

Comprehensive Organizational Assessment for Large MedTech Company Focused on Future-State People, Process, and Systems Needs

SITUATION

A portfolio medical technology company, focused on the repair, regeneration, and replacement of soft and hard tissue, approached Halloran for an organizational assessment inclusive of benchmarking against other medical technology organizations.

The main components of the assessment included a comprehensive review and analysis of their sponsored clinical studies, investigator-initiated studies, medical affairs, and EU Medical Device Regulation (MDR) deliverables.

CHALLENGE

The company had just undergone an internal reorganization, impacting their people and processes, and there was a desire to leverage technology including AI to the greatest capacity. To minimize further impact and to elevate their current state, Halloran conducted a thorough assessment via document review, internal interviews, survey analysis, and benchmarking of other medtech organizations to assess the current state of people, skills, processes, and technology implementation.

SOLUTION

Halloran reviewed the following:

- Roles and skillsets
- Key processes
- Culture
- Technology
- Change readiness

Based on the review, Halloran provided a current state read-out including risks and right-sized recommendations related to the company's organizational structure, processes, culture and leadership, resourcing (both short- and long-term), and governance to align with industry standards as well as a competitor benchmarking.

Halloran presented the findings to key stakeholders which included:

- Process framework
- Technology and tools framework enablement
- Outsourced and insourced model strategy
- Proposed governance structure

RESULTS

Halloran provided the client with a benchmarking assessment, along with risk areas, opportunities, and recommendations to foster internal organization and optimization to drive towards their next state of maturity.

HALLORAN'S APPROACH TO ORGANIZATIONAL BUILD AND TRANSFORMATION

Halloran's organizational solution services leverage our depth in life sciences to improve performance through a focus on people, process, data utilization, and technology across the clinical development lifecycle. We help our clients achieve organizational excellence by optimizing operating models and aiding in the implementation of needed organizational change. We guide organizations to innovate around today's challenges by building the foundation for future success.



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