

Talent Management & Learning at MDCO

Talent is at the core of our competitive advantage. Talent Management refers to the strategy of attracting top talent, integrating talent, and developing and retaining talent to meet current and future business objectives. The MDCO leadership and health science competency models are the foundation of how we measure both human achievement and necessary development of talent at the firm. There are many forms of development including mentoring relationships, coaching, assignments, cross-functional internships, field visits, education, placement in “stretch roles,” among others. Development is not always synonymous with a promotion but, rather, should be viewed as a unique and individual journey that supports individual career and business growth with a timely, measurable and integrated approach. The following is a description of the various Talent Management and Learning initiatives and offerings at MDCO.



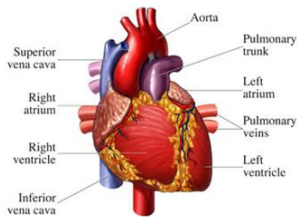
g|u|l|l|d

g|u|l|l|d: a modern reinvention of leadership development, the MDCO g|u|l|l|d is a community of like-minded people who are smart, passionate and committed to MDCO and its mission to innovate in acute and intensive care medicine worldwide. In g|u|l|l|d, participants experience dramatic learning about themselves and their professional paths and choices and will be empowered to rethink the drug industry in a fearless and imaginative way. g|u|l|l|d is a group of individuals at various stages of their “leadership life.” Nomination to the g|u|l|l|d is desirable and special and identifies those who want to learn, contribute and lead.



Just Raise Your Hand (JRYH)

Just Raise Your Hand is an interactive community site (and corresponding Twitter feed) from Chief Human Strategy Officer Leslie Rohrbaker with support from the Talent Management & Learning team and other contributors. The blog is meant to foster an online community around leadership, learning, innovation and social responsibility. You don't always get called on – sometimes for bad reasons, sometimes for good reasons, and sometimes for no reason at all – but the imperative to raise your hand never goes away if your desire to learn, contribute and lead is paramount.



MDCO Med Preceptorships

Medical preceptorships are an educational initiative across the firm to provide experiential learning opportunities to our associates in partnership with hospitals that are leaders in acute care. This program is a two-day patient-centric educational program that includes extended immersion time in the OR, ICU and cath lab and takes participants through the entire care pathway. Associates hear many different perspectives on the realities of care from a myriad of clinicians, and interact with the patients that influence their decisions for a truly comprehensive and life-changing learning experience.



Simulation Lab

Medical simulation is a training and feedback method in which learners practice complex tasks and processes immersed in lifelike circumstances with sophisticated mannequins to develop a range of skills and capabilities. MDCO's future efforts involve defining and advancing state-of-the-art physiologic modeling and pharmacokinetic

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simulation, collaborating with actors to create dynamic and unpredictable scenarios, partnering with expert clinicians and researchers to develop leading curriculum, and advancing our high-fidelity science simulators. Our ultimate goal is to provide a foundation of world-class medical education internally for our own associates and externally for care providers to advance health science globally.

AVATAR



The MDCO Avatar program is an experiential learning/working exercise that aims to increase authentic understanding of patient care pathways. Avatars are user generated case studies that represent ACS pathways. Creating Avatars will serve as a collaborative exercise for highly enriched, team-based learning, and this program functions to convert general familiarity of Acute Cardiac and Neurocritical Care Medicine into deep mastery.



MDCO Lecture Series

In our knowledge economy value is delivered from innovative ideas created in flat companies by empowered talent. To help drive this, the MDCO lecture series brings in thought leaders and stimulating experts to keep our associates learning, thinking and collaborating. Speakers have included thought leaders and best-selling authors including Dan Pink, Steven Berlin Johnson and Gretchen Rubin.



Summer Associate Program

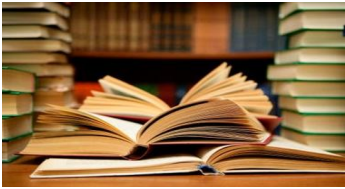
The Medicines Company's Summer Associate programs seeks to bring in new talent with a strong desire to forge a career in the life sciences industry, while also providing a unique summer-long learning opportunity. Summer Associates are graduate students who spend a summer with the firm rotating through teams and working on a variety of substantive projects while being exposed to all aspects of the business. With this program, MDCO can "home grow" its own talent, particularly at this crucial time as we continue to transition to a different business model and approach to the health care market.



Job Sharing

To continue to support the work/life balance of its associates, MDCO has implemented job sharing for several associates in both the United States and Australia. Job sharing has the benefit of both supporting the life decisions that our associates make while also providing the benefit of two sets of experience and ideas for the price of one. As the global talent market sees an increased demand for flexible work arrangements, job sharing will serve as a key differentiator for MDCO as it strives to attract top talent.

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Tuition Assistance

MDCO associates enjoy a greatly enhanced tuition assistance policy, virtually unparalleled in the market. Associates can apply to be reimbursed for Professional Certifications as well as undergraduate, masters and doctorate degrees in any discipline that supports a career path at MDCO. Also offered is a MDCO scholarship program, offering two high potential associates per year the opportunity to apply for an enhanced financial benefit for a top-tier program at the Master's or PhD level.



Wharton/Windhover Program for Pharmaceutical and Biotech Executives

The Wharton/Windhover Program gives current and future industry leaders insight into the changes and challenges of each key area of the business. Every year, several high-potential senior leaders are selected to attend this powerful and focused one-week session. Taught by Wharton faculty, CEOs, top researchers and drug developers, senior marketing executives, policy and pricing experts, and industry deal-makers, the course combines the academic insights of health care management faculty and industry analysts with the best practical experience of senior drug company executives.

Center for Creative Leadership



The Center for Creative Leadership offers an exclusive focus on leadership education and research and unparalleled expertise in solving the leadership challenges of individuals and organizations everywhere. CCL equips leaders around the world with the skills and insight to achieve more than they thought possible through creative leadership - the capacity to think and act beyond the boundaries that limit our effectiveness. CCL offers innovative and transformational programs for leaders at all levels, and MDCO supports a select number of high potential associates in attending the program each year.

Individual Development Plans



At MDCO, all career paths are as unique as our associates. Every single associate at MDCO has an individual development plan in place and learning and development possibilities are tailored to each individual, including an evolving portfolio of opportunities. You "choose your own adventure," and we can offer structured learning as well as flexible development opportunities to accommodate your individual needs. With the help of a new online tool called SuccessFactors, all MDCO associates draft a development plan and continually track their progress toward it with the help of their manager and HR Business Partner.

Executive Coaching

Executive Coaching is a facilitative one-to-one, mutually designed relationship between a professional coach and a key contributor in the organization. The coaching is contracted for the benefit of a client who is accountable for highly complex decisions

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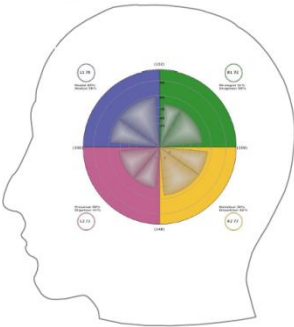


with wide scope of impact on the organization and industry as a whole. The focus of the coaching is usually focused on organizational performance or development, but it may also serve a personal component as well. MDCO has partnered with numerous well-vetted global coaches with deep expertise in a variety of disciplines.

Global Onboarding



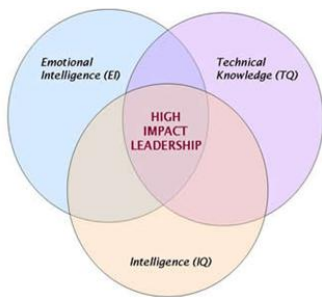
The Medicines Company is proud to have a comprehensive Global Onboarding Program for all new interns and associates. This web-based program has been thoughtfully designed to rapidly engage and align our talent throughout the company, supporting you in the pre-boarding process, and then throughout your first 90 days of employment. The Global Onboarding site is much more than just a forms portal, giving new hires access crucial company information, while enabling them and their managers with vital information about MDCO's business and culture.



Assessments

The Medicines Company has used a number of different assessments to help associates gain insight into the way they think and act, while also making them more aware of and sensitive to the preferences of others. Assessments can measure a variety of factors: cognitive ability, leadership style, thinking preferences; the instrument or combination of instruments used depends on what the person being assessed needs for his or her development. All assessments used can be invaluable to help associates understand how they communicate, work, team, and lead.

Rotational Programs



MDCO's career paths are different by design, and that is apparent with the start of multidisciplinary rotational assignments for select associates. For emerging leaders, MDCO can customized a rotational assignment that can last approximately 18 months, enabling the associate to experience a robust training program and development plan combined with a range of challenging assignments. Associates can see firsthand where they find the best fit within the company, and the company serves as a talent incubator for its future leaders.

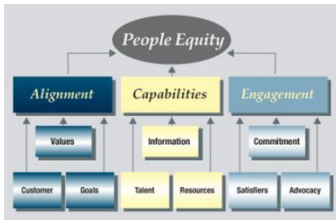
REACH



REACH is a rewards and recognition solution designed to give all associates the opportunity to recognize and be recognized. Recognitions are linked to MDCO's Leadership Competencies and Values, rewarding all behaviors that align to these fundamentals of MDCO culture. A robust recognition program is also a key component in engaging and retaining our talent.

Global ACE Survey

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MDCO's company-wide annual associate survey gives us an insightful look at our overall health as an organization so that we may adjust our course or supplement some of our current practices to best support our associates, our patients and customers. The survey lets MDCO know if current associates feel engaged, valued and aligned to MDCO and if not, chart a course to adjust this where we can. All associates are also challenged to express where they want to see improvements, and MDCO leadership acts upon all feedback whenever possible. Survey performance is a corporate goal for 2011.