

THE BOEHRINGER INGELHEIM GROUP IS ONE OF THE WORLD'S 20 LEADING PHARMACEUTICAL COMPANIES.

CHALLENGES

The business challenges that led Boehringer Ingelheim to evaluate and ultimately select InsideOut Development:

Specific challenges included the following:

- 55% of employees said their immediate manager inspired their best work.
- 44% of employees said their immediate manager coached in career development.
- 39% of employees said they had opportunities for career development other than promotions.
- 68% of employees gave their immediate manager a favorable rating on listening to their ideas and opinions.
- 71% of employees said their job made good use of their skills and abilities.

USE CASE

The key features and functionalities of InsideOut Development that Arkema uses:

Departments that utilize InsideOut

Development methodologies/programs:

- Sales
- Accounting
- IT
- Marketing
- Customer Success
- Executive/Leadership Team
- Customer Service
- Manufacturing Line
- Human Resources

Company Profile

Company:

Boehringer Ingelheim

Company Size:

Large Enterprise

Industry:

Pharmaceutical

About InsideOut Development

InsideOut Development turns managers into leaders by making it easy to have effective coaching conversations that develop and focus people. Their coaching framework empowers coaches to align teams and spark ownership of outcomes.

Learn More:

[InsideOut Development](#)

“ This is the first time I have seen a model in our culture that truly empowers our people by letting them come to their own conclusions. **Using the GROW model, they can generate solutions.** ”

RESULTS

Two years after the initial employee survey, BIRI used data from the 2010 employee survey to see if the focus on improving coaching skills among their management team members was having a positive impact on the coaching culture.



SURVEY QUESTIONS

