

# Internationalization of Education

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# Meet Merck/MSD

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- The combined company is called Merck in the United States and Canada, and MSD in all other countries.
- We are a global health care leader with a diversified portfolio of prescription medicines, vaccines and consumer health products, as well as animal health products.
- We are the 2<sup>nd</sup> largest pharmaceutical company, with combined annual sales of over \$42 billion.
- With a more geographically diverse mix of business, the combined company is expected to generate more than 50% of its revenue outside the United States.
- We have over 100,000 employees globally with 60% of our employees located outside of the US.
- With an attrition rate of approximately 5% and growth in key markets and therapeutic areas, we fill approximately 7,500 – 10,000 jobs per year.
- We hire: BS, MS, MBA, PhD, MD, DVM, JD



# Talent Drives the Business Strategy

## Business Strategy

### Financial Strength

The combined company will have a strong balance sheet with robust free cash flow.

### Product Portfolio & Pipeline

We focus on important therapeutic areas.

### People/ Talent

We will attract, retain, reward and engage the talent who will help us deliver the needed business results.

### R&D

With bolstered R&D expertise and scientific leadership, Merck will continue to be at the forefront of drug discovery and development.

### Global Presence

With a more geographically diverse mix of business, the combined company is expected to generate more than 50% of its revenue outside the US.

### Employee Value Proposition (EVP)/ Engagement

**Employee Engagement:** Employees are involved, committed, passionate and enthusiastic about the company's performance. Employees willingly give discretionary effort and energy to optimize their personal performance in support of company objectives.

**Employee Value Proposition:** Employees perceive this as the value they gain through employment in the organization. It answers the question, "What's In It For Me?", so that the right talent wants to join, stay & deliver their best performance.

### EVP Tool/Framework

Global platform is designed to provide HR users globally with the ability to develop and communicate messages, enabling them to attract and retain talent globally.

# Globally...

## Key Drivers Support Employee Engagement

About Merck/MSD

Mission & Vision

Ethics & Values

Culture

Customer Value

Product Portfolio & Pipeline

R&D

Financial Strength

Global Presence

Reputation

Access to Med. & Vaccines

Philanthropy

Environmental Initiatives

The Work & People

Diversity & Inclusion

Leadership Standards

Meaningful Work

Functional Areas

Flexible Work Environment

High-Caliber Colleagues

Personal Accountability

Teamwork & Camaraderie

My Career & Rewards

Professional Growth

Learning & Development

Manager Capability

Compensation

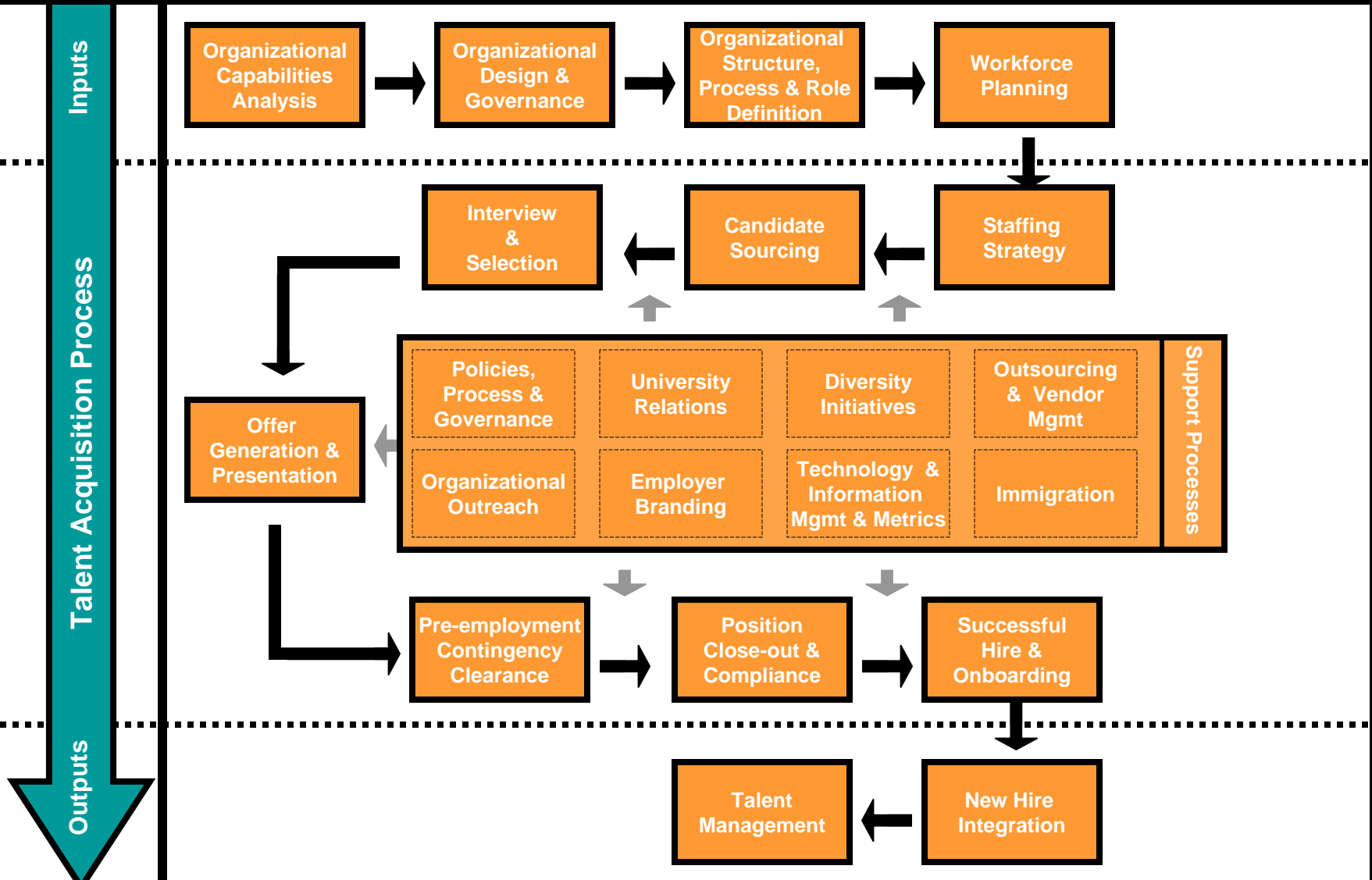
Benefits

Recognition

Health Wellness

# Talent Acquisition Process: Your Outputs are My Inputs

## Business Strategy



# The Significance of “Internationalization” to the Business Community

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- Global work teams and cross-cultural relationships are more important now than ever before
- Globalization is placing greater emphasis on the ability to identify and leverage the best talent globally
- Tertiary education is a major driver of globalization
- Tertiary education is improving the performance capacity of individuals and the economic competitiveness of nations

# Key Competencies Required to Ensure Success in an International Assignment

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- Superior functional discipline skills
- Multiple language capabilities
- Understanding and appreciation for cultural differences
- Awareness of, and the ability to control your ethnocentric behaviors

# Internationalization Going Forward....

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- Foreign language capabilities, exposure to diverse campus environments, foreign exchange programs are all contributing to preparing students to work in an international role
- Tertiary education is becoming more diversified in response to the desire to develop closer links to its stakeholders (Governments, Students, Employers, etc)
- Collaboration and partnerships with business and government will continue to enhance our collective ability to prepare students for international roles
- Students want tangible career growth opportunities and the ability to customize work to fit their personal lifestyles and still be able to succeed with both monetary rewards and increased responsibilities
- We face increasing competition for the best and brightest students and increasing difficulty in keeping that talent in the U.S. due to both the desires of the students and security and immigration challenges