

## Personal growth

In 2018, we crowdsourced ideas from associates on how to enhance the Novartis employee experience. One of the winning ideas was accessing more vocational training for all associates regardless of role, level or location and in the summer of 2019 that idea became a reality.

Today we can virtually learn and earn certificates from 190 universities around the world, universities like Yale, Princeton, University of London, India School of Business or Peking University, all supported by Novartis through our partner Coursera.

Our Novartis Learning Institute offers personal effectiveness, digital capability and language programs, as well as talent acceleration and leadership programs.

And as an added extra, we now have access to LinkedIn Learning and Coursera. LinkedIn Learning gives us access to over 14,500 video based programs from leading global experts on the latest hot skills in 7 languages. Coursera offers access to over 3,500 courses from over 190+ renowned global Universities and industry leaders, in 10 languages. This includes access to the world's first fully funded Coursera-powered Master's Degree program in Data Science with the University of Michigan and the University of Illinois.

3 500

### **Courses from 190 leading universities**

14 500

### **LinkedIn Learning courses**

100

### **The number of hours of learning we aspire to provide every year**

>110 000

### **Associates "unbossed" to drive their personal growth**

All this in addition to:

Digital immersion program for leaders

Digital Awareness Hub

Virtual reality training for manufacturing

Gamification for our sales and digital colleagues

Reverse mentoring programs

GetAbstract, 20,000+ leading books, article & videos

8,500 Skillssoft courses, videos and resources AI supported learning hub

and many more development programs available across the organization to build deep functional skills and knowledge, often supported by the relevant professional or academic qualification.

## Talent and Leadership Development

We are committed to developing our exceptional talent at Novartis and making sure that roles, which are critical for our organization and business, have the optimal support to deliver great value. Our comprehensive succession planning and development programs across different levels of the organization allow us to build the right capabilities so that we can keep delivering on our purpose to reimagine medicine. We were pleased to be recognized as a leader across sectors by the Association of Talent Development with their 2020 "BEST" Award, as well as other recent awards from Chief Learning Officer Magazine (Chief Learning Officer Award) and Cornerstone (Learning Strategy Innovation Award).

We believe that leaders play a vital role in driving transformative innovation by empowering their teams to ask questions, speak their mind and take smart risks, and by role-modeling our inspired, curious and unbossed culture.

In 2019, we launched our Unbossed Leadership Experience (ULE) development journey to help our leaders develop their self-awareness and unboss capabilities. This intensive program includes immersion sessions supported by coaching, as well as webinars, and 360-degree evaluations to track progress. 350 senior leaders will have completed their ULE journey by end of 2020 and we plan to cascade key aspects of the program to 10 000 leaders over the next three years, helping embed the new leadership approach in our organization.

So if you are ready to feed your curiosity and unboss your personal growth then start your conversation with Novartis.

### Find your "unbossed" career

[Career Search](#)

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