

LEARNING, GROWING, AND LEADING AT WEP CLINICAL

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When I joined WEP Clinical in 2019, I was the company's first dedicated HR employee. At the time, we were a much smaller organization, and I was excited by the opportunity to help build the HR and Talent Acquisition foundations that would support our future growth. What drew me to WEP wasn't just the opportunity to shape a growing function. It was the company's mission. Helping patients gain access to much-needed medicines is meaningful work, and I knew it was a mission I could support, even working behind the scenes in HR.

In the early days, I wore many hats. I was responsible for managing everything from recruiting and onboarding to developing processes and programs that enhanced the employee experience. I loved finding talented people to join the organization while helping create the structure needed to support our continued growth.

From the beginning, I felt a tremendous amount of trust and respect from leaders and colleagues across the business. What I appreciate most, even today, is the level of trust leaders place in their teams. Rather than being confined to a narrow role, I have always been encouraged to contribute ideas, challenge existing processes, and take ownership of meaningful work. Looking back, that trust is one of the defining aspects of WEP's culture. It creates an environment where people are empowered to grow, develop new skills, and make a meaningful impact.

As WEP expanded, so did my opportunities. Over the years, I have led initiatives that strengthened how we support employees while helping build the people programs needed for a growing global workforce.

I also had the privilege of growing the HR team, working alongside talented colleagues who taught me as much as I hope I've taught them. As the company continued to globalize, I was exposed to international HR and gained experiences that broadened my perspective and accelerated my professional growth. Looking back, I never imagined that joining as a one-person HR department would eventually lead to overseeing both HR Operations and Talent Acquisition on a global scale.

Today, I continue to love what I do because no two days are the same. I have the opportunity to work across every department, support employees throughout their careers, and help foster a culture where people can grow and succeed while continuing to grow myself.

The most rewarding part of my journey has been working alongside talented colleagues who genuinely care about one another and about the patients we serve. That combination of purpose, collaboration, and opportunity is what has made my career at WEP so meaningful. While I've grown tremendously over the years, one of the things I'm most proud of is helping create an environment where others can grow, develop their careers, and experience the same opportunities that I have.

Key Takeaways

Throughout my journey, several lessons have remained constant:

- Trust creates opportunities for both personal and professional development
- Growth often happens outside of your comfort zone
- Building strong relationships is just as important as building great processes
- Learning never stops, especially in a growing global organization
- Investing in others better teams and organizations
- Helping others can be one of the most rewarding parts of your own journey