

MANAGE PARTNERSHIPS SUCCESSFULLY



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 pharmaceutical companies to discuss how they overcome important challenges in their organisations. Our final discussion focused on how R&D leaders manage partnerships to maximise value.

How to Manage Partnerships Successfully



Build trust and mutual respect with licensing and co-development partners

- Create partnerships where each partner brings equal value, to facilitate joint decision-making and effective collaboration
- Build trust and mutual respect by demonstrating competency and commitment
 - Hold in-person meetings where possible to drive collaboration
- Recognise and leverage one another's strengths, and adapt to each other's culture
- Promote the value of partnerships for future success internally
- Define responsibilities as early as possible, including which partner is responsible for each decision



Collaborate with vendors as partners instead of service providers

- Form collaborative partnerships rather than transactional agreements, where vendors are invested in and committed to achieving the organisation's objectives
- Recognise each other's capabilities, and embrace opportunities to learn from one another
- Invite vendors to project meetings to integrate them with the internal team
 - Educate employees on the value of collaborating with vendors
- Set clear expectations during the contracting stage

How to Maximise the Value of Acquisitions



Balance integration and independence after acquiring biotechs

- Take time to understand the acquired biotech's strengths
- Avoid losing critical capabilities by fully integrating too quickly
- Adjust the speed of integration depending on the degree of overlap with internal capabilities
- Bring teams together to learn from each other and align on responsibilities
- Set clear objectives for the acquired company and give its teams the autonomy to decide on the best approach to deliver them

Conclusion

R&D leaders form productive partnerships by aligning on responsibilities early and building trust. They recognise the value of partnerships and dedicate time to nurturing them to maximise the value created. This includes acknowledging and capitalising on each partner's strengths.