



Global Summit of Women

Heike Prinz

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Berlin





We're overhauling our operating model to benefit the communities and stakeholders we serve

Introducing Dynamic Shared Ownership (DSO)

What we focus on



Critical outcomes that foster our mission

How we organize & relate



Empowered teams in a network – collaboration & accountability go hand-in-hand

How we show up



Respect differences, embrace inclusion & show up as our best selves

How we create value



Customers and products are front and center, supported by fluid flow of capabilities & resources

How we get the work done



Faster, 90-day work cycles with continuous learning & improvement

Underpinned by a new approach for leadership



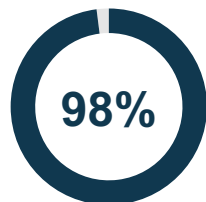
Dynamic talent flow between teams is facilitated by our internal Talent Marketplace – democratizing opportunities for all

The future of talent development at Bayer is centered around **skills**.

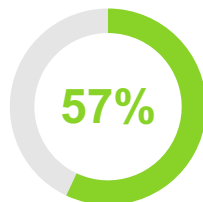
It focuses on **continuous development** to unlock people's full potential and empowers everyone to **take ownership** of their career development – **irrespective of location**.

Why we focus on skills?

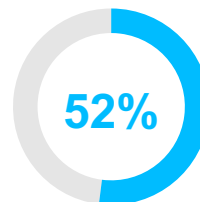
Skill-based organizations are...



more likely to **retain high performers**.



more likely to **anticipate change** and **respond effectively and efficiently**.



more likely to **innovate²**.

² Deloitte 2022: Building tomorrow's skill-based organization, page 10





We are committed to diversity, creating an environment with equal opportunities and inclusion for everyone

people



Growing diverse talent that belongs and thrives.

Culture



Be You.
Be Bayer.

partners



Championing partnerships grounded in shared values.

Brand



Creating a better Bayer for a better world.

Business Resource Groups (BRGs) are a vital part of Bayer.
Our global BRGs include:





Selected Bayer initiatives in focus

1

Business Resource Group “GROW”

Champions the growth and success of women globally to fuel Bayer’s competitive advantage through an accountable and inclusive culture

2

Upscaling Programs & Development Opportunities

HBA Ambassadors, Leadership Link Coaching Program, Reverse Mentoring

3

Focused Talent Acquisition & Development

#womenintechology, mitigation of bias in recruiting and talent management processes, introduction of Talent Marketplace

4

Future of Work

Job sharing models, Freizeit, mommy rooms, childcare facilities, cross-border working, virtual assignments and projects

5

VACC Leadership Development

Developing leaders to act as Visionaries – Architects – Catalysts – Coaches, leading highly international virtual teams



Health for all, Hunger for none



Thank
you!

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