

## Pharmaceutical Patents Plus (P<sup>3</sup>) Network



### Topics of interest

- Organization design
- Job and compensation architecture
- Performance management
- Career ladders/succession
- Mergers and acquisitions
- Communications
- Technology

### A network dedicated to generic – generic/brand and specialty pharmaceutical companies

*If you are responsible for aligning the compensation and HR programs with the individual business strategy of a generic pharmaceutical company, or a company with a mix of generic and brand pharmaceutical businesses, or a specialty pharmaceutical company, you are facing heightened challenges. The P<sup>3</sup> Network is designed to give you an edge.*

Members of the network are leaders in the outstanding companies in this industry sector. By joining, you will gain access to the practices of other leaders in your field who are facing similar market challenges – and benchmark with the best.

The P<sup>3</sup> Network meets twice a year, when members join with their peers from other leading companies in this industry sector who face the same challenge: to maintain an effective and motivated cadre of workers through the execution and implementation of compensation and HR programs designed within the context of business needs and changing economic and legislative conditions.

Meeting agendas for the P<sup>3</sup> Network are tailored to the critical interests and needs of members, guided by a member steering committee that represents the industry range of the group. Discussions are practical, results-oriented and completely confidential.

Informal networking opportunities are a part of all meetings, and professional relationships are forged and strengthened by meetings that are structured to optimize a member-driven exchange of information. Members find that the P<sup>3</sup> Network offers a dynamic venue for gaining up-to-the-minute business intelligence.

Between meetings the Mercer's ORC Networks staff conduct timely surveys to respond to immediate information needs from network peers and keep members up to date on the latest developments by inviting speakers to talk to the group on HR, compensation and regulatory topics of concern to members.

## P<sup>3</sup> membership

For more information, contact

**Joan Naudts**

[joan.naudts@mercer.com](mailto:joan.naudts@mercer.com)

### Membership benefits

#### Interact with peers

- Develop working relationships with others holding similar responsibilities in the industry
- Share experience: Learn how others are addressing issues you are facing – and help them address ones you've successfully faced
- Enjoy communicating in an organized yet completely confidential setting

#### Obtain information and insight

- At two meetings a year, participate in roundtable discussions, present your experiences and hear others with similar responsibilities present theirs
- Between meetings, initiate or participate in member-driven mini-surveys of targeted, specific issues of concern
- Stay in touch with other members on a regular basis through web-based exchanges on specific issues of interest

#### Stay grounded with Mercer's ORC Networks expertise

- Benefit from our years of experience in developing and leading networks of HR professionals
- Turn to us for help with specific issues at your company
- Gain from our service to the group – ranging from facilitating meeting agendas most relevant to the group's needs to conducting brief surveys or other research in response to the group's requests, and to serving as a clearinghouse for information on between-meeting developments of vital concern to the group