

Activating Strategy Across Global Teams

CLIENT

Global Pharmaceutical

FOCUS

Team effectiveness | Strategy activation | Cross-functional collab

FORMAT

Global | Multi-regional | Multi-lingual | Scalable

Our Starting Point...

How do we strengthen strategic thinking and build a stronger enterprise mindset so that teams identify opportunities for innovation, collaboration and breakthrough thinking?

CLIENT VOICE

“Thank you for the tremendous effort, time and investment put into this learning journey to ensure we work together as one team to deliver this year’s commitments and beyond.”

“We are now motivated to work together as ONE TEAM to change and be agile, as this is required to be successful.”

We’d love to explore how this approach could support your organisation’s strategic priorities. Contact us to start the conversation.

The Challenge

A global pharmaceutical function wanted to strengthen engagement, strategic confidence and prioritisation across a team of 300+ employees working across multiple regions.

Employee survey results highlighted low engagement, high workload and inconsistent prioritisation across the function.

The challenge was to:

- Strengthen strategic thinking and enterprise mindset across teams
- Increase engagement, confidence and collective ownership
- Improve prioritisation and focus across a high-pressure environment
- Create alignment around strategic imperatives across regions
- Build stronger collaboration and consistency across geographies

The Solution

Working closely with the client, we co-created a 12-month global learning journey designed to strengthen strategic alignment, engagement and enterprise mindset across the function.

The programme was designed to:

- Combine large-scale engagement with practical leadership development
- Use co-creation and visual facilitation to strengthen ownership and stickability
- Build shared understanding of strategic priorities across regions
- Blend strategic activation, coaching and skill development throughout the journey

The Architecture

Cohort Design

- 300+ employees across three geographical regions
- Multi-region learning journey for leaders and teams
- 12-month scalable learning experience

Core Components

- Four strategic activation events
- Skill Bites delivered in nine languages
- Leadership coaching development pods
- Leader cascade sessions
- Virtual learning walls and live scribing
- Strategic handbook creation and rollout

The Impact

Measured Shifts

- Employee survey scores increased post-journey, with most scores above company average
- 98% approval rating for the experience
- Strong engagement across all regions

Behavioural Shifts

- Greater strategic thinking and enterprise mindset
- Increased confidence and self-belief across teams
- Stronger collaboration and alignment across geographies
- More consistent prioritisation and decision-making

The Result

- Strategic priorities and direction collectively aligned across regions
- One shared voice and stronger enterprise mindset established globally
- Leadership capability strengthened across the function
- Greater confidence and alignment across teams

