

2015 HBA LUMINARIES

These senior leaders are being recognized by their companies for being role models, advancing the careers of others through mentoring and sponsorship, and as shining examples of transformational leadership.

The Importance of Mentoring and Sponsorship

EMILY LIGHTFOOT. AmerisourceBergen. Relationships with mentors have been the key to my career success. Having an advocate and coach to help me plan my career, discover my strengths, and identify opportunities has helped me develop confidence to take on new roles. I feel it's essential to have a mentor to offer feedback you might not receive in a formal reporting relationship and also connect to opportunities that may not be obvious. The most valuable career advice I have received has almost always come out of mentoring relationships rather than from my direct boss.



I believe that mentoring should come in a variety of ways and encourage purposeful participation in training programs and formal mentor programs.

NATALIE MCDONALD
Create NYC

DIANA LITTMAN PAIGE. Marina Maher Communications. Throughout my career, I've been surrounded by strong leaders who have both directly and indirectly shaped my approach to client and agency leadership. They have been instrumental in helping me stretch, experiment, and grow. In the eight years I've been with Marina Maher Communications, I've been fortunate to have an incredible mentor in Marina. She has always shared open and honest feedback, given me ample room to figure it out, and taken time to celebrate successes. Along with our great client partners, Marina's business partnership and sponsorship of me as an agency leader drives me to do more, and do better, every single day.

DR. KATHRIN SCHOENBORN-SOBOLEWSKI. Merck KGaA. Mentorship has always been very important to me on my professional and leadership journey, both being mentored and serving as a mentor throughout my career. You can learn so much from other people, if you are open to feedback and new ideas and thoughts. Contributing to the growth and development of talented people and investing in their future success is very rewarding and is an important leadership skill.

LYNN GERBER. Astellas Pharma. My first mentors and sponsors were my parents. They nurtured my leadership potential, fostered belief in myself, and instilled in me the core values from which I draw upon daily. In my corporate career I have been equally fortunate, having mentors who have helped to shape who I am as a leader. Many of my mentors have been my direct supervisors, presenting daily opportunities to learn firsthand, through observation and coaching. Each has played a pivotal role in my leadership development; serving to inspire, guide, and teach.



My first mentors and sponsors were my parents. They nurtured my leadership potential, fostered belief in myself, and instilled in me the core values from which I draw upon daily.

LYNN GERBER
Astellas Pharma

LYNN KENNEY. RB. Mentees and mentors are partners, and when the relationship works it benefits everyone. Mentees can take away valuable knowledge and experiences that can help them become more self-aware in how they communicate, present themselves, or think through a situation. Mentors in turn, gain insights that can be used to refine their leadership and provide benchmarks of their influence as a leader.

Leadership Tools and Techniques

SUZANNE HANSEN. Walgreens Boots Alliance. I believe it's important to listen to others. Often leaders feel obliged to do and to take action. While action is important, the most valuable tool I have found is to really listen to what others are saying. It leads you to answers

Pharma VOICE 100 & Red Jacket Awards

Who Inspires You?

The **PharmaVOICE 100** answers just that question. This is the issue that showcases the individuals who are providing exemplary leadership, driving change, innovating in the clinic and the market, and fostering relationships to position the industry in the best way possible to serve the ultimate stakeholders: patients.

Each July/August issue of **PharmaVOICE** features 100 of the most inspiring individuals in the life-sciences industry as determined by you, our readers. Your personal accounts that detail how these outstanding individuals throughout the life-sciences industry — executives, peers, colleagues, clients, partners, etc. — inspire you make this special issue come to life.

Every year, individuals of all ages, from all different types of companies, market sectors, and walks of life are celebrated for their contributions to their colleagues, companies, and industries. What they have in common is their unique ability to inspire and motivate others. They view industry challenges as opportunities. They are innovative in their pursuit of excellence. They are innovative. They pioneer new paths. They are creative. They are leaders in their field. In short, they make a difference!

In addition, the Red Jacket award, introduced in 2014, honors individuals who have been recognized multiple times throughout the years as a **PharmaVOICE 100**. These individuals have demonstrated a commitment to innovation, leadership, mentoring, and philanthropy. Their vision and influence is an inspiration to those throughout the life-sciences industry.

This is a great opportunity to show your support of the industry as a whole and your commitment to the advances being made throughout healthcare by 100 of the most inspiring individuals you'll find anywhere.

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100 Commanders & Chiefs

These leaders have been named as the most influential people in the industry.



60 July/August 2014

Red Jacket Award

Donato TRAMUTO Champion for Equality

This November Donato Tramuto will be awarded the Robert F. Kennedy Award for Equality. The award honors leaders who demonstrate a commitment to social change. Donato is a pioneer in the fight for equality for all people, including those with disabilities. He is a vocal advocate for the rights of people with disabilities and has been instrumental in the development of the Americans with Disabilities Act (ADA). Donato is a member of the President's Council on Disability and has served on the President's Council on Disabilities and the President's Council on Physical Disabilities. He is also a member of the President's Council on Aging and the President's Council on the Arts. Donato is a member of the President's Council on the Environment and the President's Council on International Trade and Economic Policy. He is also a member of the President's Council on the Judiciary and the President's Council on the National Endowment for the Arts. Donato is a member of the President's Council on the National Endowment for the Humanities and the President's Council on the National Endowment for the Sciences and Technology. He is also a member of the President's Council on the National Endowment for the Arts and the President's Council on the National Endowment for the Humanities. Donato is a member of the President's Council on the National Endowment for the Sciences and Technology and the President's Council on the National Endowment for the Arts. He is also a member of the President's Council on the National Endowment for the Humanities and the President's Council on the National Endowment for the Sciences and Technology.



Donato creates an entrepreneurial environment that allows his team to focus on strategy and drive change and contribute to the development of organizational goals and commitments.

Dr. Freda Lewis-Hall, M.D. is a physician, a leader, and a pioneer. She is a member of the President's Council on the National Endowment for the Arts and the President's Council on the National Endowment for the Humanities. She is also a member of the President's Council on the National Endowment for the Sciences and Technology and the President's Council on the National Endowment for the Arts. Dr. Lewis-Hall is a member of the President's Council on the National Endowment for the Humanities and the President's Council on the National Endowment for the Sciences and Technology. She is also a member of the President's Council on the National Endowment for the Arts and the President's Council on the National Endowment for the Humanities. Dr. Lewis-Hall is a member of the President's Council on the National Endowment for the Sciences and Technology and the President's Council on the National Endowment for the Arts. She is also a member of the President's Council on the National Endowment for the Humanities and the President's Council on the National Endowment for the Sciences and Technology.

Dr. Freda LEWIS-HALL Telling the Patient's Story

Driven to innovate by faith, Dr. Lewis-Hall is a leader in the field of patient-centered care. She is a member of the President's Council on the National Endowment for the Arts and the President's Council on the National Endowment for the Humanities. She is also a member of the President's Council on the National Endowment for the Sciences and Technology and the President's Council on the National Endowment for the Arts. Dr. Lewis-Hall is a member of the President's Council on the National Endowment for the Humanities and the President's Council on the National Endowment for the Sciences and Technology. She is also a member of the President's Council on the National Endowment for the Arts and the President's Council on the National Endowment for the Humanities. Dr. Lewis-Hall is a member of the President's Council on the National Endowment for the Sciences and Technology and the President's Council on the National Endowment for the Arts. She is also a member of the President's Council on the National Endowment for the Humanities and the President's Council on the National Endowment for the Sciences and Technology.



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Pharma VOICE

THE FORUM FOR THE INDUSTRY EXECUTIVE

100 of the Most Inspiring People

Inaugural RED JACKET AWARD

July/August 2014

60 July/August 2014

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2015 HBA Luminaries



JUDITH BEACH, PH.D., ESQ.
Senior VP and Senior Associate
General Counsel for Regulatory
and Government Affairs
Quintiles

Judith is a Luminary in every sense of the word; she is a consummate leader and mentor to many.



ERIN BYRNE
Executive VP, Managing Partner
ghg

Erin is a sought-out counselor to C-suite executives looking to navigate the highly regulated and rapidly changing healthcare environment.



ANNE DAVISON
Senior VP, Strategic Planning
JUICE Pharma Worldwide

Anne embodies everything one would ever want in a world-class marketer: brilliance, charm, fearlessness, compassion, and a can-do attitude that is utterly infectious.



NICOLE FAUST COHEN
Managing Director, Growth and
Strategy Lead - Research &
Development, Accenture Life
Sciences, Accenture

Nicole is an amazing role model, exemplifying leadership and stewardship in word and action.



LYNN GERBER
Area VP Sales
Astellas Pharma US

Lynn demonstrates her passion in the way she leads by example and her willingness to serve as a mentor to others.



AMY GRAHN
Senior VP, Global Clinical
Development, Operations
and Pharmacovigilance
Horizon Pharma

Amy is a strong leader who serves as a role model and actively mentors other women in the pharmaceutical industry to advance their careers.



SUZANNE HANSEN
Director of Healthcare,
Boots UK
Walgreens Boots Alliance

A tenacious leader and passionate advocate for healthcare, Suzanne is instrumental in transforming community pharmacy.



TOBI HUNZIKER
National Client Liaison
Publicis Touchpoint Solutions

Tobi is an inspirational leader, a great listener, and is always focused on the development and advancement of her team members.



AMY HUTNIK
Executive VP, Strategy and
Operations
inVentiv Health Commercial

Amy is smart, strategic, thoughtful, and keenly operational.



AMANDA JOLY
Senior VP, Operations and
Strategy, GSW, an InVentiv
Health Company

Amanda's discoveries of beneath-the-surface insights and ability to articulate them actionable strategies have led to groundbreaking campaigns.



LYNN KENNEY
Communications Director,
North America
RB

Lynn's entrepreneurial spirit and ability to mentor those around her to drive game-changing solutions are hallmarks of her leadership style and her commitment to her craft and RB.



EMILY LIGHTFOOT
Senior VP, Health Systems
AmerisourceBergen

Emily is a distinguished leader who exemplifies core leadership attributes, and is a great role model for women at AmerisourceBergen.



DIANA LITTMAN PAIGE
Executive VP, MMC Health
Marina Maher Communications

Diana recently assumed oversight of MMC's new specialty healthcare agency Rx Mosaic.



Having an advocate and coach to help me plan my career, discover my strengths, and identify opportunities has helped me develop confidence to take on new roles.

EMILY LIGHTFOOT
AmerisourceBergen

that you would not have come to otherwise and allows you to really get to know others and where your focus should be.

NICOLE FAUST COHEN. **Accenture.** Communication is a powerful leadership tool. I'd recommend encouraging the exchange of bold ideas, which starts with the questions you ask. In a session about R&D spend, we asked: what could \$1 million drug development look like? We didn't expect precise answers, but it changed the discussion. Also, open the lines of communication to find out what interests your teams have. I was once asked to share something people might not know about me so I shared that I had been in an improvisational comedy group, which sparked an entirely different conversation.

VICTORIA SUMMERS. **Saatchi & Saatchi Well-ness.** The most effective leadership tool I have ever used is the ability to delegate as a means of developing team members. Early in my career I was promoted to a management position and, feeling unprepared for the new duties, signed up for Dale Carnegie's Leadership Training for Managers. It was a great course and I learned a great deal — from the classmates as well as the material. One of the best lessons, though, was around delegation and how the act of delegating can be used as an opportunity for team development. Through the course, I learned how to approach the act of sharing responsibility and workload as an opportunity to provide new training and skills for others. It requires more time and consid-

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COMPUTERS WORRY ABOUT

Helping people takes people—16,000 to be exact—that can handle everything from the high-tech, worldwide distribution of specialty oncology therapies to spending time on the phone counseling a worried patient. It takes a global healthcare solutions leader dedicated to enhancing patient care through end-to-end solutions for manufacturers, pharmacies and providers. It takes AmerisourceBergen.



ItTakesAmerisourceBergen.com

2015 HBA Luminaries



ANDREA MARKS
VP, Chief Analytics Officer
Catamaran

Andrea has made a significant impact on Catamaran by mentoring many and by creating an analytic vision for her department and the broader company.



SHADEN MARZOUK, M.D.
VP, Clinical Affairs
Cardinal Health

Shaden is an active mentor to women at Cardinal and throughout the industry.



KRISTI MATUS
Executive VP and Chief Financial
and Administrative Officer
athenahealth

Kristi is a great role model for businesswomen and a perfect example of someone who has used her commitment and passion to not only fuel a company's success, but the success of others.



NATALIE MCDONALD
Founder and President
Create NYC

At Create NYC, Natalie has created an environment in which teams and clients thrive.



LISA ROMETTY
Global Franchise Head, Fluid
Systems
Baxter Healthcare

Lisa delivers compelling business results while being widely admired for her passion around inclusion and diversity and talent development.



**DR. KATHRIN
SCHOENBORN-SOBOLEWSKI**
VP, Head of Strategic
Partnership, Merck KGaA

Kathrin is recognized as an inspiring leader with proven success in leading high-performing teams.



KAREN SHOSHAN
Senior VP, Client Services
McCann Managed Markets

Karen demonstrates leadership and extraordinary

innovation in all her endeavors at McCann Managed Markets, including inspiring a team dedicated to bringing the highest levels of service to clients.



REKHA SHUKLA
Senior Director of Operations
Management
Cegedim

A combination of skills, product knowledge, unbridled enthusiasm and inspiring work ethic make Rekha an exceptional colleague; she is a true leader.



RACHEL STAHLER
Chief Information Officer
inVentiv Health, Clinical

Rachel eagerly provides mentoring to colleagues and brings a sense of humor and humanism to everything she does.



ELLEN STAFFORD-SIGG
Principal, Life Sciences
Deloitte Consulting LLP

Ellen is dedicated to mentoring future leaders in the industry and also serves as the national Board Chair for Girls Inc. and as a trustee of The Browning School.



VICTORIA SUMMERS
Executive VP, Engagement
Strategy & Analytics
Saatchi & Saatchi Wellness

Victoria is a transformational and compassionate leader who sets a high bar for herself and her team.



DR. HILARY THOMAS
Partner and Chief Medical
Adviser, Life Sciences
KPMG

Hilary is a champion of women; she uses her role as a leader, mentor, and sponsor to share her passion for innovation and to develop the next generation of leaders.



LISA WALKUSH
National Advisory Life Sciences
Leader
Grant Thornton

A strong role model, Lisa consistently encourages women to fulfill their potential, while building confidence and providing professional guidance and support.



ANNE DAVISON
JUICE Pharma

JUICE Pharma's Anne Davison is a world-class marketer: brilliant, charming, fearless, compassionate, with a can-do attitude that is utterly infectious.

eration, but it is makes huge strides toward building effective teams. The other leadership technique I have found to be effective I learned through experience. I don't know if there is a proper name for it, but I have come to think of it as the "swoop." It sounds funny, but many probably already know what I'm referring to. That moment when your manager swoops into your office and sits down to discuss a situation. I have been the recipient of the "swoop" at critical times when I needed to be motivated and I benefited from the personal attention my manager provided.

NATALIE MCDONALD. Create NYC. I believe that mentoring should come in a variety of ways and encourage purposeful participation in training programs and formal mentor programs, including the 2015 HBA mentor program, marketing rotations, and the use of independent coaching. I have found this range of opportunities effectively complements internal mentoring discussions with a manager and respected peers.

REKHA SHUKLA. Cegedim. There are so many leadership tools and techniques that I would recommend to others. It is very important to build that strong working relationship so you can rightfully earn respect and trust from the team and peers. A leader should be a great listener and have an open door policy. She should always be open to suggestions but still must be able to make that final decision. ^{PV}



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ANNE DAVISON | LUMINARY

Congratulations to you and your fellow 2015 HBA award winners



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FROM YOUR ADMIRERS AT

JUICE
PHARMA WORLDWIDE

2015 HBA LUMINARIES

Senior leaders provide their perspective on mentoring, leadership tools and techniques, and what it means to be a transformational leader.

Mentorship and Sponsorship

VICTORIA SUMMERS. Saatchi & Saatchi Wellness. I have been fortunate to have had a variety of mentors who have shaped my career. All have generously shared with me their experience, knowledge, and perspective. It is through their encouragement and investment that I have been able to take on new opportunities, expanding my abilities and skills. They have set aside time to guide me and also challenged me to take on projects that stretched my abilities. My grandfather had a belief that every time a child stretched, he or she never went back to quite the same size they had been, like the act of stretching was itself a moment of growth. I have found the same to be true in professional growth. Each new experience has shaped me and the ones that required me to stretch beyond my comfort zone provided the greatest opportunities for growth. The most valuable mentors I've had



The HBA Luminary Award truly is a great recognition of which I am very proud and humbled to receive.

REKHA SHUKLA
Cegedim

are ones who led by example. Their tireless commitment, grace under pressure, unending curiosity, and sense of humor inspire me every day. Even when I haven't had formal mentor relationships, attention and consideration from senior leadership have helped broaden my perspectives. Professional growth, I have found, is strongly linked to personal growth. Some of the most valuable mentors in my career have provided me with important lessons about how to shape a well-lived life, not just a successful career. Becoming a fuller person involves celebrating successes as well as sharing disappointments. Both are critically important for us to realize our potential. One of my early mentors lost her battle with breast cancer during our mentorship. It was an experience that came at a turning point in my career and has impacted me in countless ways. There isn't a day that goes by that I don't think of her zest for her job and the joy she took from working with others. It wasn't easy for her to continue to come to work each day, and toward the end she wasn't able to. But whenever she could, she would check in on me and we'd talk about how the projects were progressing. It felt life-affirming to laugh with her as we worked through challenges. She took pride in knowing that her contributions would outlast her and they have. Her example inspires me each day to keep things in perspective and never lose the sense of the gratitude she felt for the opportunity to do good work. She taught me in the most fundamental way that we will never know the impact we can have on the world and each other. We don't choose our legacy. It chooses us. The benefit I have received from mentors has not only shaped my career and professional development, it has shaped who I am.

NATALIE MCDONALD. Create NYC. During my years in Pfizer marketing, I directly experienced the value of skilled mentors who were a constant, approachable source of inspiration



As a leader, oftentimes there is much you cannot influence, but you are free to make your own decisions and choices throughout the course of your career.

KATHRIN SCHOENBORN-SOBOLEWSKI
Merck KGaA

and leadership. As a result as the founder of Create NYC, I take talent development and mentoring seriously. Staff members at all levels in our agency have the opportunity to develop business goals and focus on key competencies to accelerate their growth, which is then reviewed quarterly and the basis for ongoing development and mentoring conversations. This ongoing discussion with a direct manager and other senior agency executives apart from daily responsibilities is crucial for growth.

Recommended Leadership Tools and Techniques

EMILY LIGHTFOOT. AmerisourceBergen. Surround yourself with bright people with aptitude and drive to take on challenges. Potential and attitude go a long way to driving teams to achieve great things. Be mindful of team dynamics and cultural fit when developing a team. People who enjoy working together and are aligned to a goal will accomplish more than ambitious brilliant individuals focused on promotion. Mentoring developing talent is an excellent way to discover the potential in resources outside of the teams you directly manage.

LYNN KENNEY. RB. As a leader, it's important to be an observer. Everyone comes to the table with his or her own agenda and problems to solve. Watch body language. Listen to what is not being said as much as what is. Being a great observer will help you identify as a good leader what is really at stake and how you can influence others to achieve your goals while still meeting theirs.

Influential Leadership


NICOLE FAUST COHEN. Accenture. I am honored to receive an HBA Luminary Award along with so many inspiring women working in the healthcare industry. We share a passion for bringing medicines/therapies/vaccines to people who need them as well as a passion for leadership, bringing the best out of our teams.

DIANA LITTMAN PAIGE. Marina Maher Communications. I love what the HBA does for women in healthcare so being named an HBA Luminary is a true honor. This award has prompted me to reflect on the mentors I've had along my professional journey and inspired me to give even more back to the Rising Stars who represent the future. As an HBA Luminary I can help light a path for more women to become leaders in the healthcare industry and that is a personal commitment I'm making as part of this exciting recognition.

LYNN GERBER. Astellas Pharma. The HBA luminary award is a powerful reminder of the opportunity we have as leaders to positively impact and influence others. This award is especially meaningful to me because it recognizes the aspect of my job I find to be most fulfilling. Specifically, it is rewarding to be in a position to inspire, influence and guide others in a positive way to expand their understanding and vision of what they are truly capable of achieving.

KATHRIN SCHOENBORN-SOBOLEWSKI. Merck KGaA. As a leader, oftentimes there is much you cannot influence, but you are free to make your own decisions and choices throughout the course of your career. I feel honored to be acknowledged for some of the topics which I am passionate about and where I have focused on making a difference, such as mentoring, building a network, and contributing to the career trajectory of promising professionals.

REKHA SHUKLA. Cegedim. I would like to thank my leadership for choosing me for this special award. I am so honored to be a recipient. The HBA Luminary Award is truly a great recognition of which I am very proud and humbled to receive. For me, being part of this elite group of individuals is so rewarding. It is a wonderful recognition, which I will treasure and cherish forever.

SUZANNE HANSEN. Walgreens Boots Alliance. It is great to be recognized in the work that you do. But most important to me is knowing that I have helped others in their career journeys and to see what is possible. Healthcare is such an exciting place to be right now and I'm proud to be a part of shaping our future and sharing that vision with others. I enjoy developing others and investing in them. Supporting each other is critical for success. 



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@HBAnet Congrats to all 2015 HBA **#WOTY** honorees on your leadership, mentorship, volunteerism, and impact on your organizations.

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Join us as we raise our VOICE to this year's winners.

#HBAimpact

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