Recipe for Transformation to Higher-Performing Teams:

What’s Cooking? The “Special Sauce” for a Global Drug Development Team’s Success

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Key Learning Objectives

Higher-Performing Teams

Create Effectiveness Training
Execute Effectiveness Training
Bridge Gaps
The Two “Uh-ohs”

Internal Dysfunction

External Pressure
Recipe for a Drug Development Team’s Success

1) Recognize a new recipe is needed
2) Identify ingredients
3) Decide order of addition of key ingredients
4) Create special sauce
Creating the team recipe

RECOGNIZE NEW RECIPE is NEEDED

- What has worked before, may not work now!
- Project Manager plays a critical role
- Partnering with Team Lead is essential
Create Effectiveness Training

**IDENTIFY INGREDIENTS**

- Short-list of Team Needs
- External Champions
- Team Engagement

**DECIDE ORDER of ADDITION**

- Partner Externally
- Health Assessment Check
- Define Tailored Approach
Execute Team Effectiveness Training

2-Day Plan

- Team Fundamentals
- Know Your Team Members
- Best & Worst Teams
- “Health check” results
- Action Plans

- Cross-culture training
- Roles & Responsibilities
- Setting up Workstreams
- Next Steps
- Fun team activity
Bridge Gaps

Streamlining Team Membership

Roles & Responsibilities

Improve Project Communication

Cross-Culture Acknowledgment

Stakeholder Management

TEAM

SUCCESS
Commitment

REVISIT & RE-ENGAGE
Infuse element of fun for the team!

Hopeful  Metamorphosis  Exciting  One Team
Reenergizing
Enlightening  Community  Improved
Inspiring  Priceless  Clarify
Enthusiastic  Understanding
Mentally Healthy
Trust
Mutual Understanding
Happy
## Team Recipe

1. New Recipe
2. Identify Ingredients
3. Order of Addition
4. Re-visit
5. Re-invigorate

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<td>2. Team Membership</td>
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Key Learning Objectives

Higher-Performing Teams

- Create Effectiveness Training
- Execute Effectiveness Training
- Bridge Gaps
Thank You

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