



THINK DIFFERENT. DO DIFFERENT. BE DIFFERENT.

Alcami Mindset and Culture



**WE ARE A TEAM  
OF DYNAMIC  
INDIVIDUALS UNITED  
BY A COMMON CAUSE**

**COMMITTED  
TO DEVELOPING  
LIFE SAVING MEDICINES  
AROUND THE WORLD**



**HONESTY, INTEGRITY,  
SAFETY AND QUALITY  
ARE NON-NEGOTIABLE**




**BECAUSE EVERYTHING  
WE DO IMPACTS THE  
LIVES OF THE PATIENTS  
OUR CUSTOMERS SERVE**

**THE LIVES  
OF PEOPLE  
JUST LIKE YOU**

**A MINDSET OF INNOVATION,  
ACCOUNTABILITY AND  
CUSTOMER FOCUS**





**INSPIRES US TO BE THE  
MOST EFFICIENT, SAFE  
AND RELIABLE CHOICE  
FOR OUR CUSTOMERS**



**AND OFFERS CHALLENGING  
WORK WITH ACCELERATED  
CAREER GROWTH  
OPPORTUNITIES**



**DO YOU HAVE AN  
ALCAMI MINDSET?**

# ALCAMI CORE LEADERSHIP COMPETENCIES

1. THINKS STRATEGICALLY
2. DEVELOPS ORGANIZATION AND OTHERS
3. ACTS DECISIVELY
4. DRIVES PERFORMANCE
5. PASSION FOR CUSTOMERS
6. WORKS COLLABORATIVELY





**1**

**Thinks Strategically**

**TAKE THE ROAD  
LESS TRAVELED**

# THINKS STRATEGICALLY

- QUICKLY IDENTIFY OPPORTUNITIES
- CONSIDER DOWNSTREAM IMPACTS
- SPEAK UP AND SHARE IMPROVEMENT OPPORTUNITIES
- SEEK TO UNDERSTAND THE “WHY”
- FOCUS ON WORK THAT MATTERS

2

**Develops Organization and Others**





**PUT YOUR BEST SELF  
FORWARD EVERY DAY**



# DEVELOPS ORGANIZATION AND OTHERS

- TAKE OWNERSHIP FOR YOUR CAREER
- SEEK OUT EXPERIENCES FOR CONTINUOUS LEARNING
- RAISE YOUR HAND FOR NEW OPPORTUNITIES
- STEP OUTSIDE YOUR COMFORT ZONE
- COACH AND MENTOR OTHERS



**3**

**Acts Decisively**

**DO WHAT'S RIGHT,  
NOT WHAT'S EASY**



# ACTS DECISIVELY

- MAKE COURAGEOUS DECISIONS
- ACT WITH THE CUSTOMER AND THEIR PATIENTS IN MIND
- MEET COMMITMENTS WITH A SENSE OF URGENCY
- SEEK WAYS TO DRIVE EFFICIENCY
- ACHIEVE RESULTS IN THE RIGHT WAY



4

**Drives Performance**

**TAKE ACCOUNTABILITY  
FOR YOUR ACTIONS  
AND RESULTS**

# DRIVES PERFORMANCE

- HOLD YOURSELF AND OTHERS ACCOUNTABLE
- DELIVER RESULTS FIRST TIME RIGHT
- NEVER SETTLE FOR STATUS QUO
- HAVE TOUGH CONVERSATIONS
- ASK FOR FEEDBACK AND TAKE ACTION TO IMPROVE

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5

**Passion for Customers**





**CUSTOMERS  
ARE A PRIVILEGE,  
NOT A RIGHT**

# PASSION FOR CUSTOMERS

- LISTEN TO UNDERSTAND
- ASK THE RIGHT QUESTIONS
- GET TO THE HEART OF THE MATTER
- USE THAT INSIGHT TO PROVIDE VALUE
- DELIVER COMMITMENTS FIRST TIME RIGHT



6

**Works Collaboratively**

**BELIEVE  
IN TEAM FIRST**



# WORKS COLLABORATIVELY

- SEEK OUT THE EXPERIENCE OF OTHERS
- INVOLVE OTHERS WITH THE AIM FOR BETTER RESULTS
- BE OPEN MINDED REGARDLESS WHERE IDEAS ORIGINATE
- TAKE THE TIME TO FIND COMMON PURPOSE
- BE FLEXIBLE AND EASY TO WORK WITH

**HAVE WHAT IT TAKES?**



THINK DIFFERENT. DO DIFFERENT. BE DIFFERENT.

JOIN US

AND BE PART OF SOMETHING DIFFERENT.