



InDAVOR

Life Science Organizational Development

Partner in Life Science Organizational Development

About us

Supporting Life Science organizations that reach a new development phase. From administrative and legal establishment through processes set-up and change management strategies during the growth phase. Evolving to Organizational Culture interventions and internal communication management beneficial to the more matured large-scale organizations.

We view Organizational Development through Human Capital Management. Our approach follows the employee life cycle within the organization and centers around the specific needs that emerge from it. Based on that we group it in 3 main areas. Here are **examples of the most effective instruments** we use in each one of them:



— Recruitment:

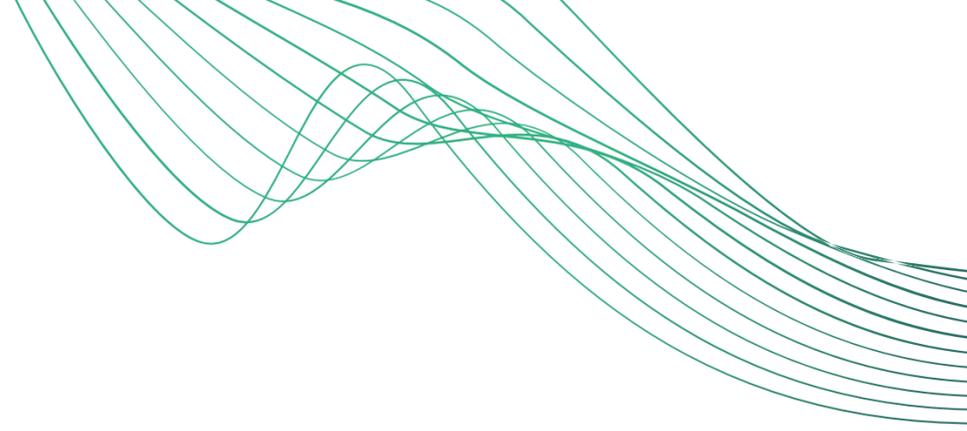
Sourcing, Attraction and Onboarding of new people.

- ✓ Niche-focus, based on our comprehensive track record, covering varied roles in biotech, clinical trials, regulatory affairs, medical devices and academia;
- ✓ Combination of advanced behavioral understanding and life science industry expertise to suit the recruitment strategy and address the organizational needs;
- ✓ Alternative sourcing methods in the form of trainee academies that leverage of the current market conditions.

— Growth:

Continuous Learning and Development.

- ✓ Design and delivery of specific training programs dedicated to key functions within the organization – management, business development, subject matter experts;
- ✓ Specific tools for developing the middle-management body;
- ✓ Human Capital business processes set up and management.



— Sustainability

Long-term organizational vision and stability.

- ✓ Succession planning for key positions;
- ✓ Long-term people retention programs;
- ✓ Career growth mapping;
- ✓ Executive function development.

— Our Strengths

What you benefit from?



✓ **Human Behavior Understanding**

We utilize our in-depth knowledge in psychology into the recruitment process, uniquely adapting it to the business needs.

✓ **Life Science Industry Experience**

Our 30 years of combined experience within the Healthcare sector gives us industry insights, which lead to adequately addressing its specific recruitment needs.

✓ **Business Management Expertise**

Finance, strategic planning, sales, law, human capital. We facilitate a full spectrum of business management aspects. You will receive an integrated solution, aligned with your tactical and strategic business goals.

— Our values

What we believe in?

✓ **Growth**

We live for it. Intense and purposeful. Our growth is powered by curiosity rather than feeling of scarcity or sense of lack. We are curious to uncover what is possible to obtain and how would we transform in the process.

✓ **Business roots**

As aspirational and romantic as growth can be, after all, we are a business organization. As such we are strongly rooted in the business reality. Combining our experience of managing projects in various functional and industrial domains we've adapted our approach for the Life Science realm.

✓ **Human power**

Each person is a completely unique combination of character traits! This is a fact. In every interaction with people we seek to look beyond their verbal expressions and autobiographical context to acknowledge their intrinsic beliefs, values, needs and potentials. We endeavor to create environment of synchronicity, so that the successful outcome is just a matter of time.

— Pro Bono Services

For investor inquiries

Initial consultation: up to 60 minutes within the listed areas of:

- ✓ Healthcare and Life Science Organisational Development in Bulgaria;
- ✓ Human Capital management within the local BioTech ecosystem;
- ✓ LifeScience start-ups: Access to funding, talent and business infrastructure;
- ✓ Talent pool capacity and sourcing strategies within the healthcare industry;
- ✓ Growth opportunities in the Bulgarian life science sector.

Prerequisite: To maximise the value we can provide to you, we will ask for some context brief (about 1 or 2 standard pages). And a few answers to specific questions sent in advance.

Thank you for considering
us as your future partner!

— Contacts

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