

COMPASS Medical Affairs Consulting offers expert, flexible and creative solutions for emerging and established biopharmaceutical companies and their partners to enhance the efficiency, quality and impact of Medical Affairs teams.

Our experienced senior consultants provide reliable and superior strategic, analytical and operational services to identify and solve functional challenges with skill and impact. By providing this critical service, COMPASS Medical Affairs Consulting will deliver practical and enduring solutions to our clients, allowing them to realize their goals and make strides forward towards excellence.

COMPASS Medical Affairs Consulting strategically partners with other like-minded and experienced professionals and we are committed to provide a suite of Medical consulting services – services of unparalleled quality and value that are customized yet flexible to fulfill the unique and evolving needs of our customers.

### STRATEGY

- Complete thorough medical **landscape assessments**
- Identify **opinion leaders** and develop **engagement plans**
- Develop **product specific** Medical Affairs plans that are aligned to brand strategies and maximize resources and impact
- Create **functional plans** that establish Medical Affairs strategic priorities, resource needs and measures of success in the short and long term
- Construct proposals for **organizational design** and effectiveness in line with the Medical Affairs value proposition, priorities and resources

### PEOPLE

- Identify **role specific competencies**, staff development needs and talent gaps
- **Coach** leaders, individuals and teams to optimize performance
- Establish optimal **performance metrics** and reports
- Create Medical Affairs **insights presentations** for cross functional partners
- Design and facilitate **tactical plan workshops** to ensure exceptional execution
- Fulfill interim **Senior Management** roles

### PROCESS

- **Create or revise processes** to improve efficiency and productivity including:
  - Recruiting, training, onboarding of talent
  - Brand and functional planning
  - Project and budget management
  - Design and use of technology including CRMs
  - Review of promotional materials
  - Vendor performance evaluation and monitoring
- **Manage external vendors** to maximize value
- **Streamline activities** in Medical Affairs to maximize resource investments
- **Benchmark** Medical Affairs maturity and impact

## Monica Gautam, PharmD

Managing Director

Monica is a licensed pharmacist with over 20 years of diverse **experience** as a senior executive within the Biopharmaceutical industry and as a clinician within the Canadian health care system. She has a proven track record of performance and a strong ability to engage, lead and develop teams and their capabilities. She is a proven leader in all aspects of Medical Affairs and Patient Support Programs leading to the development of high performing and highly capable Medical Affairs teams that quickly become critically integral to the organization.

Monica has extensive **expertise** in developing brand strategies and tactical plans. She has supported the launch of 10 innovative biologic therapies in the Canadian marketplace, has effectively led teams through at least 3 major organizational changes, and has led multiple local and global pilot initiatives. She is known for her analytical and creative problem-solving skills and has strong therapeutic area expertise and knowledge in Oncology, Cardiology, Inflammation and Nephrology.

Monica is passionate about **teaching** and life-long learning. She shares her knowledge and experience with future healthcare leaders by teaching courses in Management and the Pharmaceutical Industry at the Doctor of Pharmacy program at the University of Toronto.

Monica has superb facilitation **skills** and is particularly strong at building connections and engaging with people, in both individual and group settings. She is a perceptive listener and encourages participation and solicits opinions from all stakeholders and creates an environment that permits open and productive discussion. These skills allow her to identify the core issues and create and implement innovative solutions that may not have been initially apparent or feasible. She founded Compass Medical Consulting in 2017 with a desire to uncover and solve complex problems for organizations to build and develop highly valued Medical Affairs teams.