

Pharma Organisational Change & Disruption: Are you worried about employees mentally checking out in 2024? How To Reverse The Trend And Create A Positive And Long-Lasting Impact On Employee Engagement

Dear Team Leader,

I know you're very busy, so I'll get straight to the point...

We are in the midst of organisational change across the industry and the annual 'cull' is upon us, with some big shifts in team personnel. As a team leader you know it's a very challenging time of year that brings uncertainty, extra workload, and the prospect of potential burn-out for some of your team members who face significantly increased workloads in 2024! Furthermore, the inclination to withdraw makes perfect sense and all these changes will likely result in a big decrease in employee engagement resulting in ineffective team performance and results (I know you know this!).

There's little you can do to prevent the changes in your team, but there's a lot you can do to positively improve employee engagement and therefore team performance.

If you're serious about developing a world-class, high-performance team that smashes results month-in, month-out, in 2024 in spite of the disruption the annual 'cull' brings...

Then we can help...

During the last 6 years we've worked with literally dozens of pharma teams across the biggest pharmaceutical organisations in the world (**Abbvie, Astra Zeneca, Bayer, Ipsen, Kyowa Kirin, Merck, Pfizer, Upjohn, Takeda and Viartis**) and we've helped them transition successfully through team upheavals and overcome huge engagement challenges along the way.

Put it this way...

In my experience (and the results of the work we do, testify to this), if you FOCUS on the fundamentals of EMPLOYEE ENGAGEMENT, in just 14 weeks you could see a complete transformation in your team even after all the changes and the results they produce as a well-oiled 'cohesive team'.

Look I know you're busy, so I'm not going to take you through all the years of discovery... years of testing and all the detail.

So, what makes the difference?

Firstly, if you can think that your team is more like golf's successful Ryder Cup teams or rugby's British Lions teams... a collection of highly competent people from different walks of life coming together with one common purpose and a set of values to achieve incredible results.

Next page please...

In other words, agree the purpose and values of your team as a collective and then work with the individuals and the team to achieve that purpose. And how do you know you're 'winning'? Well just like in the Ryder Cup and in any British Lions series, you keep score. You do that by constantly measuring the performance of each individual and the team as a whole, against the purpose and values.

It may seem like a subtle change, but I can assure you not one in a thousand teams in pharma (or in any other industries) operate this way. BUT... the shift in performance and results using this approach is seismic.

AND I'D LIKE 25 MINUTES OF YOUR TIME TO EXPLAIN HOW WE COULD HELP YOU TOO!

Listen, **every pharma team we put through our proven system (TPA-Method) achieves results.** And we know these are *tangible* results because as I said, we actually measure and quantify them with our '**IMPACT REPORTS**'. Yes, we also measure the distance you travel as a team, through quantitative & qualitative insights and a host of other critically important elements, when using the TPA-Method.

THAT'S HOW WE KEEP SCORE!

And if you feel like you've hit a brick wall and you've tried almost everything to take your team to the next level, then **this IS the missing piece of the jigsaw**... even if you're about to have a huge upheaval in your team personnel.

Why don't you let me, and my team take all this pain, hassle and learning away from you... and let us guide you through the process, like we do for dozens of other ambitious pharma Team Leaders.

If that sounds of interest, simply arrange a '25-Minute Introductory Meeting' with me over MS Teams. To do that simply click on the link below...

[ARRANGE YOUR FREE INTRODUCTORY MEETING HERE](#)

To your success,



Keith Webster, CEO

P.S. As we head towards 2024, there's never been a better time to SECURE your success and the success of your team despite any upheaval or changes to the personnel in your team. Putting the **TPA-Method** into your team and giving us the opportunity to help you **transform it**, really is a gamechanger. Don't miss this opportunity...

[CLICK HERE TO ARRANGE YOUR FREE INTRODUCTORY MEETING](#)