

## CBI Group strengthens business foundation for growing biopharmaceutical.

### A Customer **STORY**

*An award winning clinical stage biopharmaceutical company dedicated to discovering, developing and commercializing novel, small molecule, best-in-class compounds that address large markets with significant unmet medical needs, including chronic kidney disease, diabetes, atherosclerosis and Alzheimer's disease. This company is known for providing state-of-the-art, proprietary drug design technologies.*

### Areas of **FOCUS**

**Industry:**

- Biopharmaceutical

**Positions:**

- Technical, Health & Life Sciences

**The proof is in the bottom line: by partnering with CBI Group, we were able to realize a cost savings of more than \$60,000 in one year.**

**We Build Recruitment SOLUTIONS**

### Customer **CHALLENGE**

The existing Human Resources department was ill-equipped to meet the needs of a diverse and continuously growing staff. Because the company was preparing for an initial public offering (IPO), the CEO sought to simultaneously collect industry data and support the internal structure of the company through the transitional phase.



### Blank Sheet of Paper **SOLUTION**

CBI Group deployed an entire team of Human Resources Specialists to provide comprehensive Human Resources Outsourcing (HRO). Initially, an on-site assessment was conducted consisting of five consultants who conducted reviews of all Human Resources processes and procedures, ensured compliance, and made recommendations. Upon completion of the assessment, a multi-faceted HR strategy was implemented.

A Human Resources Manager was placed on-site to handle all administrative and mid-level Human Resources needs for immediate relief. A more strategic approach was taken to address the concern of Change Management. A Strategist was assigned to work with the Senior Management team to drive the culture of the organization and provide organizational development and effectiveness. CBI Group worked with the Senior Management team to identify the issues within the organization and make recommendations to implement positive changes.

### How did CBI Group add **VALUE?**

CBI successfully completed a culture survey with face-to-face delivery to each employee within the organization. The data was presented in an executive summary to the Senior Executive team and later shared with all employees in a town hall meeting. We were also able to provide a comprehensive overview of benefit plans which led to the selection of new carriers and plans for benefits open enrollment in the Pennsylvania and California offices. Two open enrollment periods took place within an 8 month period. Our Human Resources team facilitated a mid-year review period and revamped the performance review process to ensure that the goals and objectives were met by staff, both individually, departmentally and as an organization.

CBI Group created a company specific training and delivered to the entire staff. By surveying the big picture all the way down to the small details, CBI Group positively impacted the entire company and provided a cost savings of more than \$60,000 in one year.