



# Making HOP Integration Stick in Biopharma Manufacturing

## Takeda HOP CoP Meeting – November 2023

Clifford Berry and Amy Wilson, PhD.

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## EVERYTHING IS POSSIBLE

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*“Thanks to impermanence, everything is possible.”*

*— Thich Nhat Hanh*



## FORCE FIELD ANALYSIS

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*“If you want truly to understand something,  
try to change it.”*

— *Kurt Lewin*

FORCES DRIVING CHANGE



FORCES RESISTING CHANGE



# THE FORCES OF BIOPHARMA

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SUSTAINED INTEGRATION OF HUMAN AND ORGANIZATIONAL PERFORMANCE  
PRINCIPLES AND PRACTICES IN BIOPHARMA MANUFACTURING

FORCES DRIVING CHANGE



FORCES RESISTING CHANGE



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SMART LEVERAGING OF TIER MEETING  
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DECLARING VICTORY

## STAY REALISTIC AND POSITIVE

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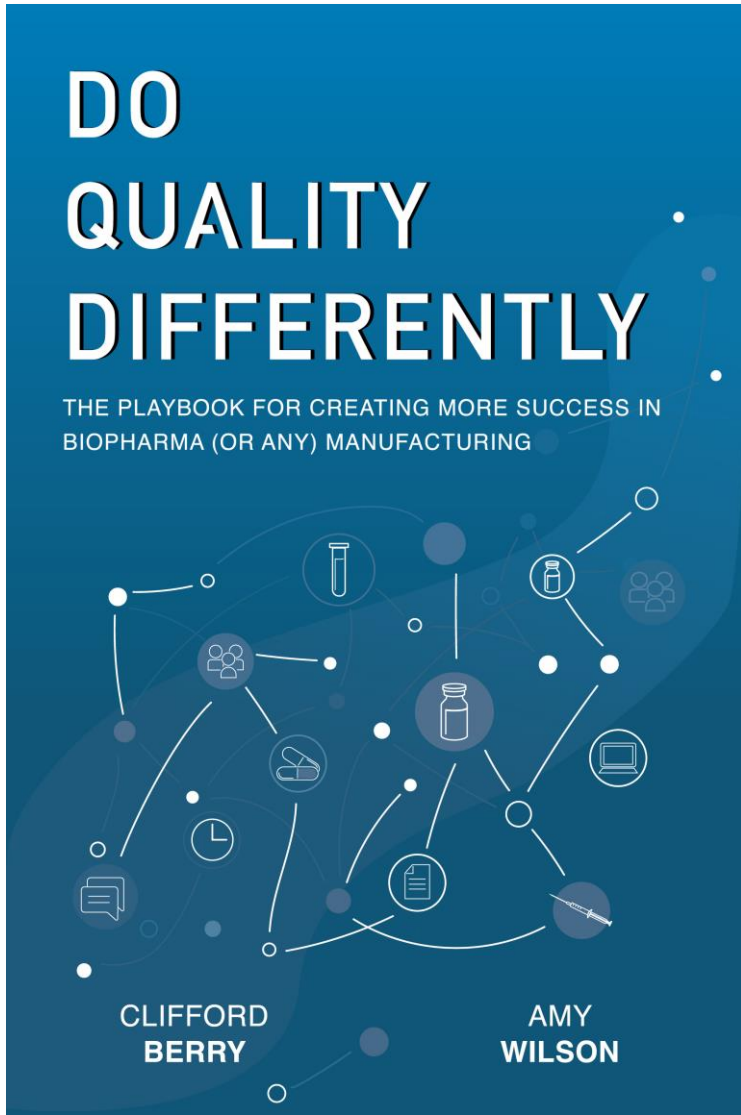


*“Write it on your heart that every day is the best day in the year.”*

*— Ralph Waldo Emerson*

THANK YOU

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