

FUTURE IN FLUX

TOP TRENDS FOR 2022:

LIFE SCIENCES

The executive's guide to taking the reins on transformation amid a future in flux

REIMAGINING OPERATIONS IN A CHANGING WORLD OF WORK

Over the last two years, the life sciences industry has found itself thrust into the spotlight. Whether raised on a pedestal one day or under intense scrutiny the next, the industry certainly captured the attention of the broader public throughout the pandemic. Our December 2021 study of 60 life sciences leaders probed trends and transformation outlook for the industry this year and uncovered two critical opportunities: securing the right talent and enabling employees to drive operational excellence.

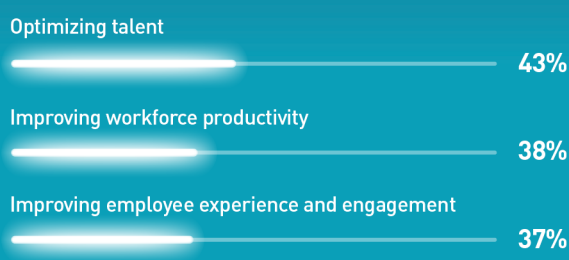
LEVELS

37%	C-Level Executive	18%	Director
32%	VP/AVP	13%	EVP/SVP

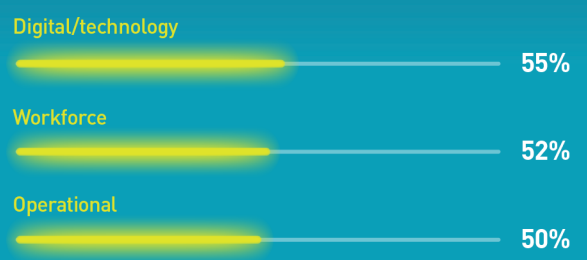
FUNCTIONS

32%	Marketing/Advertising	12%	IT
20%	Strategy	3%	HR
17%	Accounting/Finance	3%	Sales/Business Development
13%	Operations/Production		

WHAT TOPS THE INDUSTRY'S TRANSFORMATION AGENDA?

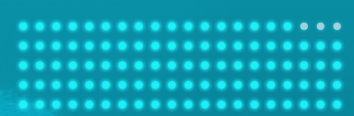


WHAT ARE THE INDUSTRY'S TRANSFORMATION TRIGGERS?



43 percent of life sciences leaders are focused on optimizing talent—including attraction, development, and retention—as a transformation strategic objective.

57 percent of life sciences leaders are looking to address a new, more global talent pool within their transformation strategies.



97 percent agree or strongly agree that talent and skill needs are fluid—and a fundamental asset—throughout the course of transformation. Upskilling and reskilling programs are tied for the most important non-technology factor in improving digital maturity.

TREND

SECURING THE RIGHT TALENT

The pursuit of patient outcomes (and business performance) starts inside the organization, specifically by making the most of a key asset: employees.

HOW TO TACKLE THIS TREND



Inventory your current skill set today. Are there skills missing that would allow you to better utilize insights and investment in new digital tools?



Partner with HR to identify the new roles, skills, reskilling programs, and talent acquisition strategies needed to best capitalize on new digital tools.



Consider how you might deploy an **adaptive mix of workforce constructs** to maximize the value of workforce investments.

TREND

ENABLE EMPLOYEES TO DRIVE OPERATIONAL EXCELLENCE

Armed with the right talent, life sciences leaders are equally committed to maximizing the potential of their people by equipping them to work best with the processes and technologies impacting their daily work.

HOW TO TACKLE THIS TREND



Establish a **Transformation Value Office** to shift behaviors in support of operational effectiveness.



Reorient your operating model to capture omni-channel capabilities.

42 percent of life sciences leaders report that ineffective organizational structures are the top catalyst for transformation.

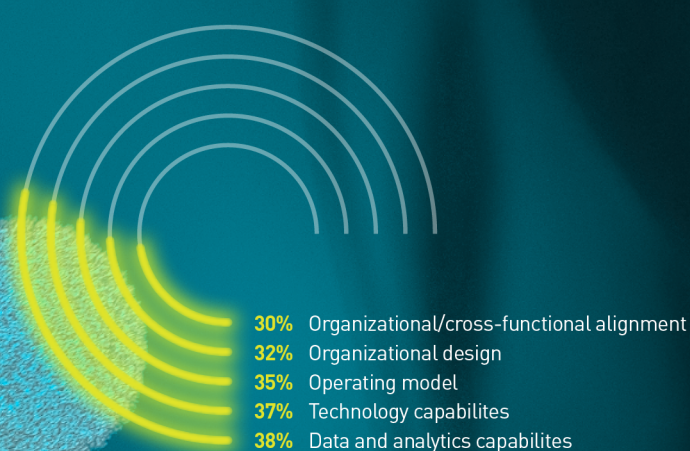
40 percent of life sciences leaders employ agile development methodologies in the design and delivery of their transformation.

12%

of life sciences leaders are using analytics in the design and delivery of their transformation strategies.

TRANSFORMATION BARRIERS VS. ENABLERS

WHAT ARE THE INDUSTRY'S BARRIERS TO ADAPTABILITY?



WHAT'S ENABLING FLEXIBILITY FOR THE INDUSTRY?



FOR MORE, READ THE BLOG [HERE](#)