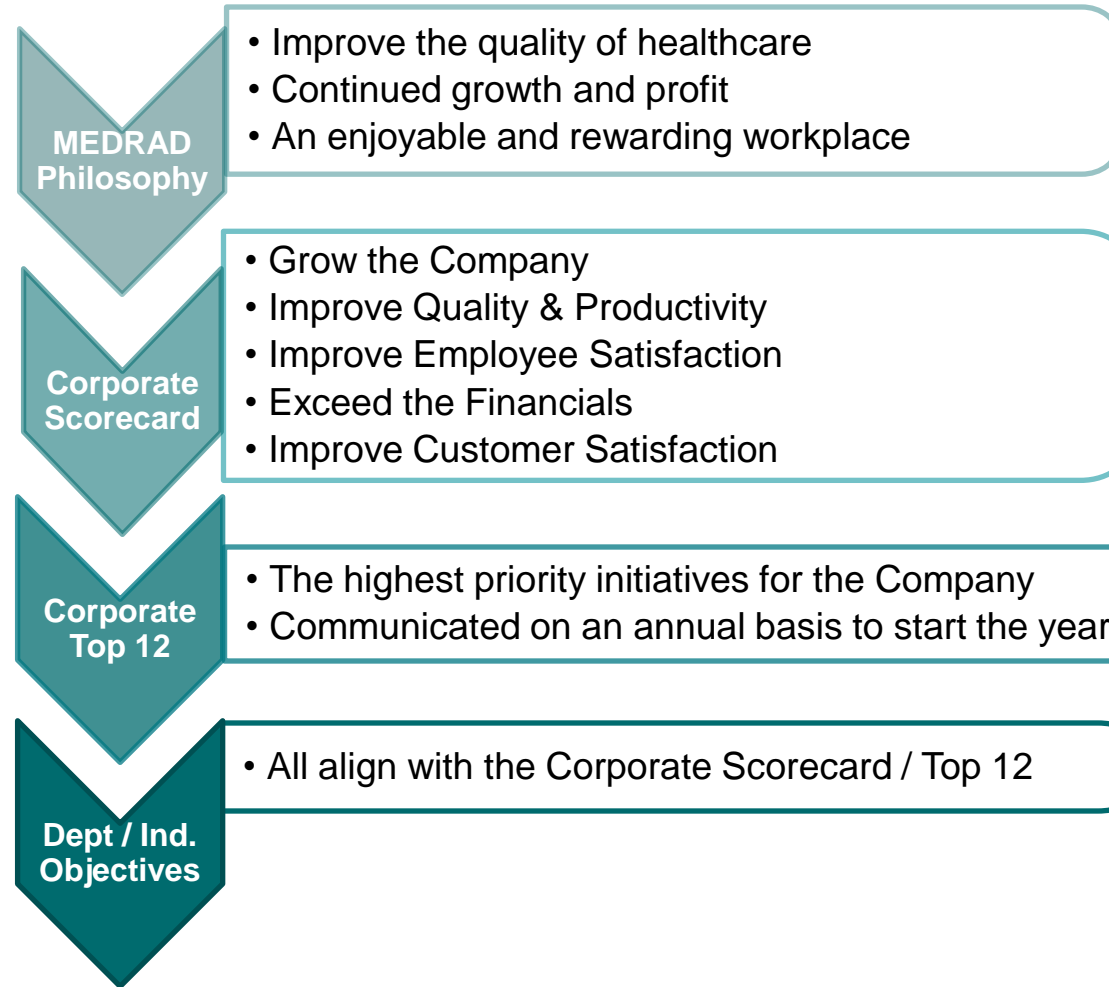
Autonomy – Provide the what, let employees discover the how

Mastery – Opportunity to become better at something that matters

Purpose – Providing a cause greater and more enduring than ourselves



FOUNDATION



Workforce Processes

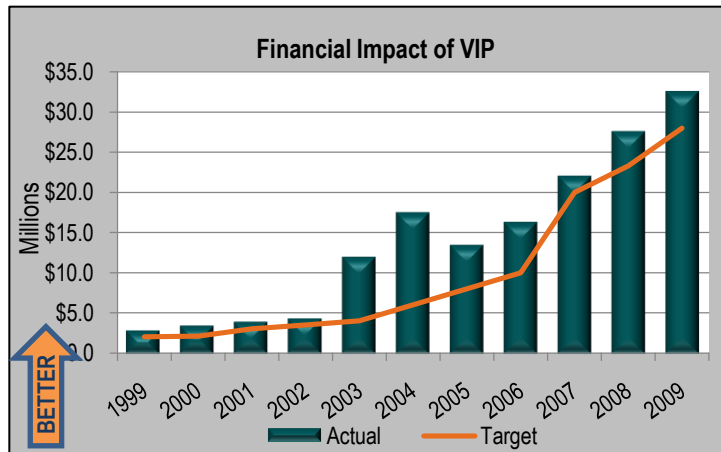
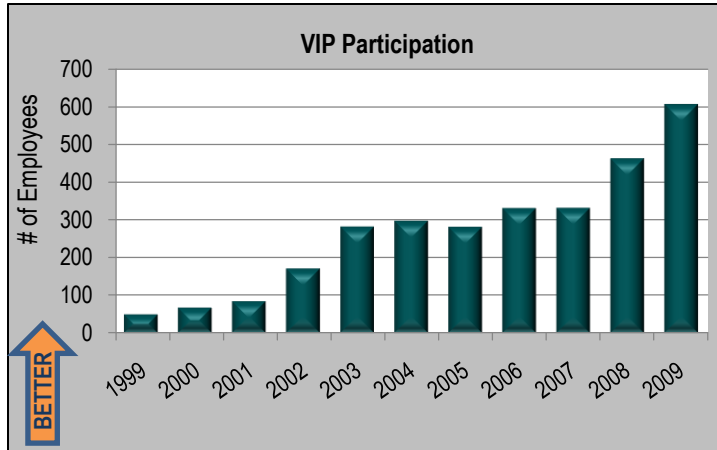
- Employee Satisfaction
- Leadership Development
- Performance Management
- Total Rewards
- Staffing and Diversity



Employee Engagement



RESULTS



- 600 employees participated
- \$33MM in savings generated

Spotlight VIP

From the Saxonburg Plant this month....

Title: Sax Material Recycling Changes

Description: We have now consolidated our vendors, changed how we store materials, and no longer bale cardboard. These changes add up to significant material and labor savings.

Annual Savings: \$37,280

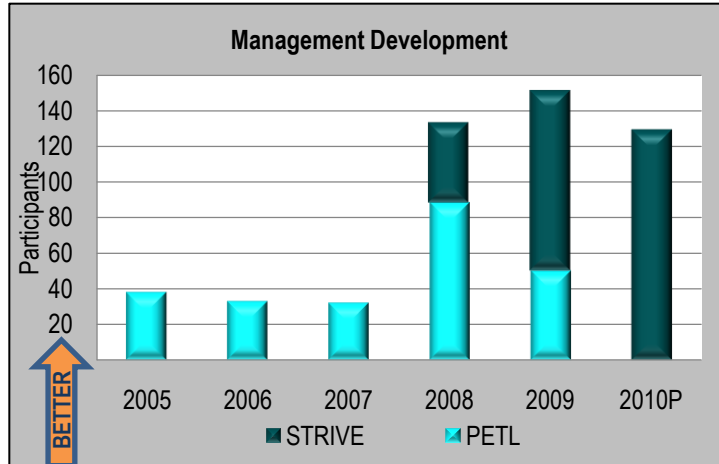
Team Members: Leader B. Olbeter

T. Bernat, D. Hicks, E. Maddox, K. Stang, L. Weiss, G. Quaglia, M. Johnston

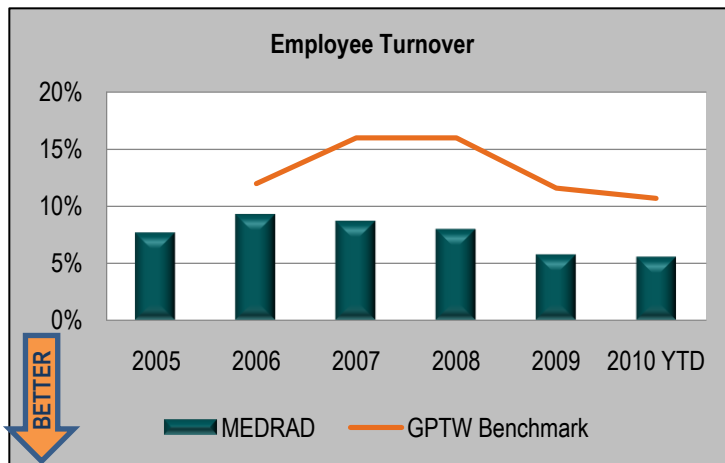




RESULTS



- Cycle of Improvement from PETL to STRIVE
- Over 120 Managers developed in 2010

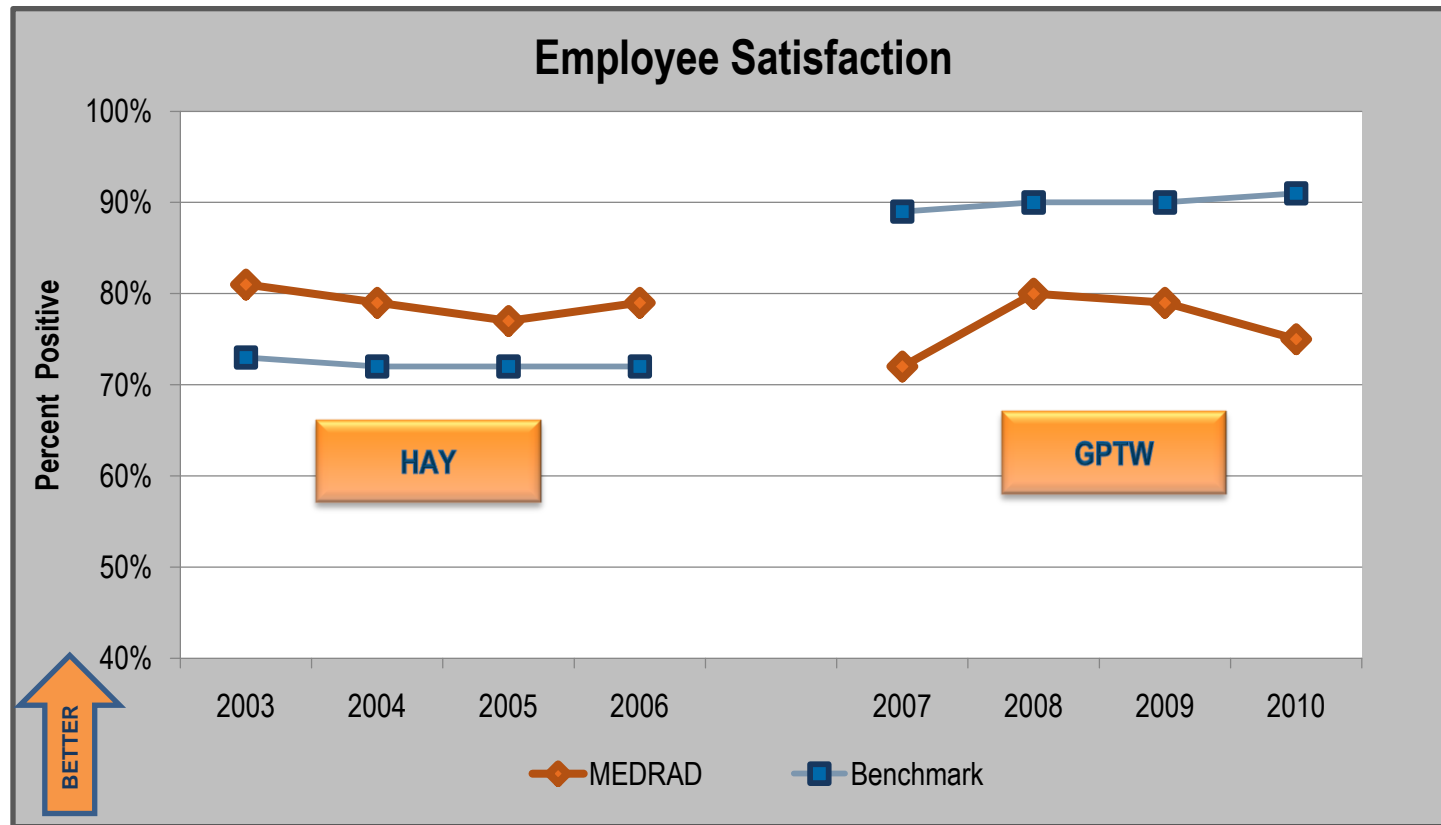


- Turnover of 6% in 2009
- Includes voluntary and involuntary departures



EMPLOYEE ENGAGEMENT AND SATISFACTION

The pursuit of mastery...





EMPLOYEE ENGAGEMENT

I feel good about the ways we contribute to the community

- MEDRAD = 88%
- 100 Best = 93%

I am proud to tell others I work here

- MEDRAD = 85%
- 100 Best = 94%



MEDRAD's Annual Day of Caring





EMPLOYEE ENGAGEMENT

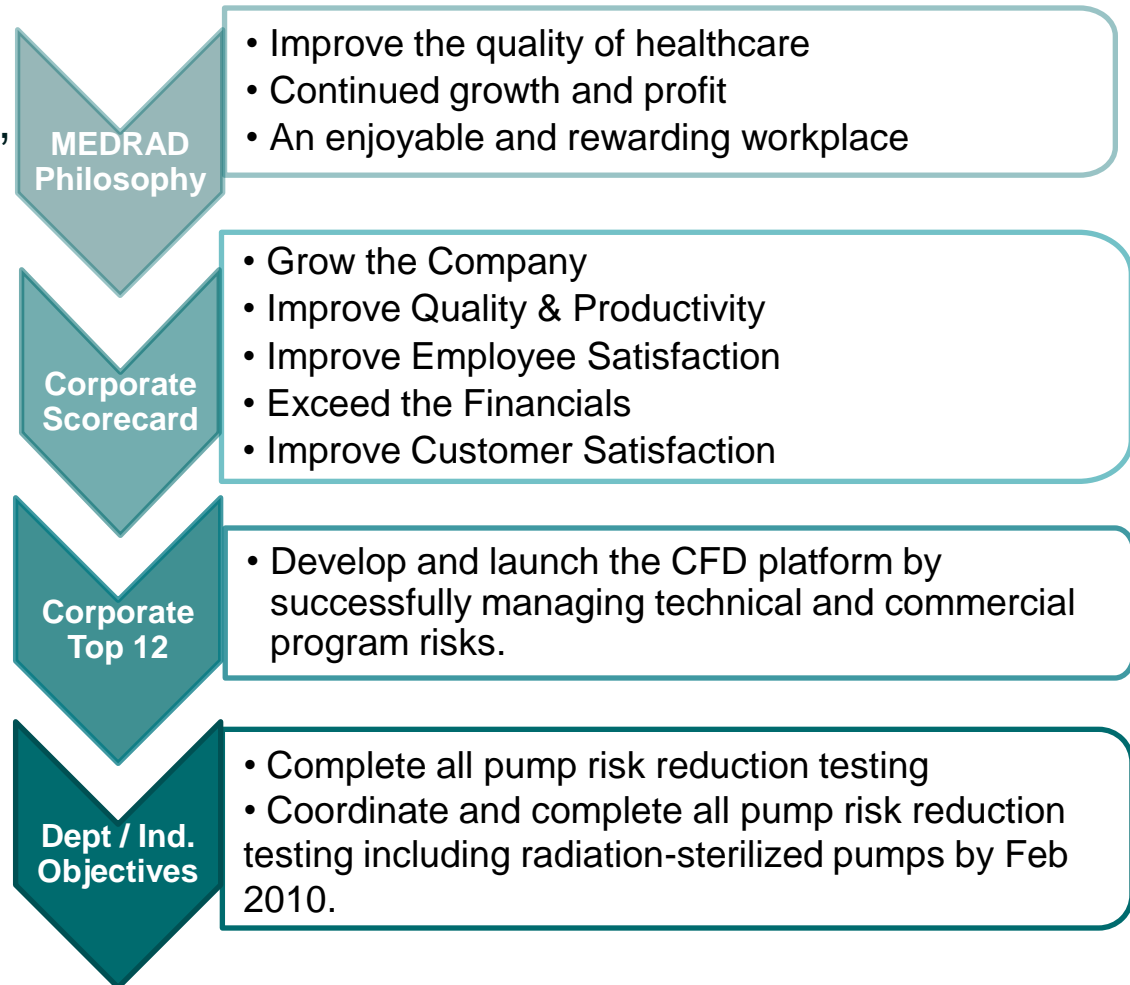
Making the Connection

GPTW – When I look at what we accomplish, I feel a sense of pride

- MEDRAD = 81%
- 100 Best = 91%

GPTW – I understand how my work contributes to the company's goals and objectives

- MEDRAD = 87%





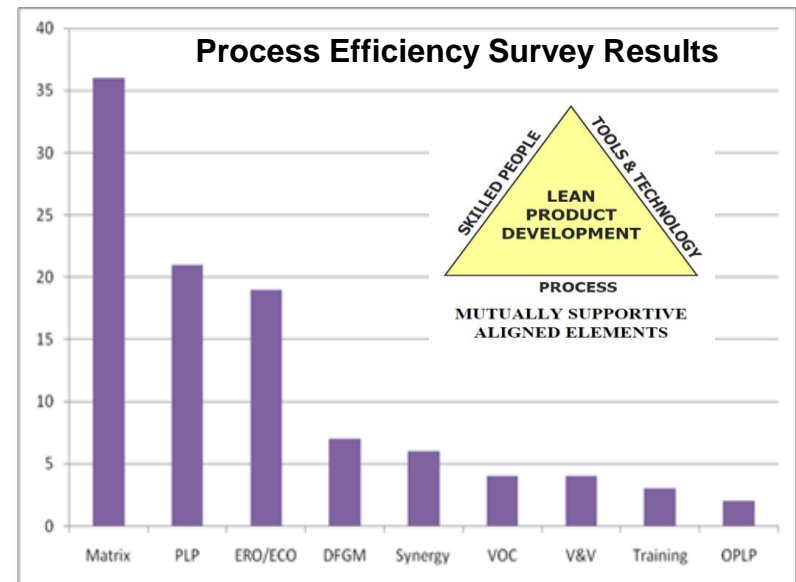
EMPLOYEE ENGAGEMENT NEW PRODUCT DEVELOPMENT TEAM

GPTW – We have processes in place the support working efficiently
NPD Top 10 Programs

- 2009 = 43%
- 2010 = 63%

Program	Business need	Owner	
1	Process Efficiency	Productivity, time to market, EE sat	Liscio
2	Functional / Career Growth	Skill/competency improvement, development	Salunkhe
3	Radiology LCE	End of life, customer satisfaction, savings	Bills

Identify the process inefficiencies problem space by Feb 2010	<input checked="" type="checkbox"/>
Measure the current process state against a future desired state by Mar 2010	<input checked="" type="checkbox"/>
Analyze the data to find the root cause and determine areas for focus by Apr 2010	<input checked="" type="checkbox"/>
Generate a process efficiency improvement plan by May 2010	<input checked="" type="checkbox"/>
Execute the plan with solutions	8/10





LEADERSHIP & WORKFORCE DEVELOPMENT

- Key Themes/Top Strategies: Develop Top Leadership, Build Workforce Capability, Expand Knowledge and Skill, Foster a Culture of Growth and Development

Primary Processes

- Succession Planning / Bench Strength
- Strategic Planning

Individual

- Bayer Leadership Programs
- Executive Coaching, FACT based Coaching
- Targeted Development Moves
- Networking, STRIVE Blog
- Individual Development Plans
- Job Rotation Opportunities

Building Capability

- STRIVE Management Development
- Executive Coaching, FACT based Coaching
- Bayer Leadership Programs
- Career Models
- Functional Capability (Marketing Excellence)

Related Processes

- Performance Management
- IPO
- GPTW Survey
- Workforce Analytics



WHEN 25% IS A GOOD SCORE

Challenge – Changing Market Conditions (DRA, economic slowdown, Healthcare Reform)

Problem – Potential of workforce reduction



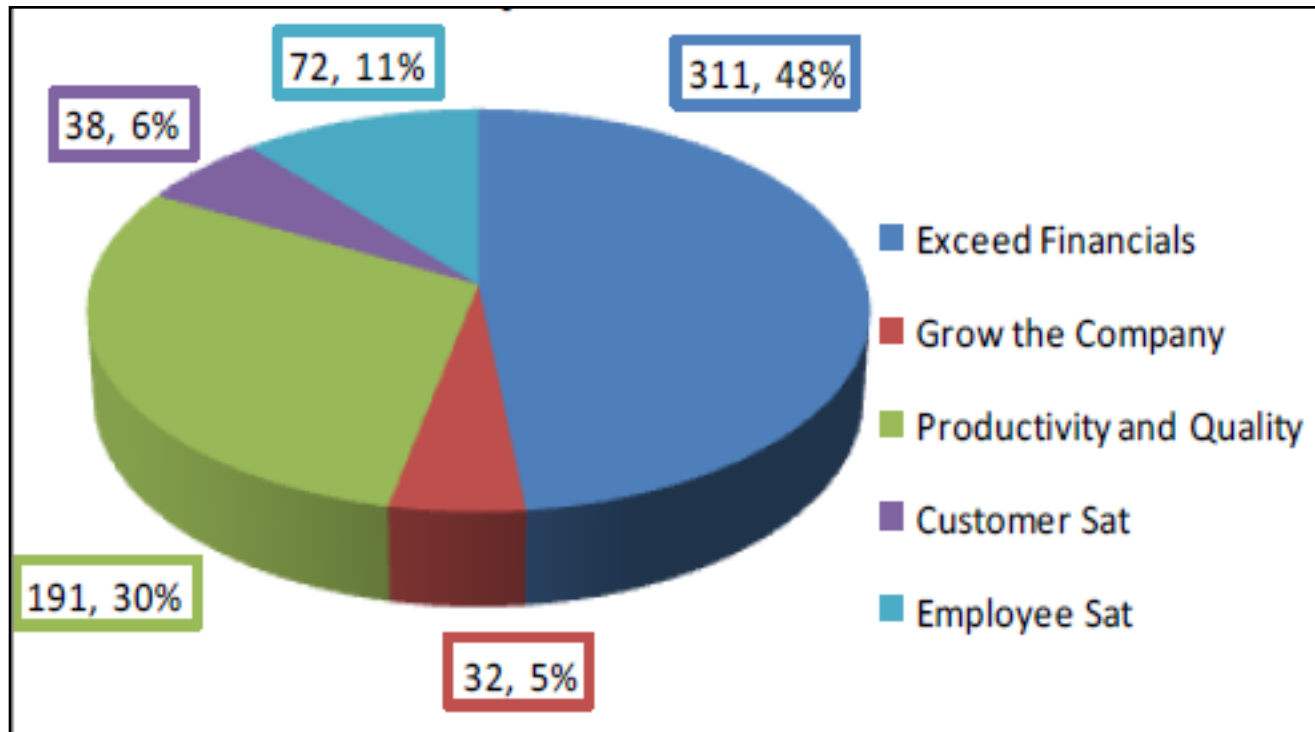
WHEN 25% IS A GOOD SCORE

Approach

MEDRAD Philosophy	Leverage Current Processes	Transparency	Results
<ul style="list-style-type: none">• Improve Quality of healthcare• Continued growth and profit• Rewarding and enjoyable place to work	<ul style="list-style-type: none">• Agile workforce• Succession and Bench strength• Staffing	<ul style="list-style-type: none">• Announce the challenge to the organization• Rally for help to reduce the impact• Redeploy to growth areas	<ul style="list-style-type: none">• Impact reduced from 125 to 30 (25%)• Impacted employees treated with dignity and respect



ENGAGED EMPLOYEES ADAPT



Over 400 Ideas Submitted!

CONSTANT ADAPTABILITY



EARS: Listen for changing needs

- ESAT
- Strategic Planning



GEARS: Delivery consistently

- Workforce Processes



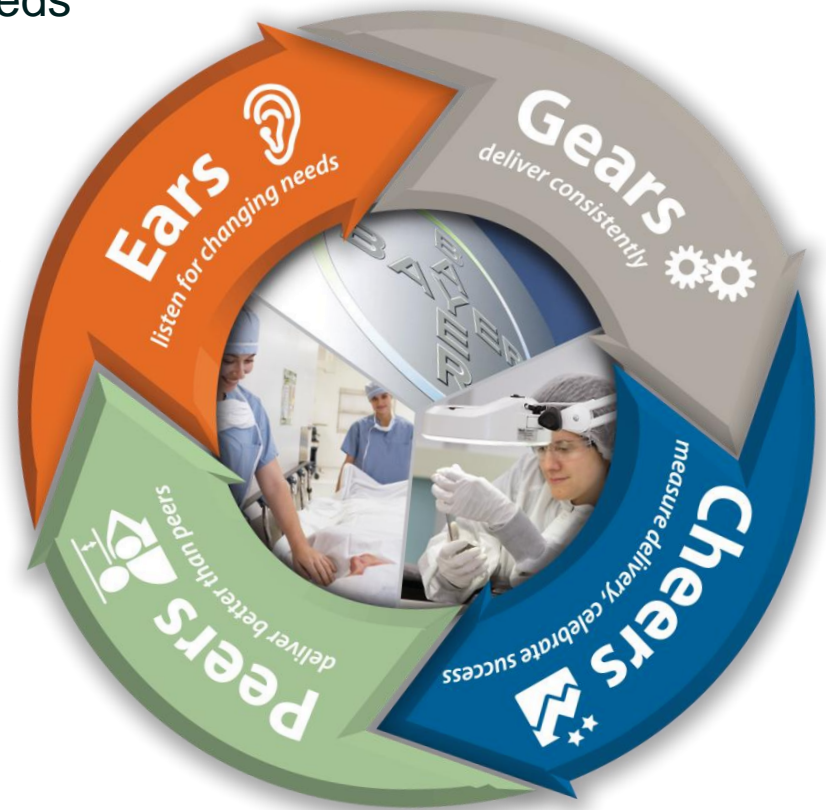
CHEERS: Measurement and recognition

- GPTW
- Turnover
- VIP
- Awards



PEERS: Benchmarking

- GPTW





DISCUSSION

PANELISTS

Jay Bleehash

HR Director

Gary Bucciarelli

Senior Vice President of Emerging Business

Wyman Lee

Vice President of HR

Matt Olayer

Performance Excellence Specialist

