Empowering an Engaged Workforce

AbbVie's employees make a difference by solving some of the most serious health issues.

TIM RICHMOND, EVP AND CHRO OF ABBVIE, VOLUNTEERS ALONGSIDE EMPLOYEES IN NORTH CHICAGO DURING THE COMPANY'S ANNUAL "WEEK OF POSSIBILITIES" GLOBAL VOLUNTEERING PROGRAM, WHICH UNITES ABBVIE EMPLOYEES AROUND THE WORLD WITH A SINGLE PURPOSE: TO GIVE BACK TO THEIR LOCAL COMMUNITIES.

AS THE NEED FOR TOP TALENT HAS INCREASED throughout the pandemic, AbbVie has continuously provided a clear mission that aligns its employees to a greater purpose. The North Chicago–based global biopharmaceutical company is dedicated to delivering innovative medicines that solve serious health issues while amplifying a culture that produces high levels of engagement and performance. AbbVie employees are shaped by the work they do, and they know they are making a difference in lives around the world.

"The work we do has an important purpose," says Tim Richmond, executive vice president and chief human resources officer at AbbVie. "And we empower employees to collaborate, speak up, be accountable, and foster creativity in the service of that purpose."



AbbVie provides employees with the means to be successful at work and at home through a diverse range of benefits and developmental opportunities. For example, when AbbVie's U.S. employees voiced a need for increased support during the pandemic, the company answered by increasing caregiver and parental leave and highlighting new and existing programs for finding care, supporting students, accessing financial assistance, and improving emotional well-being.

Globally, AbbVie significantly expanded mental health resources for employees and their households. The company recently introduced a new hybrid work model for office-based employees.

"Our programs and benefits have evolved to continue to help our employees achieve success in all aspects of their lives," Richmond says. "With strategic, innovative offerings and strong executive commitment, we empower employees to chart their own course."

To further support the needs of its workforce, AbbVie has dedicated teams that provide award-winning learning and developmental programs for employees at all levels. This dedicated commitment to professional growth makes people eager to work for AbbVie, with 80% of employees saying they are satisfied with their career development opportunities, according to a recent internal survey.

At AbbVie, the desire to give back to patients, customers, and communities is a hallmark of the company's culture and connects its employees to one another.

"There are many factors that lead to engaged employees who are passionate about their jobs, but there's one element you must ensure remains constant—and that's staying true to your convictions," says Richmond. "We are committed to supporting well-being, as well as operating with integrity, driving innovation, transforming lives, embracing diversity and inclusion, and serving our community." ■

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