

Identifying External Talents Needed

Gaps in skills and expertise available internally

- Expert strategic support (Indication selection, CDP development, clinical protocol development, regulatory strategy, etc.)
- Operational expertise (clin ops, regulatory, stat, DM, PM, MW, etc.)

The level of expertise needed

- CMO (fractional/interim), head of clinical operations, program lead, project lead, CRAs, etc

Projects and tasks in need for external support

- Single or multiple projects, Stage of completion, Phase of development

Duration of engagement

- Short term support vs long-term support

Selecting External Talents Source

Independent Consultants

- High level of expertise in a specific area is needed
- Support leadership in strategic planning, and overseeing programs
- Flexible contractual structure

Freelance Contractors

- Highly specialized operational skills
- Leading a projects or specific tasks within a project
- Flexible contractual structure

Functional Outsourcing

- Experts in multiple disciplines to manage different aspects of a clinical project
- Cohesive processes and infrastructure
- Capable of integrating in the larger team quickly

Full Service CRO

- All disciplines required to support a minimal internal team
- Taking full responsibility of the execution of complex clinical projects
- Cohesive teams, internal processes, and infrastructure

Challenges of Managing Hybrid Study Teams

- Availability and scheduling conflicts
- Decision making and accountability
- Project ownership
- Shifting priorities of internal teams
- Different work styles and approaches
- Access to the same tools or context as full-timers
- Company rituals or cultural onboarding

Best Practices in Managing External Teams

- Consultants and contractors are partners/team members not “vendors”
- Sharing strategic context with external team members
- Integrating consultants in internal meetings and decision-making sessions
- Having frequent interactions between formal meetings
- Building trust between internal and external team members
- Providing clarity:
 - Scope of the role
 - Ownership of project and deliverables
 - Immediate objectives
 - Overall strategy

Conclusion

- Hybrid clinical teams provide valuable flexibility and highly specialized expertise for each project
- May require more active management, but in return they provide better resource allocation and cost effectiveness

 HARBOR CLINICAL

Questions?