

From The Laboratory To Leadership - 25th Anniversary Edition

Program Overview:

It's an incredibly exciting time for the life science industry. Today, our clients are evolving at a tremendous pace and achieving levels of success that are incredible. Whether they are launching their first collaboration, entering the clinic or receiving regulatory approval for their first drug or medical device, managing growth and change are at the top of everyone's mind. With this excitement, also comes stress, sweaty palms, sleepless nights, feelings of incompetence and increasing numbers of employee relations issues, as technically trained individuals find themselves promoted to management roles in order to meet the business needs of the organization.

Completely redesigned from the ground up, the *From The Laboratory To Leadership* – 25th Anniversary Edition, develops the skills and knowledge of first time and developing managers in life science companies, taking them from competent technical managers to capable business leaders. Leveraging the knowledge gained from the original groundbreaking program, which has been delivered to over 5,000 leaders from over 500 of the industry's leading life science companies, this entirely new program provides participants with the management foundation to successfully hire, develop, and deploy top talent in their organizations. Whether you are a start-up or fully integrated biopharmaceutical company, the program is a "game changer" for your employees and your organization.

The program begins by providing the participants with the opportunity to define their personal leadership style as the result of exploring their leadership philosophies, strengths and personality type. These strengths and preferences are then mapped to the organizational needs, enabling each manager to define their program goals and to begin creating their professional development plan. Each plan is designed to provide the company with a minimum of a two time return on the program investment. Foundational and more advanced skills and tools are then introduced including goal setting for individual and project success, performance management of individuals and teams, priority management to enable focus and efforts to be targeted on the high impact areas, interviewing and selecting top performers and communicating effectively. Team development, delegation and the impact of emotional intelligence on performance are just a few of the additional areas that provide "ah ha" opportunities for everyone in the room.

The sessions fly by, as participants engage with one another as individuals, teammates, and sometimes as instructors. The use of learning pods, technology and your "companies as learning labs", ensures participants establish and enhance their relationships in their workplaces, build peer relationships, gain insights into real time issues, goals and needs, and apply industry tested business solutions that impact your company's performance and bottom line.

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Program Syllabus

Your Leadership Edge:

-  Discover the differences between leaders and managers, the value of both and how to think more like a leader.
-  Discover your strengths and the value, to you, your team and your organization, when you of capitalize on what you do well.

Leading in My Organization:

-  Understand the expectations your organization has set for leaders and what this means to you.
-  Discover how expectations of leaders shift with an organization's growth and stage.
-  Identify your company's strengths, weaknesses, opportunities, and threats in the marketplace and ways to capitalize on them to ensure the success of your company, your team and your career.

Understanding Personality Styles:

-  Understand your preferences and those of others – their associated strengths, excesses and potential blind spots.
-  Learn to appreciate and embrace the differences of others.
-  Identify how your preferences impact your ability to work effectively with others in the workplace.
-  Develop an action plan for enhancing your effectiveness with your co-workers.

Using Your Strengths for Success:

-  Discover your strengths and the value, to you, your team and your organization, when you capitalize on what you do well.
-  Determine how best to address weaknesses in yourself or others.
-  Identify ways in which you can leverage your strengths to increase employee engagement, productivity and retention.

Goal Setting and Planning:

-  Understand the most effective approach to goal setting is a cascading process from strategic decision down to tactical actions.
-  Appreciate the impact that planning can have on effective implementation & achievement of goals.
-  Embrace the SMART goals framework to establish clear, specific, measurable goals.
-  Become familiar with two unique tools that aid in effective goal setting & action planning.

Priority Management and Meeting Management:

-  Understand how you are using your time today, and develop skills to better manage your time.
-  Learn how to identify High Payoff Activities.
-  Learn how to facilitate productive and effective meetings.
-  Develop skills to effectively address meeting problems.

Leveraging Your Leadership Through Delegation:

-  Learn to accurately assess an employee's competence and commitment level.
-  Leverage the Situational Leadership model to create a work environment that is more productive, fosters creativity and provides opportunities for growth.

Interviewing and Selecting Top Performers:

-  Learn the skills and competencies to select a great candidate.
-  Learn to ask the right questions in an interview.
-  Select candidates based on observable facts, not on feelings and impressions about the candidate's abilities.

Emotional Intelligence:

-  Gain a greater awareness of which aspects of your leadership style are most effective and which may be leading you toward a loss in credibility or influence.
-  Identify the common traits possessed by individuals with high emotional intelligence and learn how you can demonstrate more of them in your day to day work.
-  Gain insights in how your words and actions impact others so that you may adapt your behaviors and change perceptions.
-  Position yourself as a leader with excellent interpersonal skills and the ability to lead others to success.

Coaching for Performance:

-  Learn how to use coaching and feedback as a tool for increased employee engagement, greater levels of performance and to create a highly enjoyable corporate culture. Learn skills related to active listening, the foundation of effective coaching.
-  Gain a greater understanding of the performance management process as an on-going responsibility of outstanding leaders.
-  Strengthen employee relationships through active listening and the use of constructive feedback models.
-  Gain the confidence to interact with others, even when you anticipate the conversation might be difficult.

What Makes A Team Productive:

-  Recognize the value of teams to the organization and individual.
-  Become familiar with the characteristics of high-performance teams.
-  Gain an understanding of team development and how you coach and guide the team successfully to high-performance status.

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Program Results:

At The Leadership Edge, we believe learning and development yields a strong return and consistently see this within the companies we serve. With *From the Laboratory to Leadership*, our graduates:

- Set program goals that deliver measureable results, reflecting a minimum of a two time return on the program investment.
- Leave the program with a greater understanding of not only good management, but their companies, as well.
- Use their companies as a learning lab; a place where they can gain insight into real time issues, goals and needs, further enhancing the application of new concepts and increasing their commercial awareness and understanding.
- Expand their peer network by establishing and enhancing relationships in the workplace.
- Advance within their companies.
- Increase employee retention.
- Get drugs and products to market faster, more efficiently and more cost effectively.