



Kinapse

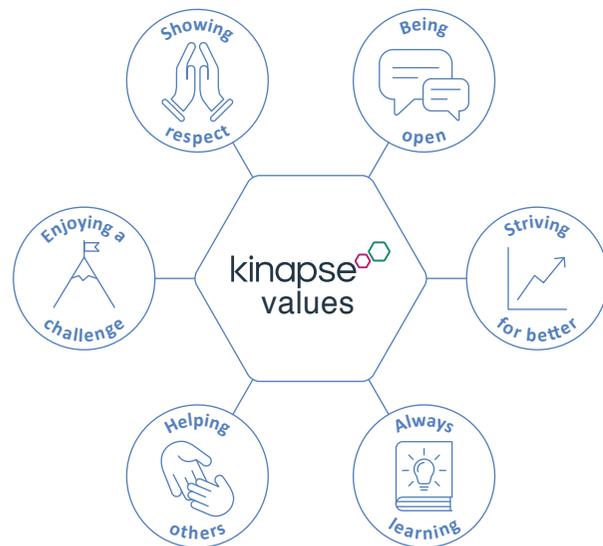
an engaged workforce is vital to the success and growth of the business

“ Building a talented, expert, high performing workforce is absolutely key for Kinapse to retain and grow its existing business and win new clients.”

Dawn Marriott-Sims, Executive Chairman of Kinapse



Kinapse is a global provider of expert advisory, capability building and operational services to the world's leading Life Sciences organisations, throughout the drug development life cycle. Its services range across a number of areas including research and development, clinical operations, regulatory services, safety and pharmacovigilance, medical affairs and market access. The Group has offices in the UK, India and the United States and employs over 700 professionals worldwide.



KEEPing employees happy

Building a talented, expert, high performing workforce is absolutely key for Kinapse to retain and grow its existing business and win new clients. Kinapse hires thoughtfully and inclusively and places a big emphasis on diversity. With a company culture underpinned by its strong values system, employees are encouraged to be themselves, to perform at their best, and are supported to reach their full potential through development, training and challenging work programmes.

In 2017, Kinapse introduced an enhanced employee engagement programme called Kinapse Employee Engagement Programme, KEEP, which includes a number of initiatives:



KEEP learning

A learning and development programme with masterclasses by senior leaders in the organisation on topics such as public speaking and leadership. Individual opportunities for growth are also available through Kinapse's Mentoring Programme and Chairman's Scholarship for Training Award.



KEEP listening

Monthly sessions open to everyone, providing an opportunity to spend time with senior management, sharing ideas, suggestions and general feedback. Open, two-way communication is encouraged from top to bottom and if it is a confidential ear that is needed, the KEEP email box is manned by the Head of Talent Management who is there to offer advice, support and encouragement when needed.



KEEP giving

A charity and volunteer initiative, driven by champions across various locations, focusing on fund-raising initiatives and giving back to local communities. The K-Day programme encourages employees to spend one work day a year (gifted from Kinapse) supporting a cause close to their heart, either as a volunteer or fund-raiser. Employees' health and wellbeing is also supported and encouraged beyond the workplace with a free eye test campaign, talks from local fitness centres and regular sports socials.

Values-driven approach

Kinapse believes an engaged workforce is vital to the success and growth of the business and everything it does is underpinned by its values, lived and breathed by the team on a daily basis.