

**CASE STUDY:
NATIONAL PHARMACEUTICAL DISTRIBUTOR**

Instituted a hub-and-spoke data team structure to support strategic data roadmap and achieve aggressive growth goals.

The problem:

Operating in a highly competitive space, this independent pharma distribution company reached a critical point in their growth and needed a data team, infrastructure, and strategy to help them expand into more states. With no official data analytics team in place, Analytics8 designed a comprehensive data roadmap, including the optimal data team makeup to deliver on the planned activities.



The solution:

- Conducted a data strategy assessment of existing tech, people, and data to inform the strategic roadmap.
- Designed a long-term strategic roadmap to support organizational goals with data, including the technical solution and the ideal data team makeup.
- Recommended a hub-and-spoke data team structure with data engineers at the hub supporting the embedded analysts within each department.
- Ongoing enablement, prioritizing data literacy across the organization to improve communication and effectively collaborate around data needs.
- Established baseline metrics and created a 'company health score' to monitor company performance and goal attainment.

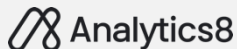
CASE STUDY:
INTERNATIONAL CGS COMPANY

Restructured data team to improve their effectiveness and added a Head of Data to align data activities across business units.

The problem:

This organization had an expansive team of data & analytics engineers, but the delineation of roles and responsibilities was unclear, and collaboration across teams was lacking.

Analytics8 proposed a data team staffing structure that unleashed their effectiveness while reducing operational costs.



The solution:

Proposed a data team staffing plan that:

- Added a Head of Data reporting to the CIO
- Makes Head of Data responsible for new data team culture, gaining executive alignment across departments, overseeing workstreams, and coaching
- Specifies functions for each Director reporting to Head of Data and their respective data teams, including Engineering, Platform, Data Insights, and Data Product Management
- Details responsibilities for each of the proposed roles in the org chart.
- Contains a phased staffing plan, which includes transition tasks, training, and onboarding.