

THE FUTURE OF
CLINICAL DEVELOPMENT



PRAHEALTHSCIENCES



Dos and don'ts for the first time line manager

How to maximize your chance of success

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The first time line manager



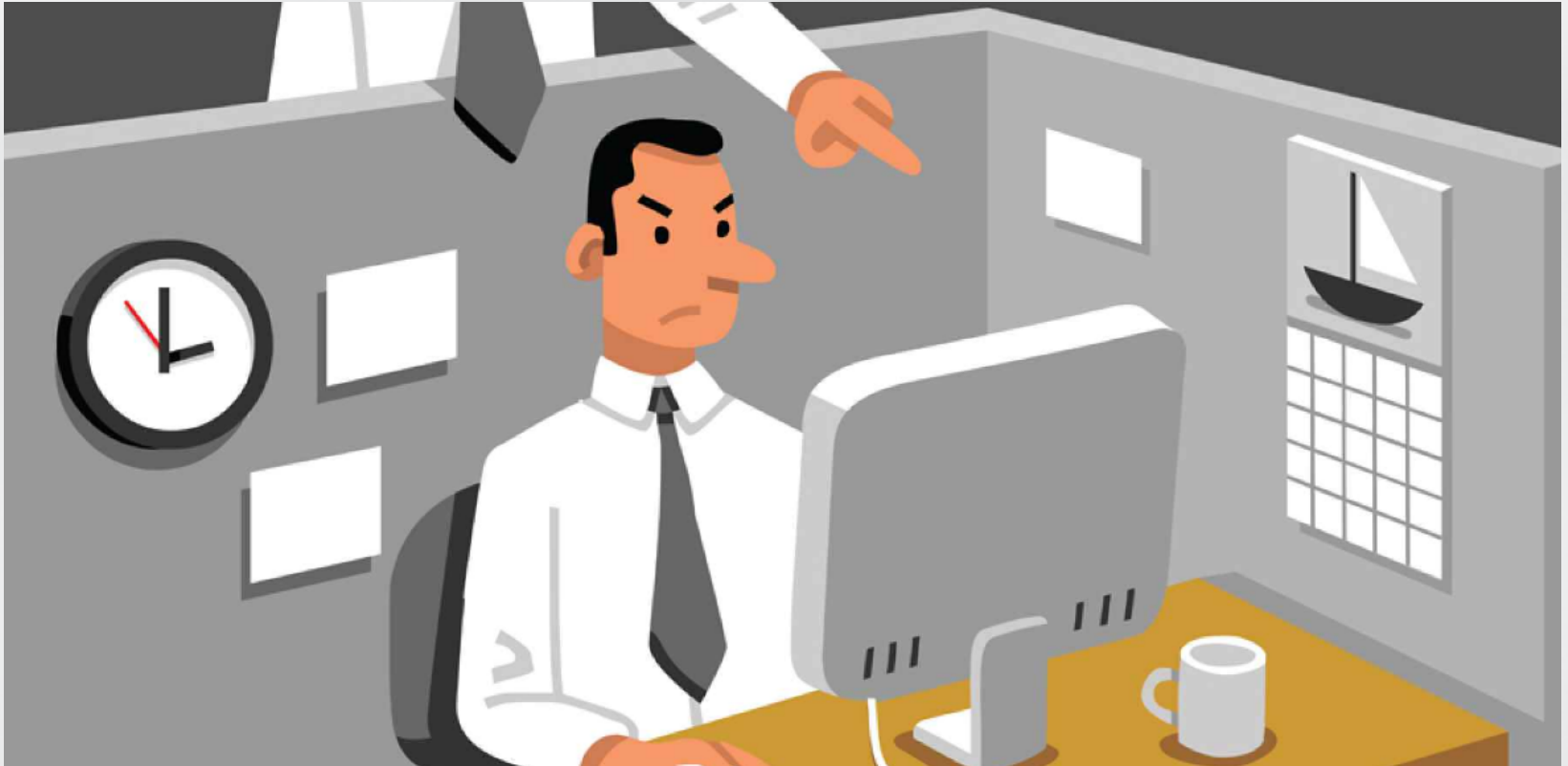


Overview

- Lead your team – don't micro manage
- Prioritize – and say no!
- Implement a scalable approach
- Communicate – it matters!
- Be your team's CEO



Lead your team – don't micro manage





Lead your team – don't micro manage

- Consequences of competing with or micro managing your team
 - Team less engaged
 - Undermines project lead
 - Additional workload for line manager
- Instead
 - Be clear with expectations
 - Motivate team or individual to find solution
 - Only intervene when absolutely necessary



Prioritize - and say no!





Prioritize – say no!

- Consequences of not being able to prioritize
 - Decreased productivity
 - Potentially focus on wrong tasks
 - Overwhelmed with work
- Instead
 - Focus on tasks and projects that maximize yours and the team's success
 - Delegate



Scalable approach



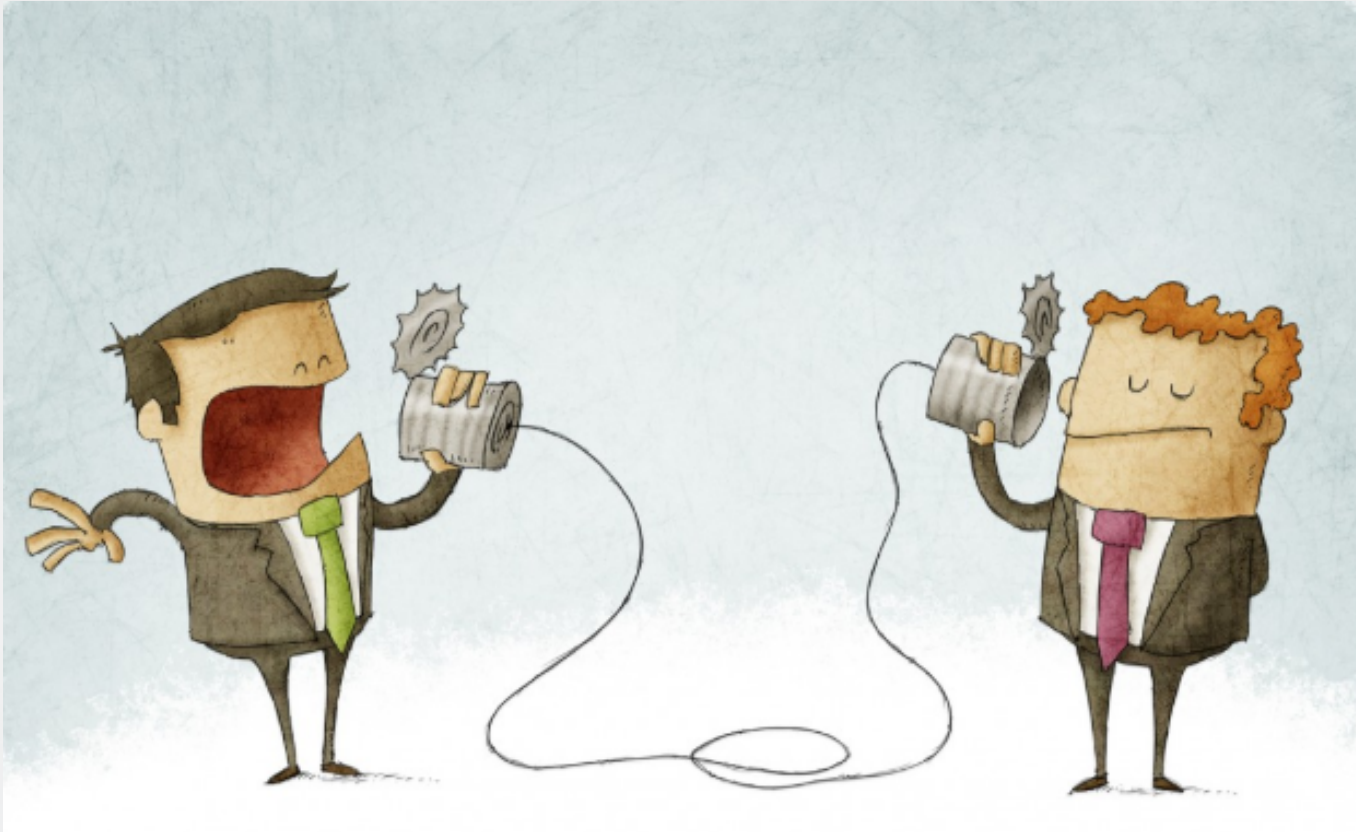


Scalable approach

- Consequences of a non-scalable approach
 - Overgeneralization
 - Overburn/inefficiencies
 - Frustrated programmers/statisticians
- Instead
 - Acknowledge that individuals and teams are unique
 - Will lead to efficiency and to work satisfaction



Communication





Communication

- Consequences of poor communication
 - Increased risk for misunderstandings
 - Missed opportunities
- Instead
 - [Make sure all team members are involved]
 - Be transparent



Be your team's CEO





Be your team's CEO

- Obvious restrictions
 - Job description
 - SOPs, working instructions, policies
 - Department objectives
 - Constraints in reward systems
- Less obvious opportunities
 - Where you and your team can make an impact?
 - [Find alternative ways to motivate team and individuals]
 - Resourcing



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