

Teamwork in the Development of Medicines

A Story About LigoCyte

A Long Career

- 25 Years at Merck
- 2 Years with Topaz
- 8 Years with LigoCyte

Lots of opportunity to observe teams.

So what?

LigoCyte - The Early Years - 1998 - 2004

- Service and support of big pharma drug candidate screening
- Association with the needs of the military
- Support from Congressional representatives
- Grants and Contracts with NIH and DoD

Teamwork is easy. Everybody is happy.

The Middle Years - 2004 - 2008

- Transition from "R" to "D"
- Money is starting to run low
- Pre-clinical formulation testing and manufacturing efforts begin

The team is starting to be pressured.

The Recent Years - 2008 - 2014

- Formulations, manufacturing and clinical trial planning stress everyone
- Team is bigger, finances are mercilessly scrutinized
- The dating game begins - tension grows, ambiguity reigns

Stress increases, patience wears thin, politics and pointing fingers increases

This looks like a disaster. What saves a team?

How to improve team effectiveness:

- Clear up any confusion regarding the goals
- Listen to each and every team member
- Get out of the way

motivational. Good leaders listen and then allow the

Future Montana Impact

- LigoCyte established a worldwide expertise on norovirus
- Takeda Pharmaceuticals acquired LigoCyte in October 2012
 - Norovirus vaccine
 - Combination norovirus and rotavirus
 - Bozeman is a research hub for Takeda vaccines

Vaccine Quiz - Just for Fun

- 1700s – Small Pox – Jenner
- 1800s – Rabies – Pasteur
- 1900 – 1950 – DPT, Yellow fever, Polio – Salk, Sabin, among others
- **1951 - 2000 – MMR, Hepatitis A & B, Pneumo, mening, Hib, chicken pox**

What is the Montana connection?



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Born in Miles City, MT
Graduated from Montana State University, 1941
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First in his class
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- Thank you.
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