

Leading with Agility

A Superpower for Medical Leaders

Welcome

Welcome from the Team



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- The faculty had no relevant financial disclosures

Educational Objectives

By the end of this webinar, you will:

- Be more familiar with the Six Signature Traits of Inclusive Leadership
- Have explored strategies to help lead diverse groups

Agenda

Timings	Session
0-5 mins	Welcome
5-10 mins	Introduction & Energizer
10-20 mins	The Six Signature Traits of Inclusive Leadership
20-30 mins	Real-world Examples – Discussion and Q&A
30-40 mins	Real-world Scenario – Discussion
40-55 mins	Real-world Examples – Discussion and Q&A
55-60 mins	Reflections, Next Steps & Close

Leading with Agility

*Source: The Six Signature Traits of Inclusive Leadership,
Deloitte University Press*

Icebreaker

Our Preferences



Diversity at Work



Markets

Customers

Ideas

Talent

MAPS: The Future of Medical Affairs 2030

Medical Affairs Vision 2030

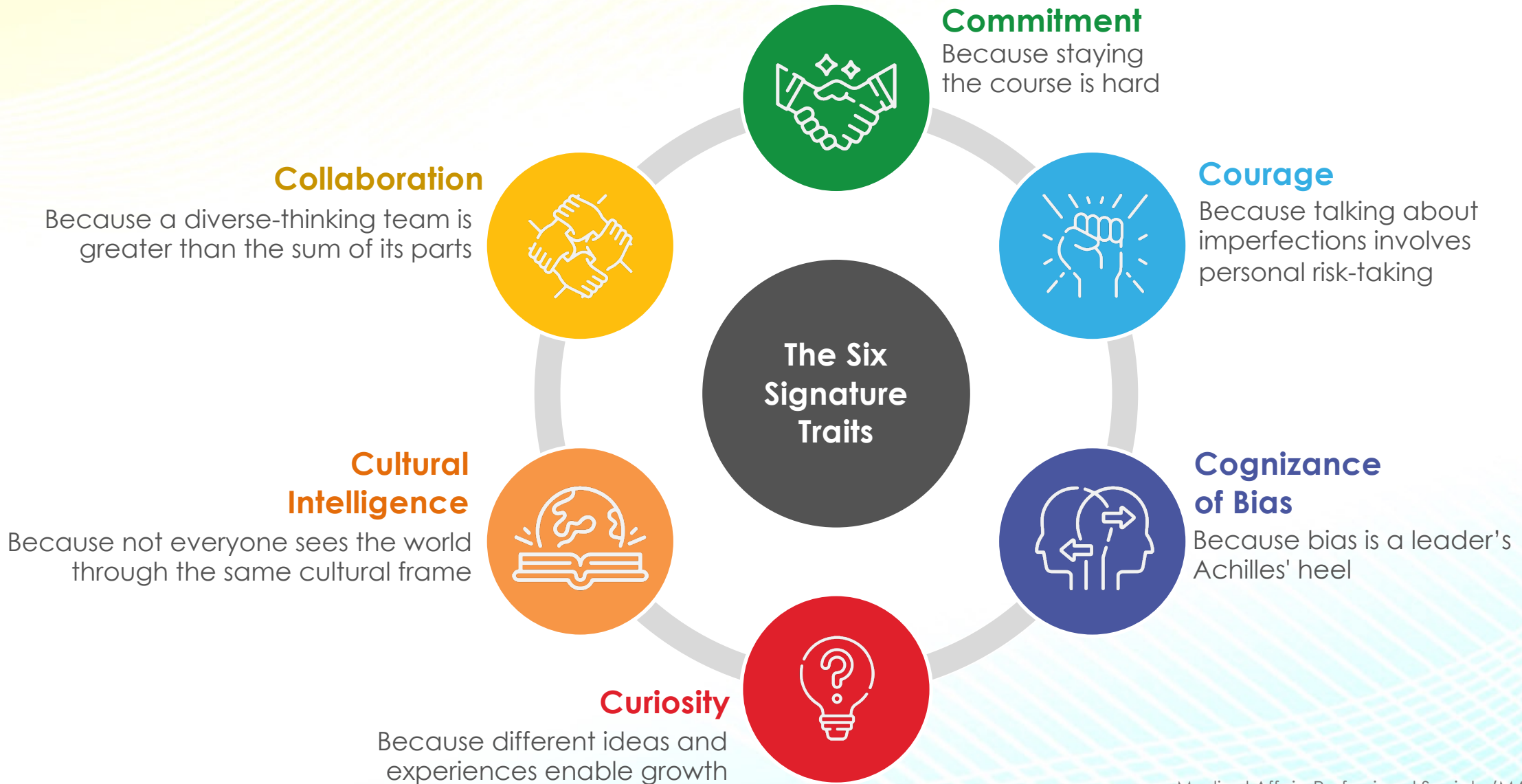
Medical Affairs will be a strategic leader at the center of clinical development and commercialization efforts, identifying and addressing unmet patient, payer, policymaker, and provider needs that advance clinical practice and improve patient outcomes.

Source: <https://medicalaffairs.org/future-medical-affairs-2030/>

2023 2024 2025 2026 2027 2028

- Will empower societal decision-making **by communicating the value of emerging treatments**
- Medical will engage much broader stakeholder groups including patient groups, academia, **governments, and health economics bodies**
- **Medical Affairs will need to dramatically evolve team capabilities to keep pace with new opportunities for them to lead**

The Six Signature Traits of an Inclusive Leader



The Six Signature Traits of an Inclusive Leader

Six traits	1	2	3	4	5	6
	Commitment	Courage	Cognizance of Bias	Curiosity	Cultural intelligence	Collaboration
15 elements	Personal Values	Humility	Self-regulation	Openness	Drive	Empowerment
	Belief in the business case	Bravery	Fair play	Perspective-taking	Knowledge	Teaming
				Coping with ambiguity	Adaptability	Voice

Source: *The Six Signature Traits of Inclusive Leadership*,
Deloitte University Press

Consider and Vote on:

The most important
trait in how you
currently lead

Consider and Vote on:

Which trait you **most frequently observe** in other leaders

Consider and Vote on:

Which trait you
perceive is often
absent in others'
leadership style

Real-world Examples – Discussion and Q&A

The Six Signature Traits of an Inclusive Leader



The Six Signature Traits of an Inclusive Leader



Real-world Scenario – Discussion

Cultural Intelligence

Your organization has acquired a small Biotech company based in Hong Kong. In the function you lead, you will have 6 new members from APAC joining your department.

You currently have a high-performing team of 24 people, all based in either US or UK. Your challenge is to integrate your new joiners and their technical therapy area roles fully into your organization.

It has already become apparent that the new members are apprehensive about the change in reporting and are clearly used to a 'small, fast, nimble company' culture. They have operated fairly autonomously in their separate countries – Tokyo, Beijing, Singapore, Hong Kong, Sydney and Melbourne.

Cultural Intelligence

As a leader, what would be your priority actions to ensure the new team are incorporated as seamlessly as possible into your high-performing team?

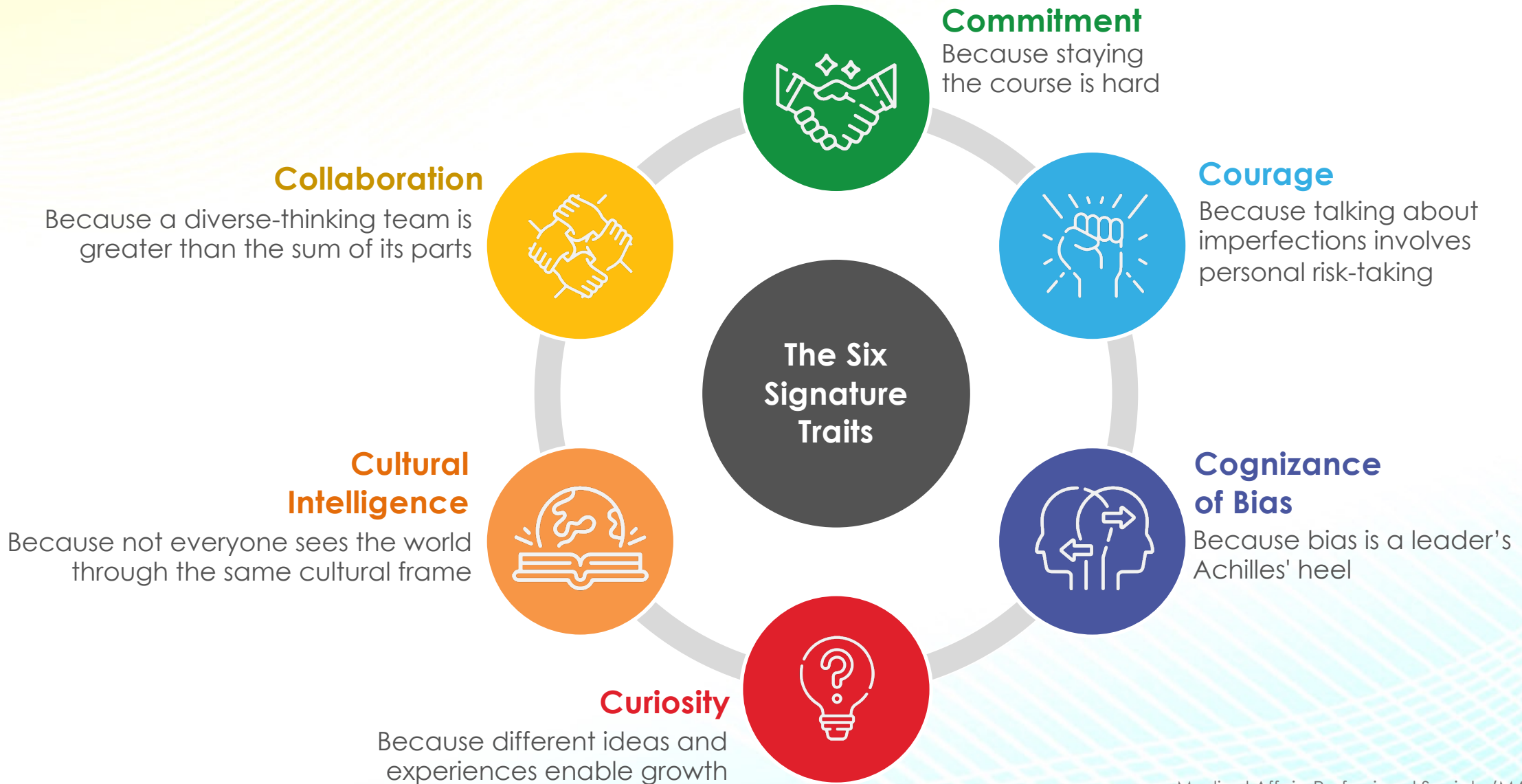
Cultural Intelligence

Because not everyone sees the world through the same cultural frame



Real-world Examples – Discussion and Q&A

The Six Signature Traits of an Inclusive Leader



The Six Signature Traits of an Inclusive Leader

Collaboration

Because a diverse-thinking team is greater than the sum of its parts



The Six Signature Traits of an Inclusive Leader



Reflections and Next Steps

Reflections and Next Steps

- Which of the 6 Signature Traits of Inclusive Leadership will you focus on before we meet in Puerto Rico or Madrid?
- What do you plan to stop, start or do differently?
- Who will notice the difference?

MAPS Resources on the Topic

- **White Papers**
 - The Future of Medical Affairs 2030 - <https://medicalaffairs.org/future-medical-affairs-2030/>