

Building belonging



We're building a culture that stimulates curiosity and promotes opportunities to learn from and embrace all of our unique and varied perspectives. We want our associates to be inspired, curious and unbossed. This requires a safe and supportive working environment where we can discuss ideas, experiment, take risks, give feedback, and learn from our mistakes.

Inclusive leadership

We are focused on developing self-aware leaders who empower inclusive teams with varied backgrounds and experiences to foster an environment where everyone feels heard, respected and valued. We have developed a suite of resources to help leaders reflect upon their own inclusive behaviors, learn skills to ensure equal opportunities are provided to all, cultivate curiosity and practice intentional behaviors to foster belonging. This includes active listening, inclusive planning and decision-making.

Find out more about [leadership development](#) at Novartis.

Communities of belonging

We know that our success relies on the energy, passion and unique and varied perspectives our associates bring to the workplace. We want to make sure everyone feels heard, respected and valued as a member of our global community.

That's why we support and encourage our Employee Resource Groups (ERGs) which are voluntary networks, open to all employees regardless of their background. These groups for business related and cultural topics create a sense of belonging while offering members an opportunity for personal growth and development.

[Our talent selection principles \(176 KB\)](#)

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