

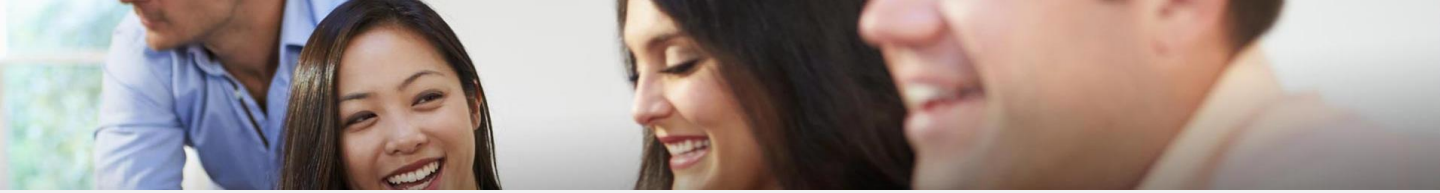
VOLT®

Pharma Associates



Volt Pharma Associates

**The life science
leadership experts**



Are any of these challenges for your organisation?

Establishing clear strategic direction and getting everyone committed to it?

Change to new ways of working and M&A integration is slower than demanded?

Applying new, 'out of comfort zone' skills after training?

Getting providers to fit perfectly with internal initiatives and your culture?

Developing collaboration in cross functional/ international teams and partnerships?

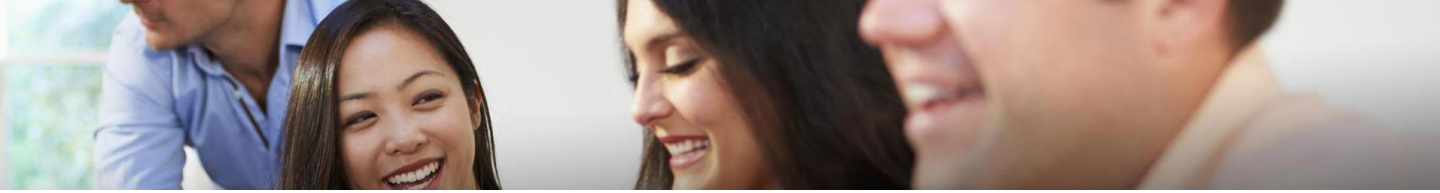
Blending a modern mix of learning methods for Generation...



Here's why you should talk to us ...



- We can enable you to operate faster, at lower cost and increase your organization's chances of success.
- We can enable your people to work more collaboratively and across boundaries driving innovation and creativity
- We can help you engage your people , creating a resilient, agile organisation
- We have all worked within Life sciences, can relate to your situation and understand your language!
- We are the technical/functional experts who can also help you further develop your own leadership and organisational capability across the value chain



Accelerating the development of your organizational capabilities...

Enhancing cross functional working

- Your teams will build rapidly into interdependent high performing units.
- Teams will fully own the business objectives and pursue them with more rigour and engagement.
- Staff will proactively find solutions to overcome barriers to collaboration to make things work.



Making business partnerships work

- Building a culture where partnering is “what we do”
- Equipping your people with the skills to embrace difference, effectively manage conflict and deliver business value beyond the deal.
- Strategically enhancing performance management of partnerships to maximise portfolio value
- Enhance your reputation as a “Partner of Choice”



Embrace change

- Creating an agile organization responds quickly & effectively to changes in the business environment
- Equipping Leaders with the skills to engage and lead their teams through change and maintain momentum.
- Equip your people with the skills to manage themselves and work effectively as teams through a change to maintain momentum



Building managers' development skills

- Staff needed to step up to levels out of comfort zone will do so more rapidly.
- Training will be seized on / capitalised on in the workplace.

Understanding the business

- Support people will be able to use the ‘language’ of internal clients.
- Staff will be motivated by grasping the complex ‘big picture’ of your business.

Enhance decision-making

- Teams will be able to analyse major decision issues thoroughly.
- Recommendations will be presented upwards powerfully.



Case studies

Galvanising the project system

We worked with a mid-sized CMO whose project system was unfocused, fragmented, with chunks of the business not participating.

Outcome

We helped establish the PLs' roles at top management level, and coached PLs approach to meetings and communications. They became able to delegate to expert team members and challenge. The senior focus and the respect that PLs generated brought all players into the system.

Transforming CRO partnerships

A major EU Pharma was overseeing dysfunctional and badly performing trials. Internal conflict was rife, swapping blame and disagreeing on any resolution.

Outcome

We helped to build an agreed relationship management process into all outsourcing. This ensured solid internal alignment, open contracting with CROs and frequent health checking.

Building alliance capability

A mid-sized EU Pharma wanted to align its whole organisation to high performance around its many alliances.

Outcome

Great things started happening just a few weeks after a workshop / follow ups: making tough requests work with clarity of purpose; asking calmly rather than emailing aggressively in areas of conflict; fully engaging support and customer service staff to play their part.

Performance development skills

A major EU Pharma wanted to build highly effective appraisal, objective setting and rapid development of staff.

Outcome

We ran workshops where managers practised their coaching and feedback skills. They built considered plans for developing various team members. This wasn't 'natural language' for them, so a ready plan proved a real help to start talking, coaching and delegating!

Focusing a cross function team

A key project team was not communicating well, duplicating work – and had been delaying an important decision for 6 months!

Outcome

We took the team through a trust building exercise as well as guiding them through a properly stepped decision process. They resolved the issue in 3 hours! Also, much better links were forged, operating ground rules – they became a high performing unit.

Raising sales team results

A UK Pharma affiliate asked us to work with 3 area sales teams that were coasting and unable to find ways to improve.

Outcome

We ran team sessions where the area sales manager and the Reps exchanged really honest feedback. They changed unconscious behaviours that were holding them back. The ASM role became more of a coach and less of a commander. All 3 teams rose in the national rankings!



Our practitioners and our approach

Our Network members have all achieved high levels of success within the Biopharmaceutical sector, holding senior positions across the entire Drug Development value chain

This means we bring our functional & life science leadership expertise to collaborate with you to design a solution that specifically addresses your needs.



We'd love to explore opportunities to help you in the following areas :

Vision & Strategy – *We help you to support and maintain the rigour, quality, persistence and urgency of this work with your senior teams.*

Change management – *Effective change management is critical to business growth. We can help you engage your people and accelerate change projects, avoiding costly delays, loss of key personnel and ensuring delivery of the expected business benefits*

Partnering - *Almost no life science organizations exist without partnerships and alliances with 3rd parties, yet huge amounts of resources are wasted by having ineffective relationships. We can help you develop your partnering capability to deliver maximum value from your partnering agreements (including CRO, CMO and Alliances arrangements).*

Team development – *So much of your business success is delivered through teams. We can help you develop cross functional, cross-geography, cross-cultural, high performing teams*

Leadership development – *Your organization's leaders create the working environment and culture of your business. Inspiring leadership is critical. Applying best practice approaches, we will develop your leaders, creating a culture of accountability and driving leadership performance.*

Staff engagement – *help you make two things happen – to create a senior leadership who actively set the right tone for your organization; secondly to help build great communication plans to engage your people.*

VOLT



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