



Gartner®



People Breakthrough of the Year

**Boston Scientific
Corporation**

**Boston
Scientific**

GROW – Boston Scientific's Global Talent Development
Program Exclusively for Direct Employees

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In 2016, Boston Scientific’s manufacturing facility in Cork, Ireland, identified a need for a talent-development program for its direct employees interested in advancing in their careers at the Massachusetts-headquartered company, which specializes in the life sciences, pharmaceuticals and medical equipment. At the time, these employees would apply and interview for internal job openings only to receive feedback that they did not have the required experience.

In response, Boston Scientific’s Cork team developed the GROW program. GROW, which stands for Give Real Opportunities for valuable Work experience, mixed classroom learning with on-the-job experiential challenges. Throughout their GROW journeys, participants were supported by an advocacy ecosystem consisting of team members passionate about development as well as hiring managers seeking to establish relationships with candidates for future openings.

Then in 2020, Boston Scientific’s leadership team met with U.S. employees from underrepresented groups who expressed their desire to continue working at the company but felt that they would need to leave to achieve their career goals. The feedback echoed the sentiments heard four years earlier in Cork.

The company’s leaders looked for a solution to address these concerns and found GROW to be an ideal, existing solution. Since then, GROW has expanded to a total of 13 manufacturing and distribution locations around the globe. That includes recent acquisitions where GROW serves as an invaluable tool for connecting with the employees of the acquired organization, welcoming them to Boston Scientific, offering developmental opportunities and retaining these key direct employees.

Through GROW, participants learn key skills such as communication, conflict resolution, customer service, emotional intelligence, empathy, feedback, influence, learning agility, networking, problem solving, procedure writing, project management, teamwork and trust. Participants then take what they have learned, apply it and share back their lessons as they complete a series of experiential challenges.

Benefits

- Among GROW graduates, the 12-month retention rate is 90% and the 24-month retention rate is 76% and 39% have progressed in their careers at Boston Scientific. Globally, 23% of Boston Scientific sites have a GROW graduate leading or serving on the core team.
- In Boston Scientific's 2023 employee engagement survey, GROW graduates responded an average of 4% more favorably than their peers and 100% said they would recommend the GROW program to a co-worker.
- In the same survey, 100% of hiring managers said they would recommend hiring a GROW graduate. On average, those managers stated that they save 64 hours onboarding a GROW graduate over an external hire.
- Return on investment savings of GROW is tracked in Boston Scientific's value improvement project system with \$40,000 in savings for 2024.



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