

Cookie notice

Close

This website uses cookies to help us give you the best experience when you visit our website. By continuing to use this website, you consent to our use of these cookies.

Find out more about how we use cookies and how to manage them by reading our cookie notice.

- [About our use of cookies](#)
- Continue

AstraZeneca Global

div#contentnav { display: none}



We work in a dynamic and challenging business environment – and a demanding one.

Our people

Our ambition is to Be a Great Place to Work by maximising the potential of a talented and diverse workforce

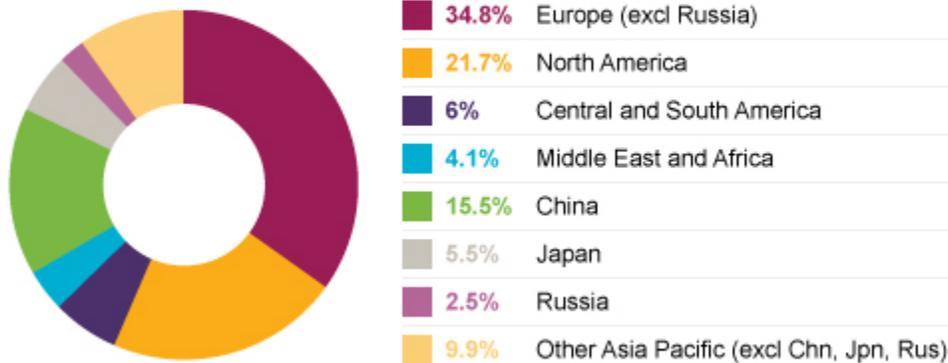
We value the talents, skills and capabilities that our global workforce of around 51,500 people in more than 100 countries bring to our business. We aim to be a great place to work, where colleagues are engaged and inspired by a clear shared purpose and ambition, by a compelling strategy and by a strong shared culture and values; are enabled to do their best by an organisation design which is aligned to the strategy and by great IT and simple processes; and are encouraged to perform and develop to their full potential.

This means we place emphasis on effective leadership, the acquisition and retention of great talent, setting clear targets, open lines of communications, excellent learning and development opportunities and a healthy, safe and energising workplace – within a performance culture in which diversity is valued and individual success depends solely on personal merit and performance.

This section of our website tells you more about key aspects of our responsible business commitment to our employees, including our approach to diversity and inclusion, engagement and dialogue, promoting safety, health and wellbeing and managing the impact of business change.

Setting the performance targets

Employees by geographic region



A key element of our new culture and behaviours is a continued focus on performance . By strengthening our focus on setting high quality objectives aligned to our business strategy, and on ongoing coaching and feedback, we will ensure that performance at all levels of the organisation delivers value.

The AstraZeneca Board is responsible for setting our high-level strategic objectives and monitoring performance against these. Managers across AstraZeneca are accountable for working with their teams to develop individual and team performance targets and for ensuring that our people understand how they contribute to overall business objectives.

Developing global talent and capabilities

We encourage and support our people in achieving their full potential by providing a range of learning and development (L&D) programmes designed to build the capabilities and encourage the values and behaviours needed to deliver our business strategy. We have a global approach, supported by our global talent and development organisation, to ensure high standards of L&D practice across the organisation.

What's next in this section

Diversity

It is vital that the diversity of the communities we serve is reflected in our workforce and our leadership teams, locally and globally.

[Read more](#)

Engagement and dialogue

Open lines of communication are critical to maintaining employee engagement.

[Read more](#)