2016 Individual Objectives

{Growth}

# Partner with Statistics, Data Management and Project Management groups at all levels to ensure seamless collaboration on the projects for all deliverables

# Manage statistical programming resources within the CM Franchise ensuring resources are shared according to Development priorities

# Work with the Franchise head to ensure appropriate contributions on ACZ, LCZ, Relaxin projects

# lead the define.xml project along with other colleague in RSTOG group

# Lead/Oversee RSTOG projects, initiatives and activities to ensure that project milestones are met as per agreed timelines

{Innovation}

# Drive/Support key initiatives and goals, sharing expertise and promoting adoption of best practices, linking with Governance Boards and other organization.

# Identify gaps in SR process and tools and propose solutions to address needs

# Drive SR collaboration with both COAR analytics and non-COAR analytics partner organizations to promote innovation and efficiency

# Contribute as local site liaison for RSTOG promoting awareness of and engagement in RSTOG initiatives, tools, processes and guidance and supporting local RSTOG team members

# Identify unmet needs (tools/process/guidance) and optimization opportunities to support SR process and propose solutions to address needs

{Productivity}

# Responsible for ensuring the Statistical Reporting organization’s innovation and quality, and driving ‘state of the art’ tools, systems and processes in partnership with the Clinical Data and Reporting Standards group.

# Implement resource tracking process and tool to allow full visibility on SR activities including:

\* Monthly update to minimum 12 months resource projections

\* Monthly review of Timesheet data from Timecard and monitoring of their accuracy

# Actively support trials that are outsourced through Biostats & SR preferred vendors by;

- Ensuring adherence with the outsourcing model, manual and related training

- Ensuring a robust kick-off is conducted with adequate handover of information to enable vendor to perform activities independently in line with their defined R&Rs

- Ensure changes to scope/rework is minimized; through accurate SSW creation, review of scope changes for scientific and operational value and establishing key touch points to enable vendor progress

# Maximize productivity and efficiency through clear programming strategy across projects (e.g. pooling), use of effective business process, global corporate standards, development and utilization of strategic alliances

{People}

# Provide technical guidance, mentoring, coaching and support to project team members on specific or identified needs to build high performing teams.

# Prepare Development Plan for discussion with manager and follow up on the agreed development plan actions

# Responsible for professional development/training and mentoring to enable the highest level of Statistical Reporting with colleagues

# In collaboration with Human Resources, develop, establish and maintain up-to-date strategies to attract and retain top talent across the globe to support a portfolio that is in line with a top-tier Pharma company

# Drive a "speak up and make things happen" culture

# Promote a reward and recognition culture

# Support effective performance management by providing regular feedback to SR FH and GH and self-assessment including mid-year and end of year. Participate in Hiring effort as needed

# Actively drive content and chair relevant sessions of SR forums (if applicable)

# 100% compliance and accuracy on Timecard and 95% compliance on all required training

# Participate to 80% of SR Departmental Meetings

Site level activities for India:

# Support further development of capabilities in the India sites by : <Insert objective>