Pfizer Introduction

Based on your participation in our workshops in January, this assignment examines an individual’s ability to critically evaluate the value of Manufacturing Excellence to a Global Organisation or how Supportive Leadership allows your best employees to thrive and your organisation to reach its goals and desired outcomes. The assignment assesses two of the Trinity Graduate Attributes including ‘To Communicate Effectively’ and ‘To Think Independently’.

Stage 1: Report

Please select one of the questions below and write a report. From our Pfizer sessions, two of our questions surround the areas of IMEX and Supportive Leadership.

IMEX

In a manufacturing/service industry context the term “production system” refers to established practices of work, the most famous of which is the Toyota Production system. In the context of the healthcare & pharmaceutical industry the following elements are considered fundamental to an efficient and effective Production System:

1. Establishment of a multidisciplinary group or a Process Centric Team (PCT)
2. Codified Standard Work,
3. Visualisation of work through metrics and control charts underpinned by a defined meeting structure – Visual Management and Meting Cascades
4. An effective Continuous Improvement (CI) program, or Kaizen culture.
5. Leadership through coaching – or Modelling Gemba practices.

You are setting up a new fictitious clinic providing a healthcare service of your choice. Possible options include but not limited to a Diagnostic or Screening service, Radiology service, new GP or Pharmacy service, Phlebotomy service, Hospital A&E Service, Opticians etc.

Design the service of your choice in context of the 5 fundamental elements listed above, the interdependencies between each one and how this supports “flow” of service delivery.

Supportive Leadership

Critically evaluate the differences between management and leadership with reference to how supportive leadership empowers people to realise their full potential
Guidelines

- Total word count is up to 1500.
- Please include a title page and use Calibri (Body) font, size 11 for the report part of this assignment.
- The deadline for report submission is 26th February.

All submissions can be sent to LisaAnn.Byrne@pfizer.com.

Stage 2:

Three candidates will be shortlisted and then invited to Pfizer to give a short presentation, based on a topic which will be sent to you 5 days in advance of the assessment. The presentations will take place on the week beginning 2nd March 2020.

How to prepare:

The assessment of the report and the presentation will focus on your ability to demonstrate your skills across a number of areas. Your report, and your presentation, should showcase your own unique take on the topic (showing original thinking and creativity) and also the depth of research you have put into the assignment enabling you to draw conclusions and recommendations (showing critical analysis and reasoning).
Your report should be clear, concise and easy to navigate (showing communication and the ability to articulate clearly within a limited word count). In addition, you should be able to demonstrate the initiative you took to actively learn about the topic and how you used the knowledge you gained at the Pfizer workshops.

Please refer to the assessment rubric for the report and presentation for specific assessment criteria and weightings

**Timeline:**

- Deadline for report submission is 26\textsuperscript{th} February. All submissions can be sent to LisaAnn.Byrne@pfizer.com

- Presentations will take place in the week beginning 2nd March 2020 (venue to be agreed). You will be contacted by Pfizer with a presentation topic and instructions at least 5 days ahead of your presentation.