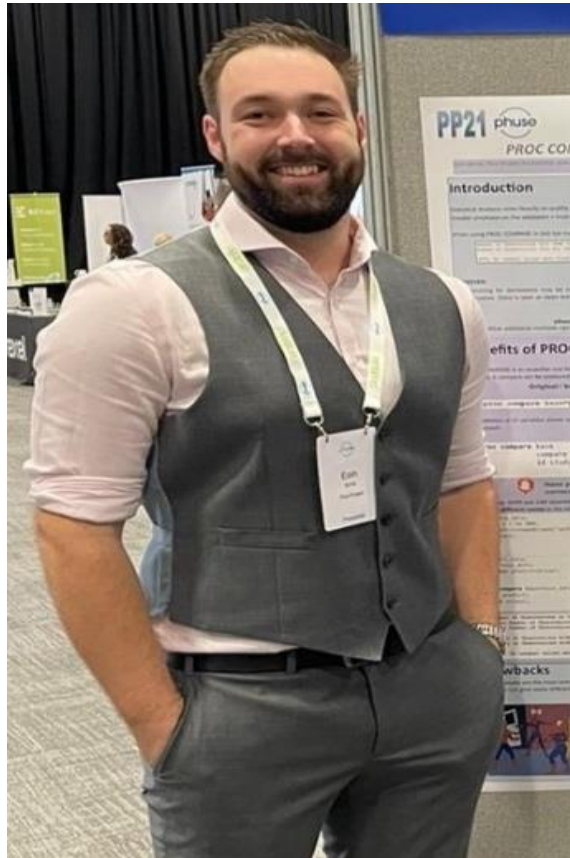




## The Employee Owned Biostatistics CRO



*A Principal Programmer with over 8 years of experience, usually described to as a bull in China shop approach to problem solving. I do however have a profound interest in team building, as well as both personal and peer development. The philosophy of using and applying learnings from lots of different industries and teams to achieve the best results is something I wholeheartedly buy into. I am a keen believer that we are all constantly learning and should try to marry what our passions are with how we work to increase productivity and our experience of working. I am an American Football coach in my spare time, which allows me to continue this passion both inside and outside work so the opportunity of continually grow doesn't stop.*



**Proudly  
employee  
owned.**



# It's not the X's and O's. It's the Jimmys and Joes!

(PM01)

Eoin Byrne – Plus Project  
People Leadership and Management  
11<sup>th</sup> November 2024

We draft only once a year,  
We play 17 times a season!



# Game Plan

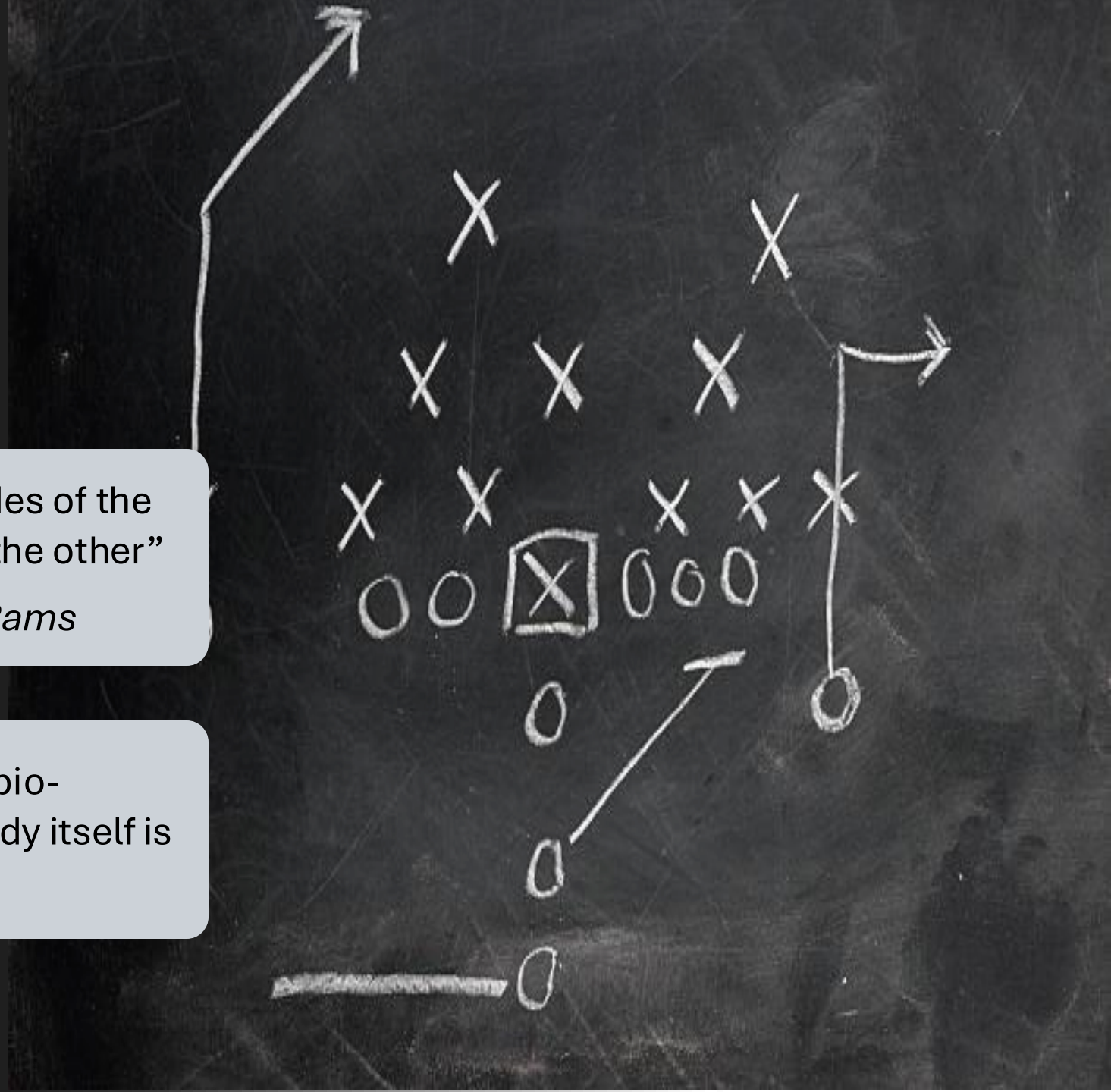


“In the NFL, you have two sides of the ball conspiring to out smart the other”

*Mike LaFleur – Los Angeles Rams*



It can often feel the same in bio-statistics, almost like the study itself is fighting back in crunch time



# Game Week

| NFL Tasks                                                                                                                                                                       | Matching Biostats Tasks                                                                                                                                                                                                                                                                                           |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• Walk throughs</li> <li>• Team Meetings, focus on what the team want to achieve from the game</li> <li>• Full speed practice</li> </ul> | <ul style="list-style-type: none"> <li>• Discussion of the next deliverable</li> <li>• Determine what tasks need to be done for successful delivery (new datasets, new populations) from a Biostats point</li> <li>• Pre-programming</li> </ul>                                                                   |
| <ul style="list-style-type: none"> <li>• Team Meetings, focus on what they think the opponent difficulties might throw up</li> <li>• Full speed practice</li> </ul>             | <ul style="list-style-type: none"> <li>• Discuss difficulties that this delivery will bring -i.e. new data, new processes, new systems</li> <li>• Continue Pre-programming</li> </ul>                                                                                                                             |
| <ul style="list-style-type: none"> <li>• Walk throughs</li> <li>• Fine tuning</li> </ul>                                                                                        | <ul style="list-style-type: none"> <li>• Any new processes that are in place for this delivery, understand how it works and what steps are needed to be followed.</li> <li>• Finishing off Pre-programming</li> <li>• Ensuring code follows GPP and are readable, reuseable and most importantly right</li> </ul> |
| <u>Game Day!</u> <ul style="list-style-type: none"> <li>• The ball is kicked</li> <li>• You have 60 minutes to win no matter what is thrown at you</li> </ul>                   | <u>Your Data is in!</u> <ul style="list-style-type: none"> <li>• You've received your final transfer</li> <li>• You have until the agreed deadline to get all the ADaMs, Output and Analysis ready and final, no matter what is thrown at you</li> </ul>                                                          |
| <ul style="list-style-type: none"> <li>• Film Review of last week's game</li> <li>• What went well, what didn't</li> </ul>                                                      | <ul style="list-style-type: none"> <li>• After Action Review</li> <li>• Wins, Walls and Wisdoms</li> </ul>                                                                                                                                                                                                        |

# Our Five Takeaway Plays for Success



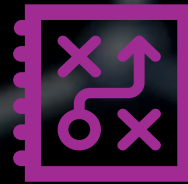
Walk  
throughs



Culture of  
confidence



Team first  
approach

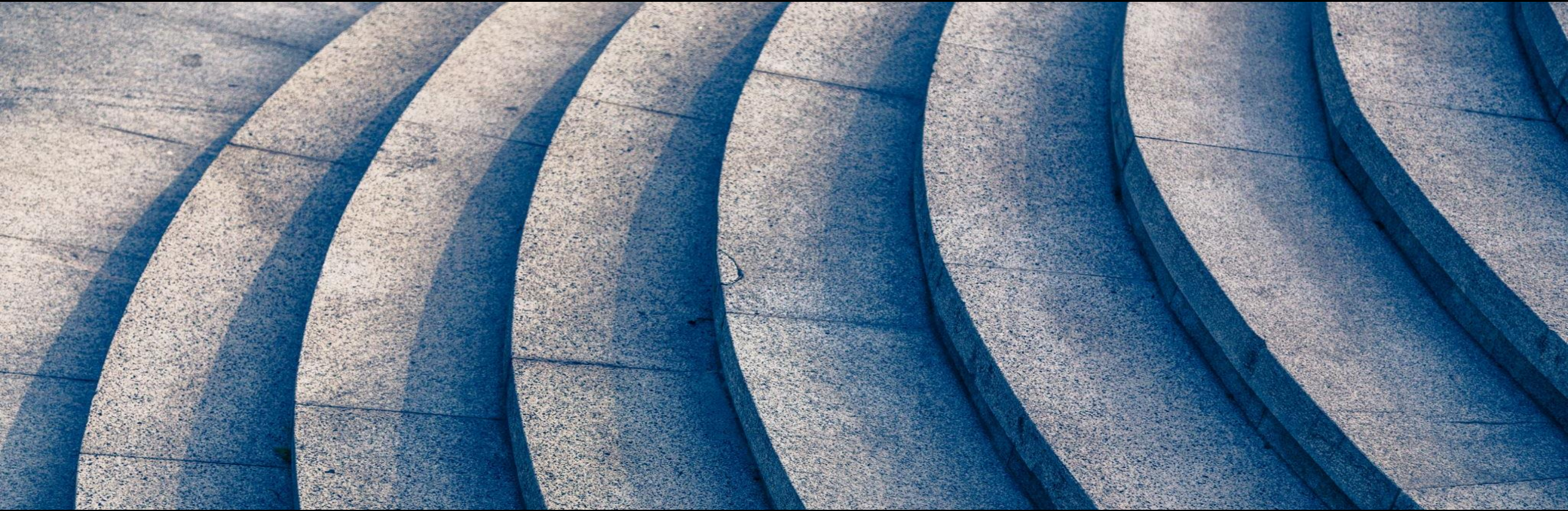


Game Day



Film  
Review

# Walkthroughs



A stepwise approach to  
understanding and success

Slowing down during the  
understanding phase, allows to  
play quicker when it matters



Walk  
throughs



Culture of  
confidence



Team first  
approach



Game Day



Film  
Review

“Celebrate the process not just the outcome, attach to the verb not the adjective”

*Jonathan Cooley – Carolina Panthers*

“Perfection is not attainable, but if we chase perfection we can catch excellence”

*Vince Lombardi – Green Bay Packers*

# Build a culture of confidence

“Leadership is a matter of having people look at you and gain confidence”

*Tony Dungy – Indianapolis Colts*

“A goal without a plan, Is nothing more than a wish”

*Herm Edwards – New York Jets*



A black and white photograph of Michael Jordan in a red Chicago Bulls jersey, number 23, performing a dunk. He is suspended in the air, holding the basketball hoop with both hands. The background shows a basketball arena with spectators and other players in white jerseys.

**Freedom  
to  
fail**

**“I have missed more  
than 9000 shots in my career.  
I have lost almost 300 games.  
26 Times I’ve been trusted  
to take the game winning  
shot and missed.  
I’ve failed over and over  
and over again in my life...**

**AND THAT IS WHY  
I SUCCEEDED”**



# Embrace the “A-ha” moments

Those moments where it all clicks and falls into place, often occurring when something we have heard 100 times is explained in a slightly different way



Walk  
throughs



Culture of  
confidence



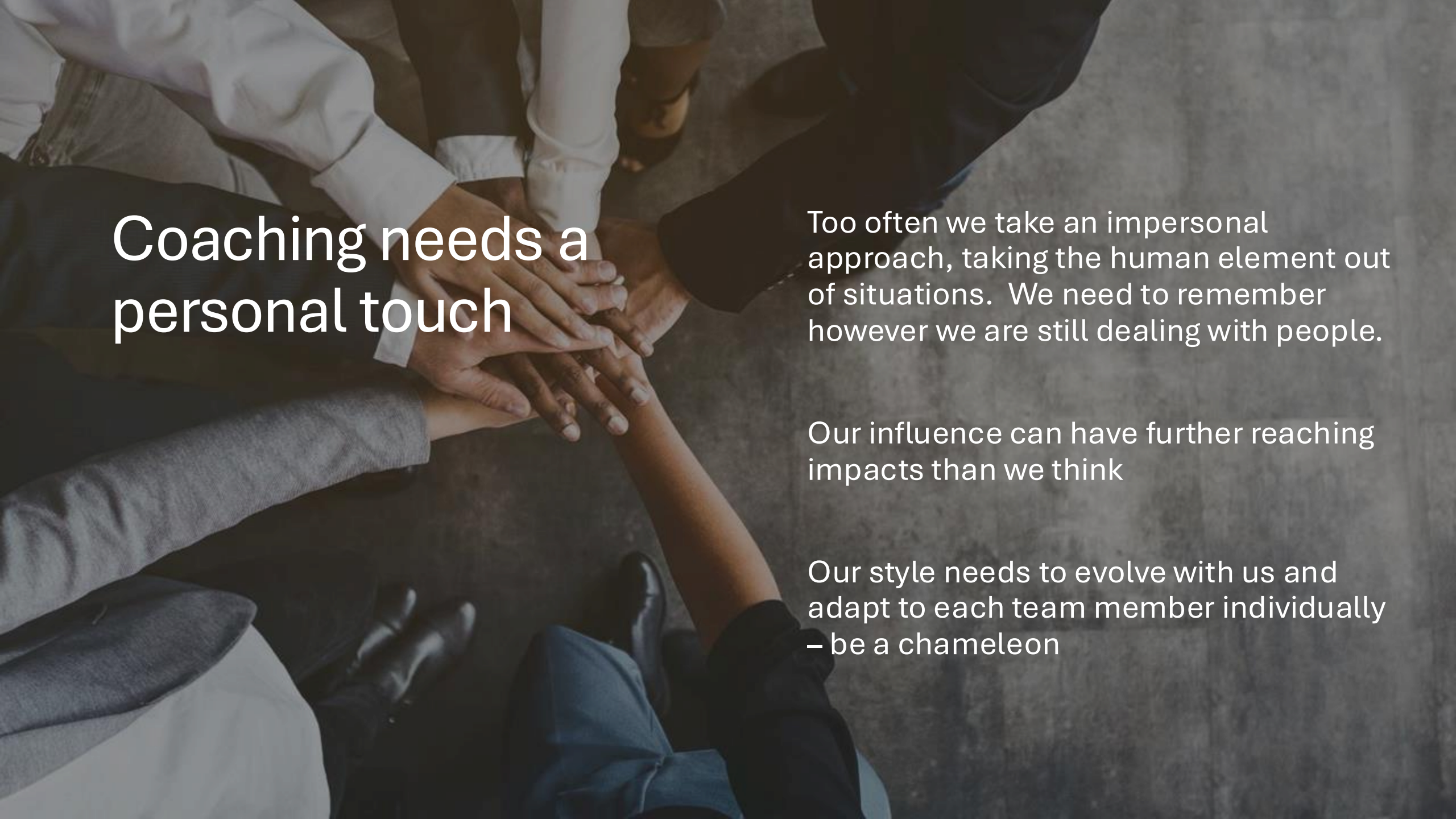
Team first  
approach



Game Day



Film  
Review



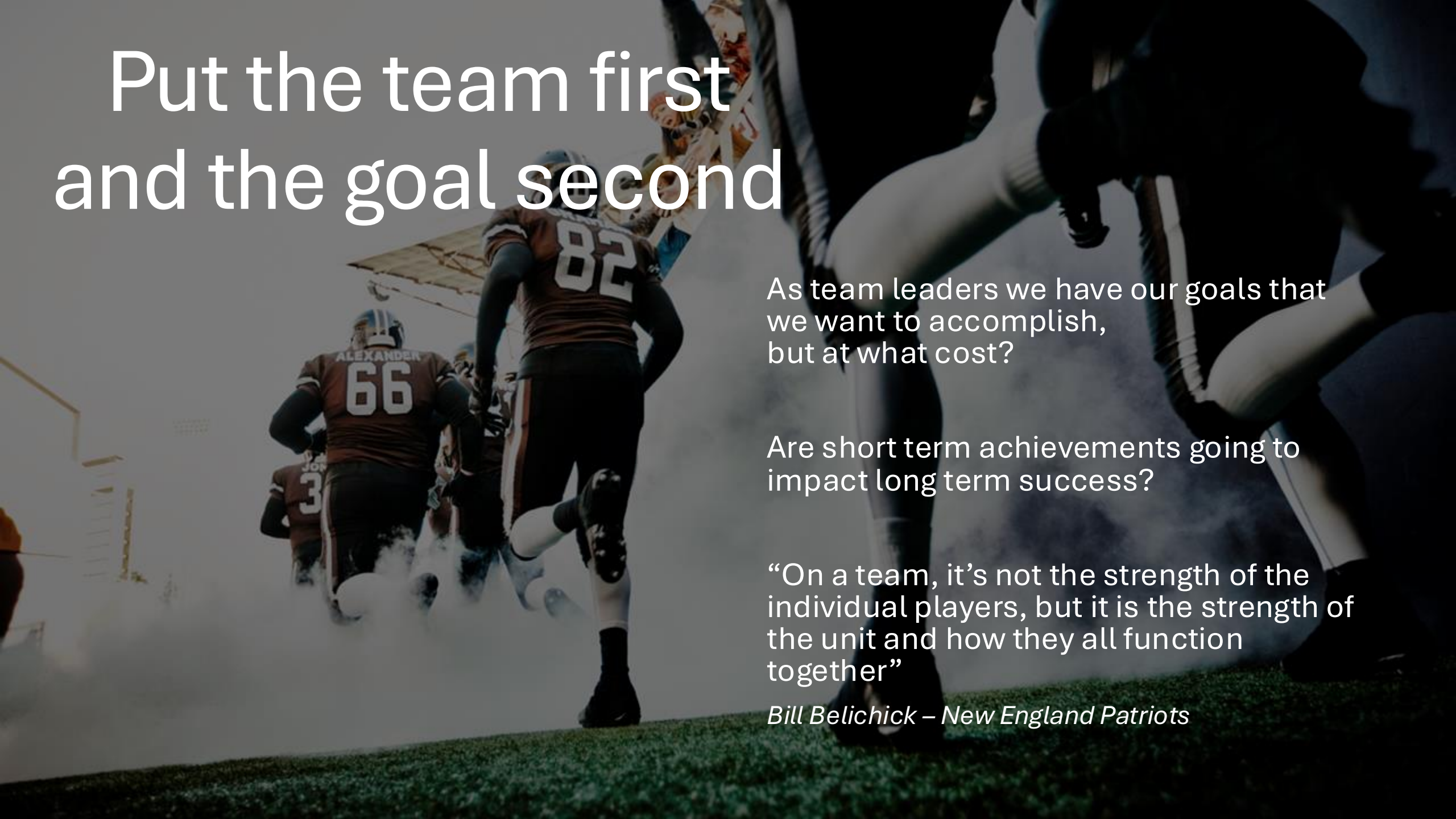
# Coaching needs a personal touch

Too often we take an impersonal approach, taking the human element out of situations. We need to remember however we are still dealing with people.

Our influence can have further reaching impacts than we think

Our style needs to evolve with us and adapt to each team member individually – be a chameleon

# Put the team first and the goal second

A background image of American football players in action on a field. The image is dark and semi-transparent, with white text overlaid. In the foreground, a player in a brown jersey with the number 82 is running. Behind him, another player in a brown jersey with the number 66 and the name ALEXANDER is visible. To the left, a player in a red jersey with the number 3 is also running. The background shows a stadium with a goalpost and other players.

As team leaders we have our goals that we want to accomplish, but at what cost?

Are short term achievements going to impact long term success?

“On a team, it’s not the strength of the individual players, but it is the strength of the unit and how they all function together”

*Bill Belichick – New England Patriots*



Walk  
throughs



Culture of  
confidence



Team first  
approach



Game Day



Film  
Review

# Game Day



Here is where the hard work pays off



But how do we adjust when the unexpected hits



When the pressure starts to get to much for the team, Call a Timeout



# The Game is finished

But remember, your role doesn't end when the final whistle blows.



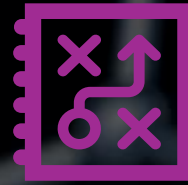
Walk  
throughs



Culture of  
confidence



Team first  
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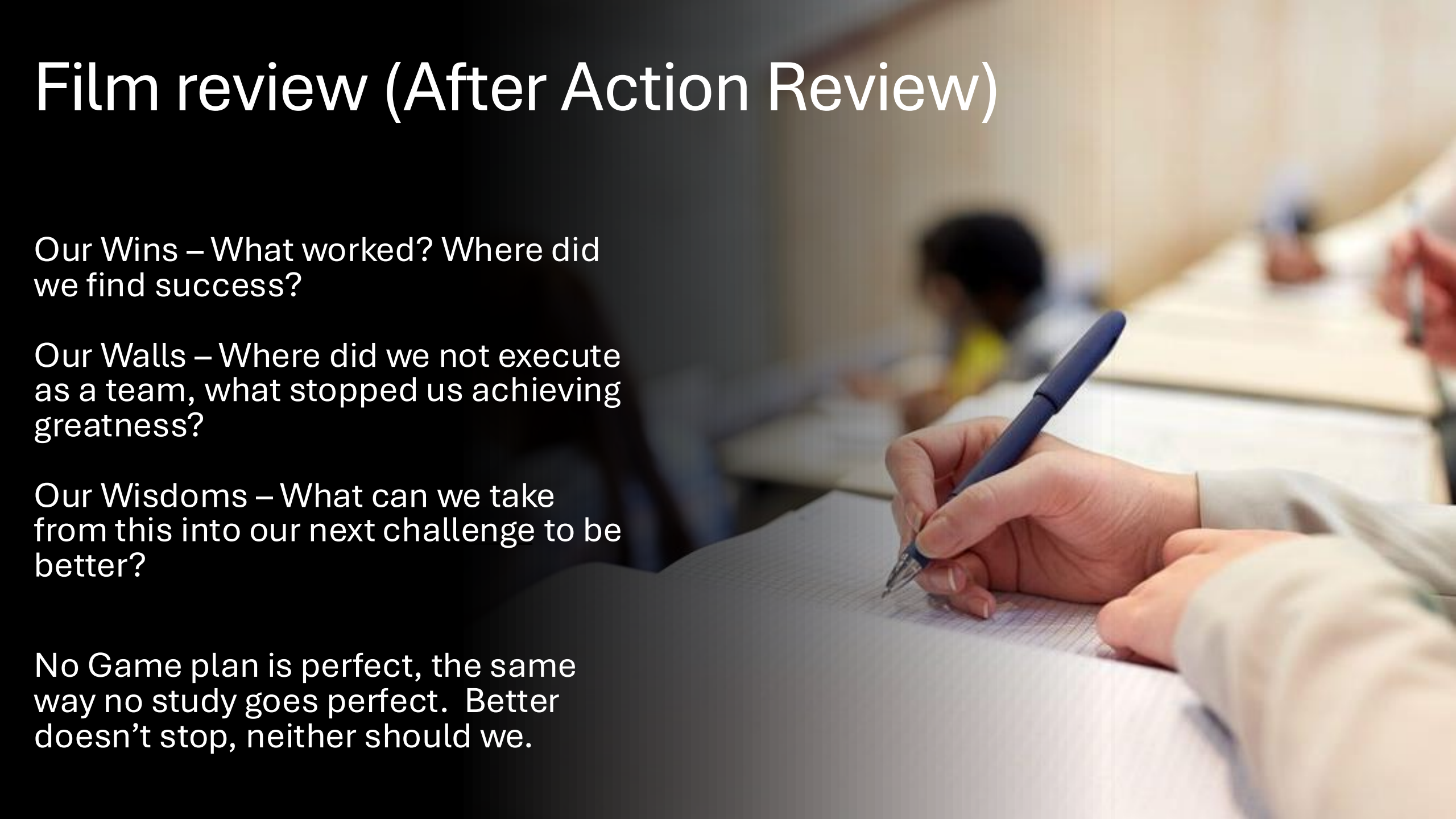


Game Day



Film  
Review

# Film review (After Action Review)

A close-up photograph of a person's hand holding a blue pen and writing on a piece of lined paper. The person is wearing a light-colored long-sleeved shirt. In the background, other people are seated at desks in a classroom or meeting room, but they are out of focus.

Our Wins – What worked? Where did we find success?

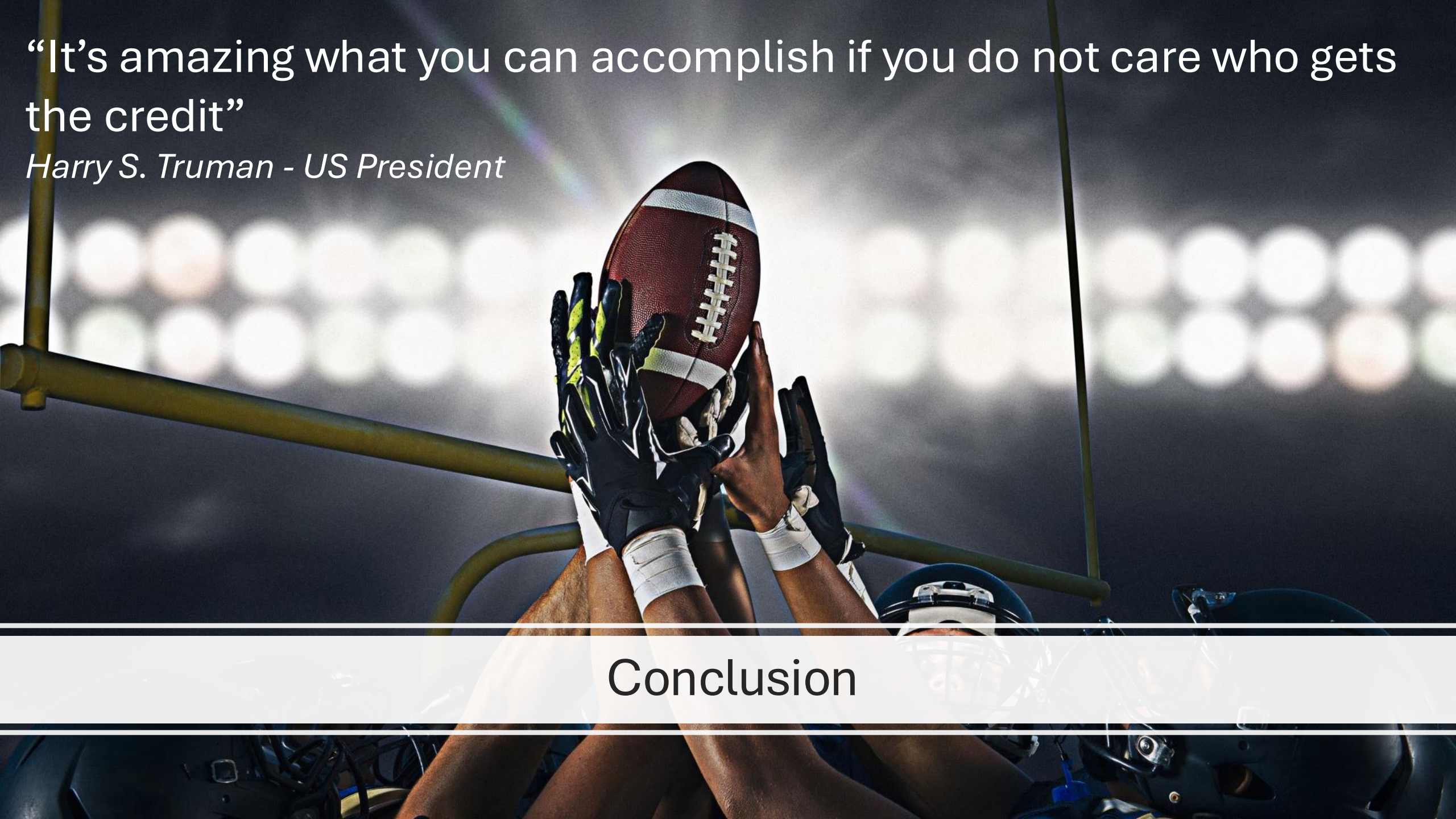
Our Walls – Where did we not execute as a team, what stopped us achieving greatness?

Our Wisdoms – What can we take from this into our next challenge to be better?

No Game plan is perfect, the same way no study goes perfect. Better doesn't stop, neither should we.

“It’s amazing what you can accomplish if you do not care who gets the credit”

*Harry S. Truman - US President*



Conclusion

# Thank You and any Questions?



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