

PM12: SAIL.R: Navigating Change Together in Clinical Analytics!

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Principle Statistical Programming Lead

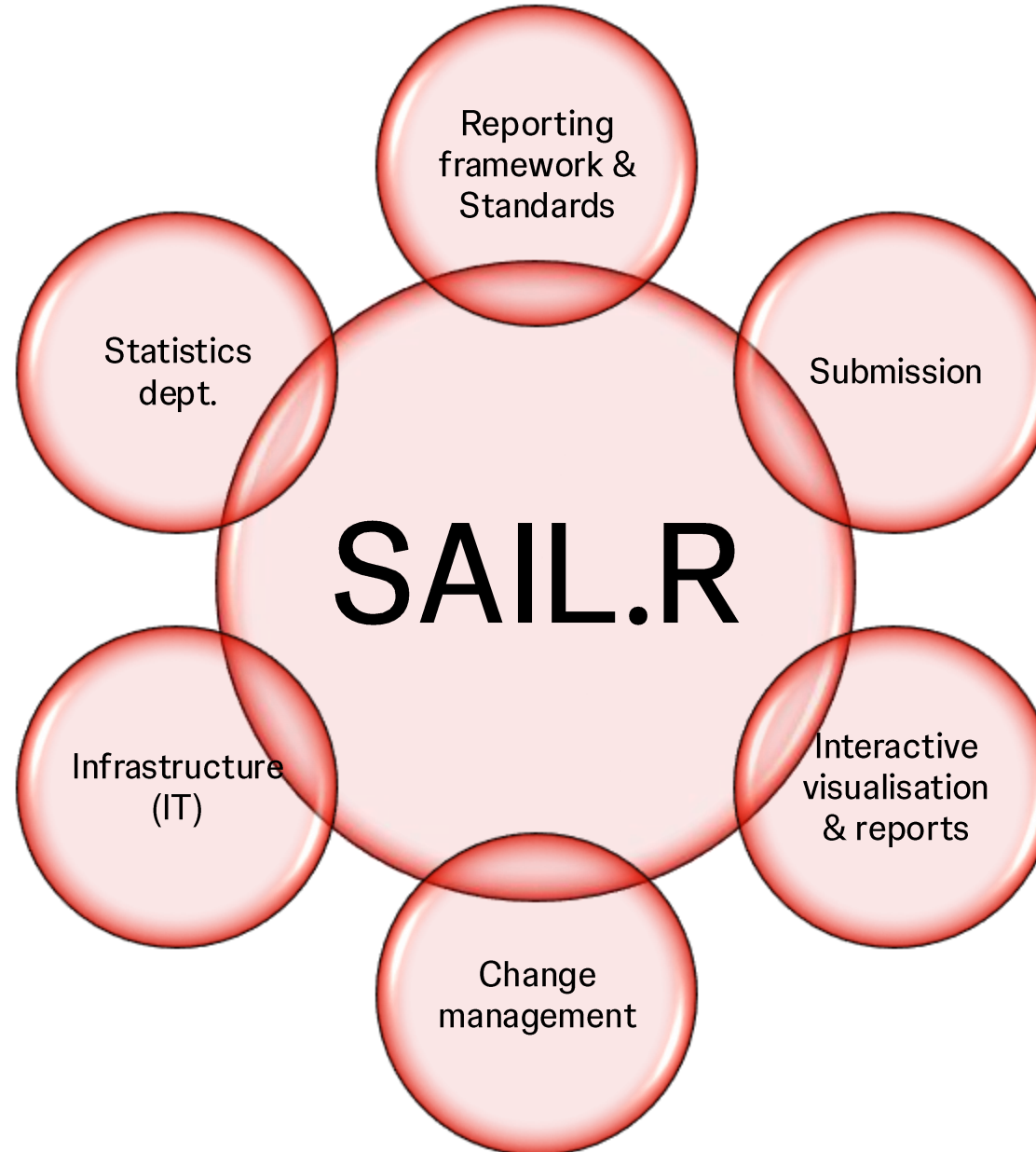
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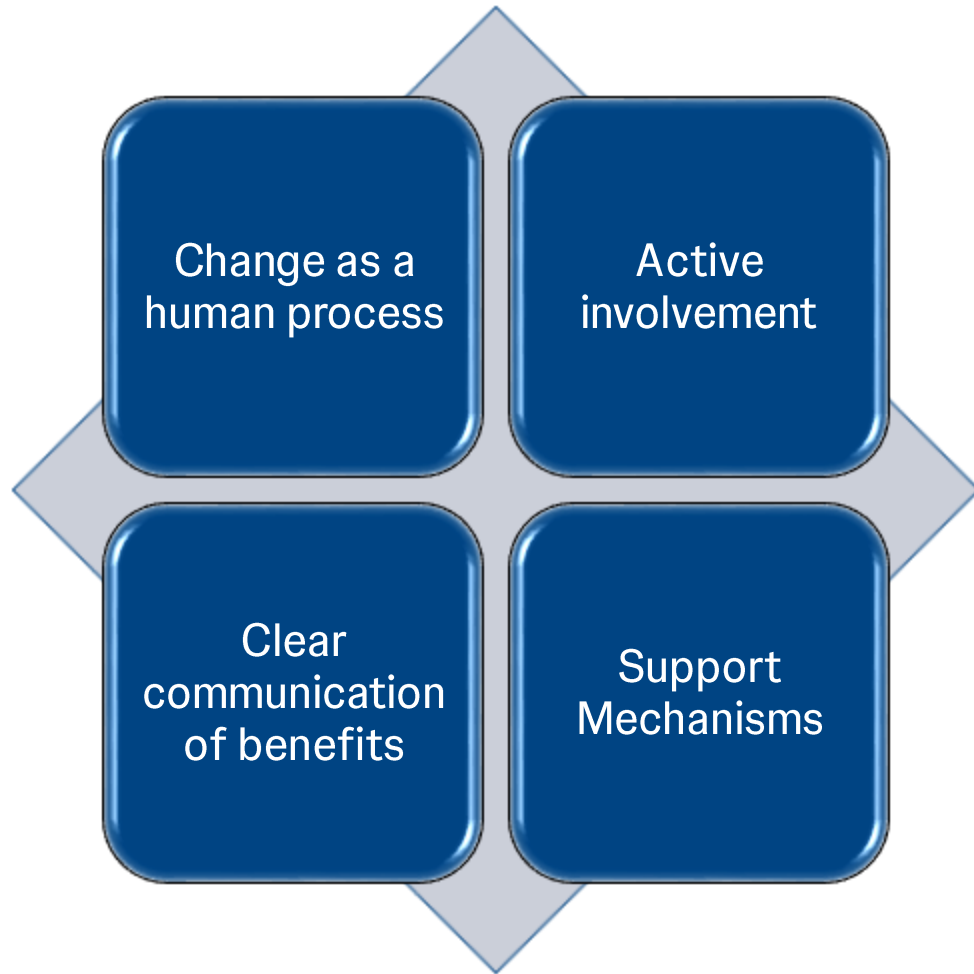


<https://jnj.sharepoint.com/teams/R-Portal>

The SAIL.R initiative



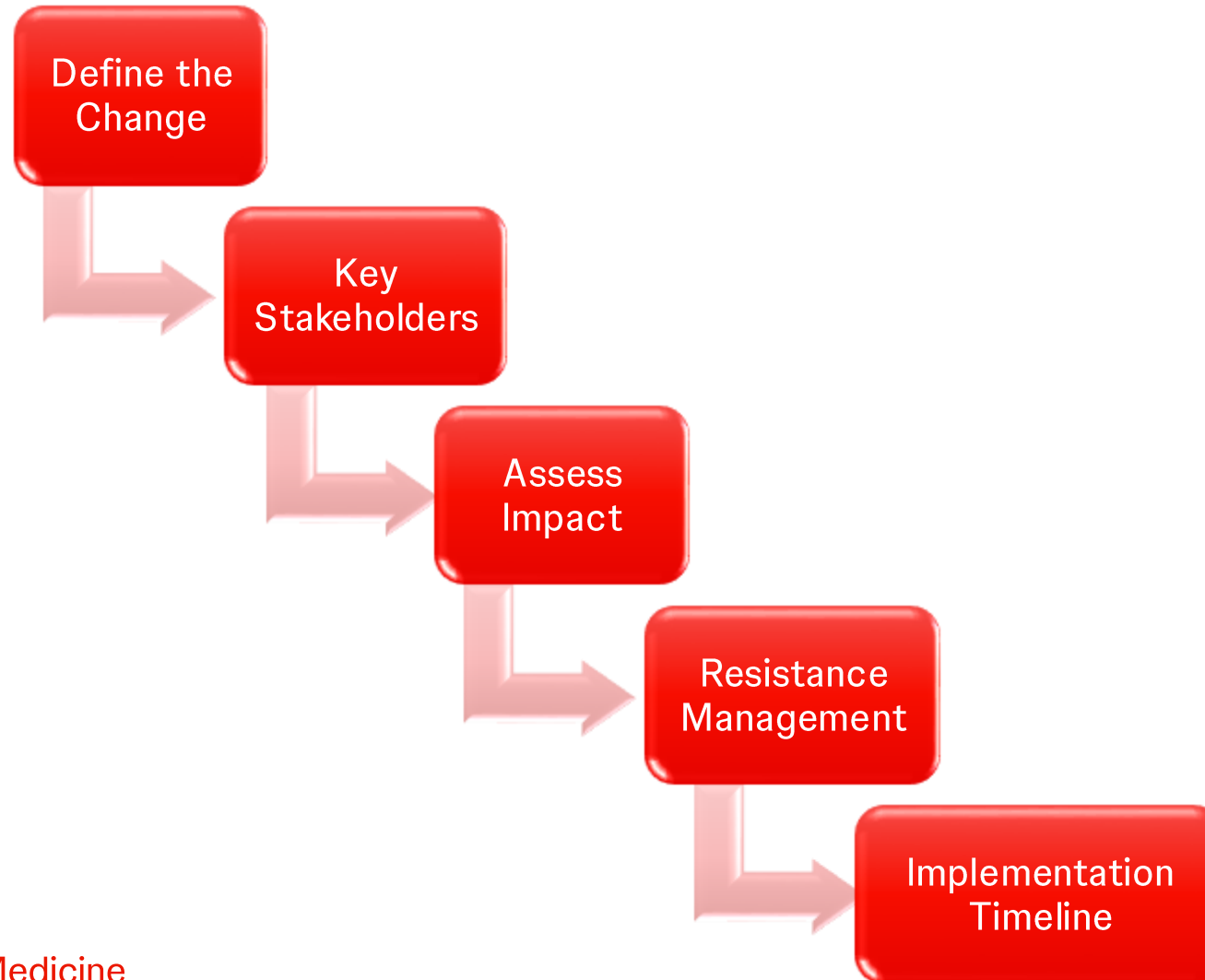
The Human Dimension of Change



Planning for Change



Planning for Change



Planning for change

How we did it at J&J

- Senior leadership team: Goals & Objectives
- Core Team + substreams
- Pilot studies

Define the change

Planning for change

How we did it at J&J

- Clinical & Statistical Programming
- Statistics & Decision Sciences
- IT

Identify Key Stakeholders

Planning for change

How we did it at J&J

- Experience level of programmers
- Technical analysis

Assess the
Impact of
Change and
Business
Readiness

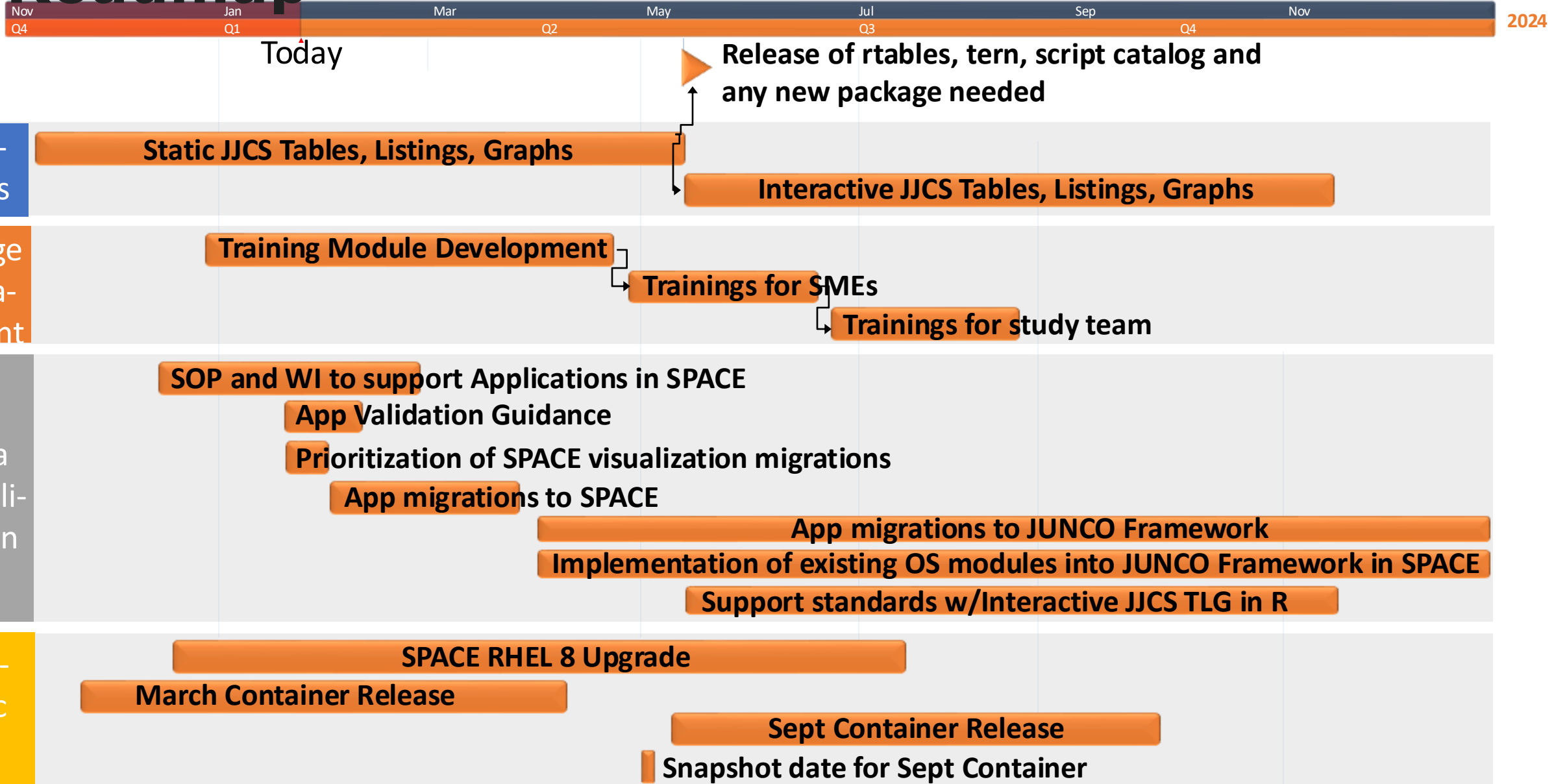
Planning for change

How we did it at J&J

- Training
- Implementation Timeline

Develop
Resistance
Managing
Strategies

Roadmap



Implementing Change



Implementing Change

How we did it at J&J

Communication:

- Town hall meetings, newsletter
- R-portal
- SAIL.R trips
- Community of Practice



Implementing Change

How we did it at J&J

Managing resistance:

- Honest feedback
- Fear of the unknown
- Technical support
- Share success stories



Implementing Change

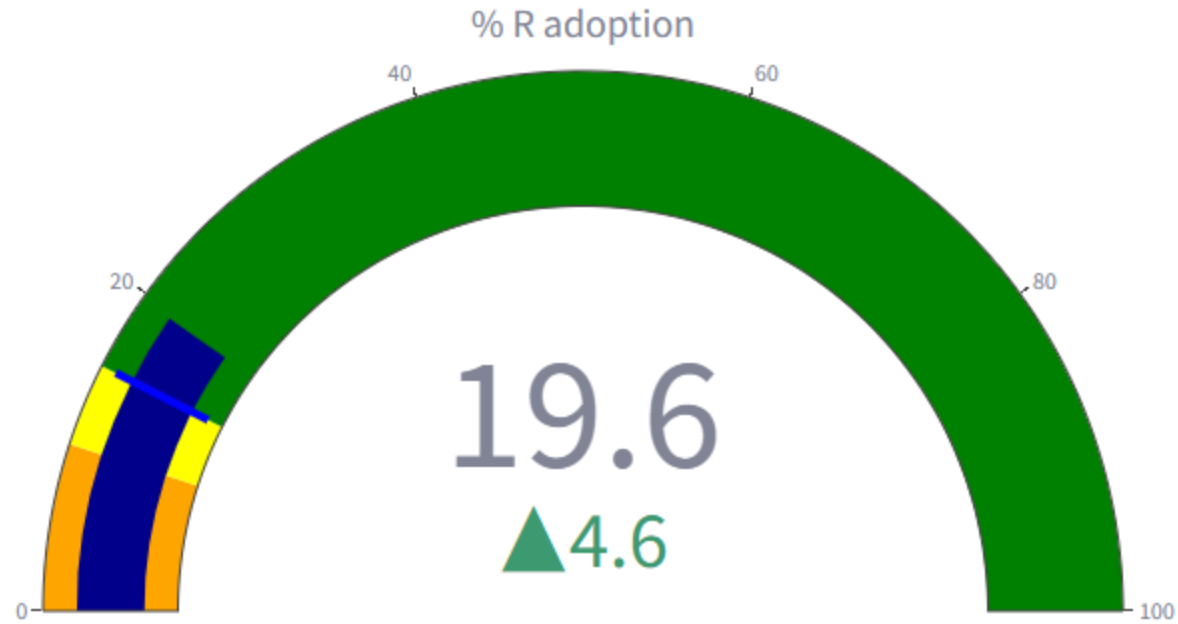
How we did it at J&J

Fostering a mindset for change:

- Small steps
- Safe environment
- Transfer knowledge from “known” to “unknown”



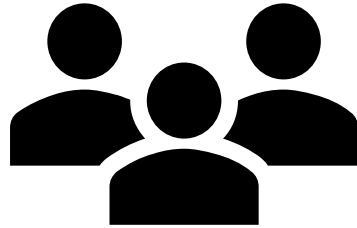
Monitoring and Evaluating Change



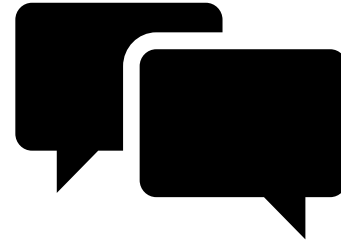
Sustaining change



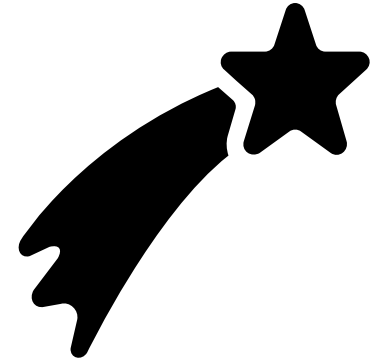
Engaging
Leadership



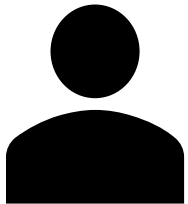
Embedding in
Organizational Culture



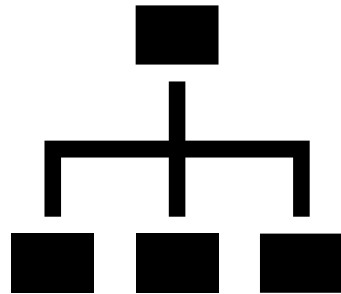
Ongoing Communication



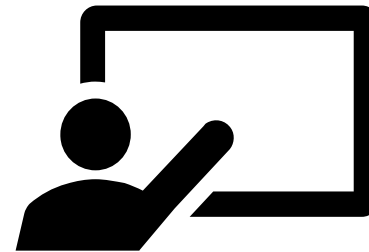
Celebrating Successes



Leveraging Change Agents



Supporting Structures and
Systems



Promoting Continuous Learning



Periodic Reviews

Branding and Fun



Contact Information

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