

# Talent Retention Strategy.

People Management

Human Resources



# Pillars of talent retention.

**01**

## **Recognition & Reward**

Promoting performance, commitment and expertise in the workplace.

**02**

## **Highlighting & Visibility**

Putting the spotlight on human capital and giving it a voice.

**03**

## **Company culture**

Creating a work environment that fosters engagement and innovation.

**04**

## **Talent development**

Offering learning and development opportunities to improve agility.

This is Flen Health **academy**.



# Recognition & Reward.



# Recognition & Reward.



01

## Performance Bonus Scheme

Performance bonuses motivate employees (Sales & Non-Sales) to achieve sales targets and individual objectives, driving better results.

02

## Seniority Policy

Seniority rewards foster loyalty, acknowledge long-term commitment to the company and retain our know-how.

03

## Hiring Bonus

Hiring bonuses incentivize employees to refer top talent, enhancing recruitment efforts and team quality.

04

## Annual Closure

Annual closure as additional days off promotes work-life balance by providing time off for employees to recharge and spend time with family.

05

## Telework Policy

Office-based employees benefit from 2 days' teleworking per week, if this is compatible with their role, offering them flexibility and time savings.

06

## Flenny Awards

Awards (as TBM of the Year, Innovator of the Year, Flenny Awards) recognize outstanding achievements in various categories, inspiring excellence.

# Highlighting & Visibility.



# Highlighting & Visibility.



01

## **New Joiner Introduction**

All the new joiners are introduced during our interactive meeting and via our Intranet in 'Welcome on Board' section.

02

## **Success Story**

Every quarter we share a new story which gives visibility to individuals across the whole organization.

03

## **Team Under the Spotlight**

The focus on a team is published on the Flenner Magazine and strengthens the link between the departments.

04

## **Flen Health Ambassadors**

Every two months, we post on social media a new short video of our Ambassador series.

05

## **Monthly News & Town Hall**

Monthly HR & Flen News inform on events and employee activities. The Town Hall gives everyone the opportunity to share a specific topic with the whole company.

06

## **Innovation Platform**

Every Flenner could raise their voice and share their ideas via the Innovation Center on our Intranet.

# Company culture.



# Company culture.

01



## Welcome Pack

It starts with the Welcome Pack, which includes several goodies and a welcome message.

02



## Buddy program

The Buddy Program to help the newcomer to be well onboard during his/her first year at Flen Health.

03



## Company Events & Gifts

Includes one annual global event per year, plus a summer gathering and an end-of-the-year celebration with presents.

04



## Social Responsibility

We support socially and environmentally responsible associations and promote well-being activities.

05



## Support of personal Life Events

We support the personal life events of our employees (birthdays, seniority, births, unions, deaths).

06



## Diversity & Inclusion

We create a diverse and inclusive workplace by monitoring the gender balance at all levels, and with an intergenerational and multicultural approach.



# Talent & development.



# Talent development.

01

## **Flen Health Academy**

An extensive e-learning catalogue of 600+ courses provides diverse learning opportunities for professional development.

02

## **Onboarding Program**

Ensures that all new Flenners are well introduced into our departments, products and internal policies and are equipped with the necessary skills for continuous growth.

03

## **ITC & Post ITC Programs**

A dedicated Initial Training Course for our newcomers in Sales and Marketing, with in-depth lessons on our therapeutic area and the wound care market.

04

## **Key Potentials Program**

A 3-year development plan with a focus on communication, strategy and leadership competencies.

05

## **Leadership Program**

A 1-year program dedicated to our team leaders aimed at developing their knowledge and sharing best practice by focusing on critical skills for effective leadership.

06

## **Continuous Development**

Through appraisal meetings, aligning training needs with business requirements in order to develop our employees' potential

**Thank you.**

