

People and Culture



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Building an Inspired, Curious, Unbossed culture

We must fundamentally reimagine the way we work and create a culture that brings out the best in our people to fulfill our purpose of reimagining medicine to improve and extend people's lives. We believe we can drive innovation, performance and reputation – and enhance our people's work experience – by transforming our culture to be more Inspired, Curious and Unbossed.

Our purpose answers the desire many people have for meaning and fulfillment in their work, empowering them to be their best every day.

[Learn more](#)

Curious

Curious minds with a constant desire to learn fuel the development of innovative medicines and breakthrough healthcare solutions.

[Learn more](#)

Unbossed

Our people are most creative and productive when they are empowered to shape their work environment and pursue their ideas.

[Learn more](#)

Pride | We belong here

For Pride Month, we're shining a light on the impact of our Pride Employee Resource Groups and the power of community to drive positive change.

[Learn more](#)

Our people are our greatest asset

It is our people who will challenge medical paradigms and deliver transformative innovation; our people who will rethink how we work and embed operational excellence across every aspect of the value chain; our people who will spark a digital revolution and make it possible to go big on data and digital; and our people who will operate with the values and integrity that will build trust with society.

Inspired

Engage our people. Strive for patients. Live our purpose.

Curious

Learn. Be open. Be self-aware.

Unbossed

Create clarity. Serve others. Own your actions.

Integrity

Be honest. Have courage. Do what is right.

Culture Leadership Advisory Board (C-LAB)

Our Culture Leadership Advisory Board (C-LAB) is a new fusion of world-leading external experts and senior leaders from across our business – bringing together a unique diversity of experience and perspectives to help us shape a forward-thinking culture for a truly focused medicines company.

Parental Leave

14 weeks minimum paid parental leave, countless precious moments. Find out more about our Global Equal Parental Leave Policy for all Novartis parents.

[Learn more](#)

Giving & Volunteering

We empower our people to give and volunteer on their own terms, enabling everyone to make a difference with civil society partners in their chosen community.

[Read more](#)

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