



Project Management – Global Organisation & Career Development for R&D

The Client: A global specialty chemicals company, with market-leading industrial and cosmetic applications, producing high-value effects for customers' products in over 120 countries

Situation & Challenge:

Need to accelerate pipeline and mitigate patent cliff

Gap widening between pure and applied research communities.

Varying approaches leading to inefficiencies, hindering knowledge transfer and affecting collaboration along the product lifecycle.

Solutions:

A 3 year programme to define, develop and implement best practice Project Management for R&D globally across the company with:

- Role & competency profiling
- Benchmarking to PMI
- Bespoke Project Sponsors programme
- Demand planning, forecasting and KPIs

Results:

Designed and delivered Ciba's R&D Project Management organisation and career development programmes - 30% saved on CHF 500k budget
Global project management process framework & approach

- Direct support and sponsorship from the CTO & Global Head of People Development
- Piloted by Water & Paper Treatment segment.

HILARY CLAIRE FRAZER – Organisation Development Director

An international Organisation Design and Development professional with extensive experience of transformation programmes and change projects for global companies across mature economies and emerging markets

“Hilary is very good to work with in view of her competence, unusual combination of experience of Organisation & Leadership Development, Internal Auditing and Financial Management, which gives her a specialist skillset spanning People, Processes and Performance.” [CEO Scatterwork GmbH](#)

“Through her work, Hilary has clearly demonstrated good business and commercial understanding.”
[Global Head People Development, Human Resources, Ciba Specialty Chemicals AG](#)