

the culture we desire



WE KNOW that sick people depend on us.

WE ARE RESPONSIBLE for helping to create the future.

WE BELIEVE that the future will be defined by outstanding people and we are committed to recruiting, developing, motivating and rewarding them.

WE ARE COMMITTED to planned and well-managed change.

WE HAVE THE COURAGE to tackle tough problems with determination and humor.

WE KNOW that we depend on each other. We treat one another fairly and are committed to the personal and professional growth of every person in the organization.

WE STRIVE for excellence. Mistakes made in the pursuit of challenging objectives are accepted.

WE ENCOURAGE diversity in our work force. Prejudicial barriers to human potential and productivity are foreign to our values.

WE BELIEVE that open debate and the free expression of ideas from all individuals lead to the best decisions. We interrogate concepts. We challenge hypotheses. We support people.

WE ARE COMMITTED to getting the job done efficiently, on time and with the resources available.

WE HAVE A PASSION to learn, to build, to grow, to create, to develop and to market new drugs.

core principles



DREAM big

STAY lean

INNOVATE

COMMIT to science and the scientific process

DEMAND intensity, productivity and accountability

HAVE a bias to act and say yes

ESTABLISH the fewest possible rules

DECENTRALIZE decision making

BE transparent

HAVE fun