



Agios Harnesses One Model Enterprise



Agios Harnesses One Model Enterprise to Strengthen Diversity Recruitment Efforts and Enhance Workplace Culture

INTRODUCTION

Building bonds and cultivating relationships are at the heart of Agios' ability to create life-changing therapies for people with genetically-defined diseases. Agios is a company that deeply values patients and people, since people are the force that drives its innovation and dedication to science. Agios focuses on culture and connectivity within its organization, and the company is committed to offering a workplace where employees are valued and recognized for their contributions. The company harnesses the knowledge and experience of patients, partners, and colleagues to elevate thinking and unearth creative insights that propel science to new levels.

CHALLENGE

Agios strives to foster a welcoming, diverse work environment in which individuals from a variety of backgrounds can flourish and grow. In recent years, Agios, has increased their commitment to improving diversity across their workforce, starting with employee recruitment. Diversity, equity, and inclusion (DEI) initiatives have also taken priority. One area that DEI becomes engrained in the company culture

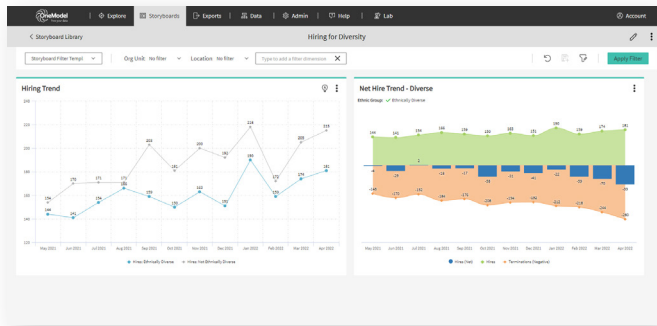
is through the creation of a Diversity Council within Agios. The leadership team is focused on growing the company in smarter ways, with a meticulous approach to its recruitment pipeline. For Agios, a diverse pipeline leads to a diverse organization. Naturally, the company believes wholeheartedly in measuring its progress and reporting these outcomes.

But assembling reliable, accurate reports about DEI outcomes has not always been easy. Historically these insights were manually extracted and compiled into reports by a single employee. This has proved to be both difficult and time consuming. Agios needed a way to streamline DEI reporting and generate and showcase new insights that inform decisions about its cultural mission. Of course, it is reasonable for any business to want this initiative to consume a far more reasonable amount of resources than is currently required.

SOLUTION

Working with One Model's people analytics experts, Agios was able to take existing data from a range of disparate sources to produce highly engaging and informative storyboards that showcase the company's progress toward its cultural mission

in real-time. Starting with simple headcount, open requisition, and projected headcount storyboard, the Chief People Officer and Human Resource Business Partners were given important insights on tracked metrics and progress made with recruiting efforts. Agios executives are provided monthly headcount, recruiting, and talent acquisition reports, made possible by One Model's visually-appealing dashboards. One storyboard easily highlighted the company's recruitment pipeline in a way that had been extremely difficult in the past. Now, Talent Acquisition Director and Chief People Officer have the real-time visibility needed to evaluate diversity outcomes across the hiring lifecycle. These automated deeper dives into the data eliminated extensive manual effort that was previously required to generate similar insights.



RESULTS

“One Model is a valuable tool that helps us understand what is going on within the organization and make better decisions faster. With One Model, we’ve reduced the time required to answer important questions and become more proactive in taking actions that will help drive increased diversity in our pipeline and our organization.” – Kelley Gramolini, Vice President, Total Rewards and Human Resources Operations

The storyboards produced within One Model Enterprise proved to be a huge success, and more and more stakeholders rely on them to make better-informed decisions. The talent acquisition team has realized the promised benefits and are now empowered with actionable insights-on-demand thereby allowing them to easily evaluate DEI progress across multiple initiatives. In addition to an internal audience with the talent acquisition team, human resources business partners

have access to these compelling new dashboards to make more confident and faster decisions as well.

FUTURE DIRECTION

The HR team at Agios is now looking to One Model to move beyond diversity to better understand its approach to the remote and hybrid workplace. Like many companies affected by the pandemic, the Agios workforce began spreading out geographically. One Model is giving leaders critical information about the places where its workforce is located, helping to design programs to support employee connection and collaboration. One Model reveals the key data necessary to design a location strategy while remaining competitive in the market for top-notch talent without compromising its diversity objectives. The shift to remote work has become an easier challenge to manage with easy access to reliable people analytics.

One Model has proven to be an invaluable platform that complements Agios' existing competencies around promoting from within, stimulating creativity and a connected workforce, and satisfying the career interests of its employees.



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