

Behaviours and mindsets for effective partnering

Key Takeaways

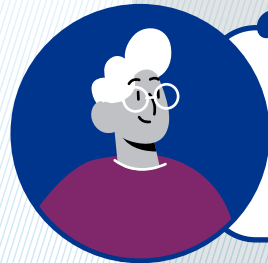
Common Misconceptions

Best Practices



My role within an R&D partnership will be the same as for internal R&D programmes that I have worked on in the past, and doesn't require a change to my responsibilities or how I need to work with others

While the key elements of my role remain the same, working in partnership will introduce new considerations and broaden the types of activity I will need to work on and be aware of



To enable effective ways of working, we need to develop a new set of cultural values that are specific to the partnership

We need to embrace the diversity of thought, skills and values within the partnership, while also ensuring we can collaborate effectively. To do this, we will proactively recognise the different values of each organisation to establish common ground and define a set of desired behaviours that align to both of our ways of working



For this partnership to achieve our company's goals, it is important we build in tight controls and stringent governance so we can oversee all our partner's activities and deliverables, to help ensure they stay on track and meet our expectations

To build a strong relationship with our partner and work efficiently, our team needs to trust our partner to deliver as per the strategy and contractual agreement. Governance and controls should be used to provide assurance for critical activities and decision points, but on a day-to-day basis we need to treat our partners as equals and collaborate with them as a single team



A mindset shift is often required in strategic partnerships, where individuals must adapt and contribute to innovative problem-solving outside of typical R&D challenges and siloes

To operate effectively, the culture of the partnership should align with the values and strengths of all collaborative partners

Partnership teams rely on trust between partners to operate efficiently, avoiding excessive governance & controls that can hinder efficiency and erode trust