Hur går det till att samarbeta och leda medarbetare i en sådan organisation? Vilka specifika utmaningar ställs ledarskapet inför i denna såväl mångkulturella som virtuella organisation?

Jesper Lilja, HR Business Partner
Helene Stenhoff, Alliance Director & Global Manager
AstraZeneca Mölndal

Presentation Borås Högskola 23 May 2013
Outline

• Background and facts
  (AstraZeneca, global, local and our people)

• Culture, why is that important and how can we make it work for us?

• Some of the challenges working in a global and virtual environment

• Some real life mistakes “Live and learn – stay curious”

• Creating a winning team
AstraZeneca at a glance

We are a global, innovation led biopharmaceutical company with a mission to make a meaningful difference to patient health through great medicines and a belief that health connects us all.

<table>
<thead>
<tr>
<th>Global</th>
<th>Targeted</th>
<th>Collaborative</th>
</tr>
</thead>
<tbody>
<tr>
<td>57,000 people</td>
<td>Cancer</td>
<td>HCPs</td>
</tr>
<tr>
<td>Sales in 100 countries</td>
<td>Cardiovascular</td>
<td>Patients</td>
</tr>
<tr>
<td>Manufacturing in 16</td>
<td>Gastrointestinal</td>
<td>Payers</td>
</tr>
<tr>
<td>R&amp;D across 3 continents</td>
<td>Infection</td>
<td>Regulators</td>
</tr>
<tr>
<td>$4 bn invested in R&amp;D</td>
<td>Neuroscience</td>
<td>Partners</td>
</tr>
<tr>
<td>$33 bn sales in 2011</td>
<td>Respiratory &amp; inflammation</td>
<td>Local communities</td>
</tr>
<tr>
<td>Constantly anticipating and adapting to the needs of a changing world.</td>
<td>Driving continued innovation where we can make the most difference.</td>
<td>Connecting with others to achieve common goals in improving healthcare.</td>
</tr>
</tbody>
</table>

Committed to driving business success responsibly.
Our people
A global team with a wide range of skills and capabilities

57,000 people:
- 43% in Europe
- 24% in N America
- 22% in Asia
- 11% in ROW
AstraZeneca Mölndal

2,420 employees

900 in Innovative Medicines

1,100 in Global Medicines Development

>250 colleagues from 30 countries

1,614 with academic degree

574 PhDs
Collaboration is a way of life across our business.
Life science in the Gothenburg region
- regional support & development

Business development
Region Västra Götaland
Business Region Göteborg

Entrepreneurship
Encubator
GIBBS
GU Holding

Clinical research
Gothia Forum

Communication/Coordination
Gothenburg Bio MedTech West

Science parks
- Sahlgrenska
- Lindholmen
- Johanneberg
Why do we need to understand the culture?
Virtual techniques

“Taken for granted by us...”
“Live and learn – stay curious”
Create a winning team!
Few things in the world are as important as health.

By working together with everyone who has a part to play in improving healthcare, we believe we can make our best contribution.

Health Connects Us All
Thank you

For more information about AstraZeneca and activities worldwide, visit astrazeneca.com
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