



Teddy Tien

Senior Vice President, Global Head of People & Culture Strategy & Portfolio
Sanofi

Teddy is Sanofi's Global Head of People & Culture Strategy & Portfolio. In this role, he leads the teams driving Sanofi's people strategy, people insights & AI, people technology strategy, organizational development and internal organizational consulting, and P&C portfolio management. Teddy is a future of work enthusiast passionate about the intersection of people, technology, and business impact.

Prior to this role, Teddy led the People Business Partner team for Specialty Care North America, the largest market and business unit for Sanofi globally. Teddy has a diverse background across the People & Culture space in leadership roles. Before joining Sanofi, he was the Global Head of Leadership Development for Mastercard where he was responsible for executive leadership and people management programs, assessments, and early careers.

Teddy spent a significant part of his earlier career in various roles at PwC including long-term overseas assignments in Beijing and Hong Kong. Teddy is based out of Morristown, NJ and resides nearby with his husband, son, and mini goldendoodle.