

# Biopharmaceutical Company Increases Capabilities And Global Reach With Mythos Group



## EXECUTIVE SUMMARY

- Our client is a global biopharmaceutical company focused on serving patients with rare diseases and other highly specialized conditions.

## THE OPPORTUNITY

- After creating a new company, which was a spinoff of the parent company, they were focused on the acquisition integration of said company by another global biopharmaceutical company.
- This acquisition would impact over 25,000 employees.

## AT A GLANCE



**INDUSTRY**  
Biopharmaceutical



**ORG SIZE**  
25,000



**US/INTERNATIONAL**  
Headquarters in US/International



**REVENUE**  
\$31.76B






## OUR ASSESSMENT

Mythos Group conducted assessments to identify the Business Strategy, HR Strategy, HR Operations, and Organizational Transition needed to set up a new HR function for the spin-off business entity.

- There was a lack of alignment in the HR vision to support business objectives.
- Current work streams needed to be adjusted to create a future vision for the work.
- Key issues were identified regarding current operations and gaps were addressed for future operations.
- Change leadership resources and training were needed to help the team effectively manage through the transition.
- Identify the challenges of relocating employees to a new physical location and the change impacts of transitioning from one HR system to another.

## WHAT WE DID




Mythos Group partnered with the CHRO, senior executives, HR business partners, and the Works Council to provide strategic change management advisory services to support the transformation.

-  A macro view of all strategic HR initiatives, change strategies, and plans was developed and maintained.
-  Key cross-initiative change impacts, change inhibitors/resistance factors, and risks were identified, and strategies were recommended to mitigate them.
-  Collaborated with external client partners to create a global career framework that reflected a flatter organization and provided flexibility to accommodate changes in the business and local markets as needed.

## MAKING A DIFFERENCE

By supporting their organizational design transitions, Mythos was able to facilitate end-to-end HR process workshops and support the deployment of the new HR system.

## KEY RESULTS

-  Seamless cultural assimilation
-  Successful divestiture, and subsequent acquisition integration
-  Increased capabilities and global reach to enhance patient impact



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Is your organization equipped to expand its reach globally?

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