



DIA 2020 | JUNE
GLOBAL ANNUAL MEETING | 14-18

Recipe for Transformation to Higher-Performing Teams:

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

Usha Kidambi

Director, Global Project Management & Leadership

Daiichi Sankyo, Inc.

Disclaimer – Content Slide

- ▶ The views and opinions expressed in the following PowerPoint slides are those of the individual presenter and should not be attributed to Drug Information Association, Inc. (“DIA”), its directors, officers, employees, volunteers, members, chapters, councils, Communities or affiliates, or any organization with which the presenter is employed or affiliated.
- ▶ These PowerPoint slides are the intellectual property of the individual presenter and are protected under the copyright laws of the United States of America and other countries. Used by permission. All rights reserved. Drug Information Association, Drug Information Association Inc., DIA and DIA logo are registered trademarks. All other trademarks are the property of their respective owners.

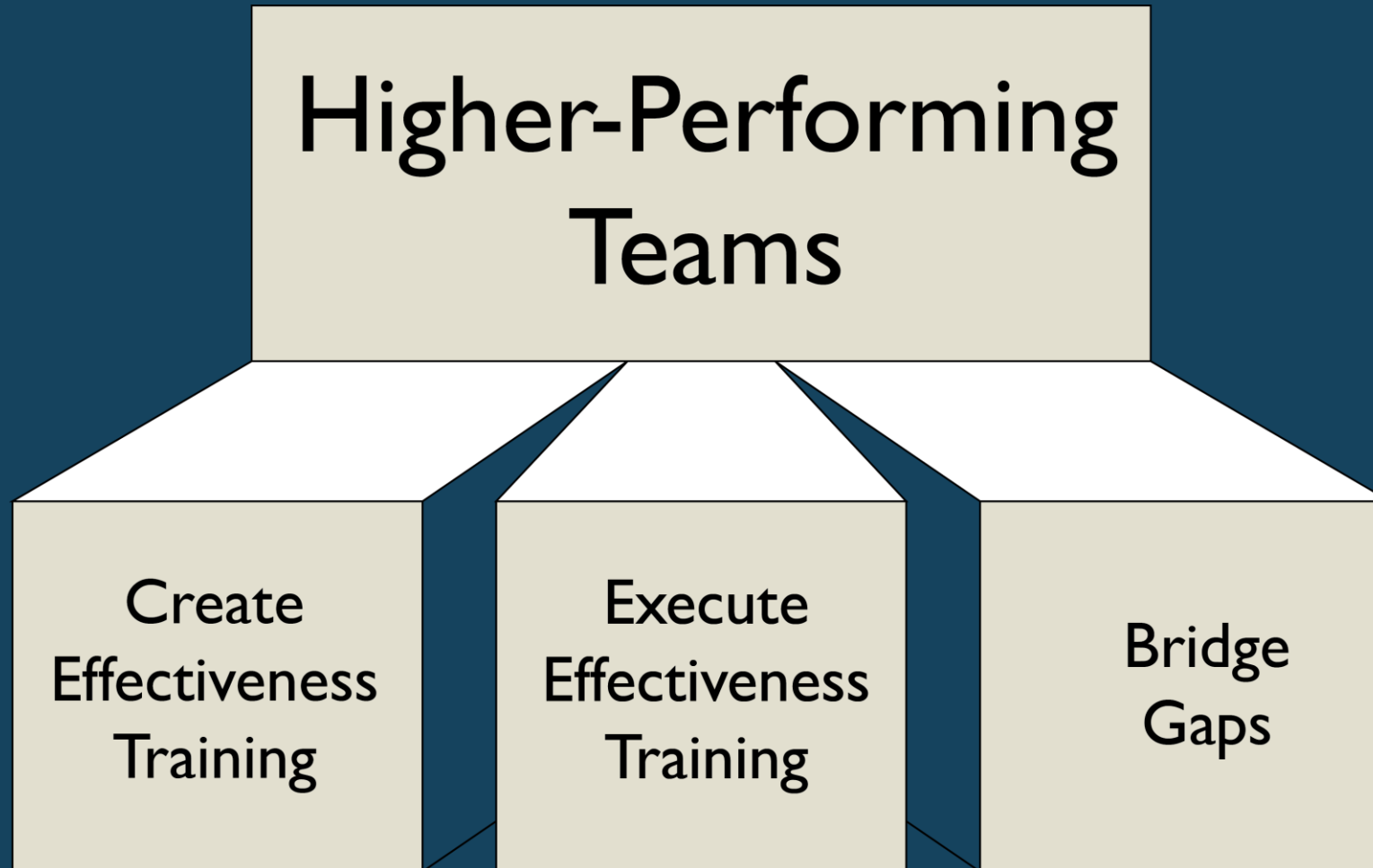


DIA
2020

GLOBAL
ANNUAL
MEETING

JUNE
14-18

Key Learning Objectives



DIA
2020

GLOBAL
ANNUAL
MEETING

JUNE
14-18

The Two “Uh-ohs”



Internal Dysfunction



External Pressure



DIA
2020

GLOBAL
ANNUAL
MEETING

JUNE
14-18

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
-
-
-
-
-
-
-
-



DIA
2020

GLOBAL
ANNUAL
MEETING

JUNE
14-18

Creating the team recipe



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



DIA
2020

GLOBAL
ANNUAL
MEETING

JUNE
14-18

Create Effectiveness Training

IDENTIFY INGREDIENTS



DECIDE ORDER of ADDITION



DIA
2020

GLOBAL
ANNUAL
MEETING

JUNE
14-18

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*

DIA
2020

GLOBAL
ANNUAL
MEETING

JUNE
14-18

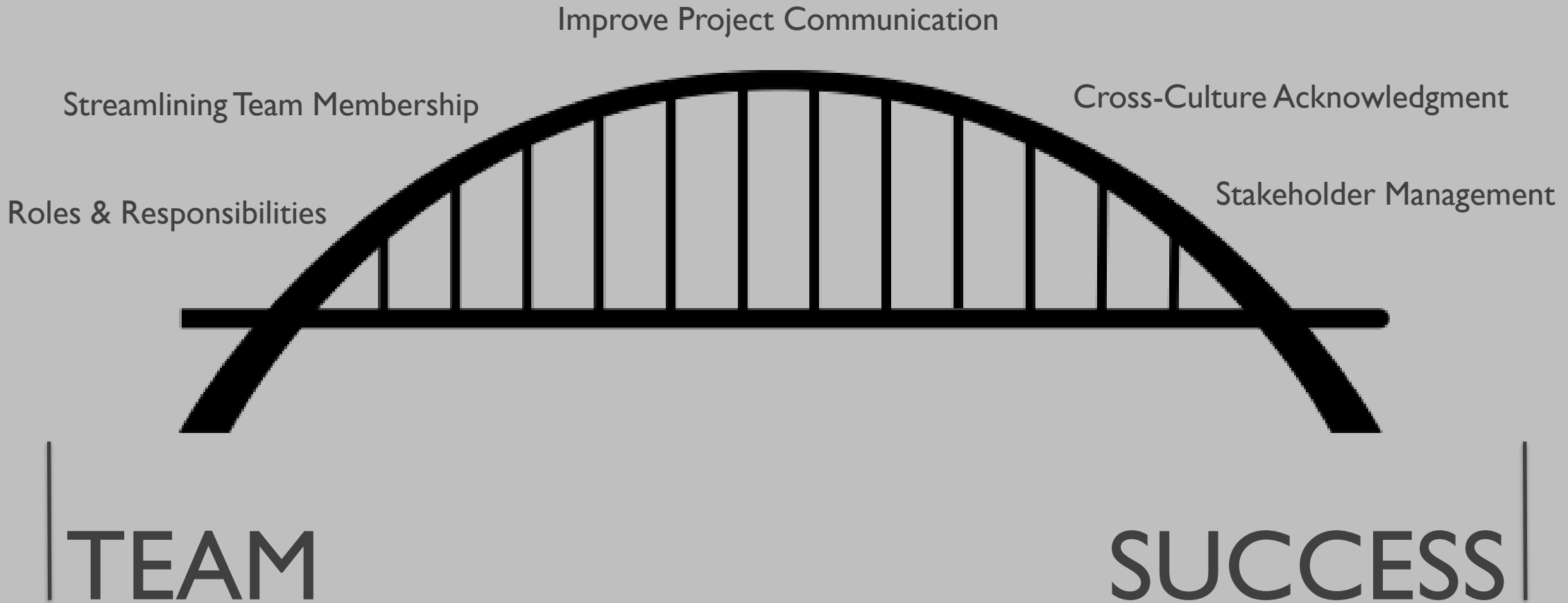
Bridge Gaps



DIA
2020

GLOBAL
ANNUAL
MEETING

JUNE
14-18



Commitment



DIA
2020

**GLOBAL
ANNUAL
MEETING**

**JUNE
14-18**

REVISIT & RE-ENGAGE

Infuse element of fun for the team!



DIA
2020

GLOBAL
ANNUAL
MEETING

JUNE
14-18

Hopeful
Reenergizing

Metamorphosis

Exciting
One Team

Enlightening

Community

Improved

Inspiring

Priceless

Enthusiastic

Clarify

Mentally
Healthy

Understanding

Trust

Mutual Understanding

Happy



Team Recipe

Special Sauce

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

1. Roles & Responsibilities
2. Team Membership
3. Cross-Culture Acknowledgment
4. Stakeholder Management
5. Team Communication

ROLES &

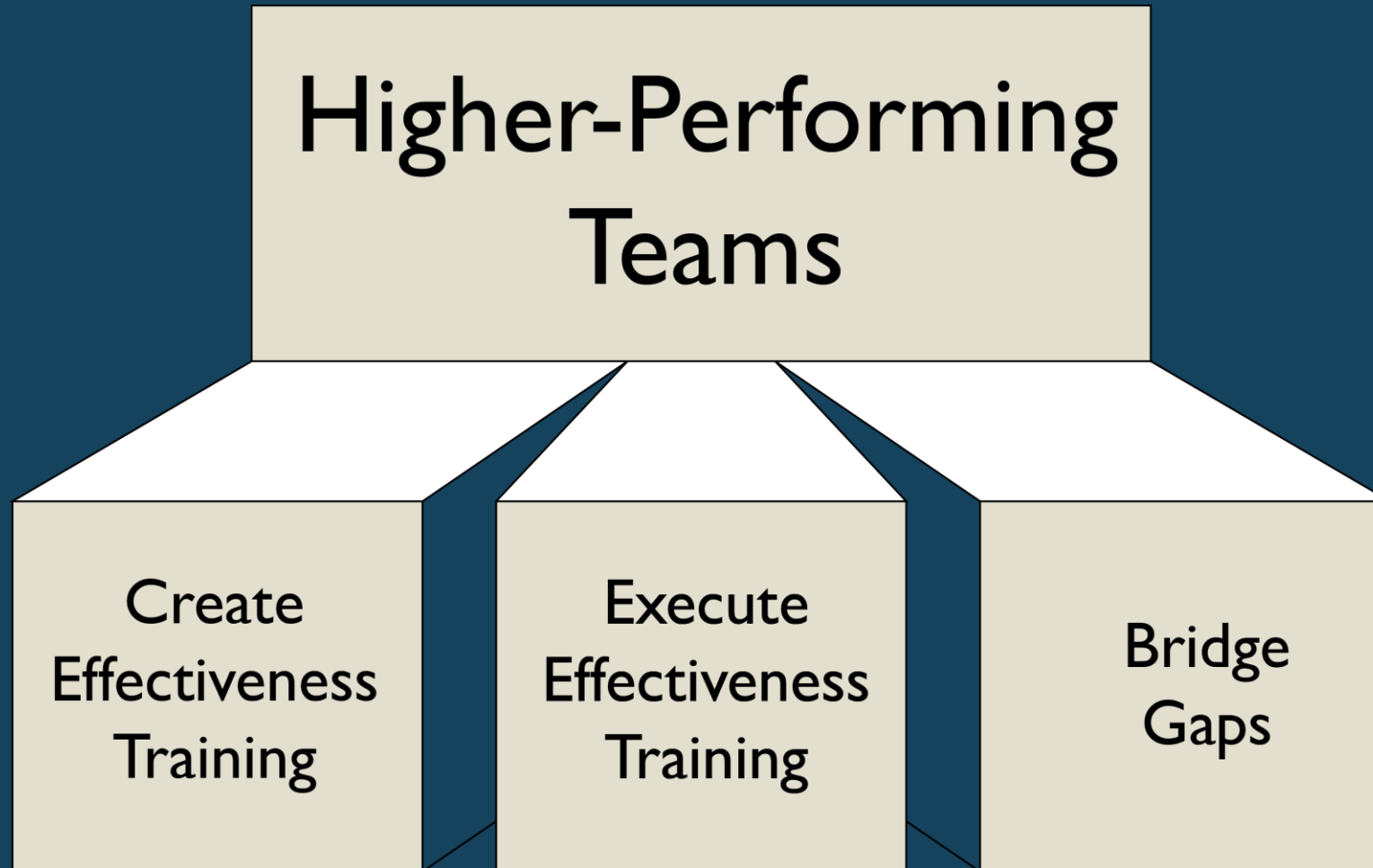


DIA
2020

GLOBAL
ANNUAL
MEETING

JUNE
14-18

Key Learning Objectives



DIA
2020

GLOBAL
ANNUAL
MEETING

JUNE
14-18

Thank You

Usha Kidambi

Director, Global Project Management & Leadership

Daiichi Sankyo, Inc.

 *Join the conversation #DIA2020*



DIA2020 | JUNE
GLOBAL ANNUAL MEETING | 14-18