

International Pharmaceutical Company

Impetus for EnTeam involvement

A reorganization that brought 50 scientists from various locations around the world to a central location in St. Louis. This research group is responsible for bringing new products to market including testing new drugs and navigating the regulatory maze. The scientists needed to get acquainted and prepare to work together.

Goal of EnTeam intervention

To provide and facilitate a creative-thinking forum for strengthening relationships among the 50 scientists and prepare them to work with other units within the company. The objective of the event was to identify ideas and themes which were to be explored and applied during the coming months.

EnTeam's Role

EnTeam organized a series of exercises that simulated different aspects of work and provided a simulation for the issues and elements that challenge people in the lab and the office such as...

- Sharing abstract ideas
- Giving feedback that is candid, constructive, and accurate
- Building strategies for improving results

After measuring progress in overcoming the challenge, the EnTeam facilitators led a debriefing that enabled the scientists to identify strategies they could use to work together with each other and with the other units within the company.

Immediate Impact

Scientists developed a series of action plans which they were invested in implementing successfully.

Long-term Benefit

Through this shared experience, the scientists strengthened relationships and identified avenues through which to continue to share and implement creative ideas collaboratively.

References available on request

EnTeam Organization

www.enteam.org