

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

Client Industry



Biopharmaceutical

Technology



UltiPro
(Ultimate Kronos Group)

Service



Assess, implement,
manage, support

Situation



The system of record wouldn't 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 wouldn't 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 "wasn't 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'd absolutely recommend Sability. We wouldn't have gotten to this point if it wasn't for the Sability team."

Robert Gatmaitan
Head of Rewards, MyoKardia

Solution CONTINUED



Our Sability expert walked us through every step...explained how our merit, promotion, and bonus processes could work, and we made fast decisions based on that. It was really helpful.”

“That process was super 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’s 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’d meet every week to go through specifics and our Sability expert would tell us whether it could work or not,” said Robert. “She walked us through every step of the process and explained how our merit, promotion, and bonus processes could work, and we made fast decisions based on that. It was really helpful.”

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 super-critical things the Sability team helped us with regarding the integration where if we didn’t get their help, there was a risk that we couldn’t get something done in time.”

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. “It was a really good connection from the start. And we’re happy because everything we’ve done up to this point has been the best in class. We wouldn’t have gotten to this point if it wasn’t 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