

Client Story

Learning and Development Assessment and Strategy for Future State

Biopharmaceutical Company



Findings and Recommendations Outcomes

- Organizational Growth Plan
- L&D Governance Model
- Measurement Plan
- Learning Technology Plan
- Design & Development Standards
- Sales Performance Roadmap
- New Hire Training Plan
- Implementation Plan

? Challenge

How does a rapidly growing biopharmaceutical company prepare for the future? With a robust pipeline and multiple anticipated launches over the next five years, how do they assure commercial readiness? How does a company built for speed transform itself to a company built for scalability, stability, and growth? And how does the Commercial team demonstrate to stakeholders and investors that they have the strategy for success?

💡 Solution

PDG conducted a current- and future-state analysis in order to design a scalable strategy that was consistent with the company's culture.

PDG proposed a strategy that re-imagined their organizational structure, recommended a technology-enabled transformation approach, created high-impact learning frameworks, and rethought their sales performance and onboarding strategy. The resulting strategy provided a phased and scalable approach for growth.