From the Laboratory to Leadership

25th Anniversary Edition (4 days)

It's an incredibly exciting time for the life science industry, one where managing growth and change are on the forefront of everyone's mind. This fast-paced and ever-evolving environment has provided us with the opportunity to fully redevelop our groundbreaking *From the Laboratory to Leadership* program, building off 25 years of success with over 5,500 graduates and 500 life science companies.

From the Laboratory to Leadership – 25th Anniversary Edition is designed to turn first-time and developing managers into confident and competent business leaders. Led by highly experienced facilitators with tremendous industry knowledge, this dynamic program provides participants with the management foundation to successfully hire, develop, and deploy top talent in their organizations.

Every leader steps into a management role with their own unique skills and talents but alone that's not enough. This program leads them to define their leadership style and obtain a greater understanding of the needs of the organization and its people – its current stage of development, mission, values, strategy, goals and the expectation of its leaders – providing them with clarity of direction and context to effectively manage and lead with impact. Participants will learn to leverage their strengths and develop critical management skills such as goal setting, priority management, delegation, interviewing, and how to effectively lead teams. To ensure peer relationships are well established and behavioral changes are maintained over time, we utilize your companies as learning labs, set ROI goals to track success, and most importantly, we provide ongoing, lifetime support.

Program Syllabus

Your Leadership Edge

What are the differences between management and leadership? Do you know how to maintain the right balance between the two, given the needs and culture of an organization and its employees? Through taking a broad perspective, we begin to define what leadership and management behaviors "look like" and "sound like" in your organization, taking the general concepts to practical reality.

Leading in My Organization

As a leader, you will have the greatest impact when your style matches the needs of your organization and its people. As a result of interviews with your company executives, you will gain a greater understanding of your organization's expectations for its leaders and how those expectations shift as your company evolves. You will not only have a clear road map for leadership success at each stage of your company's development, but will also enhance relationships that support greater visibility and support for your career development.

Understanding Personality Styles

A top challenge for any organization is communication. Through the use of the Myers-Briggs Type Indicator, you will gain insights into how others communicate, process information, make decisions, and prefer to work. With an understanding of your individual and collective strengths, excesses, and potential blind spots, you will be able to communicate most effectively while embracing your differences and leveraging your strengths for a stellar performance.

Goal Setting and Planning

In the life sciences you are doing cutting edge work on tight budgets, with minimal resources and immense pressure to meet critical milestones. Goal setting and planning will enable you to make the intangible tangible, align and focus your team for success, and support you in working most effectively and efficiently. By embracing the SMART goal framework, you'll learn to establish clear, specific, measurable goals and appreciate the enormous impact that goal setting and planning can have on effective implementation.

Priority Management

Do you feel like there is never enough time in your day? As you identify High Payoff Activities, your day will become focused on activities that have the greatest impact on your personal and company success. This session will provide you with tools, technology and strategies for controlling interruptions and creating meetings that are efficient and well run, saving you precious time each week.

Coaching for Performance

Through lessons learned by using your companies as learning laboratories, we will identify the approaches, mindsets, and skills used to most effectively enhance the performance of your direct reports and team members when coaching and providing feedback. Listening, engaging, and the use of appreciative inquiry will enable you to clarify goals, define the paths for achievement, and create measurements for success as you work together with your employees in supporting their professional development.

Leveraging Your Leadership Through Delegation

Delegation is a powerful tool for achieving results faster, developing skills in others, and minimizing risk in your company. You will learn to assess an employee's level of competence and commitment and 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

Selecting the right talent is the difference between success and failure and key to creating a desirable work environment where individuals are highly engaged and productive. Gain the skills required to select the right candidate by first understanding the desired outcomes and the competencies necessary to achieve them. Using a behavioral based interviewing process you will learn how to formulate the right questions and select candidates based on observable facts and evidence, not feelings and impressions, ensuring you get the strongest candidates with the best possible fit your organization and its culture.

What Makes A Team Productive

How can you get a team performing at its best quickly and with minimal pain? In this module we will explore both leadership and team member skills and behaviors that enable teams to effectively balance the task and relationship aspects of teaming, reaching high performing status in record time. Through the use of an engaging and highly competitive activity, participants will apply many of the skills learned in the program to demonstrate their strengths as team members, as well as opportunities to enhance their performance.

Pulling It To Work

Four days of self-reflection, skill development, and application all come together as participants present their personal case studies in small learning cohorts. The teams create action plans which integrate all the program concepts to address challenges and opportunities ranging from dealing with difficult employees to accelerating progress toward an IND. The results are phenomenal as every participant is able to visibly measure their increased growth and knowledge.