Recipe for Transformation to Higher-Performing Teams:

Essential Ingredients for Initiating a Successful Drug Development Team

Kelly Hatcher Turner
Director, Clinical Program Management
Lung Biotechnology PBC
Subsidiary of United Therapeutics Corporation
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.
Learning Objectives

How to build higher performing teams from the ground up by:

- Clarifying the goals with the end in mind
- Defining the scope of the team
- Developing processes needed for execution
- Identifying and executing against clear team deliverables
What’s your favorite recipe?
Basic Recipe

- Build a team
- Set goals
- Use templates
- Hold meetings
- Evaluate at the end of the year
Recipe with the Secret Sauce

- Assemble the right team
- Define success from the start
- Identify and provide the right tools
- Partner with stakeholders
- Collectively execute against stated goals
Layer 1: Assemble the right team

- Identify the correct talent
- Clarify each person’s role
- Nurture a culture respecting different perspectives

**Secret Ingredients:**
- *Help each team member understand others’ roles*
- *Encourage each team member to consider each others’ perspectives*
Layer 2: Define Success from the Start

- Confirm project goals with project Sponsor
- Determine project metrics
- Hold kickoff meeting & clarify goals
- *Secret Ingredient: Return to the goals throughout the project to maintain alignment and be nimble enough to adjust if necessary*
Layer 3: Identify and provide the right tools

- Timelines
- Budget trackers
- Agendas
- Dashboards
- Document repository structure

*Secret Sauce: Connect project tools for seamless access and awareness*
Layer 4: Partner with Stakeholders

- Identify all Project Stakeholders
- Understand their needs
- Engage actively
- Celebrate successes
- Keep Project Champions informed

*Secret Ingredient: Respect the role of functional leads and partner with them in achieving collective success*
Layer 5: Collectively execute against stated goals

- Establish and maintain meeting cadence
- Monitor progress against defined project metrics
- Monitor project risks and put in place mitigation plans
- **Secret Ingredient:** Remember projects goals when making decisions throughout the project and remain nimble enough to adjust scope if necessary
Recipe with the Secret Sauce

- Collectively execute against stated goals
- Partner with Stakeholders
- Identify and provide the right tools
- Define success from the start
- Assemble the right team
Learning Objectives

How to build higher performing teams from the ground up by:

- Clarifying the goals with the end in mind
- Defining the scope of the team
- Developing processes needed for execution
- Identifying and executing against clear team deliverables
Thank You

Kelly Hatcher Turner
Director, Clinical Program Management
Lung Biotechnology PBC
Subsidiary of United Therapeutics Corporation

Join the conversation #DIA2020