

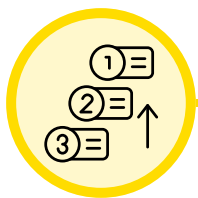
ALLOCATE RESOURCES EFFECTIVELY

Insights from the 2025 Novasecta R&D Symposium



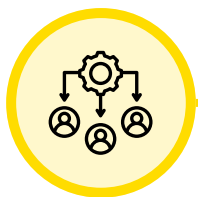
On 26th and 27th of March 2025 we hosted our annual R&D Symposium in London, bringing together R&D leaders from mid-sized pharmaceutical companies to discuss how they overcome important challenges in their organisations. The second of three discussions focused on how R&D leaders allocate resources to optimise the productivity of their organisations.

How to Allocate Resources Effectively



Allocate resources based on project priority

- Systematically assign a priority level to each project and reassess them regularly
- Ensure employees working on multiple projects understand how they should divide their time according to project priority level



Respond to evolving project priorities and resource requirements

- Continually assess the resources required for projects
- Ensure employees register the proportion of time spent on different projects, and use the data to guide resource allocation
- Trust project teams to allocate their time appropriately as priorities evolve



Motivate project teams working on lower priority projects

- Label lower priority projects as 'conditional' to motivate teams to resolve specific issues so that the project's priority level can be reassessed
- Communicate to teams the importance of all projects regardless of current priority level
- Empower project leaders to escalate resourcing issues that prevent progress



Allocate time for innovation in R&D

- Identify individuals with the ability to generate new ideas, and ensure they allocate time to innovation in R&D
- Build a forum for employees to submit ideas, and a dedicated committee to review each idea against specific criteria
- Create opportunities for employees to interact and exchange ideas with external parties e.g. by creating a 'biotech hub' with shared research facilities

Conclusion

R&D leaders allocate resources between projects based on a systematic and dynamic prioritisation of the portfolio, ensuring employees are clear on the priorities and how they should divide their time. They also build in time specifically for innovation in R&D.