



WHY CHOOSE THIS COURSE?

WHAT PEOPLE SAY

From CEO Kim Kjøller, Sanofi-Pasteur, Denmark.

Yes, the unthinkable happened, I was contacted regarding a post in LEO, saying only no, but met since with COO Jens Bo and CEO Gitte Aabo, and must say that they had a vision. And so even a very beautiful one. The best thing is that none of the dreams are impossible and basically the only thing that can hamper is the internal challenges and is known to be solved - I've learned!

What has happened - very good and somewhat less well? We came at a time in SPMSD where we could see that we were too many employees for the sales we could generate, plain and simple. Then we did two radical things.

1. If it was our own business, our own money, what would we do - and when?
2. We have learned that it should happen that management failed, would have had to fire employees when you do it so on top!

We (all five) met in June 2009, decided what was needed going forward, all agreed on who should be laid off. It conducted in August when it also became clear that we would obtain the best year ever. We spent much time on communication, trained, and challenged each other, made a one page communication as we ALL kept us convened employees - this was my job. Reasonably enough that was me who had hired them. So we had a company together, they fired were invited, one participated, we informed about the situation and asked everyone to remember that there was incredibly good people who everyone should be happy now available. Despite that we all had a lousy summer, all remaining employees happy that there were reacted "in time" and not too late, the sacked employees took it very calmly and all were at work within our compensation limit - despite financial crisis etc.. The latter was clearly the best.

Then we learned anything? The others must judge, but we felt despite the situation that we had important ballast to do things in an orderly manner and ensure that everyone, both the fired and the remaining came good out on the other side. So many kind thoughts to all of us seminal training program at Molskroen!

LEO Pharma - exciting business, big potential, which we owe to develop. There are many things out of our R & D pt. and it is going to increase because we also are beginning to look a little on the virtual development and more. There is very exciting prospects for the future of LEO could well be highly competitive - the goal is obviously to be number 1 - it's uneven the funniest.

Glad changed - certainly, Mrs Gitte Aabo is a leader, I think, and perhaps the finest of its kind!
