

Statistical Leadership: Is there a role for **service** as we cultivate our leadership skills to maximize influence in the Pharmaceutical/ Regulatory Ecosystem?

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Leadership & Your Journey

- This is your journey, chart your own path
- Expect your goals, perspective to change
- Look for inspiration everywhere



HUMILITY AS POWER?

It turns out....

- ★ It's good business
- ★ It shows up across settings
- ★ It needs to be genuine to be effective



Servant Leadership:

“a philosophy and set of practices that enriches the lives of individuals, builds better organizations and ultimately creates a more just and caring world.” (Robert Greenleaf, AT&T 1970)

3 Policies implemented by humble CEO's:

- Reduced pay disparity
- High innovation and diversity
- Dispersed power

Result: consistently had lower employee turnover, higher employee satisfaction, & better company financial performance



Hallmark of a humble leader



Willing to admit their mistakes and limitations.
Create learning organizations



Don't believe success is inevitable, they constantly test their progress, revise plans, and solicit feedback



Servant first, leader second



Shares power, puts the needs of others first

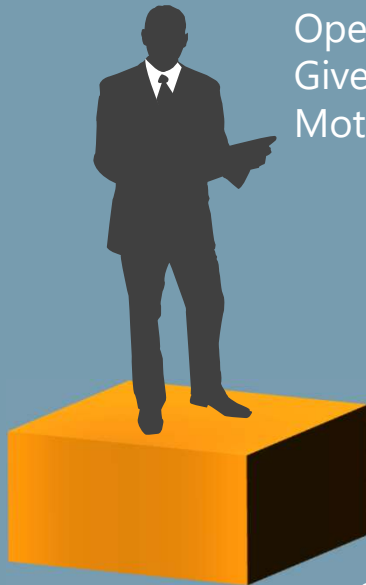


Helps people develop and perform as highly as possible



Seeks feedback, Open and available to others

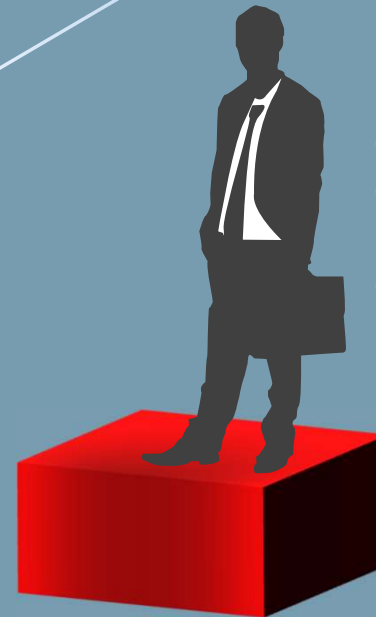
Led



Open, Infinite, Value oriented
Given a vision, Inspired to create,
Motivated, Creating value

How do you feel : led versus managed?

"Too many leaders fail because they think they should manage people when they should manage projects and lead people"



Closed, Finite/Definite, Process-
Oriented, Controlled, "Micro-
Managed", Restricted, Directed,
Counting value

Managed

Comfort is frequently the enemy of greatness...

"Your time is limited, so don't waste it living someone else's life. Don't be trapped by dogma – which is living with the result of other people's thinking" Steve Jobs



WANT TO START YOUR JOURNEY?

**Specific steps you
can take**



Get feedback
Subject yourself to a 360



Create a Study Plan



Ditch self promotional, and sincerely compliment and rely on those you are called to serve.



Develop Courage

CAPITAL AND THE TRIPLE BOTTOM-LINE

Servant leadership moves away from the singular focus on Economic Capital

Economic Capital

Focus: Profit

Accumulation of economic capital for reinvestment in new ideas and business growth

Examples: Labor, Influence, Financial capital, Expertise

Social Capital

Focus: People

Relational wealth that makes community and organizations focus effectively for the common good

Examples: Deep and lasting relationships, Mutual trust, Shared rules & culture. Social Capital includes all the things that E-capital can't buy

Spiritual Capital

Focus: Planet

Quantified value of spiritual beliefs and practices held by individuals, groups and society.

Examples: Strong Moral Code, Unified acceptance of Virtues such as Truth, Faith and Character

Social Capital

Provide retention numbers relative to industry and company (no matter what)

Create an environment where everyone can thrive, mutual trust between all stakeholders (vendors, employees, shareholders, customers, management)

My Journey: what do these principles look like in practice?

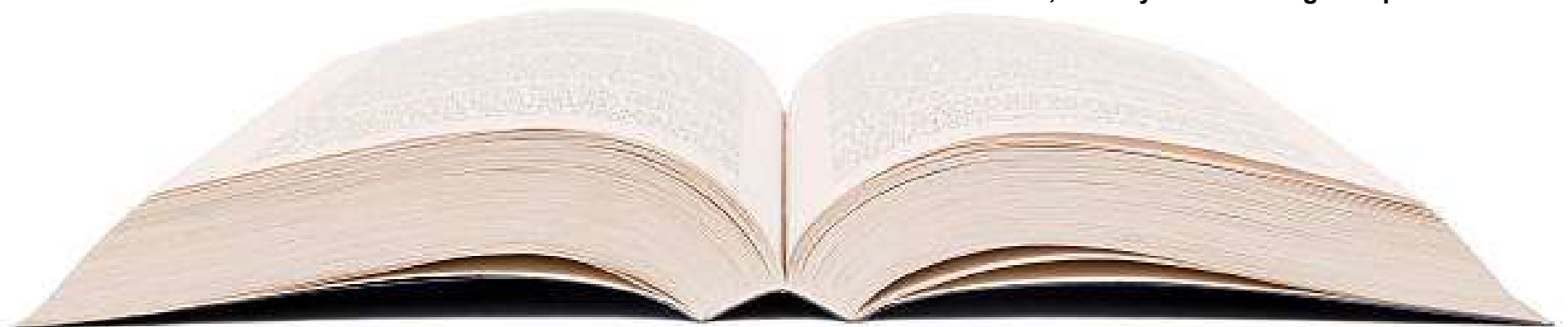
Servant Leadership Applied to Re-Org

Setting: Accountable for new span of business.

I didn't have all the answers and wanted to leverage the strength of the individuals in my org, the experts.

Transparency:

1. Shared questions I was seeking to answer
2. Input/Process: focus groups, shared openly who was included, anyone could request 1:1 to share perspective
3. Readout: "read out" what I heard, directly tied to changes implemented



IMAGINE





“Success is not final and failure is seldom fatal; it is the courage to continue that counts”

Winston Churchill

Thank
you

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References:

Books I was reading when I put together my thoughts for this talk

