

# WHITEPAPER



# 10 REASONS YOU NEED OUTSIDE HELP

A concise guide for life sciences, healthcare, and academic leaders who are stretched thin and expected to deliver more with less.



# Why Outside Help?

Leaders in life sciences and healthcare are under pressure to hit aggressive milestones with constrained budgets, lean teams, and relentless regulatory and operational complexity. At some point, the question is not, "Do we have smart people?" It is, "Do we have the capability, capacity, and political freedom to actually get this done?"

Outside help is not a sign of weakness. Used well, it is a strategic lever. Pintail Solutions has years of experience consulting inside biopharma, startups and academic/non-profit institutions. Below are 10 reasons organizations like yours bring in partners such as Pintail for fractional leadership, program management, and strategic execution capability.

## 1. External Perspective

If your team only knows "how we do things here," you may be missing more efficient or less risky ways of working.

External partners see patterns across companies, therapeutic areas, and funding stages. They bring ready-made best practices in clinical trial execution, portfolio management, and organizational growth and scale that can be adapted instead of invented from scratch.

## 2. Capability

New initiatives often require skills your team doesn't yet have or only uses once or twice

- For example, navigating a Biologics License Application (BLA), standing up a new project management office (PMO), or building a digital health roadmap.

Hiring full-time for a specialized capability you might need for 12 to 24 months rarely makes sense. External experts bring that capability on day one, with a playbook already proven in similar organizations. If the skillset or experience is needed long-term within your team, let them learn from the experts.

## 3. Capacity

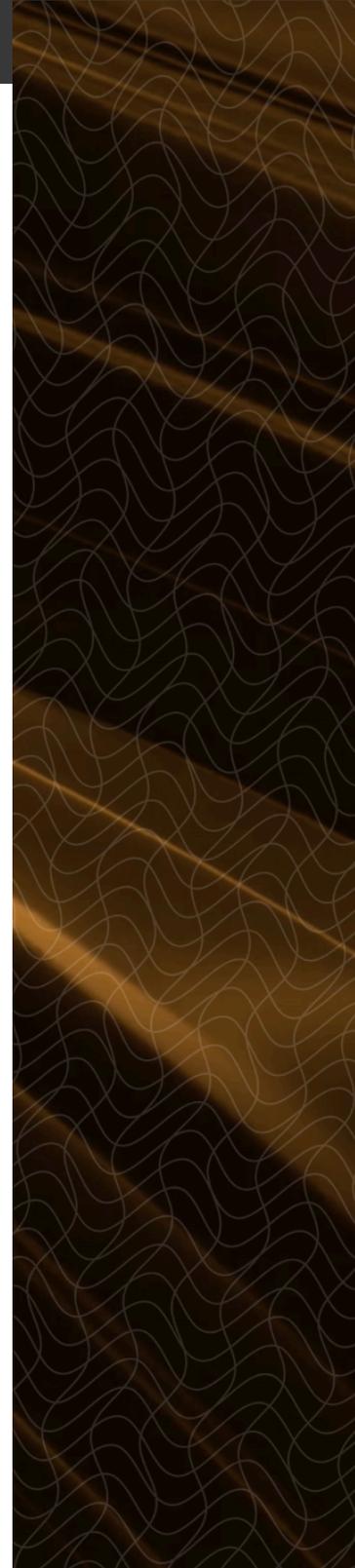
Your team is already managing critical studies, launches, or informatics initiatives. Adding one more "must win" program on top of full workloads increases risk across ALL PROJECTS, not just the recent addition(s).

Outside leaders and project teams absorb that extra work so your internal people can stay focused on their core responsibilities, without burning out or letting any key initiatives slip.

## 4. Speed

You are often moving too slowly on important projects! Internal projects often stall because they are competing with urgent operational fires. Strategy work, transformation efforts, and foundational process improvements quietly drift to the bottom of the list.

Outside help creates a dedicated engine to drive work forward, maintain cadence, clear roadblocks, and keep executives aligned on decisions and priorities so you actually deliver, not just plan.



## **5. Impact without politics**

Internal leaders must navigate careers, reporting lines, unwritten culture, and organizational history. That can make it difficult to challenge assumptions, reset expectations with powerful stakeholders, or unwind legacy decisions that no longer serve the current strategy.

Outside leaders are not angling for a promotion. They can focus purely on outcomes, make the tough calls, and hold teams accountable in a way that often feels easier to accept and less political.

## **6. Real candor: see it, say it, do it**

When you are inside the system, it can be hard to see blind spots clearly, and even harder to name them without consequences.

External partners are hired specifically to “see it, say it, do it”

- To surface uncomfortable truths, quantify risk, and then roll up their sleeves to help fix what they find. That level of candid, action-oriented feedback is often what moves a stalled initiative forward.

## **7. Proven templates, tools, and frameworks**

Building everything from scratch wastes time and introduces inconsistency. Doing it on your own often requires multiple iterations before it is ‘right’ or ‘good enough’, crumbling credibility along the way. Outside experts arrive with templates, SOPs, dashboards, and management tools already refined across multiple clients. Learn from the best experiences, collectively, not just your own.

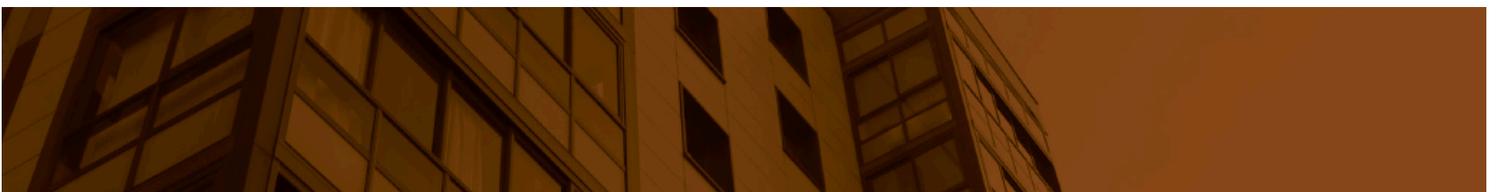
- Study startup and execution frameworks
- CMC source documents and planning tools
- Business strategy, portfolio management and KPI dashboards
- Vendor management and decision framework templates

You do not just get advice. You get concrete assets your teams can keep using long after the engagement ends.

## **8. Can't distract/disrupt your current team**

You need to get important work done that no one “owns”. Every organization has critical work that “belongs to everyone” but sits with no clear owner: cross functional initiatives, complex vendor management, or high stakes strategy that spans multiple departments.

External leaders can step in as the de facto owner, align stakeholders, define scope, and drive to measurable outcomes while internal leaders stay focused on their primary roles.





## 9. Temporary workload spikes

You want impact without adding permanent headcount. Hiring talent is expensive and slow. It also adds fixed cost at a time when many organizations need to stay flexible.

Big inflection points:

- New funding, a pivotal trial, a digital transformation, a regulatory milestone create temporary spikes in workload. Hiring a full team to manage a 12 to 18-month surge often leads to painful cuts later.

Outside expertise lets you scale up fast for the duration of a project and scale back down once major milestones are met, without restructuring or layoffs. Without severances. Without distractions across the rest of the organization.

Fractional leadership and external capability give you immediate impact, often at a much lower all-in cost than a full time hire once you factor in hiring, onboarding, benefits, bonuses, equity, personnel turnover, and the risk of a mis-hire.

## 10. The organization or team needs to hear it from someone on the 'outside'

Sometimes the organization needs external validation to make the big decision.

Sometimes the company culture doesn't allow 'free speech' without unintended ramifications or consequences.

Sometimes consultants are brought in to be the 'bad guy', share the honest truth, and make the difficult recommendations.

External leadership brings unbiased perspective grounded across a broad corporate/culture experience base. Sometimes, that's what you need.

### How to use this guide

*Use these 10 reasons as a simple checklist with your leadership team:*

- Which of these are true today?
- What will become true as you hit your next funding milestone, trial result, or commercialization milestone?
- Where would a fractional leader or external capability de-risk your plan and accelerate outcomes?

***When two or more of these reasons resonate strongly, it is time to explore outside help.***

That can be the difference between "almost" delivering and actually hitting your most important goals on time and on budget.

Pintail Solutions can help! Click the button below to get in contact with our team.

[GET IN TOUCH](#)

