The global Center for Digital Innovation (CDI) at Pfizer in Thessaloniki

October 2022

Pfizer

Breakthroughs that change patients' lives
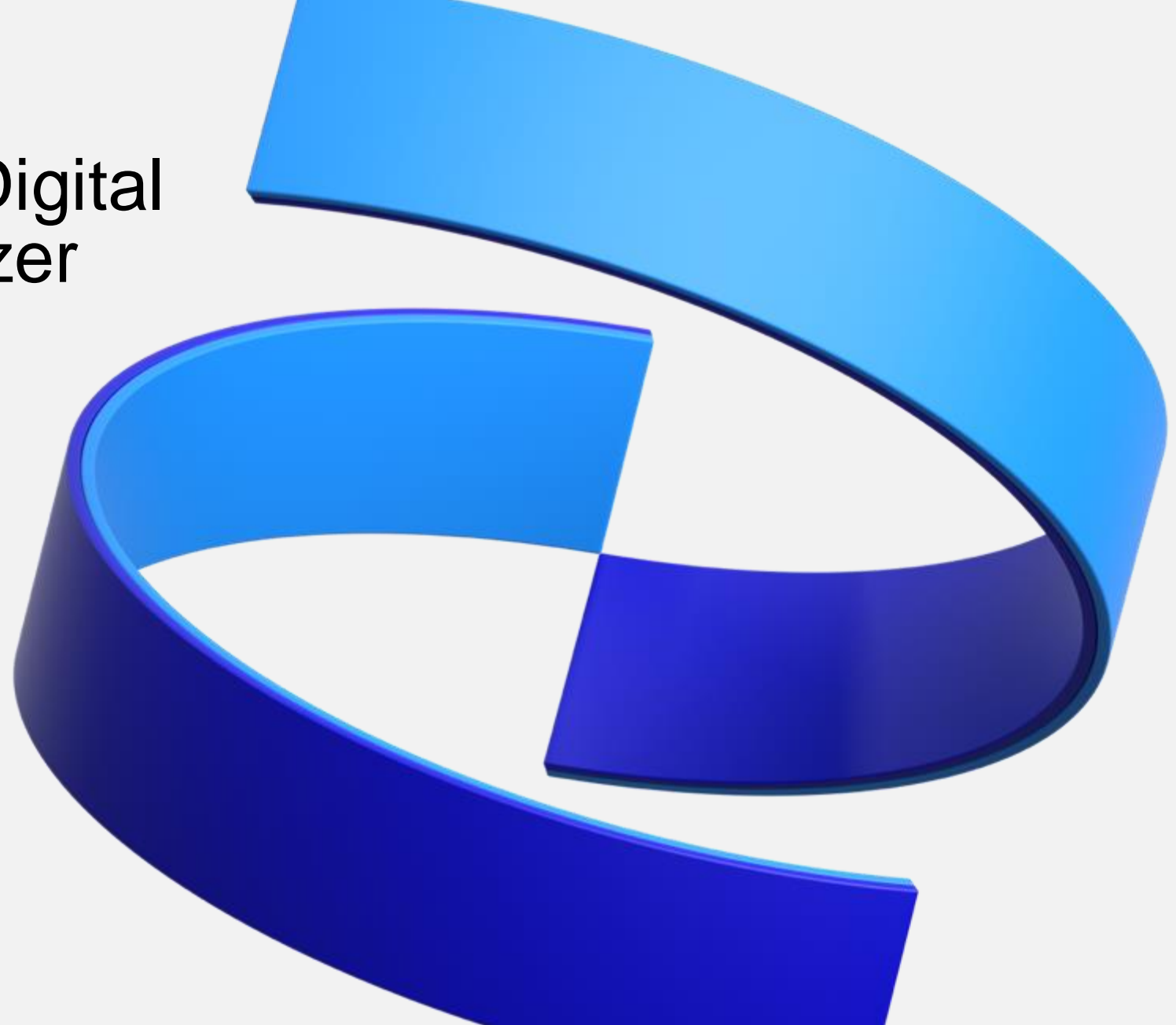
Our company
(from 2021 results)

~1.4B
PATIENTS
(1 out of every 6 people on Earth)
were impacted by our
medicines & vaccines

39
MANUFACTURING
sites worldwide

$10.5B
INVESTMENT IN R&D
vs
$8.9B in 2020

>125
COUNTRIES
in which Pfizer
sells products

~79K
COLLEAGUES
around the world

Pfizer Center for Digital Innovation at Pfizer in Thessaloniki

Win the Digital Race in Pharma

We are using big data and such digital technologies as machine learning and artificial intelligence to **expedite the drug discovery and development** process and to **enhance patient experiences and outcomes**.
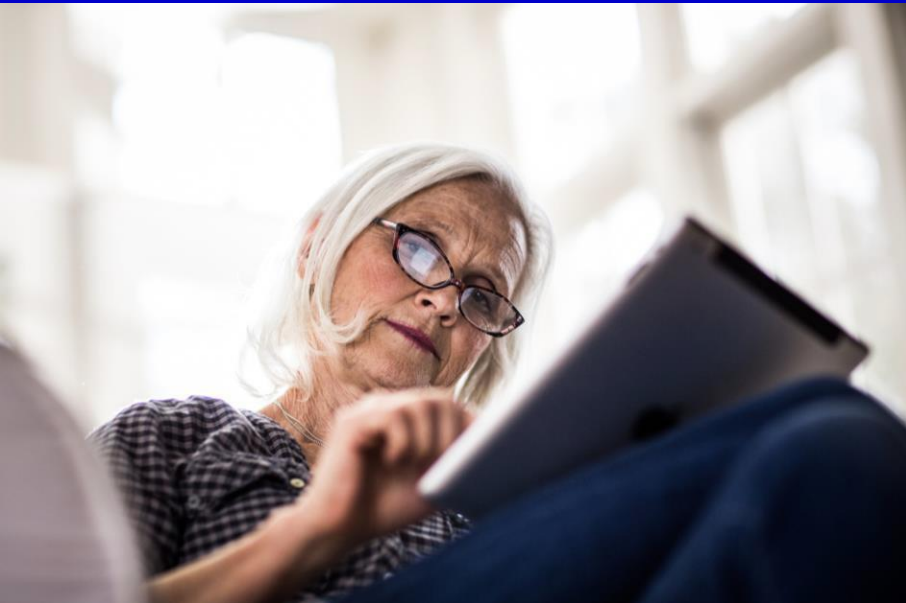
Improving patient health outcomes

Bringing medicines to patients faster

Fueling tomorrow's breakthrough therapies

Strong applicant pool to find the talent and skills

- Machine Learning & Artificial Intelligence
- Software Development & Engineering
- Agile Project Management
- Enterprise Architecture
- Data Science
- Process Automation
- Product & Experience Design
- Customer Analytics & Insights

More than
20000 applicants
For more than
400 filled positions

15% of hires from outside of Greece

35% of hires to date are **female**

75% of applicants have post-graduate degrees

87% Of colleagues' profiles are related to the STEM disciplines

CDI is engaging the local ecosystem to develop scalable innovations

ELEVATE GREECE

Ministry of development & Greek Start Up community

DIGITAL HEALTHCARE WORKSHOP

11 Universities & Research Labs

MEDICAL Q&A CONVERSATIONAL AGENT

Center for Research & Technology (CERTH)

QUANTUM COMPUTING

Aristotle University
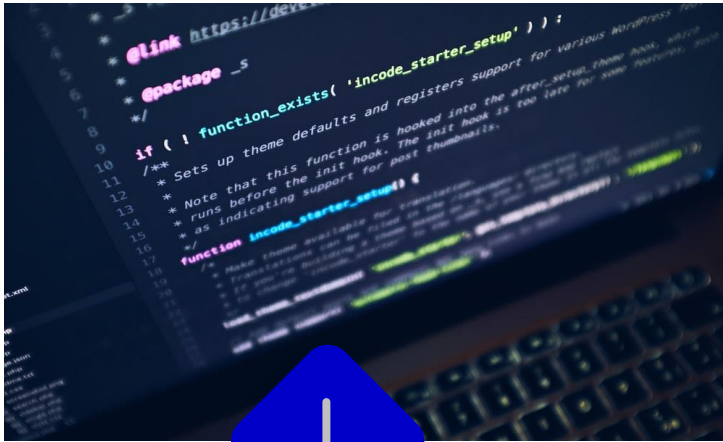
VOICE BASED DIAGNOSTICS

University of Patras

START4HEALTH START-UP ACCELERATOR

Greek start up community

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CDI L&D Program's main focus

Tech Skills

Enhance technical knowledge in colleague's work.

Power Skills

Develop behaviors to enable personal & professional success.

Pharma

Increase familiarity with the pharma industry.

L&D Events and Activities

CDI Tech Days

Innovation BrainCamp

Masterclass

Power Skills Sessions

Tech Jams

Tech Clubs

Tech Talks

Tech Labs

CDI L&D Program until now

380 Colleagues on L&D

Maximize colleagues **experience** and increase **engagement**

360° L&D Portfolio Satisfaction with the new L&D Methods/Tools

★★★★⯪

4.6 / 5 avg. rating

NPS increased from 8.1 to **8.3**

39.000 Total Hours Dedicated to L&D

Give colleagues **ownership** of learning and encourage **collaboration**

Established **7** Communities of Practice (Tech Clubs)
300+ colleagues
>80% participation rate

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49 Unique Instructor Led Trainings & Events

Learner led culture

98% adoption of learning activities by CDI colleagues

1:46h allocated in L&D per week the last semester

14.500 Courses Completed

Empower people in what they do

172 colleagues **Certified** in Lean Six Sigma, Scrum Master, Scrum Product Owner, AWS and Innovation Braincamp Facilitator

4.2/5 Satisfaction rate for new and engaging Soft Skills Workshops

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