



**Mark Sabella**  
**Head, U.S. Operational Excellence**  
**UCB**

Mark Sabella is head of operational excellence at UCB. In his role, he provides strategic leadership for five critical teams to support delivering value to patients: performance training, incentive compensation, sales force effectiveness, omni-channel marketing, and U.S. commercial data & analytics.

Prior to joining UCB, Mark worked for Mallinckrodt Pharmaceuticals as the head of commercial capabilities & operations responsible for sales training, sales operations, incentive compensation, multichannel marketing, market research, promotional review and event planning. Mark has developed a deep understanding of complex operational issues and has an extensive background in incentive design and sales training development. He was previously with Bayer, where he was director of sales strategy and operations with responsibility for all operations, training and analytics for their women's healthcare division.

Mark has also held progressive roles at Sanofi-Aventis and served in a variety of functions including: sales, sales management, marketing, operations and analytics.

Mark received his Ph.D. from Florida International University in Miami, Florida (industrial-organizational psychology). He holds a MA degree from Towson University in Baltimore, Maryland (experimental psychology) and a BA degree from the University of Delaware (psychology). Mark maintains multiple professional and technical certifications.