



Build an Effective & High-Performance Team

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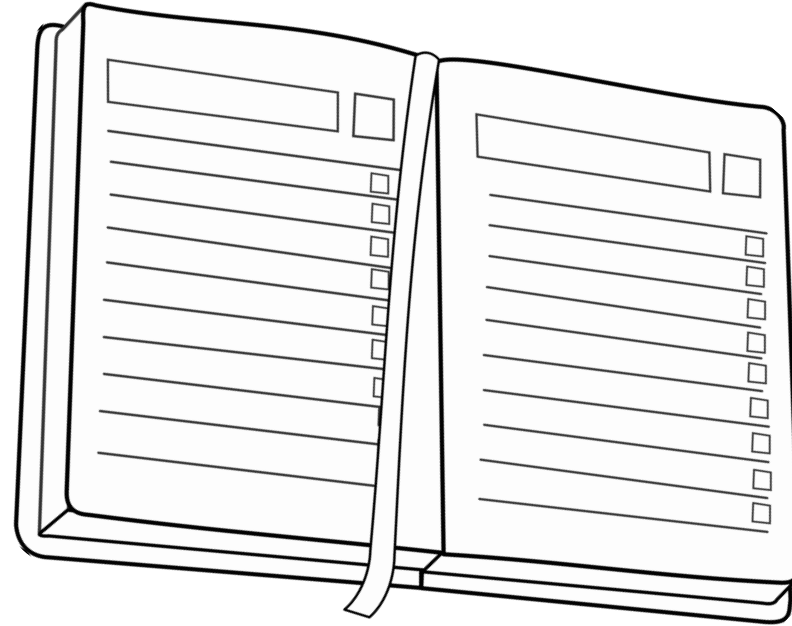
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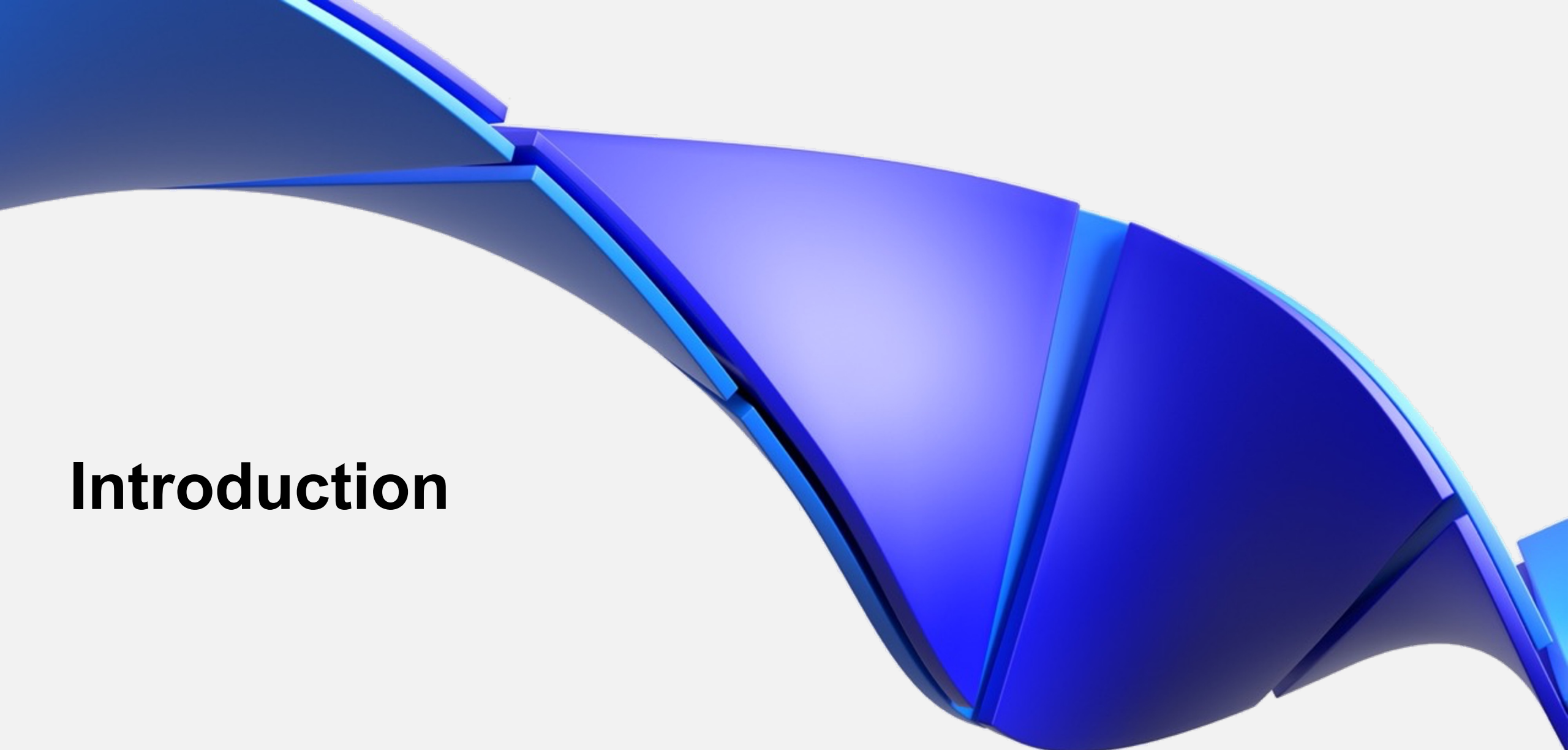


Breakthroughs that change patients' lives

Agenda

- Introduction
- Challenges
- Management Strategies
- Conclusion



An abstract, three-dimensional blue geometric shape composed of several flat, triangular and quadrilateral facets. The shape is curved and dynamic, with sharp edges and deep shadows, giving it a sense of depth and movement. It appears to be a stylized representation of a molecular structure or a complex architectural element.

Introduction



The coronavirus-19 (COVID-19) pandemic was an unprecedented outbreak with global impact. In the face of this worldwide crisis, Pfizer was committed to fighting against COVID-19 and delivering a solution to help millions of people across the world return to normalcy.

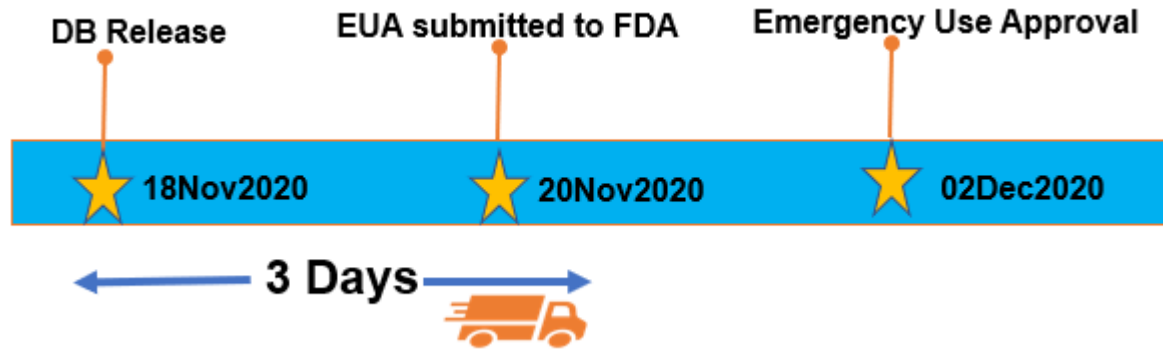
The route to deliver COVID-19 vaccines required teams to execute clinical trials and provide solutions at a “Light Speed.”

Overview of Deliverables: March,2020- May,2023

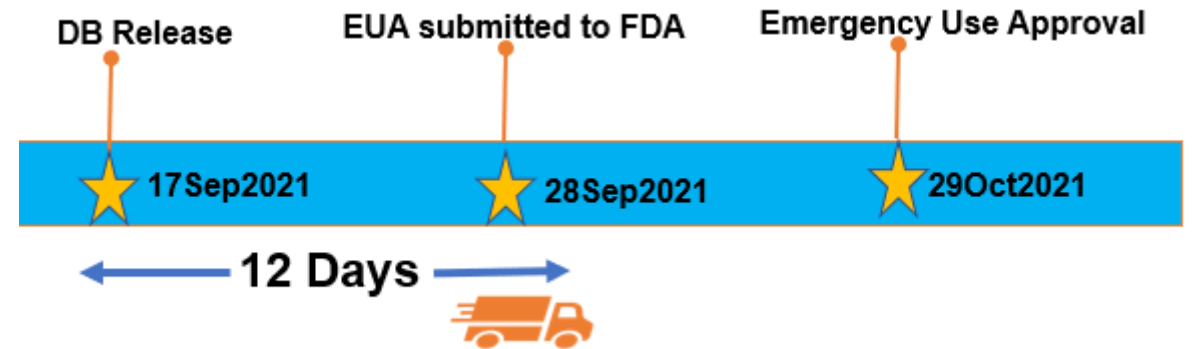
- Emergency Use Authorization (18 US/13 EU EUA) & many other countries
- 2 Biologics License Application (BLAs) & sBLA approval
- 7 Vaccines and Related Biological Products Advisory Committee (VRBPAC)
- 11 sponsor & 60+ Site Inspections
- 70+ Electronic Submission Data Packages (eSUBs)
- 100+ Database (DB) releases

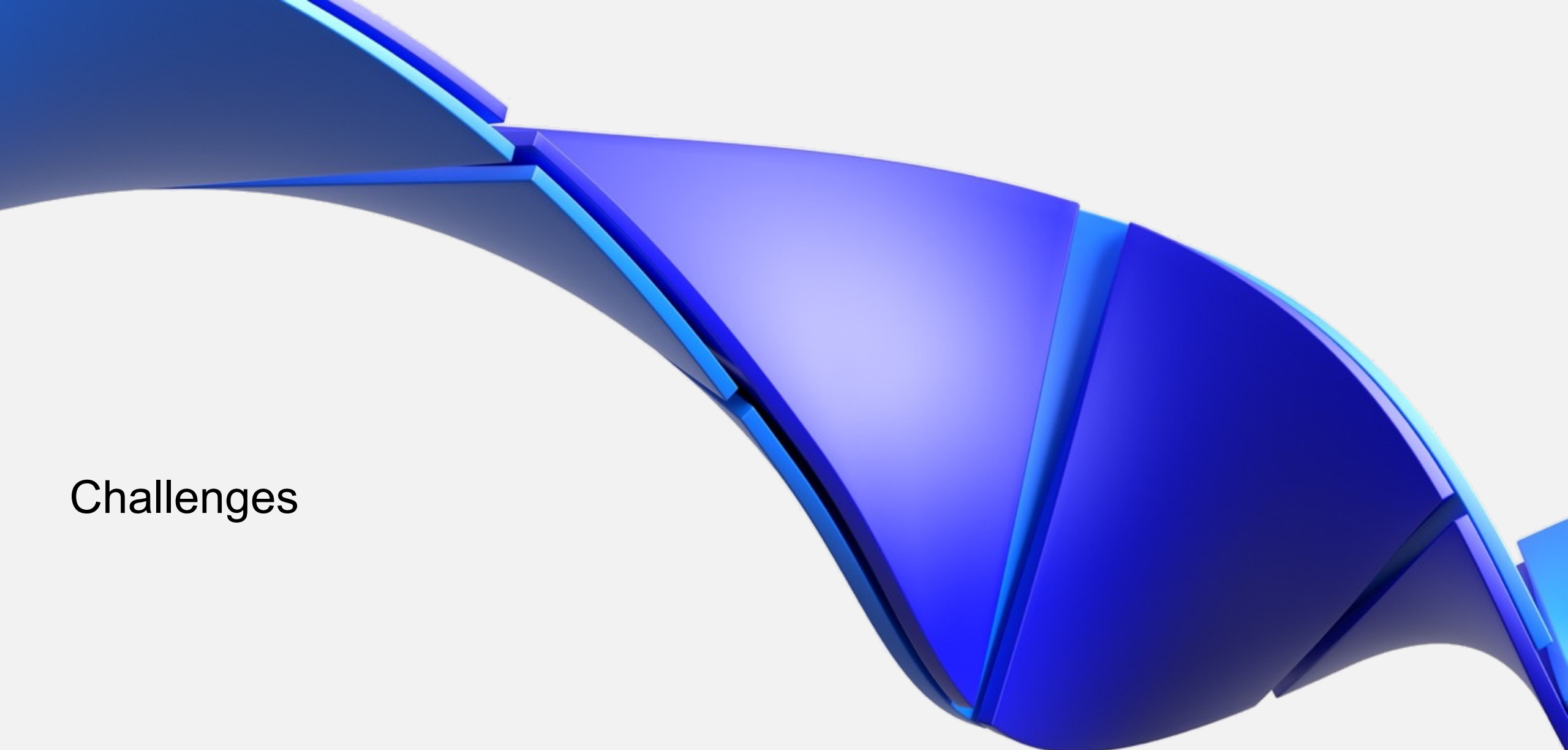
Timelines for 1st COVID19 Vaccines EUAs

1st EUA - Primary Vaccination Ages 16+ years



1st EUA - Primary Vaccination Ages 5-11 years



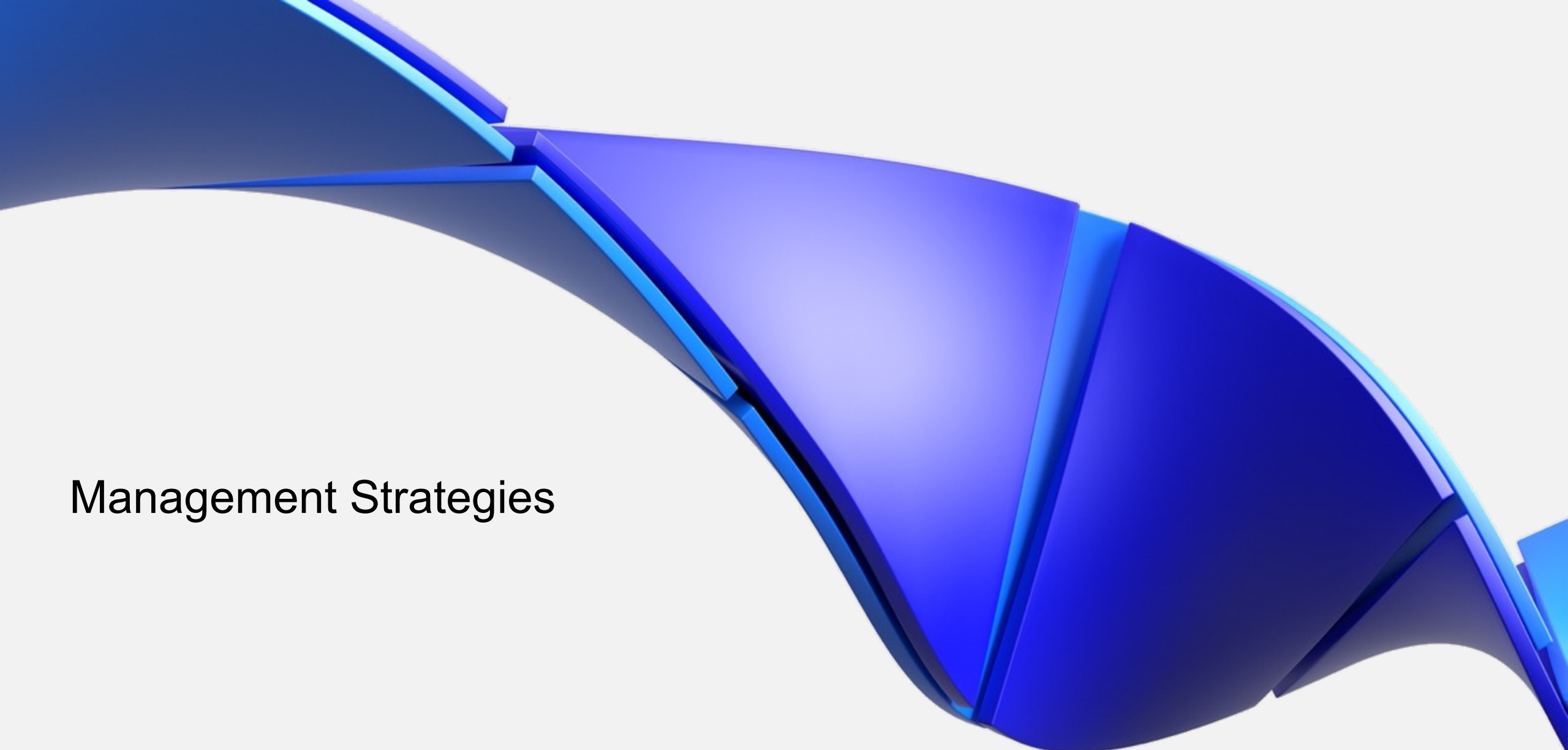
Abstract blue geometric shapes, possibly representing a DNA helix or a molecular structure, curving across the top and right side of the slide.

Challenges

Challenges

- Need to have qualified efficient and skilled resources timely
- Aggressive timeline
- Unprecedented expectation
- Dynamic strategies and environment
- Competing priorities
- High volume of work without sacrificing quality
- Work-life balance



An abstract, three-dimensional geometric shape composed of several blue, curved, and faceted planes. The shape is dynamic, with sharp edges and deep shadows, giving it a sense of depth and movement. It appears to be a stylized representation of a molecular structure or a complex architectural element. The color is a vibrant blue, with lighter and darker shades creating a gradient effect across the surfaces.

Management Strategies

Management Strategies

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- Ramping up Resources

- 
- Process for Issue Escalation & Resolution

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- Optimizing Skill Sets

- 
- Building Efficiency

- 
- Follow-The-Sun Model

Ramping up Resources

- Streamlined Hiring
 - Clear process flow with durations
 - Relevant information gathered before phone screening
 - New tools for tracking
- Assembled Hiring Team
- Robust Onboarding Plan
- Mentoring



Process for Issue Escalation & Resolution

- Constant collaboration & communication between the different facets within the study team
- Established Specialized Group
 - Discuss technical issues and develop solutions at the “Light Speed”
- Conducive environment for colleagues to share concerns
 - Work-Life Balance
 - Burn Out



Optimizing Skill Sets

- Growth opportunities
 - Mentoring
 - Developing new skill set
 - Autonomy
- Clear expectation regarding role & responsibilities
- Fostering environment of continuous learning



Building Efficiency

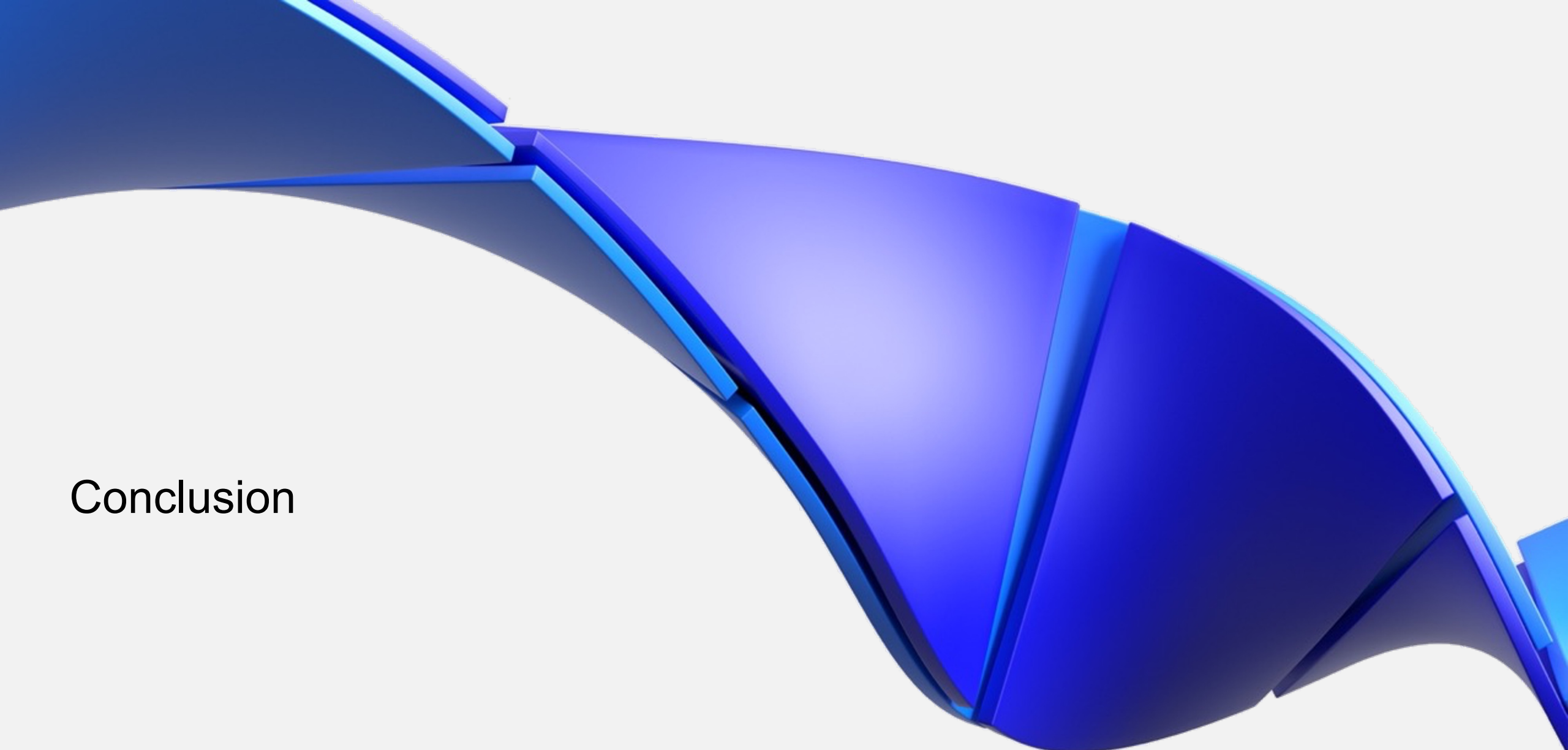
- Streamline and simplification programming process
- One Team with one Goal
 - War Rooms
 - Shared team chat
- Proactively and diligently plan every deliverable
 - Conduct Dry Runs
 - Identify activities can run in parallel



Follow-The-Sun Model

- Maximizing the use of teams and resources through a “Follow-The-Sun” model. Make all difference in achieving critical goals
- Each location has the core capabilities needed to optimize work distribution locally while working toward a bigger, global timeline
- Keep to approach in transparency and careful communication and planning
- We think as one team. We do not think geographically



An abstract, three-dimensional blue geometric shape, resembling a stylized wave or a series of connected planes, dominates the right side of the slide. It has a gradient from light blue to dark blue and casts a soft shadow on the white background.

Conclusion

Conclusion

- By utilizing the management strategies for COVID-19 vaccines trial the team was able to deliver expedited results
- These learnings are being continually adopted by our organization to build effective and high-performance teams
- Share and collaborate with other clinical trials to increase productivity
- Keep on building our professional development skills, improve team's dynamic and influence with positive leadership





Thank You

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