

6TH NATIONAL WOMEN IN PHARMA & MEDICAL LEADERSHIP SUMMIT

BECOME A MASTER OF CHANGE TO LEAD
YOUR ORGANISATION THROUGH
CULTURAL TRANSFORMATION



22 - 25
FEBRUARY 2021

IN-PERSON | MELBOURNE
ONLINE ATTENDANCE AVAILABLE

LEARN FROM



Fiona Clark
General Manager,
Australia & New
Zealand



Annette Grundy
Senior Director
Quality, APAC



Brad Edwards
Managing
Director, Oceania



Angela Ratcliffe
General Manager,
Sleep and
Respiratory Care
APAC



Nicole Good
Head of Customer
Experience



**Marthe
D'Ombrian**
Director, Research
Innovation



Alyssa Kent
Senior Business
Unit Director,
Inflammation



**Pinky
Dharmshaktu**
Head of Oncology,
Medical Affairs



Sally Di Martino
Head of Human
Resources &
Compliance



Jason Gavin
General Manager,
Australia & New
Zealand



Sue Hansford
Managing
Director, Australia
& New Zealand



Mark Verschuur
Chief Executive
Officer



Lauren Greig
Head of Clinical
Services



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TRANSFORMATION STARTS WITH AGILE LEADERSHIP

You chose this career not for its bells and whistles but knew that through your hard work and determination, whether you pursued a career as a researcher, human resources officer or a marketer in Pharma or Medical Devices - You could help make a difference.

However, the combined industries are currently going through big changes. To name a few, pricing reforms, mergers & acquisitions, A.I and Cloud technology are becoming more influential and a push for precision medicine is forcing organisations to rethink structures and operations going forward. Add onto this the populace perception of increasing “pandemics” and the pursuit of the “eternal life”. Without good leadership to face these problems, organisations can fail and fall in this current decade.

The opportunity is now available for leaders to grow and lead in creating organisations that are adaptable to change and vibrant places to work for their teams. So join the conversation to maximise your leadership with innovative and dynamic leaders from across the Pharmaceutical and Medical Devices industry. You will leave after these four days as a leader of leaders, who is more agile, resilient and set up for career success, ready to make a difference in the lives of others.

- ▶ **Create** high performing teams who can navigate change with innovation and agility
- ▶ **Handle** difficult conversations with confidence and precision
- ▶ **Stand** out of the crowd and become the right leader for promotion
- ▶ **Build** influential networks with like-minded, future focused leaders and mentors

WHO WILL ATTEND?

Current, aspiring and future women leaders in the Pharmaceutical and Medical industries in roles including:

- ▶ Managers
- ▶ Officers / Coordinators / Executives / Specialist
- ▶ Advisors
- ▶ Analysts
- ▶ Team Leaders
- ▶ Assistant Directors
- ▶ Regional / National Managers
- ▶ Divisional / Global Heads / Directors
- ▶ General Managers / CEOs / Managing Directors / Vice Presidents

PRE-SUMMIT WORKSHOP

22 FEBRUARY 2021

THE STRENGTH OF YOUR TEAM IS YOUR ADVANTAGE

Striving to create a functional, cohesive team is one of the few remaining competitive advantages available to any organisation looking for a powerful point of differentiation. Therefore, developing your team leadership skills should be one of your highest priorities. The greater your team is, the greater the chance of organisational success.

In this interactive and dynamic workshop, Roanne will guide you through the foundations of what it means to be a team leader and how to create a thriving culture for your team. With these teachings as the groundwork, you then will deep dive into coaching and how improving your situational leadership skills makes you a better communicator and connector to your team and stakeholders.

Get the basics right

- ▶ Learn how to foster your authentic leadership style
- ▶ Create and form a collaborative team environment
- ▶ Establish team trust through ownership and task delegation

Create a high performing team

- ▶ Learn about temperament and interaction styles and the impact they have on the team
- ▶ Create norms detailing how all participants expect to behave
- ▶ Outline and map out short-term achievable goals for the team

Operating with situational leadership

- ▶ Explore and understand the situational leadership model
- ▶ Apply appropriate directive and supportive behaviours
- ▶ Discover the techniques of implementing the leadership model to your team

The next level in team leadership - the coach

- ▶ Understand coaching methodologies to build rapport
- ▶ Master how to identify and coach different personality types
- ▶ Gain tips and insights that will help make every coaching situation more successful

EXPERT FACILITATOR

Roanne Innes
Director
TEAMING

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LEARNING TO EMBRACE CHALLENGE AND CHANGE

KEYNOTE 9:00 - 9:45

Challenges and change are part of life right? Your leadership journey will be full of both, but don't let the obstacles you face have the final say on your career success and direction. Sue's leadership journey has faced all types of challenges and hurdles, but a strong personal vision, support network, and mindset have helped her to stay focused and emerge stronger through the difficult times. Sue's personal leadership journey is also focused on lifting those around her to be brave and ambitious, and to push through self-imposed limits, to be the best you can be. Lean in and be encouraged in your own leadership journey and learn how you can learn to overcome the obstacles that you face and be successful in your career.

Sue Hansford

Managing Director, Australia & New Zealand
Integra LifeSciences



GOAL SETTING - AIMING FOR SIGNIFICANCE

BREAK-OUT SESSION 9:45 - 10:00

Devise a plan to get the most out of the summit.

THE EIGHT SECRETS OF WELLBEING

EXPERT COMMENTARY 10:00 - 10:45

With the cost of depression, anxiety, and loneliness in individuals reaching an estimated 180 billion dollars within Australia, it is certainly a topic of concern as the world moves into a more fast-paced and dynamic era. Stress is increasing and finding a work-life balance is seemingly impossible. A focus on your own health and wellbeing is not selfish but is a priority for the longevity of your career and success in your day to day performance. Explore how you as a leader can safeguard your own wellbeing with a simple paradigm and eight evidence-based strategies.

MORNING TEA

10:45 - 11:00

HONE YOUR COMMUNICATION FOR SUCCESS

PANEL 11:00 - 12:10

The higher in senior leadership you rise, the more integral it is to hone your communication skills and transfer information to stakeholders. As you will encounter more diverse and at times difficult situations where you will need to communicate with authority, empathy and relevance. The good thing is, this is a skill that can be trained. You don't have to be a natural born communicator. Join in the conversation with our panel of senior leaders, who will share their experiences and strategies for nailing hard to handle conversations within the workplace and how you can effectively connect to influence stakeholders for positive outcomes.

Sally Di Martino

Director, Legal and Compliance ANZ
Eisai Australia



Lauren Greig

Head of Clinical Services
Siemens Healthcare



Marthe D'Ombra

Director, Research Innovation
CSL Limited



TEAM LEADERSHIP IS ABOUT LEADING LEADERS, NOT FOLLOWERS

CASE STUDY 12:10 - 12:50

One of the greatest feats you can do as a leader to others, is to help them become a leader. Simple to say but in itself can be a long journey of working closely with each individual to find their strengths and weaknesses, then instilling a leadership mentality that sticks. Brad has been a senior leader for many years and now is the Managing Director, Oceania for Takeda

pharmaceuticals. For Brad, his vision has always been to ensure team members discover and unleash their full potential as leaders by customising their development and building a mindset that if he left tomorrow, they could do his job. Hear from Brad the tools and techniques he uses to develop a leaders mindset in each individual and catch his passion for developing his team.

Brad Edwards

Managing Director, Oceania
Takeda Pharmaceuticals



LUNCH

12:50 - 1:50

DON'T TAKE CHANGE PERSONALLY, JUST GET PERSONAL

CASE STUDY 1:50 - 2:30

There is pressure from the market to be more personalised in medical solutions. While the outcome of more personalised solutions will ultimately benefit patients, the challenges for organisations to implement these changes are more profound. For the case of LEO Pharma, implementing a structural change caused a challenge with employee engagement and resulted in a number of redundancies. As the leader of the Australian operations, Jason needed to act fast. Through intentional involvement with his employees and empathetic leadership, Jason was able to bring vision and engagement back to his team while also outworking the restructure of LEO Pharma to success. Hear from Jason the powerful takeaways of navigating change as a leader when theory deviates from practice.

Jason Gavin

General Manager - Australia & New Zealand
LEO Pharma



VERTICAL DEVELOPMENT IN A VUCA WORLD

EXPERT COMMENTARY 2:30 - 3:30

What is a VUCA world? Well it is one that is volatile, uncertain, complex and ambiguous. Much like what we see today. More than ever before, is a demand for leaders to seek new orientations and take a fresh approach to management, moving away from traditional approaches to development. No longer is it about focusing on building skills for clearly defined problems but needing to shift your capability in handling ambiguous and continually evolving scenarios with speed & agility. Roanne works with leaders to tackle these problems head on and address the leadership skill gap. Hear from Roanne the strategies to grow your complex thinking and to start the process of improving your ability to lead in a VUCA world.

Roanne Innes

Director

TEAMING

AFTERNOON TEA

3:30 - 3:45

NETWORK WITH INTENTIONALITY

CASE STUDY 3:45 - 4:30

For Angela networking and seeking mentors was not always a career priority. With the desire for career change came the recognition that it was time to rethink the traditional approach to moving ahead and career success. It is from this moment that Angela realised that building and sustaining internal and external relationships was paramount for continual growth. She realised collecting business cards just doesn't cut the mustard to create long term networks. Takeaway how she built strong networks that have equipped her for success and created platforms to give back to others.

Angela Ratcliffe General Manager,
 Sleep and Respiratory Care APAC
Philips



THE AUTHENTIC LEADER

KEYNOTE

9:00 - 9:45

As a leader, there is a demand for you to juggle multiple hats. It can be draining and at times confusing, each day can have surprises that you weren't ready to face. So how do you develop the skills needed to lead through complexity? Through building and leading teams at Cochlear LTD, being a volunteer on the weekend, a runner and a parent, Mary Beth proposes a different outlook to the hat juggle. Stop wearing so many and just wear one. Your hat. Mary-Beth will share how your one hat encompasses all of who you are to each situation you encounter. So take the pressure off and understand that in every situation when you bring your authentic self, you will be the right leader every time.

Mary-Beth Brinson

Global Head of Clinical Affairs

Cochlear



GOAL SETTING - CHECK IN

CASE STUDY

9:45 - 10:00

Revisit the goals you set on day one and see how you are travelling before diving into day two.

TRUST IS FIRST GIVEN BEFORE GAINED

CASE STUDY

10:00 - 10:40

Trust is the currency that undergirds all leadership, as without it, grandeur visions of change and purpose can fall on deaf ears. Therefore as a leader your main priority is to increase your bank account of trust with your team and external stakeholders through authentic connection and the giving of trust first before asking to receive it. Through personal experience and taking a risk structurally with its recruitment and flexible working at Gilead Sciences, Alyssa understands the power of what trust can bring to your team and organisations. They have seen increased performance, connection and innovation across their operations as they chose to equip staff to work from different states instead of keeping their team located centrally within Melbourne. Hear from Alyssa the keys to building an effective culture of trust with your team and see greater performance outcomes.

Alyssa Kent

Senior Business Unit Director, Inflammation

Gilead Sciences



MORNING TEA

10:40 - 10:55

INSPIRE LEADERS TO THE AGILE RENAISSANCE

PANEL

10:55 - 11:55

In today's ever-changing and uncertain environment, being able to continuously learn and adapt quickly will keep you ahead of the game. As a philosophy, agile leadership has now become the talk of the town in Pharmaceutical and Medical Devices as the solution to facing this environment. Leaders want to know how to implement the philosophy across the organisation and see the benefits. Our panel of leaders have tried and tested agile thinking and will share from their learnings of how they have developed an agile mindset in their teams and built an adaptable organisation.

Mark Verschuur

Chief Executive Officer

Fairmont Medical



Annette Grundy

Senior Director Quality, APAC

Baxter Healthcare



Pinky Dharmshaktu

Head of Oncology, Medical Affairs

Merck Healthcare Pty Ltd



Nicole Good

Head of Customer Experience

Bristol-Myers Squibb



PRIORITISE WELLBEING TODAY FOR LONG TERM SUCCESS TOMORROW

CASE STUDY

11:55 - 12:35

Sanofi has taken a firm stand on the physical and mental health of their employees. By taking proactive and collaborative action to instill wellbeing initiatives and policies throughout their organisation, they have seen an increase in their employee engagement with retention rates higher and the diversity of staff on the rise. Fiona has been an integral part of the building process to protect the wellbeing of their employees. She believes that focusing on your teams health is not a nice to have but is a must. In this session, Fiona will share how to work collaboratively with your teams to create new initiatives and bring about change to see your workplace more resilient and supportive.

Fiona Clark

General Manager, Australia & New Zealand

Sanofi Genzyme



LUNCH

12:35 - 1:35

INTENTIONAL SPACE EQUALS DYNAMIC INNOVATION

CASE STUDY

1:35 - 2:15

In the Pharma and Medical Device industry, keeping fresh and innovative in your product and internal operations is necessary for the continual success of your organisation. So as a leader it is important to understand how you can foster insightful and innovative thinking within your team and department, embedding it across all facets of the organisation. Russell leads the Research & Development at Seqirus, and understands that innovation is fostered daily, through giving intentional space for teams to reflect and find ideas from unexpected sources. Be ready for some practical takeaways that will help lead your teams to fresh thinking and break idea blocks when they occur.

Russell Basser

Senior Vice President, Research & Development

Seqirus



SELF PROMOTION - INCREASING CREDIBILITY AND VISIBILITY TO GET AHEAD

EXPERT COMMENTARY

2:15 - 3:15

Self promotion often comes across as selfish and not a priority in one's career. Many people feel as though their hard work and results should speak for themselves. However, the importance of advocating for your abilities and understanding the professional image that is received, can help you get ahead in your career. This is especially relevant in times of rapid change that both Pharmaceutical and Medical Devices industry are currently experiencing. In this interactive session, you will develop strategies to enhance your visibility and credibility as a leader and set you up for the next step in your dream career.

AFTERNOON TEA

3:15 - 3:30

CLOSING ROUNDTABLE

ROUNDTABLE

3:50 - 4:30

You have been able to listen, discuss and connect with leaders from different parts of the Pharmaceutical & Medical Device industry. Our expert coach Roanne Innes will guide a collaborative roundtable reflecting on the takeaways from the summit. Together you will identify opportunities for progression and create an action plan for your future.

Roanne Innes

Director

TEAMING

POST-SUMMIT WORKSHOP

25 FEBRUARY 2021

PERFECTING THE SKILLS OF LEADING CHANGE

With constant industry change occurring across the Pharmaceutical and Medical Device industry, managing employee morale and organizational performance can be very challenging over a long period of time. Therefore to succeed, organisations need to be adaptable, resilient and constantly thinking ahead of the curve. Ready to change at any given point in time.

Reem Borrows works closely with senior executives to successfully engage their organisation through the change process and navigate the external and internal drivers of change. In this interactive workshop, Reem will provide you with a change management game plan and the skills needed to minimise the shock of disruption or even better, capitalise on the circumstances we face due to change.

Broaden your picture of the change environment

- ▶ Assess the language, norms and cultural climate of an organisation
- ▶ Consult and involve every layer of the organisation
- ▶ Reverse engineer the vision - start from the end goal in mind

Communicate change and inspire collaboration

- ▶ Engage with employees early by fostering ownership and accountability
- ▶ Communicate clearly and repeatedly through different mediums
- ▶ Facilitate cross functional meetings of teams for new insights

Manage change fatigue within teams

- ▶ Learn the signs of change fatigue for early proactive action
- ▶ Instill a growth mindset framework in teams
- ▶ Improve your emotional intelligence for stakeholder interactions

Turn vision into reality

- ▶ Recognize and celebrate each win
- ▶ Prepare for the unexpected and develop contingency plans
- ▶ Promote self leadership for organisational change

EXPERT FACILITATOR

Reem Borrows
Human Performance Specialist
Dreem Consulting

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WHAT OUR DELEGATES ARE SAYING

“ So impressed with the first day. I had never been to anything like this before having been in the industry for 17 years. It has inspired me to believe in myself and connect with ideas and people. ”

- Samantha Shepherd, Key Account Manager,
Sanofi, Melbourne

“ A very good event that highlights the powerful women in our industry, and that experiences have been similar, challenges are similar and we can learn and support each other. ”

- Cherie McLaren, Operational Quality Manager,
CSL Behring, Melbourne

“ Provoking, personable. Feel connected with women I would never otherwise have met in a really nice environment. ”

- Rhonda Keen, Business Unit Director,
Bausch and Lomb, Sydney

Registration Information

Organisation Name

Address Suburb State Postcode

Booking Contact Information

Title Full Name Position Email Phone

Delegate Information

Table with 6 columns: #, Title, Full Name or TBA, Position, Email, Attendance Date/s. Includes checkboxes for In-person/Virtual and dates 22, 23, 24, 25.

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