Company X

Using the Agile Method to transform whole systems

PHARMACEUTICAL
COMPANY X

RE-IMAGINE
STUDY MANAGEMENT TEAMS

October 2019 – March 2021

THE CHALLENGE

Company X creates diagnostic testing tools and pharmaceutical drugs to treat life-threatening diseases. Ensuring clinical trials are efficiently running means drugs and diagnostic tools transition from trial to shelf—saving more lives. With current government protocols, Company X can only speed up the testing process internally. They must determine the factors prohibiting them from an efficient trial-to-shelf approach.

A company survey revealed employees viewed the following as the catalyst for long production times:

- Lack of productivity because of excessive meetings
- Non-collaborative working environment
- Unclear direction
- Resources allocated to the incorrect places
- Lack of agendas and purpose during meetings
- Hierarchical control
- Lack of empowerment and drive among teams
- Micromanagement

THE APPROACH

Company X engaged with Leadership Circle in October 2019 to:

- Co-create and implement an ecosystem of agility
- Provide a whole-person and whole-system transformation
- Create the principles required to reimagine success internally
- Empower teams and share accountability
- Build internal capability to support ongoing transformation

Leadership Circle provided 275 leaders at Company X with Leadership Circle Profiles™ and debriefs to achieve their objectives. Leadership levels of this group spanned from operation leads to leadership team members to scientists conducting the clinical trials.

Company X also engaged in a three-week intensive discussing agility, setting goals, reimagining the future, and examining integration.

THE RESULT

After completing the Re-imagine Study Management Teams program, Company X reported the following:

- Teams saw a 60% decrease in the timeline for clinical trial testing
- Projects that previously took 10 weeks reduced time to four weeks.
- Improved decision-making and flexible communication

- Decisions that historically took 2-3 weeks, now took 2-3 days.
- Reduced meetings and more productive meetings when they were held
- Teams were able to enroll more patients into clinical trials due to a reduction in wasteful meetings
- Less money wasted during clinical trial testing
- Allowing for more research and development
- There was a shift in company morale. The term we instead of I.
- Overall higher levels of agility and teamwork

Co-creating an agile system from a whole system perspective allowed teams to collaborate with other creative mindsets with purpose, trust, and possibility. The new ecosystem enabled faster implementation of go-to-market strategies. Overall, Company X reduced wasted time and transformed its whole system approach.

LEADERSHIP
CIRCLE.