



Foundation Medicine: Unlocking Your People Manager Potential

Unleash Your Leadership Potential

SCENARIO

Foundation Medicine (FMI) is a global, patient-focused precision medicine company delivering high-quality, transformative diagnostic solutions in cancer and other diseases. To be successful in the fast-paced, highly technical life sciences sector, FMI employees must constantly innovate and collaborate cross-functionally, while remaining agile and flexible. As FMI pursued ambitious business objectives while preparing the organization for future success, people managers faced the challenge of balancing near-term execution with long-term transformation. Strengthening manager capability became a critical lever for driving performance, engagement, and organizational effectiveness.

SOLUTION

FMI partnered with Entelechy to design, develop, and deliver *Unlocking Your People Manager Potential*, featuring a highly customized version of Entelechy's *Unleash Your Leadership Potential*. The 10–12-week program features:

- **Blended learning experiences** with in-person or live virtual sessions, peer learning groups, and networking.
- Deep integration with FMI's **People Manager Development Program** to build connections and consistency.
- **Powerful and effective** models, techniques, and skills practice to build performance management fundamentals.
- Focus on fostering trust and belonging to **enable high performance, engagement, and productivity**.
- **Reinforcement communications** and **on-the-job skill application** to drive lasting behavior change.
- 100% of eligible people managers **complete the program within 18 months** of entering the role.

Unlocking creates a shared foundation for people management across our organization — one that is repeatable, practical, and built for scale. By grounding development in clear, simple frameworks and reinforcing them through extensive practice and real-world application, the program moves leaders beyond theory to sustained behavior change that shows up in everyday work.

— Matt DeJordy, Senior Director,
Learning & Talent Development



RESULTS

9.4/10 Likely to Recommend Score

20% completion rate increase in annual performance and development process

Leadership skill mastery

Performance management, coaching, delegation

Measurable business results

Reduced turnover, increased profitability, and more



Best Leadership Development Program (Brandon Hall)

Industry awards



Best Development Program for Frontline Leaders (Brandon Hall)