



## Sirtex Medical Re-Envisions Global Employee Experience with SurePeople’s Predictive People Analytics

How a leading-edge life sciences company transformed organizational culture to drive team performance

### CASE STUDY



Sirtex Medical is a leading manufacturer of targeted liver cancer therapies with offices in the U.S., Australia, Germany and Singapore. To date, more than 1,300 healthcare providers and hospital systems in over 50 countries have used Sirtex Medical’s selective internal radiation therapy (SIRT) treatments.

To accelerate its global expansion, the company recently underwent several major organizational changes, including the appointment of a new CEO and senior leadership team.

These changes drove a need for leadership to create a baseline understanding of employee and team sentiment, as well as re-envision the global employee experience.

#### SIRTEX FACTS

**FOUNDED:** 1997

**EMPLOYEES:** 300

OVER 100,000 DOSES OF SIR-SPHERES Y-90 RESIN MICROSPHERES PROVIDED AT OVER 1,300 MEDICAL CENTERS IN OVER 50 COUNTRIES.

LEADER IN LIVER CANCER THERAPIES PMA APPROVAL FROM THE US FOOD & DRUG ADMINISTRATION (FDA), THE EUROPEAN UNION (CE MARK) AND AUSTRALIA’S THERAPEUTIC GOODS ADMINISTRATION (TGA).

MANUFACTURING CAPABILITIES IN THE USA, SINGAPORE, GERMANY

“I cannot thank you enough for being such a strategic partner to the Sirtex global business. I continue to be impressed with SurePeople’s platform, the support we receive and the insights we continue to learn about our team.”

~ **CATHLEEN LOWNDES**  
CHIEF HUMAN RESOURCES OFFICER

## SurePeople Delivers Insights and Prescriptive Actions

Sirtex leveraged SurePeople's platform to develop a deeper understanding of the organizational cultural portrait via Prism psychometric data (who people are) and administered an anonymous survey across three dimensions: Leadership, Engagement and Trust (how the organization feels).

These insights supported recruitment, team alignment and development initiatives on a global scale. Further, the analysis of these two data sets drove a focused and prescriptive journey toward individual, team and organizational transformation.

Sirtex's Human Resources organization and Senior Leadership achieved the following:

- Gained a baseline understanding of the major themes and issues facing leadership with regard to the people-side of the enterprise;
- Measured the impact of Year 1 initiatives on people and the culture;
- Implemented prescriptive actions to support leaders and teams globally, with tailored solutions for different geographies and functions;
- Obtained a clear portrait of the Sirtex culture to support recruitment, onboarding, team configuration and development.



Ready to learn how SurePeople's Predictive People Analytics platform can drive ROI for your organization?

Contact us: 1-855-755-SURE (7873) [solutions@surepeople.com](mailto:solutions@surepeople.com)

## CASE STUDY



"Given our sales organization had a team selling approach, we greatly benefitted from SurePeople's Relationship Advisor tool to provide guidance and strategic coaching to our teams. As a result, teams could norm sooner, with less conflict, because they were already aware of some "watch outs" they may face as they partnered together."

~ **CATHLEEN LOWNDES**  
CHIEF HUMAN RESOURCES OFFICER

### SUREPEOPLE DELIVERS MEASURED RESULTS AND ROI

A UNIFIED TECHNOLOGY ECOSYSTEM THAT **SCALES GLOBALLY** AS THE ORGANIZATION EVOLVES AND GROWS

THE ABILITY TO CORRELATE & SYNTHESIZE KEY DATA SETS (PRISM PSYCHOMETRICS AND EMPLOYEE EXPERIENCE SURVEY DATA) TO REVEAL PRECISION INSIGHTS AND **CREATE PRESCRIPTIVE ACTION PLANS FOR INDIVIDUALS, TEAMS, GEOGRAPHIES AND FUNCTIONS GLOBALLY**

ONGOING PRECISION DATA ANALYSIS, INSIGHTS AND PRESCRIPTIVE ACTIONS TO DRIVE MORE EFFECTIVE DEVELOPMENT ACTIVITIES

IMPROVED ABILITY TO **MEASURE AND ENHANCE LEADERSHIP, EMPLOYEE ENGAGEMENT AND TRUST** — KEY TENETS FOR SUSTAINING A HEALTHY CULTURE