

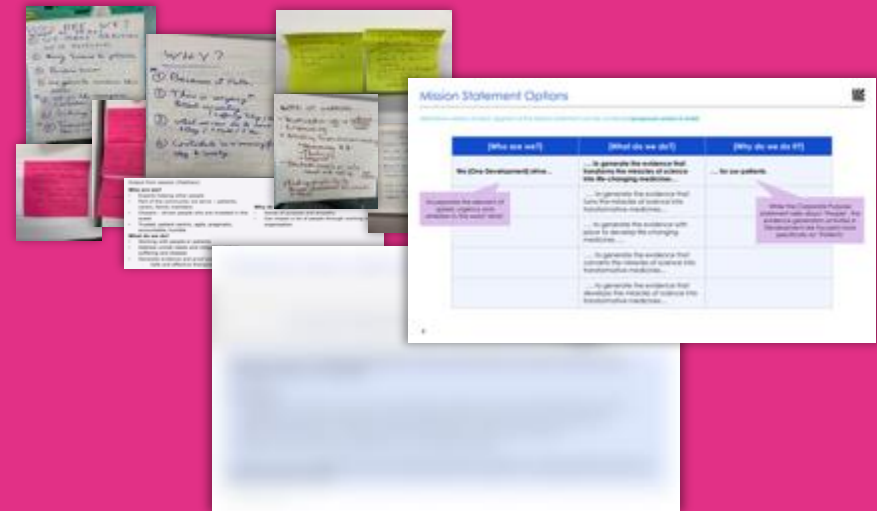


LEADERSHIP TEAM STRATEGIC VISION & CULTURE FOR GLOBAL HEAD OF DEVELOPMENT

THE CLIENT'S CHALLENGE

The Head of Development of a top-10 global pharma company requested external support to prepare for and facilitate a strategy session or the Development Leadership Team

Areas of focus were alignment and communication to the organization, clarity on interfaces with senior partners, as well as ways of working within the group in a post-Covid hybrid model



OUR SOLUTION

- Met DLT members to understand perspectives and priorities as well as to challenge assumptions
- Facilitated a 2-day workshop to align on Mission, Vision and Strategic Objectives, as well as aligning on desired ways of working and cultural behaviors
- Converted outcomes into a practical roadmap with implementation recommendations
- Prepared final communication materials to be cascaded in the R&D organization

OUR IMPACT

Succinct Mission, Vision and Strategic Objectives which were communicated throughout the organization

Clarity on priorities and tangible actions to become a more effective leadership team despite the need to operate in a more hybrid model