SABILITY
HUMAN CAPITAL CONSULTING

MYOKARDIA

MyoKardia saves time and improves decision-making thanks to Sability's expertise.

Client Industry

Biopharmaceutical

Technology

UKG

UltiPro
(Ultimate Kronos Group)

Service

Assess, implement, manage, support

Situation

> The system of record would not work the way we thought."

MyoKardia (NASDAQ: MYOK) is a clinical-stage biopharmaceutical company pioneering a precision medicine approach to discover, develop and commercialize targeted therapies for the treatment of serious cardiovascular diseases. In 2020, the growing San Francisco-based company saw positive results with its first drug, which led to plans to expand into the European market and commercialize in 2021.

To keep up with its rapid growth, MyoKardia needed a stronger solution for managing its employee performance and compensation processes. The company already had UltiPro in place as its human capital management (HCM) software, but "the system of record would not work the way we thought," said Robert Gatmaitan, MyoKardia's Head of Rewards.

As a workaround, the company had to use Microsoft Excel spreadsheets to handle certain projects, which Robert recalls "was not ideal."

Determined not to continue relying on spreadsheets, MyoKardia sought full support, project management, and implementation of the performance and compensation modules within its HCM software.

"We actually asked Ultimate Software, 'Who can help us?'" said Robert. "Ultimate gave us the name of Sability."

Solution

> ...in the end, we determined UltiPro could meet our requirements."

Sability started its engagement with MyoKardia in the summer of 2020 with a fit-gap assessment. This allowed Sability to fully understand MyoKardia's requirements and determine whether UltiPro could indeed fulfill those needs. During the course of several sessions, the teams discussed MyoKardia's present and potential requirements in terms of UltiPro's functionality. **CONTINUED**

> I would absolutely recommend Sability. We would not have reached this point if it was not for the Sability team."
>
> **Robert Gatmaitan**
> Head of Rewards, **MyoKardia**

Solution CONTINUED

> Our Sability expert walked us through every step and explained to the team how our merit, promotion, and bonus processes could work. We were able to make fast, informed decisions. It was helpful and efficient."

"That process was extremely helpful," said Robert, "and in the end, we determined UltiPro could meet our requirements."

Sability first designed and implemented UltiPro's performance module; a critical piece in an annual, end-of-year evaluation process that drives employee compensation. According to Robert, it was "key to have an HCM system that is simple and gives us enough knowledge to make the right decisions based on information about performance and compensation."

Additionally, Sability worked on the UltiPro compensation module, which involved regular meetings that were both productive and insightful.

"We would meet every week to go through specifics and our Sability expert would tell us whether it could work or not," said Robert. "Our Sability expert walked us through every step and explained to the team how our merit, promotion, and bonus processes could work. We were able to make fast, informed decisions. It was helpful and efficient."

After the 2020 acquisition of MyoKardia by Bristol Myers Squibb (BMS), Sability continued to assist MyoKardia with aspects of the BMS integration, such as mapping BMS's benefits program within its systems, custom reports and access configuration.

Reflecting on the demands of the business integration, Robert said, "There were some extremely critical decisions that the Sability team helped us with regarding the integration. If we did not get their help, there was a real risk of not meeting our timelines."

MyoKardia cites a positive experience working with the Sability team, who offered a wealth of knowledge, expertise, and overall professionalism. Robert credits Sability with helping guide MyoKardia through an important process and saving the company time it would've spent trying to figure out a solution on its own.

"From the very get-go, the whole Sability team was professional and very relatable," said Robert. "The MyoKardia and Sability teams developed a really good working connection from the start of our project, and I can say that in my experience, the work we have done together to this point has been the best in class. We would not have reached this point if it was not for the Sability team."

BENEFITS

Saved time by working with experts

Enhanced flexibility with HCM software

Improved decision-making thanks to in-depth needs analysis

Accelerated the integration effort through critical system support