

About Abbvie	Challenges	Why Working Simply?
<p>A global biopharmaceutical firm with therapeutic focus areas in immunology, oncology, neuroscience, virology and general medicine.</p> <ul style="list-style-type: none"> • 30,000 employees • \$32.7 billion in revenue (2018) 	<p>The 600-employee global pharmacovigilance division held too many long and unproductive meetings. The overlong meetings forced employees to work on the fringes of the work day—early in the morning, at night, and on weekends impacting productivity, effectiveness and morale. An employee engagement survey confirmed widespread dissatisfaction with work-life balance, citing meetings as a primary contributing factor.</p>	<p>The Pharmacovigilance team wanted to improve its team member effectiveness, productivity and morale. It wanted fewer, better meetings. The Meeting Revolution culture change program helped them achieve their goals, as well as, improve employee engagement and work-life balance.</p>

WORKING SIMPLY SOLUTIONS

Meeting Revolution Culture Change program

<p>Assessment and Evaluation: Assessment of the current meeting culture and decision-making process through surveys.</p>	<p>Intervention and Training: Define vision for the new meeting culture and the decision-making process, develop the skills to lead the change effort, plan and lead effective meetings and optimize individual performance.</p>	<p>Behavioral Integration and Support: Coaching to ensure behavioral adoption of new skills and effective leadership of the initiative. Project management support to ensure adoption of meeting culture vision and decision-making process.</p>
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RESULTS & IMPACT

13,000 labor hours saved.

"We had a meeting issue affecting productivity, effectiveness and employee morale. After implementing the Meeting Revolution program we eliminated redundant meetings and shortened the average length of our meetings, saving 13,000 labor hours. And, since our team members were no longer working every night and weekend, morale improved and our team's employee engagement scores went up 25%."

— VP of Pharmacovigilance

Saved 13,000 labor hours

Employee engagement improved by 25%

Average meeting length was reduced from 60 minutes to 45 minutes.

Redundant, information only meetings were eliminated and alternative meeting formats were used.

Team members stopped eating lunch at their desks and working every night and on weekends.

The Meeting Revolution program went viral and other divisions began implementing their own Meeting Revolutions.