MCE

READY-TO-RUN IN-COMPANY



High-Performing Cross-Functional Teams in Pharma & Biotech

PHARMA & BIOTECH

READY-TO-RUN

What is a **Ready-to-Run** programme?



MCE's Ready-to-Run programmes are standard MCE programmes delivered to one organization at a time. There are no public sessions or individual registrations.

01

Standard content

The programme is delivered as designed: the same six modules for every group.

02

Your team only

Only participants from your organization are in the room.

03

You choose the logistics

Dates, group and format: on your site, at a venue or online.

How does Ready-to-Run compare with other MCE formats?

	Open programme	Ready-to-Run	Custom programme
WHO ATTENDS	Individuals from different organizations	Your team only	Your team only
CONTENT	Standard	Standard	Designed for you
DATES & LOCATION	Scheduled public sessions	You choose	You choose
A GOOD FIT WHEN	You are developing one or a few people	You have more than three people to train	You need content designed for your organization

More than three people to train?

If you plan to send several people to an open programme, a Ready-to-Run programme for your team is a practical option to compare.

Request a quote >

High-Performing Cross-Functional Teams in Pharma & Biotech

Turn functional silos into cross-functional teams that share goals and deliver together.



Why This Programme Matters to You

Pharma's biggest priorities — launches, access, transformation, patient engagement — all depend on functions working as one. Yet silos, competing priorities and fragmented decisions still slow organisations down and blur accountability.

High-performing cross-functional teams don't happen by putting people in a room. They're built: shared goals, clear accountability, collaborative decisions, and enough trust to work through conflict instead of around it.

This programme helps your leaders and teams build that — stronger collaboration across functions, shared accountability for outcomes, and the trust that makes matrix working actually work.

Competences

- Cross-functional collaboration
- Shared accountability
- Collaborative decisions
- Conflict resolution
- Building trust

Who Is It For

You lead or work across cross-functional teams and you're accountable for outcomes that no single function delivers alone. You want to turn a group of functions into a team.

Experienced Managers

Senior Managers & Directors

Learn, Practice and Use

- **Build** cross-functional teams that share goals and accountability.
- **Break** down the silos that fragment decisions and effort.
- **Set** shared goals functions actually own.
- **Make** collaborative decisions across boundaries.
- **Resolve** conflict between functions constructively.
- **Build** trust in matrix environments.
- **Align** stakeholders around common outcomes.
- **Leave** with a plan to lift a real cross-functional team.

PRACTICAL INFORMATION

DURATION
2 days

BUSINESS IMPACT

Improves organisational effectiveness, accelerates execution, and strengthens collaboration across medical, commercial, market access, regulatory, digital and operational teams.

Click here for the full programme outline

Programme Modules

1

Why Silos Still Slow Pharma Down

Launches, access and transformation all need functions to work together, yet silos are still common. You look at where silos slow your organization down and what they cost in time, money and patient impact.

2

Building Cross-Functional Teams That Work

Putting people from different functions in one room does not make a team. You work on the structures, roles and ways of working that turn a cross-functional group into a real team.

3

Shared Accountability for Outcomes

Cross-functional teams often share goals on paper but are measured on functional targets. You work on shared accountability for outcomes, so that everyone is responsible for the team's results.

4

Deciding and Resolving Conflict Together

Medical, commercial and access colleagues often see the same problem very differently. You practise making decisions together and resolving conflict in a way that strengthens the team rather than dividing it.

5

Building Trust in the Matrix

Trust is harder to build when people report to different managers and sit in different countries. You work on building the trust and open communication that cross-functional teams need to perform.

6

Your Team Performance Plan

You apply what you have learned to a real cross-functional team. You leave with a clear plan to improve how it works together and what it delivers.



Learn

the key business skills and knowledge you need for your management role today and tomorrow



Practice

the skills you learn and get feedback, recommendations and coaching



Use

what you learn and practise as soon as you get back to your office

For more information please contact:

+32 2 543 21 20

info@mce.eu

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