

Delivering Excellence through Leadership in the US

Our client is one of the largest pharmaceutical companies in the world, with an established Medical Affairs function, operating in a wide range of therapy areas. As their Medical Affairs team in the US began to expand and grow to meet the needs of the evolving healthcare markets, the Leadership Team realised a need to enhance and align the capabilities of every role in their USMA organisation.

Beginning with the end in mind, Tardis Medical facilitated a Vision & Missions workshop with Senior Leaders and representatives from other roles in the team, to create a solid foundation built on their Values and align on their 'North Star' and key Strategic Imperatives. We conducted a diagnostic, interviewing stakeholders and partners from clinical, research, operations & commercial functions, to ensure a full 360 view. We consulted with global stakeholders to ensure the capability development interventions were aligned with the global view and applicable to the local challenges. With a view to deliver excellence through leadership, the team invested in the capabilities of their Senior Leaders and Managers first, with a series of capability development interventions designed to take their leadership, management and coaching skills to the next level and build an open, honest and cohesive leadership team.

Working collaboratively with Medical Leadership and Learning and Development teams, we have been able to offer a range of capability development programs, specific to different therapy areas, roles within Medical Affairs and local team needs. For example, for some we have focussed on how to develop strategic partnerships with internal and external stakeholders. For others, we've looked at how to uncover insights & ensure quality information is shared internally. Globally, we have been able to ensure all field based teams apply a consistent model to plan for, conduct and follow up on outstanding scientific exchange interactions with HCPs and KOLs.

Tardis Medical is a trusted, valued partner and provider of choice, working closely with all areas of the Medical Affairs business across their portfolio