



CASE STUDY

Gilead Sciences Inc.

Gilead Sciences is a research-based biopharmaceutical company focused on the discovery, development, and commercialisation of antiviral drugs used in the treatment of HIV, hepatitis B, hepatitis C, and influenza. Gilead is a member of the NASDAQ Biotechnology Index and the S&P 500.



The Requirement

Gilead Sciences started using Telmie from Spring 2020 when the Covid-19 pandemic caused their leaders to work remotely from home. The HR Director was looking to find an online solution that would provide the Finance leadership team with remote online support to help guide them through the imminent challenges they would be facing.

The Gilead team already used Strengthsfinder Analysis in-house to better their team, but as the working environment changed, they had to find a solution that would reach all their EMEA Finance leaders where they were.

The Outcome

Gilead Sciences started with 15 Finance Directors who required remote-individual coaching in March of 2020 and have since expanded that even further to their middle-management.



"We used to offer leadership coaching on a case-by-case basis and would use external coaches that we contracted through a global agreement from a coaching network. We also used to provide basic leadership coaching internally.

Because of Covid-19 we now have leadership teams who are not all based in one place. Before we used to have to ask, 'Do we have a coach in Spain, or do we have a coach in Italy?'

But now it's really easy for us to find suitable coaches because our people feel comfortable with using Telmie. They can access a variety of coaches for different purposes, from around the world, all from one central hub.

The 'anytime and anywhere' concept is great, especially the ad-hoc way of working with their coaches and booking the time with them as-and-when they need it.

Also, having completely personalised coaching in the moment, so to speak, when our leaders are working from home, or in transit, or at the office, is hugely beneficial to them, and consequently also to us as an organisation."

Dagmar S. HR Director

"Having the time to discuss with an expert the topics on my mind related to professional and personal development was very valuable."

- Dorothy H.

"Experience sharing with a professional but also an objective third party has been amazing. It is always good to have access to someone who is professional and listening to you and asking questions that then facilitates more, and better thinking."

- Can K.

"For me, it was very timely to have this sessions in a moment of time where I had just moved to a new role that was getting me out of my comfort zone, and at the same time, I was quite clear on the development areas that I wanted to work on.

This is the first time I am engaged in a coaching program, so I cannot compare but I feel that the insights provided by Ian, the fluidness of the conversations, the evidences of research or the cases he was sharing were very interesting and useful."

- Luis M.



5 out of 5

"I would recommend to my colleagues"



4 out of 5

"It helped me to improve my performance"



5 out of 5

"It was an excellent use of my time"