



**WOMEN IN
LEADERSHIP
IMPACT**



WOMEN IN PHARMA AND BIOTECH

We are excited to announce our new leadership development programme, **IMPACT**, designed specifically for women either currently in, or aspiring to be in, senior leadership positions in Pharma and Biotech. **IMPACT** helps women to break through their career and life barriers, optimize their potential, excel in leadership and maximize their impact in their organisations, and beyond. Our aspiration is to increase the representation of women in senior roles across our industry and to improve organisational performance, ultimately for the benefit of patients.

THE PROGRAMME

IMPACT is a comprehensive 8 month program that delivers lasting behavioural change for women to excel at higher levels.

Designed using diversity, L&D, HR and coaching expertise, the programme is structured in eight key modules, exploring in depth the behaviours, skills and beliefs that underpin successful organisational leadership.

Designed specifically for women, the programme attends to the unspoken yet real needs relating to confidence, powerful communication, risk taking, conflict management, negotiation and influence. The program integrates mental fitness training to combat limiting beliefs, stress and anxiety, leading to more happiness, better wellbeing and ultimately greater success.

The program is delivered virtually, enabling more efficient use of time and greater work life balance.

The modules comprise a number of interventions including prework, group training workshops, peer learning and informal connection and networking events. Participants are also supported throughout the program with 1:1 coaching.

We aim to build a powerful, supportive alumni community of confident and effective women leaders across the industry, which supports their development, and provides great role models for rising female talent.

IMPACT will be delivered by executive leadership coaches; Sam Pearce, FCIPD, CPCC (formerly Chief People Officer of Immunocore and Global HRBP at UCB), and Iain Smith, FCIM, FRSA (formerly Head of Skills for TfL, Director of City & Guilds and Deloitte Associate). Between them, they have vast experience of training and coaching at executive, senior management and C-suite levels.

Aimed at women who have recently been promoted to Director level, or who are aspirationally within 1-2 years reach of that, in the Pharma/Biotech sector. These women are recognised by their organisations as being high potential, and merit the invaluable investment of the **IMPACT** program to enable them to succeed further and contribute at greater levels to the organisation's performance, as well as enhancing their careers and their lives in general.



THRIVE AS LEADERS

Programme dates: November 2021 - June 2022

For enrolment please contact:

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Please visit us at www.thriveasleaders.co.uk to find out more.