

9TH ADVANCING WOMEN'S LEADERSHIP SKILLS & OPPORTUNITIES IN PHARMA & HEALTHCARE

FEATURED SPEAKERS



Colleen
Beauregard
Head, R&D
Communications,
Learning,
Partnerships &
Policy
TAKEDA



Antoinette
Burgess
Head of Medical
Engagement
Center of
Excellence for USMA
GLAXOSMITHKLINE



Lucy De La Cruz
Chief of Breast
Surgery
**GEORGETOWN
UNIVERSITY**



Kate Dunn
Head of
Immunology & Rare
Disease
NOVARTIS



Josette
Gbemudu
Executive Director,
Health Equity
MERCK



Sarah Gheuens
Chief Medical
Officer, Head of
R&D
AGIOS



Stacey Gorski
Head, US Medical
Excellence
ASTRAZENECA



Salma Jutt
VP of US Sales,
Ethicon
**JOHNSON &
JOHNSON**



Rosa Notaroberto
Head of Business
Operations & Chief
of Staff, Global
Oncology Business
TAKEDA



Mary Pao
Chief Medical
Officer
**ANI
PHARMACEUTICALS**



Jennifer Sherak
SVP, & President,
Specialty Physician
Services
AMERISOURCEBERGEN



Julie Tyler
President, Vascular,
SVP
ABBOTT



Cidnee Vaykovich
Chief Operating
Officer
**STARTON
THERAPEUTICS**



Celeste R.
Warren
VP, Global
Diversity &
Inclusion COE
MERCK

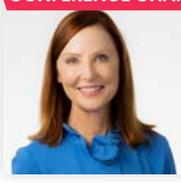


Julie Yu
Chief Program
Officer
**AMICUS
THERAPEUTICS**

INDUSTRY SHAPING TOPICS:

- Reclaim Your Voice: Learn How to Set Boundaries and Say No Without Losing Promotional Opportunities
- Advancing Gender Consciousness Among Men in the Workplace
- Raising the Bar: How to Support the Wellbeing and Retention of Mothers
- Enhance Today's STEM Students to Cultivate the Workforce of the Future

SPEAKERS

	<p>Harindra Abeysinghe VP, Head, Global Regulatory Affairs, Oncology, Diagnostics, Janssen R&D JOHNSON & JOHNSON</p>		<p>Colleen Beaugard Head, R&D Communications, Learning, Partnerships & Policy TAKEDA</p>		<p>Antoinette Burgess Head of Medical Engagement Center of Excellence for USMA GLAXOSMITHKLINE</p>		<p>Jennifer Couture VP, Chief Privacy Officer ALEXION</p>
	<p>Lucy De La Cruz Chief of Breast Surgery GEORGETOWN UNIVERSITY</p>		<p>Jacqueline Delfgaauw VP, Head Clinical Development MALLINCKRODT</p>		<p>Kate Dunn Head of Immunology & Rare Disease NOVARTIS</p>		<p>Josette Gbemudu Executive Director, Health Equity MERCK</p>
	<p>Sarah Gheuens Chief Medical Officer, Head of R&D AGIOS</p>		<p>Stacey Gorski Head, US Medical Excellence ASTRAZENECA</p>		<p>Colleen Hauk Workplace Expert, Speaker, Trainer & Best-Selling Author</p>		<p>Laura Johnson Sr. Director, Field Operations ALKERMES</p>
	<p>Reinhard Juraschek Director R&D JOHNSON & JOHNSON</p>		<p>Salma Jutt VP of US Sales, Ethicon JOHNSON & JOHNSON</p>		<p>Swetha Krishnan Sr. Director, Quality Systems & Compliance ALKERMES</p>		<p>CONFERENCE CHAIR Diana Morgenstern VP, Medical Affairs INOVIO</p>
	<p>Dorottya Nagy-Szakal Chief Medical Officer BIOTIA, INC</p>		<p>Nanrita Nandra Global Medical Director, Oncology MERCK</p>		<p>Rosa Notaroberto Head of Business Operations & Chief of Staff, Global Oncology Business TAKEDA</p>		<p>Mary Pao Chief Medical Officer ANI PHARMACEUTICALS</p>
	<p>Danielle Potteiger VP, US Marketing, BIOCRYS</p>		<p>Michael Rooney Sr. Director, Engineering MARINUS</p>		<p>CONFERENCE CHAIR Jennifer Sherak SVP, & President, Specialty Physician Services AMERISOURCEBERGEN</p>		<p>Julie Tyler President, Vascular, SVP ABBOTT</p>
	<p>Cidnee Vaykovich Chief Operating Officer STARTON THERAPEUTICS</p>		<p>Vanina de Verneuil VP, Legal VIR BIOTECHNOLOGY</p>		<p>Celeste R. Warren VP, Global Diversity & Inclusion COE MERCK</p>		
	<p>Julie Yu Chief Program Officer AMICUS THERAPEUTICS</p>		<p>Karin Zeh VP, Program & Portfolio Management TURNING POINT THERAPEUTICS</p>				

The first, largest, and most impactful conference for women leaders in the biopharma sector welcomes you back to in-person learning! DGE's **9th Advancing Women's Leadership Skills & Opportunities in Pharma & Healthcare** is an unequalled community of experts, peers, and friends ready to share best practices and change the future - with you!

Women executives in pharma and healthcare who have climbed every obstacle to get to the top share their success stories to educate and inspire the next generation of leaders. This program challenges and guides attendees to empower women in leadership roles and continue to close the gender parity industry gap.

Join us in Philadelphia this September as our community of leaders and learners help take your career to new heights!

- Empower women in these healthcare industries to better advocate for themselves, enhance their skill sets, and advance in the workplace
- Learn from executive coaches how to bring the best value and leadership skills back to your organization
- Discover how to create an emotionally healthy workplace by building trust and resilience among your team
- Address issues affecting women in the workplace in a safe, open, and collaborative environment
- Hear from top healthcare professionals about overcoming personal and workplace obstacles to reach the top
- Expand your network and make genuine connections with healthcare peers

WHO SHOULD ATTEND

This conference is designed for emerging leaders who are seeking knowledge and a forward-thinking leadership network to facilitate upward mobility in roles within:

- Pharmaceutical companies
- Biotech companies
- Hospitals/Healthcare Systems/HC Providers
- Medical Devices & Diagnostics

WHAT IS THE COMMUNITY SAYING?

"Content was extremely good and relatable! I learned practical things I can implement today!"

-Executive Director, TGAs Advisors, a Trinity Lifesciences Company

"Very well done, with great presenters and useful actionable content."

Associate Director, Clinical Trial Manager, Pfizer

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or call 201 871 0474

8:00 - 9:00 AM	Registration & Breakfast
9:00 - 9:15 AM	Introduction from Chairperson Jennifer Sherak, SVP, & President, Specialty Physician Services, AMERISOURCEBERGEN
9:15 - 10:00 AM	Embrace Your Femininity in a Male-Dominant Workplace Leaning strongly into attributes of compassion and sensitivity can pave the way for greater leadership skills. Successful leaders demonstrate genuine care and attentiveness to foster talent and inspire values and purpose. <ul style="list-style-type: none"> Define feminine and masculine principles and how these traits extend beyond gender as everyone can find balance with both Lean into your feminine qualities that can help pave the way for greater leadership skills, strength, and trust from peers and team members Sarah Gheuens, Chief Medical Officer, Head of R&D, AGIOS
10:00 - 10:45 AM	Break the Bias: Learn How to Tackle Bias in the Workplace to Create an Inclusive Environment As much as we desire to be free of biases, they have a way into our thoughts. However, as leaders, it is our responsibility to keep them in check. This is a huge responsibility for those in charge of hiring, training, and managing staff, but it may also be a privilege. Taking the time and effort to see the potential in everyone is a gift that has the power to transform businesses. <ul style="list-style-type: none"> Discuss how to eliminate bias from recruiting, interviewing and hiring Establish objective criteria, definite culture fit and demand accountability Respond to double standards and stereotyping Mary Pao, Chief Medical Officer, ANI PHARMACEUTICALS
10:45 - 11:15 AM	Networking Break
11:15 - 12:00 PM	Reclaim Your Voice: Learn How to Set Boundaries and Say No Without Losing Promotional Opportunities According to studies, job stress is by far the most common source of anxiety among American adults. One of the main reasons for this is that technology allows us to work around the clock with essentially no boundaries. Employees who establish boundaries are the happiest and most productive. People who set boundaries earn respect because they show respect for themselves. <ul style="list-style-type: none"> Realize that you have the right to set boundaries Learn how you can say no without being perceived as unprofessional Put your boundaries into action on a consistent basis Antoinette Burgess, Head of Medical Engagement Center of Excellence for USMA, GLAXOSMITHKLINE
12:00 - 12:45 PM	Panel: Advance Gender Consciousness Among Men in the Workplace Women continue to struggle to find the support and advocacy they need, and also in identifying the allies who can help them. Since men frequently hold positions of power in companies, women can collaborate with these allies to help dismantle the systemic power structures that restrict equitable opportunities for professional development and progress. <ul style="list-style-type: none"> Discuss the importance of male allies Brainstorm strategies on how to engage men in the dialogue Shift away from only telling men what they shouldn't do and focus on what they can do to support women in the workplace Understand that seeking out male mentors and sponsors is crucial as most CEOs and presidents are men Moderator: Karin Zeh, VP, Program & Portfolio Management, TURNING POINT THERAPEUTICS Panelists: Salma Jutt, VP of US Sales, Ethicon, JOHNSON & JOHNSON Julie Yu, Chief Program Officer, AMICUS THERAPEUTICS Swetha Krishnan, Sr. Director, Quality Systems & Compliance, ALKERMES

12:45 - 2:00 PM	Networking Lunch
2:00 - 2:45 PM	Fixing the "Broken Rung": How Women can Collectively Lift Themselves and Others into Management The representation of women in the workforce has increased since 2016. Yet, women are significantly underrepresented in leadership, and continue to face a "broken rung" at the first step up to manager. As our culture of work continues to evolve, women's leadership will be paramount. So, how can women collectively work to make a difference today for future leaders? <ul style="list-style-type: none"> Learn about the challenges specific to key career milestones Uncover strategies for advancing in the workplace Jennifer Sherak, SVP & President, Specialty Physician Services, AMERISOURCEBERGEN AmerisourceBergen
2:45 - 3:30 PM	Panel: Become a Better Multi-Generational Leader to Build Lasting Diversity In the coming years, organizations will be managing teams made up of people from different generations at once. Understanding multigenerational management is crucial for organizations to play to the strengths of team members of all ages. <ul style="list-style-type: none"> Recognize that each generation approaches work, office culture and learning differently Understand each generation's values and driving force Customize your approach, tools and leadership style as one size does not fit all Adapt, learn and ask for feedback Moderator: Cidnee Vaykovich, Chief Operating Officer, STARTON THERAPEUTICS Panelists: Josette Gbemudu, Executive Director, Health Equity, MERCK Salma Jutt, VP of US Sales, Ethicon, JOHNSON & JOHNSON Jennifer Couture, VP, Chief Privacy Officer, ALEXION Rosa Notaroberto, Head of Business Operations & Chief of Staff, Global Oncology Business, TAKEDA
3:30 - 4:00 PM	Networking Break
4:00 - 4:45 PM	Raising the Bar: How to Support the Wellbeing and Retention of Mothers In recent years, shifts in public and corporate policies have influenced – and arguably improved – support available to working mothers. However, truly supportive environments are ingrained into company culture where both male and female leaders are steadfast in translating that into action and leading by example. <ul style="list-style-type: none"> Think beyond parental leave and pumping rooms Look to other countries and other industries as case studies for what works Encourage mentorship, both in and out of the office Take a holistic view to support the full experience of parenthood (including adoption, foster care, bereavement, etc.) Implementing a culture where professional sacrifices aren't required to take advantage of benefits, resources and flexibility Colleen Beaugard, Head, R&D Communications, Learning, Partnerships & Policy, TAKEDA
4:45 - 5:30 PM	Enhance Today's STEM Students to Cultivate the Workforce of the Future To propel innovation forward, a diverse collection of voices and ideas must be present. The advantages of extending girls' access to STEM education benefit both girls and the STEM field. Girls are capable of bringing distinct experiences and abilities to the industry, as well as fresh and creative perspectives. <ul style="list-style-type: none"> Address the underrepresentation of diverse girls in STEM Discuss partnerships with universities and colleges to improve STEM education Map how your organization can help support STEM programs Dorottya Nagy-Szagal, Chief Medical Officer, BIOTIA
Day One Concludes	

8:00 – 9:00 AM	Registration & Breakfast
9:00 – 9:15 AM	Introduction from Chairperson Diana Morgenstern, VP, Medical Affairs, INOVIO
9:15 – 10:00 AM	Leadership Resiliency: The 5-Star Approach to Sustainable Performance

Research has found that managers report more stress and burnout and worse physical wellbeing than the people they manage. And women are even more burned out than they were in previous years, with the gap in burnout between women and men nearly doubling in 2021. As female leaders are reaching record levels of burnout and leaving their jobs, we're shrinking the leadership pipeline and stalling organizational profits and overall economic growth!

After suffering burnout and her own breaking point, Colleen Hauk, founder and CEO of The Corporate Refinery, transformed her personal circumstances and inspired others across the organization to impact cultural change. Colleen sees first-hand the reality of how work and life are more blended than ever and, through "The 5-Star Approach", she takes burned out executives and turns them into top-tier leaders.

Attendees will be able to immediately implement proven strategies to:

- Discover the secret to navigating the demands of both your professional and personal worlds.
- Design your life to cultivate resilience while circumventing burnout in the workplace.
- Uncover what organizations are doing wrong when it comes to sustaining performance and how women in leadership can create impactful change.

Colleen Hauk, Workplace Expert, Speaker, Best-Selling Author

10:00 – 10:45 AM	Panel: Brainstorm Strategies that Male Allies Can Use to Advance Women
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When it comes to climbing the corporate ladder, women have encountered major challenges. The road ahead is still paved with many structural barriers that prevent them from achieving the same degree of opportunity as most men. Male allies who see and understand the value of building an inclusive, welcoming, and equitable workplace culture can help break down the barriers that women face at work.

- Discuss how men can become better allies to women
- Address mentoring and sponsoring women
- Hold other men accountable

Moderator: Diana Morgenstern, VP, Medical Affairs, **INOVIO**
Panelists: Michael Rooney, Sr. Director, Engineering, **MARINUS**
Harindra Abeysinghe, VP, Head, Global Regulatory Affairs, Oncology, Diagnostics, Janssen R&D, **JOHNSON & JOHNSON**
Reinhard Juraschek, Director R&D, **JOHNSON & JOHNSON**

10:45 – 11:15 AM	Networking Break
11:15 – 12:00 PM	Lift As You Climb: Using Your Strength to Empower Other Women

Many women aren't necessarily the best supporters of other women. We see a lot of male support and networking that you don't see with women. How can we shatter some of these practices? We need to get to the core of why we as women don't support other women. There isn't just room for one woman at the top.

- Find ways to amplify the female voice
- Advocate for more opportunities for other women in your organization
- Become a mentor and share your knowledge

Laura Johnson, Sr. Director, Field Operations, **ALKERMES**

12:00 – 12:45 PM	Panel: Lack of Women At The Top – What Pushes Women Away From Senior Leadership Roles?
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It is well-known that nationally, we are lacking women in leadership positions. It is critical that there are ongoing initiatives, events, and programs that will inspire teenagers and young women to not be frightened to lead.

- Share how women perceive their career opportunities
- Discuss obstacles and challenges that may deter women from going after top leadership positions
- Brainstorm how to inspire other women to take on senior leadership roles

Moderator: Julie Tyler, President, Vascular, SVP, **ABBOTT**
Panelists: Jacqueline Delfgaauw, VP, Head Clinical Development, **MALLINCKRODT**
Nanrita Nandra, Global Medical Director, Oncology, **MERCK**
Danielle Potteiger, Executive Director, US Marketing, **BIOCRYS**
Vanina de Verneuil, VP, Legal, **VIR BIOTECHNOLOGY**

12:45 – 2:00 PM	Networking Lunch
2:00 – 2:45 PM	Take Charge of Your Career By Cultivating Long-Term Connections

Mentorships and sponsorships both help create more diverse workplaces, foster belonging, and develop tomorrow's leaders. With these relationships in place, employees who seek guidance can benefit from those who have been there before. They can also earn the trust of their leaders with people who will vouch for them.

- Clarify the difference between coaching, mentorship, and sponsorship
 - Strategize for networking in a hybrid world
- Stacey Gorski, Head, US Medical Excellence, **ASTRAZENECA**

2:45 – 3:30 PM	Deepen Empathy and Emotional Intelligence to Improve Your Impact as a Leader
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Numerous studies have shown that what distinguishes outstanding leaders from average ones are emotional self-awareness and self-control. It's critical for those who want to excel as a leader to develop these skills.

- Discuss the importance of empathy and how it contributes to positive outcomes such as employee engagement, innovation, and retention
 - Practice mindfulness to empower you to slow down your emotional responses and suspend judgement to shift to openness and curiosity
 - Demonstrate how to lead with empathy
- Kate Dunn, Head of Immunology & Rare Disease, **NOVARTIS**

3:30 – 4:00 PM	Networking Break
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4:00 – 4:45 PM	Recognize how Stronger Focus on Clarity can Yield Better Outcomes
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The two biggest drivers of representation are hiring and promotions, and companies are disadvantaging women in these areas from the beginning. Although women earn more bachelor's degrees than men, and have for decades, they are less likely to be hired into entry-level jobs. Leaders who fail to devote time to create clarity across their organization often lean to low employee engagement, subpar outcomes and lack of initiative from their employees. But when looking to advance in your career, lack of clarity leads to missed opportunities. The most useful approach to clarity emphasizes specific details on purpose, strategy, and responsibility – both for yourself and to from others.

- Learn how to communicate in a clear way your objectives and goals (short and long term) with yourself and others (*boss, colleagues, others in the industry) to allow for those around you to look for you when opportunities arise for promotion
- Have a clear strategy that aligns with your purpose
- Create clear expectations of yourself to attain your purpose and be responsible about your expectation in the workplace that will allow you to reach your purpose
- Apply your expectations to others to create healthy work boundaries and relationships

Lucy De La Cruz, Chief of Breast Surgery, **GEORGETOWN UNIVERSITY**

4:45 – 5:30 PM	To Your 50s – and Beyond! Navigate Long-Term Career Development
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Although there are promotional opportunities in many age groups, you hear less about them in your 50s. Advancing in your career at this age is still very important and it is crucial to get others on board for support.

- Reframe the way we position ourselves as we reach 50
 - Increase awareness of age bias and make everyone comfortable in their age as they gain more experience
 - Share the experience of being a leader at this age
- Celeste R. Warren, VP, Global Diversity & Inclusion COE, **MERCK**

POST – CONFERENCE WORKSHOP

The '5-Star' Approach: Strategies for Developing into a Top-Tier Leader

HR leaders say that “having strong leadership skills” is one of the highest priorities when it comes to choosing new managers. Yet a Harvard Review study shows that, on average, most companies train their managers 9 years after they’ve been promoted. No wonder 38% of new leaders outright fail in the first 18 months!

Through her own 20-year personal leadership journey and ongoing research, **Colleen Hauk, Founder and CEO of The Corporate Refinery**, has created a unique framework, the “5-Star Leader™”, that will help you become the confident, effective leader you were meant to be. You’ll discover how to transform yourself while striking the balance between people and results; master the methodologies for communication and employee development; and unlock the power of your network to keep your career on a consistent, upward trajectory. Be prepared to be inspired and empowered to continue taking your leadership to the next level!

8:30 – 9:30 AM

Opening Session

- Self-reflection and interactive exercises
- Break down the 5-Star Leader™

9:30 – 10:00 AM

Attract and Retain Top Talent

- Acquire the competency to transition from an individual contributor into a leadership role

10:00 – 10:15 AM

Morning Break

10:15 – 11:30 AM

Attract and Retain Top Talent (cont.)

- Evaluate the emotional intelligence domains required to attract and retain the right people

11:30 – 12:15 PM

Influence and Impact Throughout the Organization

- Discover the universal needs required in a work environment to create a thriving culture
- Develop the confidence for inspiring individuals to gain buy-in and improve effectiveness

12:15 – 1:30 PM

Lunch

1:30 – 2:00 PM

Influence and Impact Throughout the Organization (cont.)

- Enhance your communication in specific circumstances to deliver greater outcomes

2:00 – 2:45 PM

Develop the Individual

- Establish an employee development process that delivers greater outcomes
- Learn the art of remaining curious to foster independent decision making and ownership

2:45 – 3:00 PM

Afternoon Break

3:00 – 4:00 PM

Accelerate Your Future

- Begin designing your professional journey for purposeful growth
- Examine and expand your network and learn how to leverage it for advancement

4:00 – 4:30 PM

Reflection & Action Planning

Post Conference Workshop Concludes

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DELEGATE PROGRAM MANAGER



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