

US MA Oncology Times

News from across US Medical Affairs Oncology

November 2019

Welcome to your second newsletter!

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“One Team of Leaders” approach pays off for IO team



The USMA IO team has set a high benchmark for personal development with its successful ‘One Team of Leaders’ initiative, which aims to build leadership skills and behaviours across the whole team. Recognising the cross-functional nature of the medical affairs role and the importance of the contribution of medical to the business, the IO team embarked on the initiative following a team meeting in January. “We agreed that, in order to have productive

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Team Moves

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partnerships, effective ways of working and a high performing team, we needed everyone to be a leader” said Asud Khaliq, USMA Franchise Head for IO. “We want people to feel empowered, to be proactive and to make decisions”.

At their offsite meeting in January the team agreed a series of workstreams to take the initiative forward in areas such as communication, roles & responsibilities and delivering value. They also worked with a vendor, Continuum, to introduce a series of key development tools and started to hold regular Mini-Town Hall meetings to discuss progress and build engagement.

Throughout the year the team worked with cross-functional partners representing areas such as Externally Sponsored Research, Medical Information, Health Economics & Outcomes Research, MSLS and Managed Markets to develop the concept. Last month, the team held another offsite meeting to review how far the initiative had come and what it would take to move to the next level and embed the new behaviours into day to day work. To maintain the momentum, seven ‘sustainability teams’ were formed to look at how the tools are being applied in practice. “We carried out surveys during the year to check how we’re doing and it’s clear that people feel more empowered. There’s a great team atmosphere - people are getting to know each other better and learning how to manage change together,” said Asud.

Wendy White and Lisa Marie Main, Co-Presidents and Senior Consultants of Continuum Consulting Services said: “The One Team of Leaders initiative promotes leadership mindsets, including ‘everyone is a leader’, because it takes everyone to speak out and lead to accomplish results. It’s not about having direct reports; it’s about taking the initiative in every situation. With a leadership mindset and confidence from getting to know each other better, the working relationship between Medical and Commercial has been strengthened through the process.”

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New Roles

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Linda Hall, Senior External Scientific Research Manager, said: “I’m an experienced manager and have been to many meetings intended to hone leadership skills but the last offsite meeting we had surpassed them all in terms of the quality and quantity of truly useful information. I greatly appreciate the investment that Asud is sponsoring and the Continuum consultants have been terrific with their guidance, tools, and real-world anecdotes.”