



# Publicis Flextime Sales Teams

The Biopharma Sales Experts

## Harness the Power of High-Performing Flex Teams

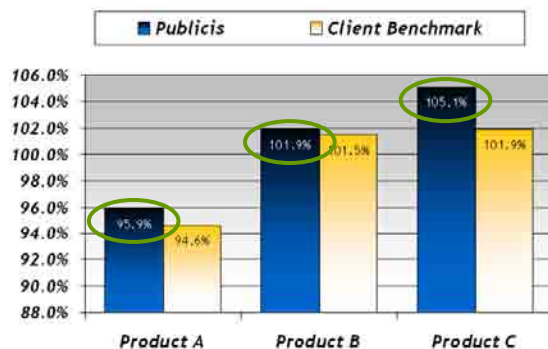
**Publicis Selling Solutions** is the industry leader in implementing and managing high-performing flextime sales teams, providing unparalleled adaptability, experience, and motivation.

### Why Consider a Flextime Team?

Publicis Selling Solutions' flextime sales teams offer a level of experience and commitment that is truly exceptional. When recruited and managed appropriately, flex teams provide highly experienced sales professionals, many with existing physician relationships. Importantly, flextime reps' commitment to the flex model translates into extremely low turnover rates.

The most compelling reason to consider a flex team, however, is outstanding results. Our flex teams have proven to be consistently high performers. The graph below shows the performance of one of our recent flex teams that routinely outperformed the client benchmark on all three promoted products.

Publicis Team Surpasses All Client Benchmarks



### How Do We Recruit for Flex?

First, we work with clients to create a hiring profile that uniquely fits their needs. We employ a series of *Flex Team Recruiting Best Practices*, thoroughly screening candidates and vetting them for their flextime commitment. We employ behavioral questioning techniques to identify sales success characteristics. We recruit and



hire committed individuals who have chosen flextime for the work/life benefits this model affords them. Finally, we clearly establish flextime standards and expectations.

### How Do We Manage Flex Teams?

Flex teams have distinctive management needs that require sales leaders who understand this unique talent pool. To ensure that each team is being managed optimally to leverage their skills and expertise, we employ a proprietary *Flex Team Sales Manager Training Program*.

### Want to Find Out More?

We can help you determine if a flex team is right for your brand or portfolio.

#### For more information, contact:

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*Publicis Selling Solutions is part of Publicis Strategic Solutions Group (PSSG). PSSG offers a comprehensive array of multichannel message delivery interactions to reach all life sciences key customers. From field teams to virtual representatives and from speaker bureau management to sample compliance, PSSG provides the power and intellect to create and implement a flexible, highly customized message delivery mix designed to optimize any brand or franchise profile.*