

rotational assignments come in all shapes and sizes

exploring three potential program structures

industry division purpose	<div>program 1</div> <div>Medical/Health Multiple Leadership development</div> <div></div>	<div>program 2</div> <div>Education Administration High potential skill development</div> <div></div>	<div>program 3</div> <div>Pharmaceutical Finance High potential skill development</div> <div></div>
segments, split and total duration	2 even segments @ 18 months each = 3 years	4 even segments @ 6 months each = 2 years	3-4 even segments @ 6-12 months per rotation
locations	<div>2 locations in different regions: multiple U.S. locations, Switzerland, China, Singapore, India and Australia</div>	<div>U.S.-domestic program: 8 cities participate: Chicago, Boston, Dallas, Los Angeles, Seattle, Atlanta, Miami and New York</div>	<div>International: UK, Canada, Brazil, China, Australia, Singapore, Switzerland, UAE, Japan and Ireland</div>
description	<div> <ul style="list-style-type: none"> Rotates employees through two different business units to provide a broad understanding of the company and in-depth functional experience </div> <div> <ul style="list-style-type: none"> The second segment is an opportunity for a global (expatriate) assignment </div> <div> <ul style="list-style-type: none"> A variety of rich developmental experiences help fulfill personal and professional potential, including functional and peer mentoring programs, functional training, and leadership workshops </div> <div> <ul style="list-style-type: none"> Provides opportunities to build a valuable network of peers, managers, and leaders across the company </div>	<div> <ul style="list-style-type: none"> The rotational assignment program is open to high potential employees seeking skill development through general training and experience, or change of work environment </div> <div> <ul style="list-style-type: none"> Participants have potential and seek lateral opportunities to deepen technical knowledge and experience </div>	<div> <ul style="list-style-type: none"> Usually an 18-24 month duration in total </div> <div> <ul style="list-style-type: none"> The rotational development program provides opportunities for high potential future leaders to gain exposure to functions that are critical to the success of the company and its affiliates </div> <div> <ul style="list-style-type: none"> Assignments designed to provide new hires with real-life work experience, challenging business assignments and training in both technical and leadership skills </div>
employee requirements	<div> <ul style="list-style-type: none"> Employee must have an MBA or be pursuing one Strong leadership and communication skills 3+ years working experience Highly mobile and willing to pursue different geographic opportunities Legally authorized to work in the United States on a full-time basis without the need for sponsorship for an employment visa in the future </div>	<div> <ul style="list-style-type: none"> Striving to work by company values Desire to develop skills and knowledge base Works well with others Dependable, good work ethic Continuous focus on improving performance through learnings High performance rating </div>	<div> <ul style="list-style-type: none"> Employee must have an MBA or be pursuing one Demonstrated leadership and strategic skills 3-4 years working experience Highly mobile and willing to pursue different geographic opportunities </div>
approval	Employees apply and are approved	Employee-initiated and supervisor approval	Employees apply, must provide recommendation from executive level, committee approves

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