

Case Study

Global R&D HR Global Pharmaceutical Company

HR: strategic partners in delivering change...

...how do we overcome multiple divides to deliver global HR initiatives and embed change across R&D?



Situation

To support the strategic priority of evolving R&D as a global function, a new Global R&D HR committee was established to bring together HR Leaders from across the organisation to address critical issues.

With multiple challenges arising from operational and cultural differences within HR functions spanning the US, Europe, India and Japan, laying down firm foundations at the inaugural meeting of this new Committee was vital to creating an effective force for change.

Mansfield Buchanan was asked to support this initial meeting as well as the Committee's initial steps to safeguard strong early success.

Approach

Mansfield Buchanan initially assisted the US and Japanese Committee Leaders with 'soft' facilitation support and thought-leadership.

We further assisted the Committee Team in ensuring the successful outcome of a major event with the global R&D Leadership by:

- designing the concept and structure for this event
- supporting core Committee members throughout detailed preparations
- facilitating a 2-day full Committee meeting to fine-tune final preparations as well as to expedite progress on other longer-term initiatives.

Outcomes

This team is swiftly asserting their value as an authoritative driver of change. The Committee is **leading dialogue on key issues and implementing globally aligned initiatives that will expedite R&D cohesion and nurture a global R&D culture.**

MB's structured approach allowed the core team to clearly identify key priorities and design the kick off meeting. Team members were fully engaged and as a result action plans developed with MB's help gave the team a solid foundation to begin working on critical people issues facing the R&D function.

*Co-chair
Global R&D HR Committee*

Mansfield Buchanan is a leading business consultancy specialising in insight driven engagement.

To find out how we can help your business, contact Annalise Cowley: ac@mansfieldbuchanan.co.uk

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