

Thermo Fisher Scientific: Developing Frontline Leaders

Unleash Your Leadership Potential

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 more than 120,000 colleagues globally, Thermo Fisher Scientific requires a deep leadership bench that can lead dynamic teams with integrity, innovation, and passion. Thermo Fisher Scientific partnered with Entelechy to revamp the organization's core leadership fundamentals program, *Developing Frontline Leaders*, leveraging Entelechy's flagship leadership development program, *Unleash Your Leadership Potential*.

SOLUTION

Through a powerful blended learning experience, *Developing Frontline Leaders* provides leaders with the skills and confidence to build productive, meaningful relationships with colleagues and to develop talent and bench strength through deliberate performance management.

- **Offered in three modalities:** in-person classroom, virtual, and as a social learning experience.
- **9,000+ leaders developed** to-date across 55+ countries, representing 45% of eligible leaders.
- Powerful blend of **practical concepts and models with hands-on application**, including skills practice, small group exercises, self-guided introspection, and action planning.
- **Built-in accountability** and **reinforcement tools** to drive behavior change.

The *Developing Frontline Leaders* program has been instrumental in fostering collaboration among participants who might not typically work together. It bridges connections across our geographically diverse organization and enhances cross-functional communication. This program has undoubtedly prepared Thermo Fisher Scientific to continue leading and innovating in our industry.

— Kathryn Grant, Senior Director,
Global Talent Development

ThermoFisher
SCIENTIFIC

RESULTS

9/10 Likely to Recommend Score (Social)
8.6/10 (Classroom)

22% positive career progression within 24 months of completion

+11% increase in leadership skill mastery
Coaching, feedback, delegation and more

Measurable business impact
Revenue growth, acquisitions, innovation, sustainability

Industry awards



Best Leadership Development Program (Brandon Hall)



Best Development Program for Frontline Leaders (Brandon Hall)



Excellence in Partnership (Chief Learning Officer)