



learning
solutions

Organizational Change Management Case Study



CLIENT
Major Pharmaceutical Company

INDUSTRY
Pharmaceuticals

SKILLS PROVIDED
Change Management
Related Staffing &
Consulting

A global biopharmaceutical leader in therapies for orphan diseases and underserved conditions in hematology, immunology, and oncology was being spun off from its parent company to form a new standalone entity. With 17,000 employees and products in more than 100 countries, the company turned to Judge to help with organizational change management (OCM) capabilities for over 26 systems during the transition.

THE CHALLENGE

Managing multiple change efforts across many systems.

A leading pharmaceutical company needed to separate itself of all co-mingled or shared systems. Every system needed to be reimplemented or replaced with each bringing a measure of complexity, ambiguity, and resistance. The various system vendors provided most of the implementation support, including some training, but they did not have or provide change management capabilities. With upwards of 26 systems needing to change over or be implemented, the client needed resources in multiple locations and turned to Judge Learning Solutions to manage the process and provide the necessary expertise.

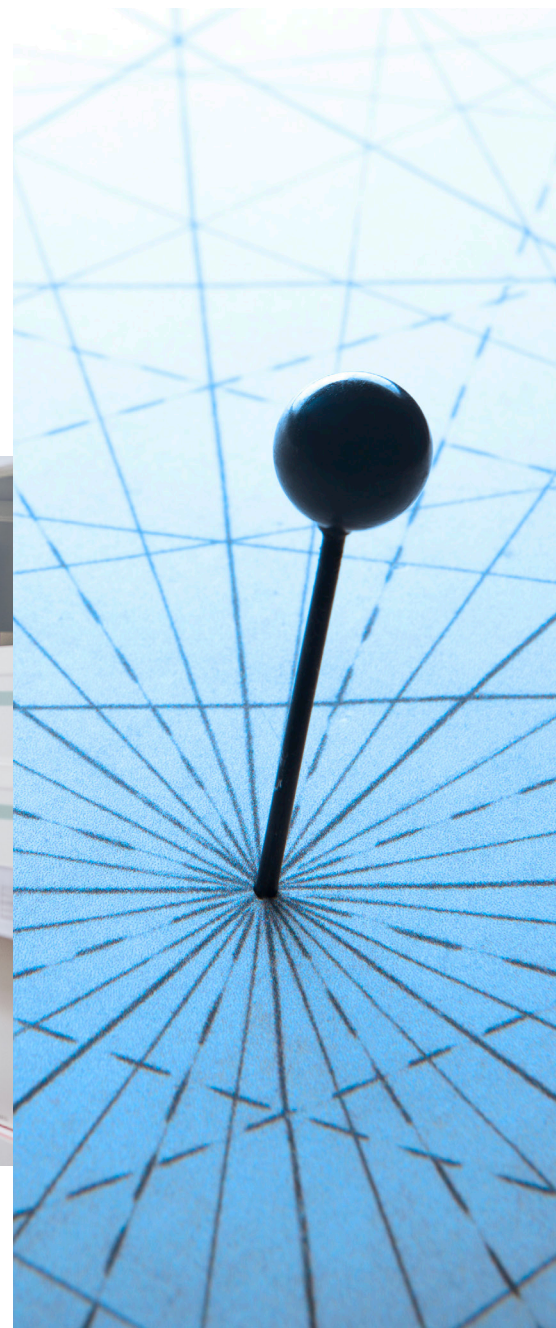
“ Judge Learning has been extraordinarily good at bringing us great, experienced resources at rates that work within our budget.
- Director, OCM ”



THE SOLUTION

Judge Learning Solutions was tasked to source high quality, experienced change management professionals, communications professionals, and training support professionals.

Judge Learning met with key stakeholders to get a wholistic view of the current structure and culture of the organization as well as the transitioning teams and systems. After gaining a better understanding of the situation, the client asked Judge to initially source several professionals to work on one new system implementation. Availability, organizational & professional fit, and pricing were key elements necessary to providing the right resources for the position.



THE RESULT

Judge delivered high quality, experienced resources in the right locations.

Utilizing its vast network of professionals, Judge Learning provided OCM resources at the right time and right price to immediately contribute to the organization's change management efforts. In fact, the first contract resource placed with the client is now working directly with Judge to source additional positions. With access to the right talent in multiple geographic locations, Judge was viewed as the supplier of choice for organizational change management professionals. Based on the successful first implementation, Judge Learning has placed several resources across other implementations. Judge worked with the client to provide resources for most, if not all, of the full 26 system implementation projects.

Want to learn more about the learning solutions Judge offers?

Call Judge at (800)650-0035 or visit Judge.com

BENEFITS

Working with a true partner not bound by geography.

Through working with the Judge, the pharmaceutical company found the right resources, at the right time, in the right locations. Judge was able to tap into its network of professionals across the country to work on projects and create value for the client in multiple locations. Ultimately, the client, utilizing Judge OCM resources, was able to complete all necessary system implementations on-time.