



**DIA 2020** | JUNE  
GLOBAL ANNUAL MEETING | 14-18

## 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

# 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

# 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



DIA  
2020

GLOBAL  
ANNUAL  
MEETING

JUNE  
14-18



**DIA**  
**2020**

**GLOBAL**  
**ANNUAL**  
**MEETING**

**JUNE**  
**14-18**






**What's**



**pe?**

# Basic Recipe

---

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



**DIA**  
2020

GLOBAL  
ANNUAL  
MEETING

**JUNE**  
**14-18**

# 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**



**DIA  
2020**

**GLOBAL  
ANNUAL  
MEETING**

**JUNE  
14-18**

# 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*



DIA  
2020

GLOBAL  
ANNUAL  
MEETING

JUNE  
14-18

# 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*



DIA  
2020

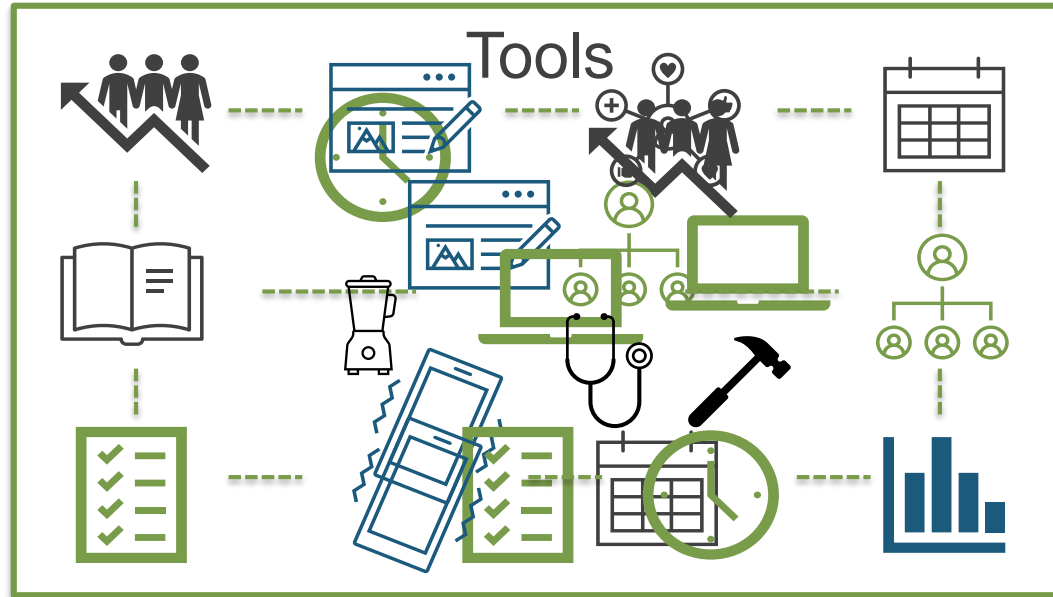
GLOBAL  
ANNUAL  
MEETING

JUNE  
14-18



# 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*




DIA  
2020

GLOBAL  
ANNUAL  
MEETING

JUNE  
14-18

# 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*



DIA  
2020

GLOBAL  
ANNUAL  
MEETING

JUNE  
14-18

# 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



DIA  
2020

GLOBAL  
ANNUAL  
MEETING

JUNE  
14-18

# 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



DIA  
2020

GLOBAL  
ANNUAL  
MEETING

JUNE  
14-18

# Thank You

---

## **Kelly Hatcher Turner**

Director, Clinical Program Management

Lung Biotechnology PBC

Subsidiary of United Therapeutics Corporation



*Join the conversation #DIA2020*



**DIA2020** | JUNE  
GLOBAL ANNUAL MEETING | 14-18