DEVELOPING STATISTICAL LEADERSHIP

A Perspective on What It Takes to Influence and Lead in the Pharmaceutical Industry

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OUTLINE

Start with a Definition

Some Stories and Learning
- An Early Experience of Influence
- The Statistician's Unique Perspective
- Exercising Business Judgment

Ingredients for Statistical Leadership

Summary Thoughts

LEADERSHIP

The ability to consistently deliver value to an organization or cause by inspiring people to take a specific direction when they truly have the freedom or choice to do otherwise.

AN EARLY EXPERIENCE OF INFLUENCE

Dry Product/Tablet Development

Issues with Variability … and Some "Simple" Solutions

Data + Problem Solving + Communication = Influence

Impact: Ability to focus resources, solve the problem and meet the timeline

1st learning:

What's easy for statisticians may not be as easy for their colleagues in other functions.

THE STATISTICIAN'S PERSPECTIVE

Large Molecule Development

Experimental Strategy and Data Analysis in a Cross-Functional Setting

Problem solver, mediator, statistical leader, scientific advisor

Impact: Resolve problems, increase cycle time and improve quality

2nd learning:

Statisticians have a perspective unlike anyone in their teams and can use it to add value in a unique way.

EXERCISING BUSINESS JUDGMENT

Product Monitoring in Manufacturing

The Cost of Deviations and the Unintended Consequences of a 483

Finding the Pain: Ownership Thinking, Customer Focus

Impact: Significantly reducing deviation backlog; freeing up resources to focus on improvement and throughput

3rd Learning:

Statisticians can combine technical skills with big picture thinking to deliver significant business value to the organization.

INGREDIENTS FOR LEADERSHIP

One Formula

Statistical Skills
Technical competence, problem solving, objectivity, collaboration

Basic Skills
Communication, trust, integrity

Learned Skills
Drug development, science, regulatory, competitive landscape

Hidden Skills
Confidence in ideas, decision-making, business judgment

SUMMARY

When it comes to leaders, statisticians have the potential to be among the best.

To become strong leaders, statisticians must make a personal investment in their own leadership development.

Their managers, supervisors, and mentors need to play a significant role as well.