

PM02: Bridging the Virtual Gap: Enlivening Our Global Programming Team

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Monday 11th November 2024
Strasbourg Convention Centre



Johnson&Johnson

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Background of the Initiative

Programming Department: Over 400 clinical and statistical programmers.

Global Presence: Offices worldwide and flexible work arrangements, including remote work.

Diverse Team: Different roles and therapeutic areas.

Benefits of Diversity: Opportunities to learn and grow as a group.

Challenges: Size and geographical footprint can hinder connection and community feeling.

ENLIVEN Team: Established in 2023 with two main objectives:

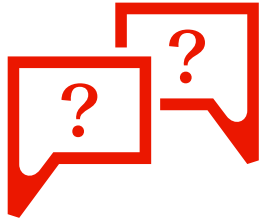
- Unifying the C&SP community
- Sharing best practices, learnings, and team knowledge across regions and subteams

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ENLIVEN

entertaining, engaging and appealing

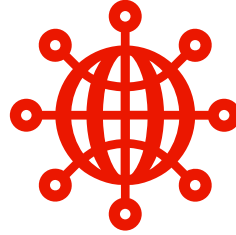


Communication

Build online community – Practical aspects

Increase informal communication within group

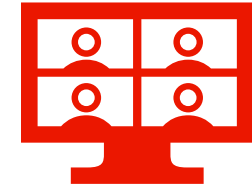
Separate informal from other communication



Engagement

Global & Local

- Interview leadership team members and programming teams
- Team building activities (Virtual/f2f)
- Online challenges
- Leverage Viva Engage & Presence of regional ENLIVEN members



Exchange

Networking opportunities

- Interactions across roles, regions and therapeutic areas
- Learning opportunities from others by sharing experiences
- Informal discussions mixing work & private encounters

Exchange

How are the best ideas born?



Informal-coffee-sessions

1. Gather with colleagues or friends onsite/online whichever suits best
2. Let the conversation flow freely in it's own pace
3. When the coffee mugs are almost empty, Wrap up!

“Through all conversation there is always a step forward on something.”

Conference feedback sharing

- Plan your visit and build an agenda for the streams/presentation/poster and the city
- Be active to connect with colleagues and visit the exhibitors
- Note down takeaways, contact info, new ideas and best moments
- Share your experience as presenter to encourage others to attend or present



Communication & Engagement

Viva Engage

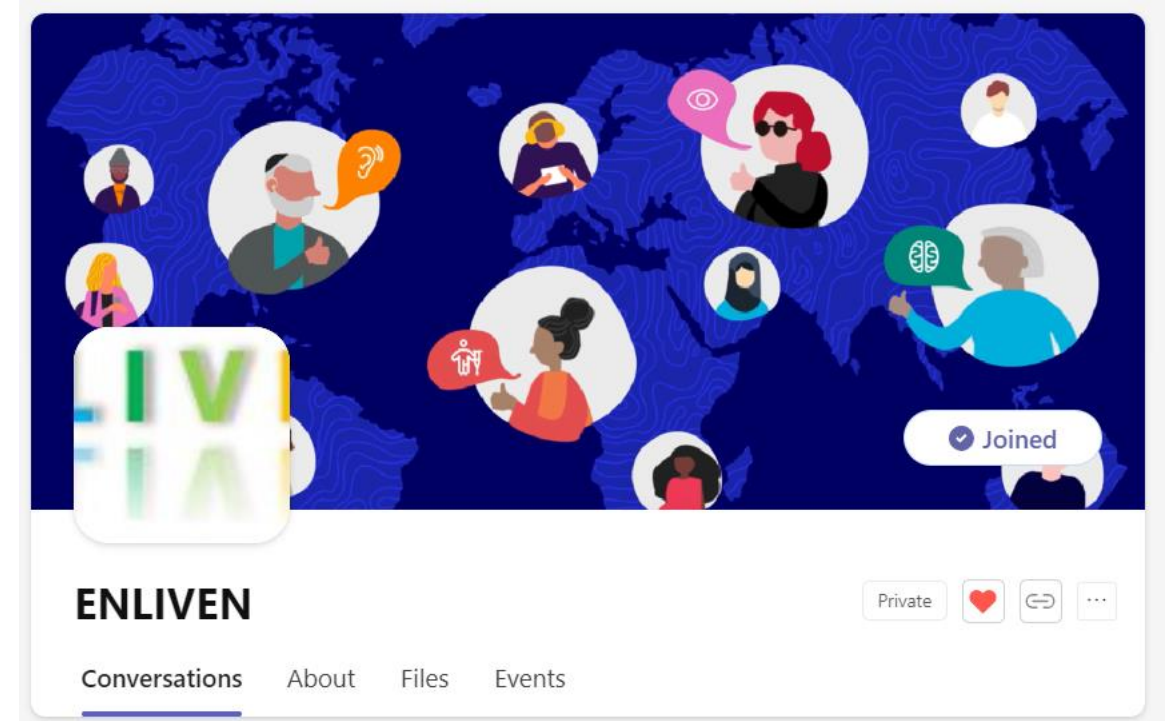
Creating our own "social media": Viva Engage page for the clinical and statistical programming team.

Benefits of informal communication: Building relationships and breaking the ice.

Building excitement: Started with puzzles and riddles about the leadership team.

Fairness across time zones: Region-level winners for equal chances to win.

The page comes to life: First posts made by the winners of the challenge (per region).



Activities/Challenges to Engage

First challenge: Finding the Veeva Engage page

Riddles to solve about the leadership team

The first person to get it is the first to post on the new page

Other fun challenges: childhood pictures, DIY challenges, cooking challenge

Interviews with our leaders and with project teams

Learning more about other cultures

#ENLIVEN #LockDownChallenge #LockDown Memories
Locked in Kitchen :)
Cooked some authentic food from different states of India. Thanks to YouTube friends, Mom, MIL for recipes :)



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#ShareOurTravelStories #ENLIVENChallenge
One of my favorite places in Switzerland



ENLIVEN!
ENLIVEN!

Calling all creative souls! Join the #HandmadeChallenge!

Hey everyone! I want to spread some creative vibes and encourage our talented colleagues to showcase their handmade skills. ✨

To get things started, I've attached some pictures of my pottery journey, starting with a humble lump of clay and ending up with a beautiful porcelain cup.



#ENLIVEN #LockDownChallenge

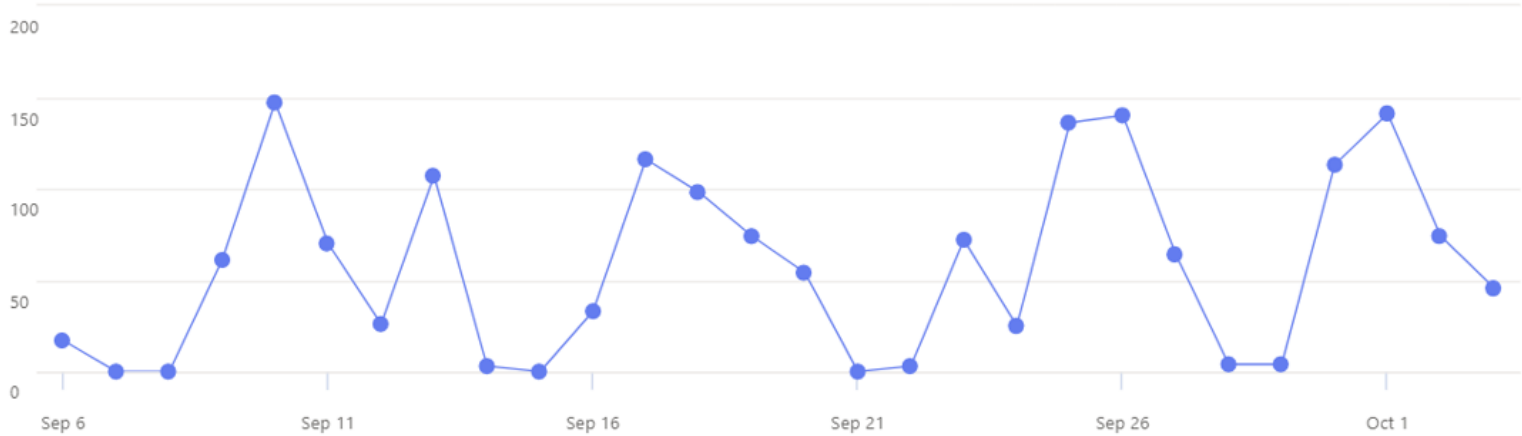
When LOCKDOWN was getting LOCKED with games!!



Communication

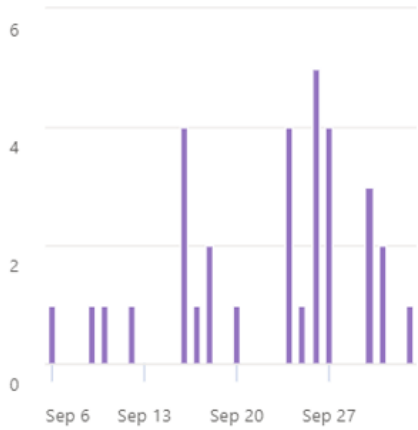
Viva Engage

Active people



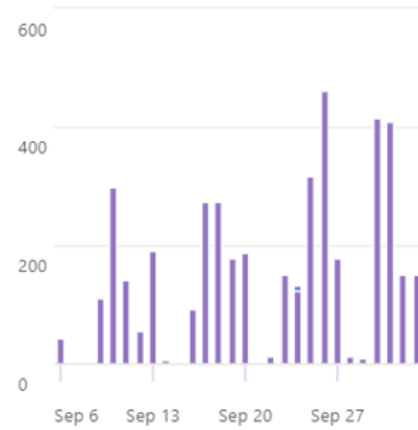
Posted messages

32



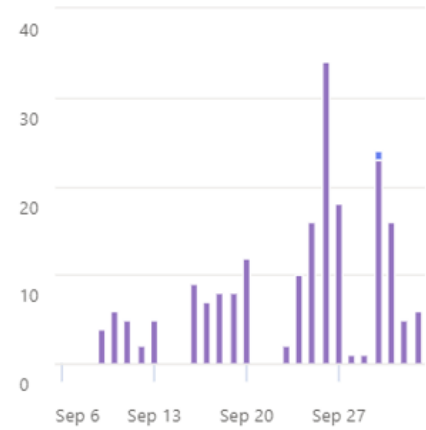
Read messages

4.26K



Reacted to messages

199



Activities

Abduction of Mr. O

In the bustling heart of the city, the night air thick with tension, the security team assigned to protect Mr. O., found themselves blindsided by a meticulously executed ambush.



Desert Island

While sailing with your friends, a storm suddenly struck, causing your boat to be shipwrecked

You only have couple of minutes to grab the essentials before the waves throw you into the deserted island

Gotcha!

You have given sealed envelope, and your objective is to find the person identified by the clues in the envelope. When the target is identified, you will receive unresolved clues about your next target.



Reception/key take away

Principal Statistical Programming Lead, UK

"Since it's inception, I've really enjoyed Enliven. Whether the team has been creating fun in global town halls or keeping us connected through Viva Engage, this initiative has huge value.

The standout event for me was the virtual event where our VP was kidnapped and breakout groups were tasked with solving clues to secure his safe release. It was very imaginative and well put together considering we are such a large group.

To me Enliven is more than just the group and activities though, it's a feeling that there is a global community of people who have fun high on their agenda and a smile for each other even though we are widely spread.

I really like feeling part of that.
I hope the group continues to be courageous and to push the idea that a global group can feel like a tight community."

Senior Data Engineer, Switzerland Technology Day, October 2023

The Enliven team took care of the social event on that day, which was a huge success:

- Open discussion with the team in planning the event.
- The suggestion from the Enliven team to have this slot right after lunch was, in my opinion, a game changer and truly energized the audience for the afternoon presentation session.
- Everybody participated in the activities, and the feedback was positive.
- The Enliven team played an important role in sharing happiness and promoting a positive mindset during the event.
- In the future, I'd like to see more face-to-face event.

1. How would you rate our C&SP Townhall?



2. Any other questions or comments? (Please include your name if you would like a response)

Th ENLIVEN segment was such a fun addition to the end of year townhall. The effort of the ENLIVEN team to put on a great activity is really appreciated and it was fab acting by the 'security officers'!!

Lessons learned

1. Extra support and volunteers proved to be beneficial in organizing and managing the events effectively. Simplicity was key for sites with larger numbers.
2. Considering cultural differences between regions is crucial to avoid confusion in the event planning process. Allowing local representatives to decide on the activities for each site worked better than trying to have the same activities everywhere.
3. Time zones should be always taken into account. All regions should be in the same conditions.
4. Hybrid events require separate activities and organizers for on-site and virtual participants. Having a dedicated moderator to handle technical aspects is essential. Virtual attenders are more difficult to keep engaged.
5. Conducting a post-event debriefing session to evaluate what worked well, what could have been improved, and which activities can be reused in the future.
6. Symbolic prizes, such as a box of chocolates, can make a difference and increase engagement.
7. Face-to-face activities require practical knowledge on the venue.
8. **Growing an active online community takes time and effort but it's well-worth the effort.**

Rules of mini Gotcha!

Attend and Connect in Strasbourg

1. Grab the post-it with five letters in front of you
2. Go and mingle and find someone who's
 - first name,
 - last name and
 - country/city they live in currentlyare starting with exactly three of the the five letters.
3. When you find someone who is matching send us a message via PHUSE-app and come together to gather a sweet prize (first three will be awarded).

Examples:

- Letters: B, C, D, U, V
- Daphne Vuurstaek Belgium
- Letters: F, G, H, O, P
- Pekka Heikkilä
Finland
- Letters: S, Y, Z, A, B
- Yuliia Bahatska Switzerland

