

Five Points to Achieve Your Potential

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Ying, suffering from allergies



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5 Points to achieve your potential

- Opportunities
- Attitude
- Support
- Value difference
- High performance



Opportunities

- Take them!
 - They come and they go – sometimes never to return
 - Take ownership of your career path
 - Set personal goals
 - Spot opportunities
 - Do not be afraid to be stretched
 - Follow your heart



Attitude

- Focus on the important
- Use your strengths
- Think positively
- Listen to advice,
 - then trust your own judgement
- Work hard
- No excuses
- Enjoy the challenge



Women in the Industry

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- Discrimination?
- Diversity issues
- Children
- Partnerships
- Women complement men



For Women - Do ... and ... Do not

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DO

- Remain feminine
- Understand focus
- Lead by example
- Have a sense of humour
- Recognise the choices you make are yours
- Set up support systems at home
- Ask for help
- Learn multi-tasking is an essential skill

DO NOT

- Copy male behaviours
- Be too critical
- See prejudice whenever a judgement is made
- Chastise men
- Blame the company for your pregnancy
- Try to do it all alone
- Expect not to work very hard



Ask for support

- ▶ You cannot do it all alone
- ▶ Live with the choices you make
- ▶ It is OK to ask for help
- ▶ At home
- ▶ At work
- ▶ With colleagues and friends
- ▶ Set up a support system
- ▶ Ensure a life-work balance



Value Difference

- Learn to appreciate those around you
- We are all different
- No one is perfect
- We all have our strengths and weaknesses
- Difference is an enormous strength in a team
- High performing teams allow each to work to their strength



High Performance

- ▶ Always strive for high performance
- ▶ Use your intellectual gift
- ▶ Use your experience
- ▶ Use your ability to work hard
- ▶ Keep a good balance but stay focused on the key impacting factors
- ▶ Recognise the power of team work
- ▶ Work in your areas of strength
- ▶ Understand and work on your weaker skills

AIM High 

Career disciplines in the industry

- R&D
 - Scientific
 - Medical
 - Project management
- Finance
- Human Resources
- Commercial operations
- Legal
- Business Development
- Communications
- See: <http://www.bioindustry.org/careers>



Big Pharma vs. Biotech

Big Pharma

- Great training ground
- Much formal training - for all round expertise
- Much informal training - on the job in an experienced well run company
- Slow to respond
- Vary a lot in freedom of movement and influence
- Higher starting salaries

Biotech

- Hungry
- Inexperienced (look at senior management and decide on "phase" of growth of company)
- Rapid response
- Much more influence at lower levels
- Less formal training - mostly "on the job"
- Larger earnings upside



Scientific Career Paths

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▶ Manager Scientist

- enjoy interactions with people
- be a natural motivator
- leadership skills allowing frank, fair communication
- good scientist

▶ Expert Scientist

- enjoy working with people
- motivate through scientific exchange and ideas
- scientific leadership
- excellent scientist
- good presentation skills



PhD or Not PhD

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▶ PhD

- Enter industry later
- Experience of broad range of science
- Principle learnings – drug discovery process and management skills
- Application and people skills - will do well

▶ Not PhD

- Enter earlier
- Learn industrial process in first three years
- Also learning about science and developing scientific skills
- Move on to manage people
- Find niche - do well
- Add MBA – move about company – do well



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And don't forget that sense of humour
and the ability to laugh at yourself!

