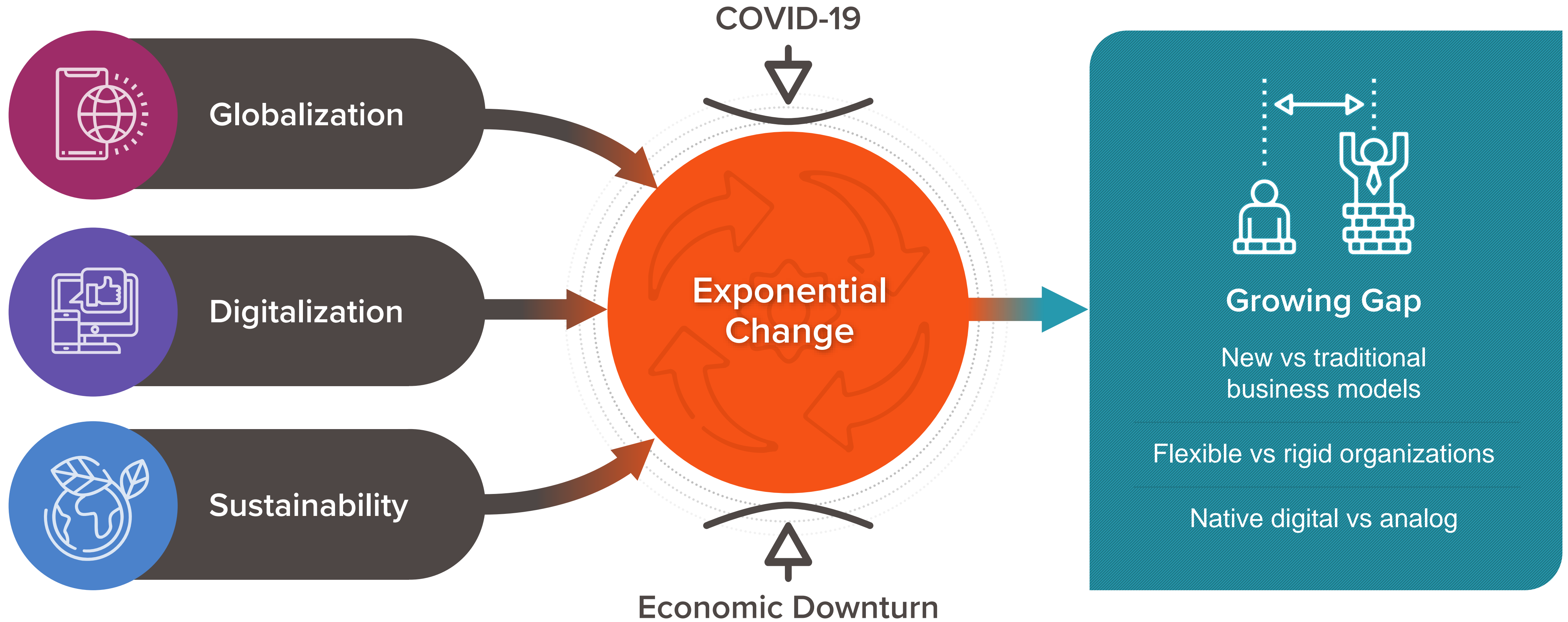


AGILE ENTERPRISE

Shape Pharma's Emerging Future

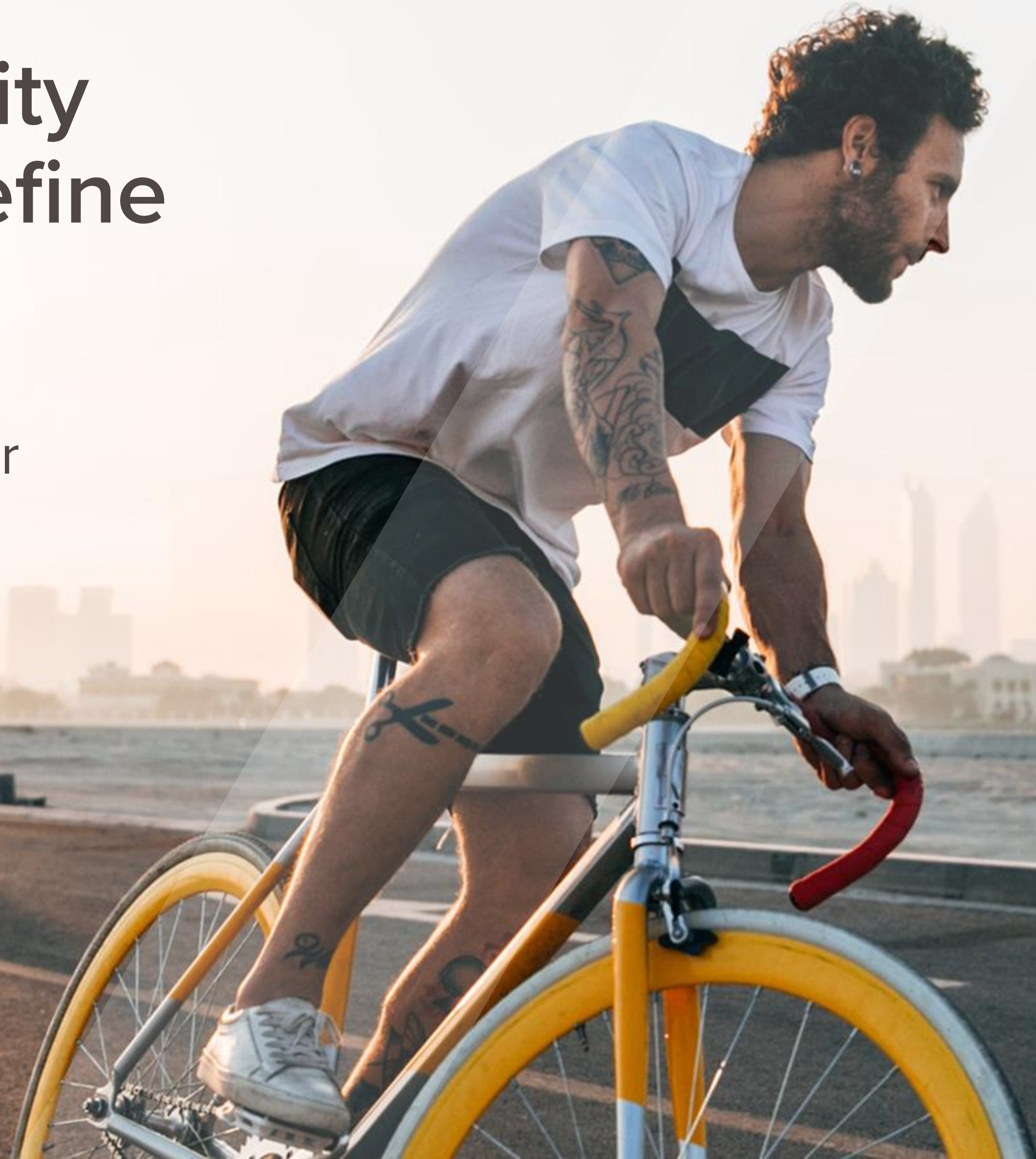
A new context

Exponential change has been taken to the next level by Coronavirus pandemic



**There is an opportunity
for bold leaders to define
the new paradigm...**

...and come out faster and stronger



Think big, challenge the status-quo



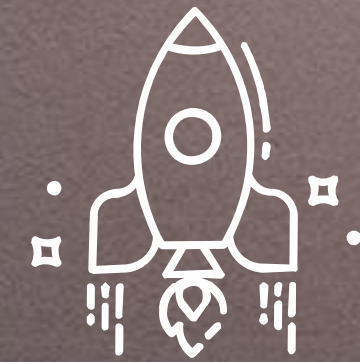
Take Decisive Action

Address business imperatives with drive and speed



Change the Rules

Unconstrained review of your operating model



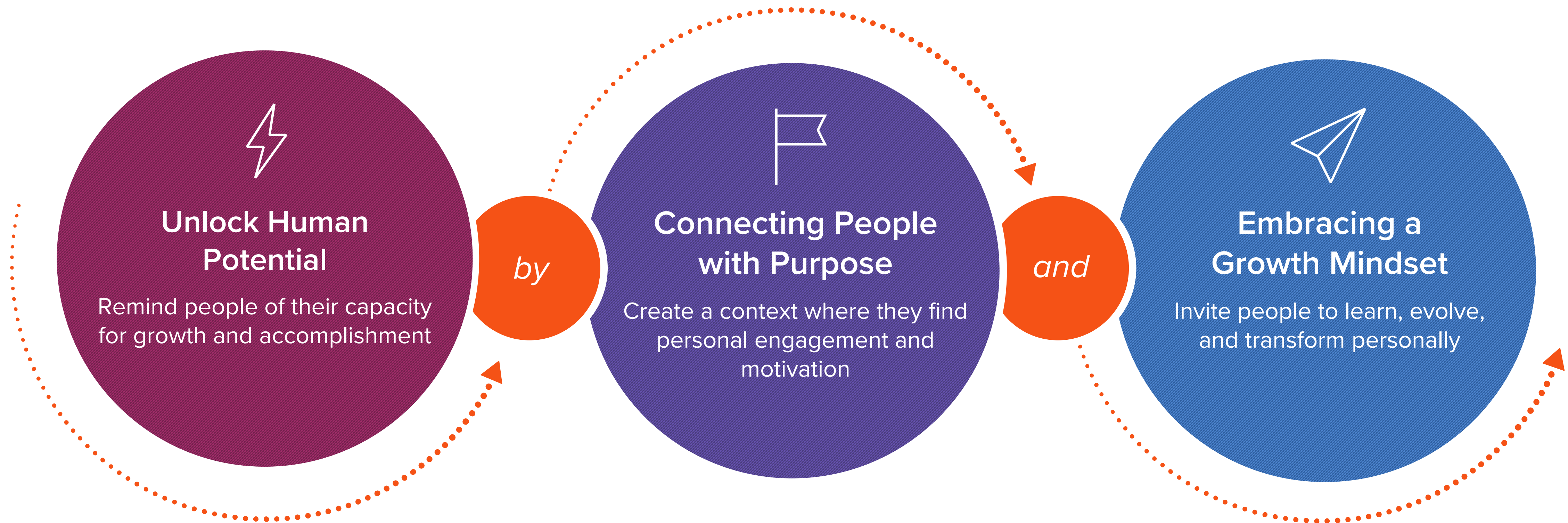
Reinvent the Organization

Become more agile and customer-focused



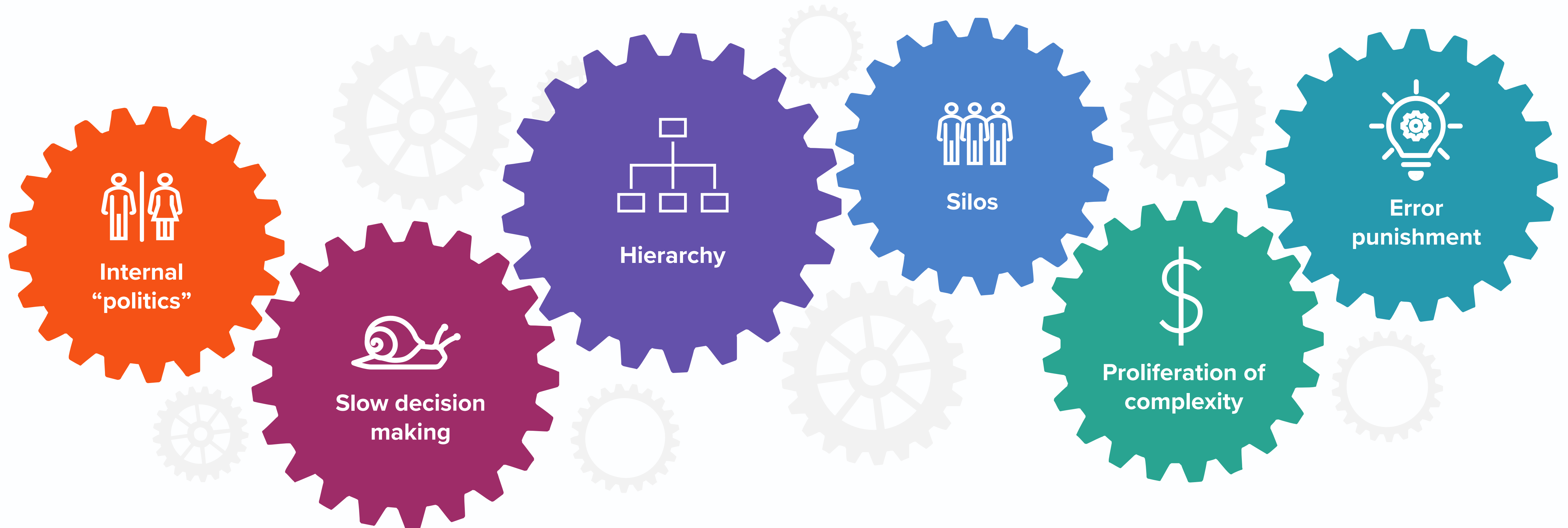
Drive meaningful transformation

Organizations don't transform themselves; people do. People are the driver behind meaningful transformations.



Why Agile Enterprise

Old mindset and dynamics are not sustainable



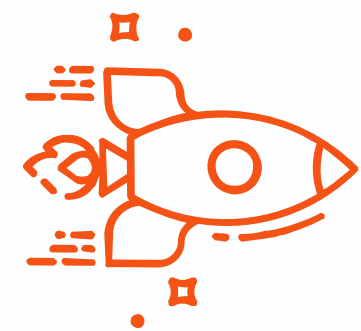
Agile Enterprise solution

Breakthrough transformation to deliver business results (WHAT) and implement New Ways of Working (HOW)

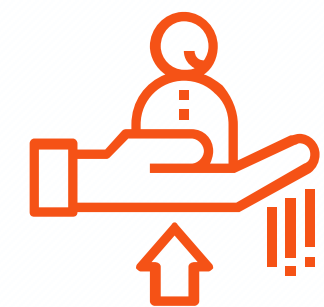
OBJECTIVES



1. Become faster, leaner and more flexible



2. Promote innovation



3. Deliver more value to the customer

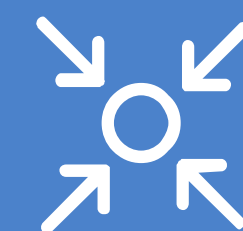
PILLARS



Dual Organization
Network & hierarchy combined



Agile Sprints
Empowered teams that deliver



Single Agenda
Aligned priorities & resources

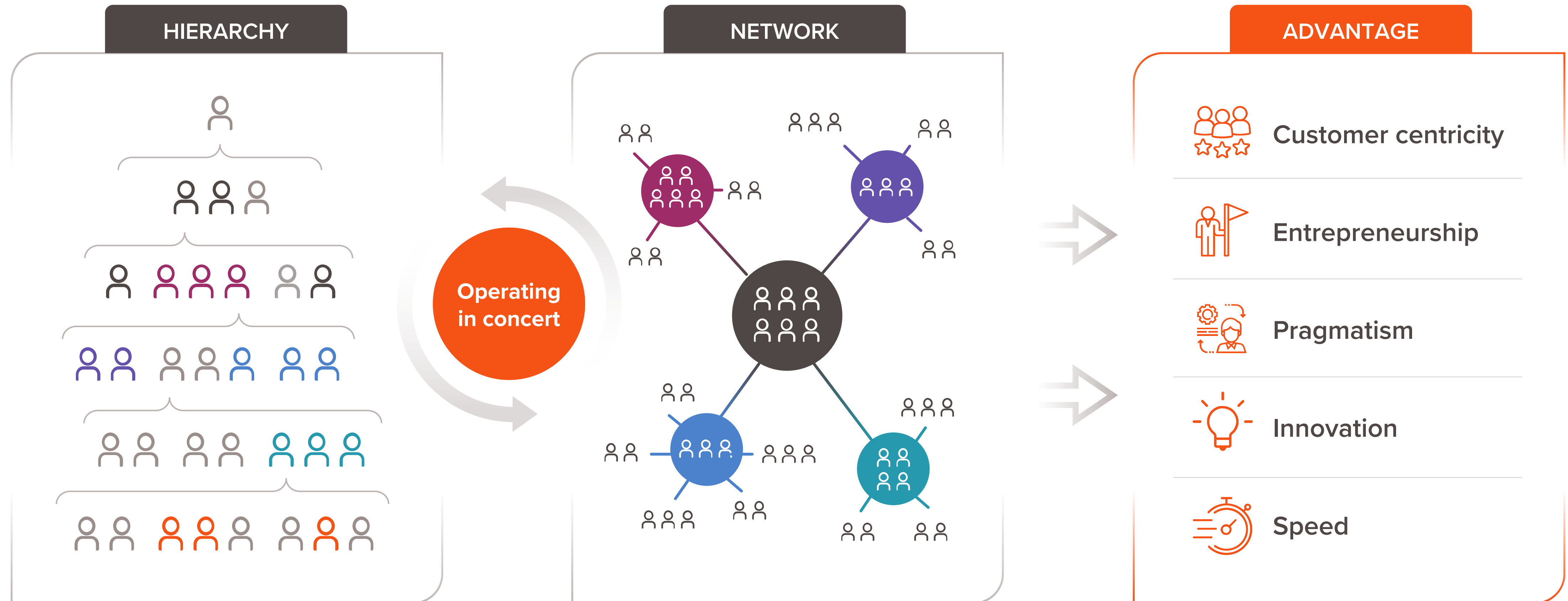


Growth Mindset
Opportunity & benefit of change



Dual organization

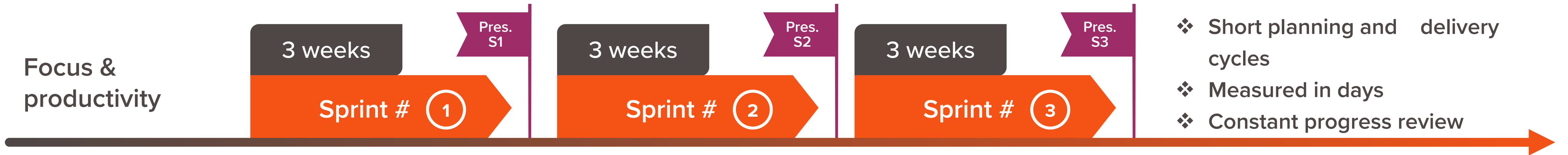
Network overcomes the limitations of hierarchy





Agile Sprints

Methodology, processes and rituals focus teams and ensure delivery



Cross-functional teams

- Team members
- Scrum Master
- Sponsors

- ❖ Empowered, autonomous
- ❖ Key knowledge areas represented

Customer centric

- Product Owner
- User stories
- Backlog

- ❖ Customer as a partner
- ❖ Down-to-earth requirements
- ❖ Prioritization by value

Pragmatic

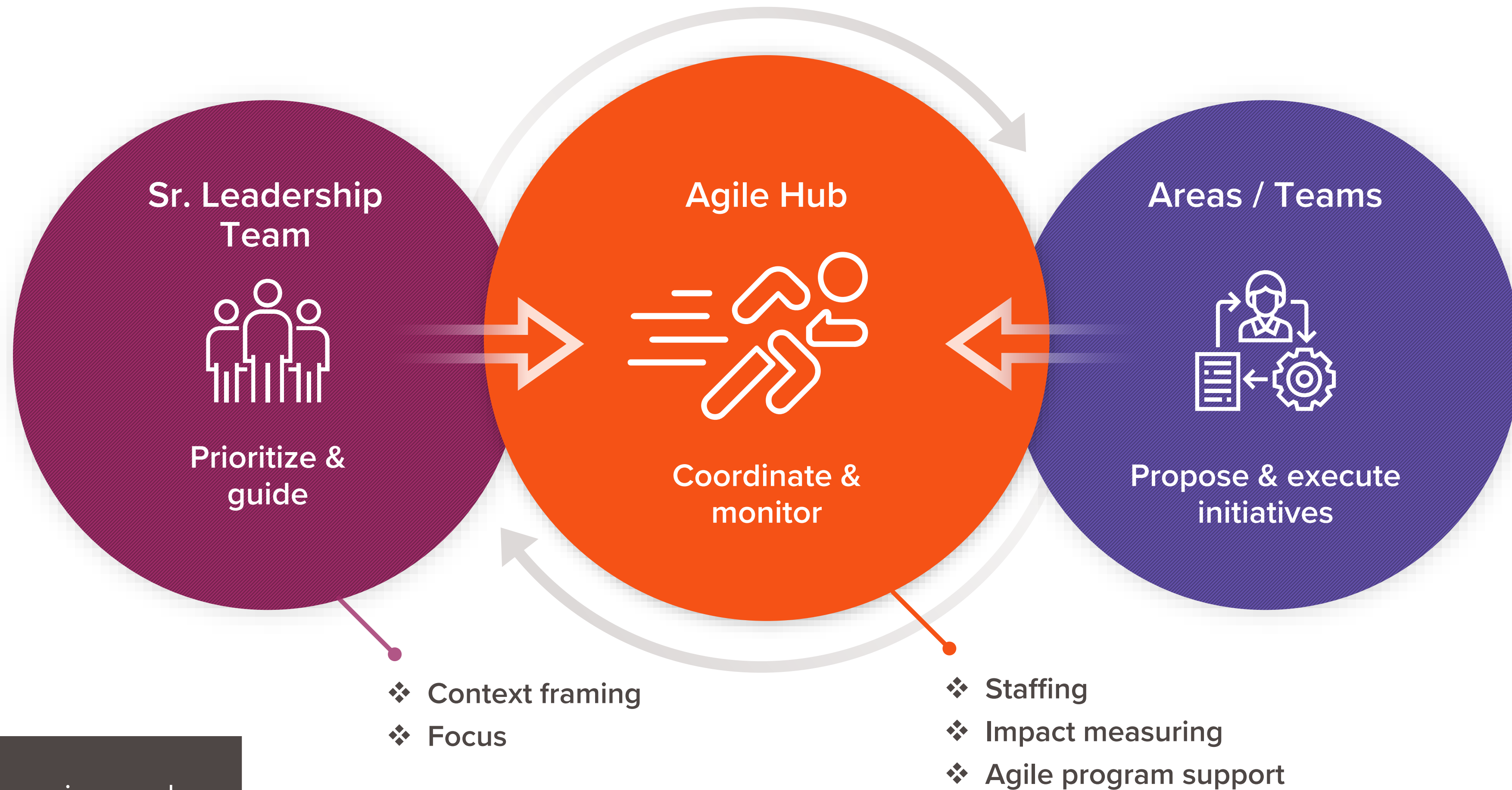
- Minimum Viable Product


- ❖ Fast customer feedback
- ❖ 80/20



Single Agenda

Agile Hub ensures alignment of resources with priorities through a Single Agenda



 Quarterly review and budget assignment



Growth Mindset

Agile requires a new leadership paradigm embracing a growth mindset

Read the present to shape the future

- Create shared context
- Hold the vision
- Anticipate patterns & connections
- Navigate complexity

Enable results through shared commitment

- Prioritize and focus
- Hold the tension
- Rapidly adapt
- Ensure execution discipline



Connect with people to thrive and perform collectively

- Foster safety
- Engage and co-create
- Unfold potential

Embrace a growth mindset and lead with purpose

- Be conscious of own drivers
- Evolve and transform personally
- Assume full responsibility

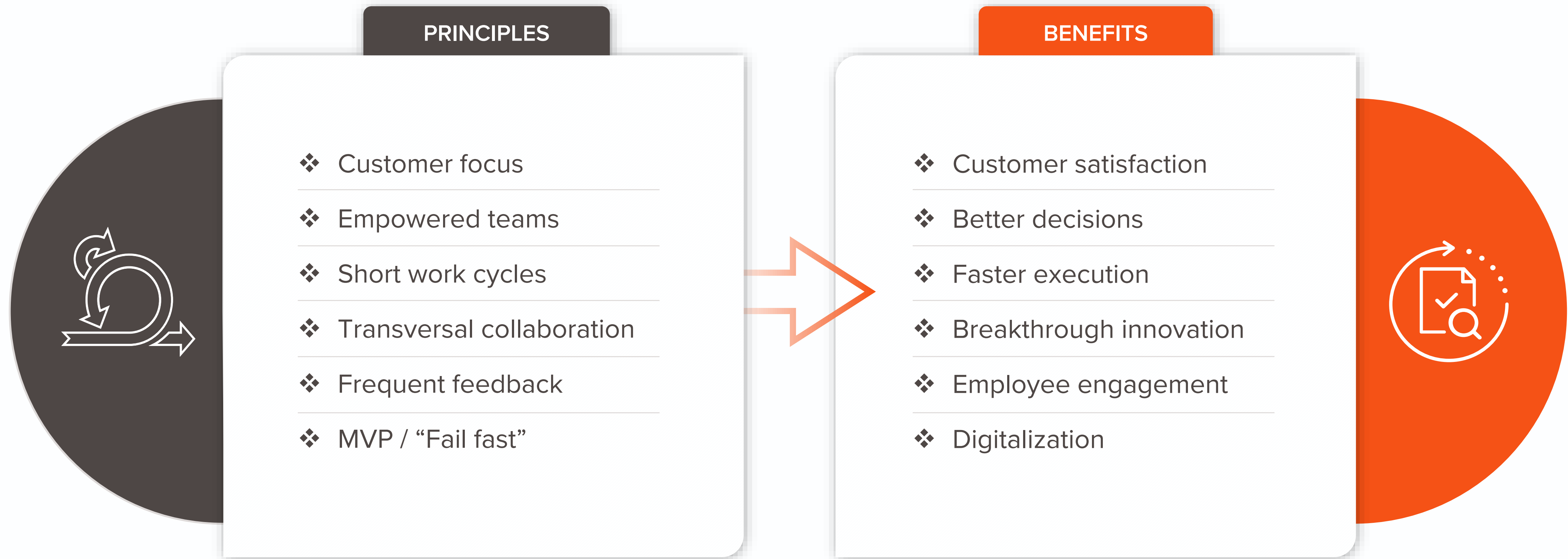
The Agile Journey

A 16-week set up process for an Agile Enterprise transformation journey



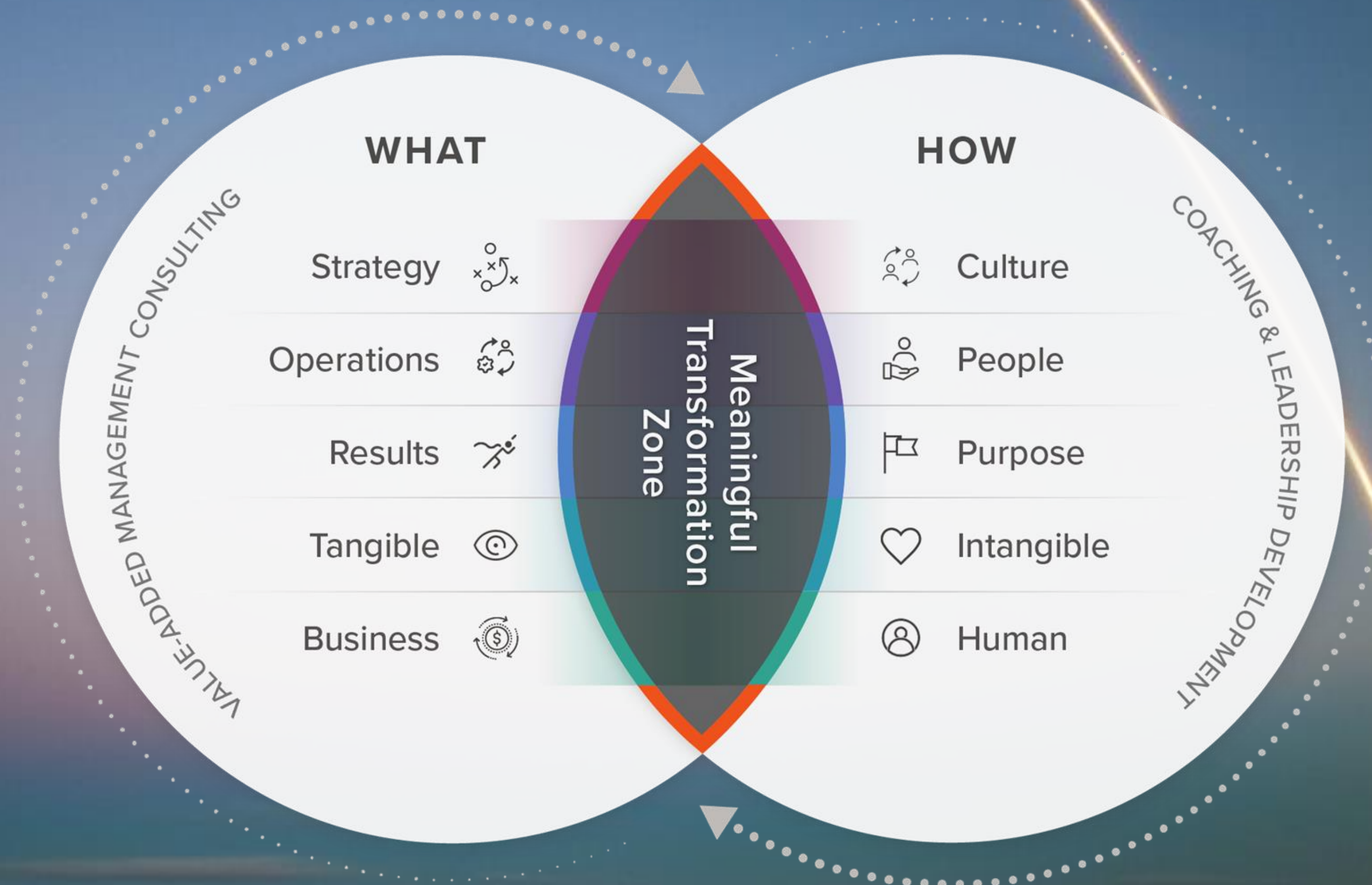
Adopt New Ways of Working

Evolve from a hierarchical organization to an agile ecosystem



Integration of WHAT & HOW

“WHAT” and “HOW” shall not be managed in isolation. The best strategic roadmap will have no impact unless people understand it and make it their own. Likewise, engagement will fade away without clear business goals and accountability for results.



Case Studies

Global Multi-energy

- ❖ 280+ Agile Teams in operation
- ❖ 2000+ Team members
- ❖ Dual organization implemented in 12+ functions (i.e., CIO/CDO, Strategy, Finance, Audit...)
- ❖ Productivity gains 2x-4x (i.e. -30% in meeting average length)
- ❖ High satisfaction of participants (Net Promoter Score of 52 – Excellent)



Global Pharmaceutical

- ❖ Agile implementation to address strategic business challenges: regional commercial teams' effectiveness, biopharm sales, digital G2M
- ❖ Two-digit y-o-y sales growth
- ❖ Evolution to high-performing team in 80% of regions
- ❖ Deployment of new operational practices
- ❖ Implementation of transparent reporting & follow up + CRM



Agile Implementation Beyond Cosmetics

Our White Paper on how to change culture and embrace new leadership paradigms needed to implement agile sustainably



[Download our White Paper](#)

www.walkleadership.com

Want to walk with us?



www.walkleadership.com

WALK

Copyright © WALK. All Rights Reserved.

