

Matching Personal Values with Company Values

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THAT HAVE STRONG VALUES AND ETHICS."

—LYNN RAY, MBA '97

For Lynn Ray, MBA '97, building a successful career is just as important as building value in the greater community. When she arrived at Genzyme Corporation in Cambridge, Mass., she finally came to the place in her life where those two ideals converged.

"I've always felt the need to be involved with groups that have strong values and ethics," Ray says. "So, I researched companies with strong values in every aspect of their business."

Her search led her to Genzyme—a company that focuses on rare inherited disorders, kidney disease, orthopedics, cancer, transplant and immune diseases, diagnostic testing and other areas of unmet medical need.

Ray works in the company's renal business unit assisting with financial management. She does everything from producing budget reports to supporting product development groups to training other Genzyme colleagues on the best financial processes to use on projects.

Although each of the 900 employees at the company's headquarters, the Genzyme Center, have different roles and may never directly interact with patients, she says they all have the foundation of the company's vision.

"People here care about what they do and make sure the patient is always first," Ray says. "This is a place where people are happy about their jobs."

Ray also notes the company's external recognition: Genzyme was named 2004 company of the year by *The Boston Business Journal* for its corporate citizenship and in 2006 as one of *Fortune* magazine's "Top 100 Best Companies to Work For."

She says the company's emphasis on valuing patients, employees and society filters from the top down, through the company and out into the community.

Ray points to how and where Genzyme built their corporate headquarters: It is an anchor of an urban revitalization project that is helping transform non-productive properties. The 350,000-square-foot "green" building, situated on the site of a former industrial plant, is one of the most environmentally responsible office buildings ever built—earning the U.S. Green Building Council's platinum certification.

For Ray, there is great satisfaction with being a part of a company that is grounded in ethical action.

"I am going to be the best that I can in my area of work," Ray says. "That shows that I care about the company overall, and it enhances other people's work. It trickles down through the company."

"When you hear that someone's mom is on the drugs that we produce, it really hits home. Whatever role you have in this company, you feel like a valued part."

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