

FIVE IMPERATIVES FOR STRATEGIC AND OPERATIONAL EXCELLENCE

5 CULTURE



Why Is It Important?

Strategic and operational excellence is a people-based skill and requires leaders to establish an organisation-wide culture. Leaders must be role models for the behaviours, ways of working, and mindset they want to embed. This includes active communication, empowering teams, and providing constructive challenge in the spirit of continuous improvement.

What Does Good Look Like?

A positive culture is self-fulfilling. It enables organisations and teams to achieve their strategic focus. Communicating the goals of a cultural transformation has a key role to play in framing the changes to structure, roles, governance, processes, and capabilities that will create the foundations for success. If people across an organisation understand the desired culture, mindset, and behaviours, they are more likely to accept and understand the broader change program.

Example: A pharmaceutical company needed to improve its decision-making and cross-functional structures. Opportunities for improvement and alignment were identified. The CEO and management team prioritised the implementation of a new matrix model, which enabled the desired culture to permeate through the organisation and set the foundation for improved performance.

Embedding Strategic and Operational Excellence

Leaders of strategically and operationally excellent pharmaceutical and biotech organisations deliver on identified priorities by developing fit-for-purpose organisations and engaged workforces. Novasecta supports leaders across the sector to embed these characteristics. Together we clarify their strategic focus and reshape their organisations to improve performance. Strategic and operational excellence is the essential platform on which to build valuable R&D pipelines, create sustainable profitability and meet patients' needs.

[Download the Full White Paper Now](#)