

Thermo Fisher Scientific: Developing Emerging Leaders

Leading 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 120,000+ employees in 50+ countries, Thermo Fisher Scientific requires a team of leaders who can lead dynamic teams with integrity, innovation, and passion. 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.

SOLUTION

Thermo Fisher Scientific engaged Entelechy to modernize and globalize its *Developing Emerging Leaders* program for high-potential employees in senior leadership roles. Highlights of the program include:

- Offered as a **blended learning experience** with in-person or virtual workshops.
- **1,200+ high-potential leaders developed.**
- **Highly engaging and impactful activities**, including collaboration and networking opportunities, and a powerful real-world leadership simulation.
- Focus on **business strategy** so leaders understand how their business unit directly contributes to broader **performance goals.**
- Development of **personal leader brands** and **action plans** to **drive immediate impact** back on the job.

Developing Emerging Leaders not only evolved to meet our critical business needs, but exceeded our collective expectations. *Developing Emerging Leaders* has consistently been one of our highest rated and sought-after programs at Thermo Fisher Scientific.

The blended approach of self-directed learning and instructor-led sessions create an innovative learning experience that is now accessible to an incredibly wide audience.

— Mike Glass, Vice President, Global Talent Development

ThermoFisher
S C I E N T I F I C

RESULTS

10/10 Likely to Recommend Score (Virtual)
9.8/10 (Classroom)

98% of participants agreed they would be able to immediately apply key learnings

Increase in leadership skill mastery
Strategic thinking, influence, self-assessment, relationship building, and more

Measurable business impact
Increased innovation, performance, and global collaboration

Industry awards



Best Advance in Leadership Development (Brandon Hall)



Best Advance in Senior Manager Development (Brandon Hall)



Excellence in Blended Learning (Chief Learning Officer)

