

WF Scorecard for Pharma

R&D

Manufacturing

Mrkting & Sales

“A” Position

**R&D Scientist
(n=785)**

**Mfg. Supervisor
(n=652)**

**Sales Rep.
(n=900)**

**All Others
(n=27,000)**

**Workforce
Success**

of new compounds generated that progress to Phase I
Breadth and depth of therapeutic area knowledge
Introduction of new discovery and development technologies
Cycle-time from discovery to Phase I

Quality index
Order fulfillment rate
Standard cost performance
Working capital ratios
Lost time injuries
Work stoppages
Productivity

Market share of therapeutic area or drug class
New Rx vs Total Rx vs quota
Product and competitor knowledge
Sales calls > 5 mins with Doc
Sample productivity

**Workforce
Behaviors**

Knowledge-sharing index
Team performance index
Leadership Profile Index
Retention % of “A” players
Exit % of “C” players

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Workforce Competencies	Total % “A” players % B players with A potential % T&D for A players % pay at risk for A Players % options to A players % bonus for A players Skills checkout Bench strength rating on 360	Total % “A” players % B players with A potential % T&D for A players % pay at risk for A Players % options to A players % bonus for A players Skills checkout Bench strength rating on 360	Total % “A” players % B players with A potential % T&D for A players % pay at risk for A Players % options to A players % bonus for A players Score on sales roll play New product test scores	Total % “A” players % B players with A potential % T&D for A players % pay at risk for A Players % options to A players % bonus for A players Skills checkout Bench strength rating on 360
Workforce Mindset/ Culture	% understand strategy % committing to strategy % have skills to execute strategy % feeling culture supports strategy execution	% understand strategy % committing to strategy % have skills to execute strategy % feeling culture supports strategy execution	% understand strategy % committing to strategy % have skills to execute strategy % feeling culture supports strategy execution	% understand strategy % committing to strategy % have skills to execute strategy % feeling culture supports strategy execution
Workforce Financials	Total employment Total compensation Total T&D budget Total bonus payouts Total options granted	Total employment Total compensation Total T&D budget Total bonus payouts Total options granted	Total employment Total compensation Total T&D budget Total bonus payouts Total options granted	Total employment Total compensation Total T&D budget Total bonus payouts Total options granted