

2015 HBA RISING STARS

The Healthcare Businesswomen's Association celebrates its Class of 2015 Rising Stars; these professionals, who are in the early stages of their career, represent various sectors of healthcare as designated by HBA's corporate partner organizations.

Defining Leadership

STEPH DREYER. Bayer HealthCare. The goal of my team is to deliver results, and I see my role as encouraging and enabling the team to do just that. So the qualities most important to me are about motivating and inspiring people, and ensuring they're set up for success. This includes understanding what makes people tick, and giving them opportunities to stretch and learn. It means creating an environment in which people can do their best work, and listening, integrity, positivity, flexibility, authenticity, and at times a little tough love are all important. The best leaders I know have passion and courage that they use to set a vision and create alignment around it, determine clear priorities, provide resources, and remove obstacles. Of course, having fun is a good thing too.

JILL LESIAK. Ogilvy CommonHealth Worldwide. As a female leader in the healthcare industry, I believe it is critical to be a good role model, especially for today's younger female generation. As a role model, I seek to be the epitome of what I look for in a leader. The leadership qualities I see as most important are openness, integrity, excellent listening skills, curiosity, and a collaborative spirit. In addition, the ability to mentor junior staff and bring out their greatest potential is critical. This not only them succeed but, in turn, become great leaders too.

DR. SOOMIN PARK. Lilly. I believe passion and commitment are key qualities that leaders should have. A passionate leader searches for new possibilities and strives for excellence. She sees the big picture and tries to make things better — for the company she works for, the people in her group, and for the bigger

purpose of the life she believes in. With commitment, a leader can realize these possibilities she envisions with passion. It can be tremendously motivating for others to see a leader working with passion to deliver on her promises.

EMILY SEGALLA. Flashpoint Medica. A leader is able to detect untapped potential within each of her employees, foster this potential by providing individualized opportunities and mentorship, and, like a flashpoint, ignite the passion and strengths within them. The result is akin to the multiplier effect, where the leader has elicited the passion and very best work of her employees and they have gone on to inspire this same vision throughout the team.

MELANIE GOLDEY. Everyday Health. For me, there are four leadership qualities that stand out. First is a passion for people and having emotional intelligence. These qualities allow leaders to empower teams by being a coach, mentor, and a sponsor, elevate others, support colleagues, in particular, other women. The second quality is having grit — the resolve, courage, and strength of character to rise above challenges and break through walls. The third quality is confidence; being self-assured in one's own abilities can transform difficult experiences into great opportunities. And fourth, leaders need to have integrity — the full alignment between what you believe, what you say, and what you do.

JILLIAN WELKER. Palio, an InVentiv Health Company. Humility, confidence, commit-

ment, and positivity are the qualities I believe make for good leaders. The best leaders are those who can manage and delegate while maintaining the respect of a team and cultivating authentic relationships that inspire others. In my opinion, these qualities and values are contagious and produce a leader who people seek to be around and learn from.

KRISTIN STEPHENS. Takeda Pharmaceuticals International. I believe leadership starts individually with integrity and authenticity — without those qualities everything you touch can appear insincere. Strong leaders are able to manifest those internal qualities externally through their communications and actions. When these are combined with a leader's vision and shared goals, integrity and authenticity often become the backbone of the organization and the very spirit that encourages



For me, some of the most important qualities of a leader are flexibility, communication, decisiveness, compassion, and accountability.

LAURA WALLACE
Purdue Pharma

success both individually and as a company. The leaders I've most admired over the years have harnessed these qualities and through them have empowered each team member to be their best. They are continuously creating an environment where people are not only highly motivated to excel individually, but also are personally invested in the success of their team.

MICHELLE LAFOND. Regeneron. The leadership qualities I believe are most important are the ability to adjust leadership style to an individual, be an advocate to my team, provide clear communication from top-down and require communication in reciprocal, and have the ability to delegate projects to the most appropriate team member or subgroup.

VALENTINA ROSELLI. EY. Being enthusiastic about your work is what makes a difference as a leader. The people I work with always react

positively to my passion and dedication. I see these qualities as crucial for engaging and motivating people. A good leader should also appear confident as a person and inspire confidence in others to get the best effort from each team member.

LAURA WALLACE. Purdue Pharma. For me, some of the most important qualities of a leader are flexibility, communication, decisiveness, compassion, and accountability. A good sense of humor and a willingness to look for solutions from unexpected sources are also extremely helpful.

DOTTIE CAPLAN. Sanofi. Stephen Covey and his 13 Behaviors of a High Trust Leader really resonates with me. While all of them are important, there are six that I believe are critical. Talk straight and let people know where you stand. Deliver results, do what you were hired to do. Clarify expectations, reveal, discuss, and validate them. Practice accountability and communicate how you, and others, are doing. Listen first and don't assume you know what matters most to others. Keep commitments, make them carefully and keep them at all costs. The other seven are extend trust, demonstrate concern, create transparency, right wrongs, show loyalty, get better, and confront reality.

KATHLEEN HENNIGAN-SHANNON. McCann Torre Lazur. I believe strong leadership is multi-faceted and is made up of intellectual, physical, and emotional qualities. The most important things to me include: honesty, without it there is no leadership and no credibility; the courage to make decisions and be wrong; a commitment to the team, the business, and promises made; a willingness to learn and ability to be agile; and clear communication and purpose to ensure everyone is working toward the same goal.

AMBRE BROWN MORLEY. Novo Nordisk. When my days are bad, I always try to ground myself in my reality. My grandmother cleaned houses her entire life and never got to see the fruits of her labor pay off. I try to take my mother everywhere. She deserves it and her mother is smiling on us and saying "well done." My strategy has always been to put my head down and focus on the work. Sometimes I think it goes unnoticed, so for Novo Nordisk to recognize my efforts is truly humbling. I'm proud of my work and humbled by this honor. My biggest lesson is knowing that I don't always have to "say" anything. Listening and results speak louder than words.

MICHELLE RAPP. Razorfish Health. As a

2015 HBA Rising Stars



REKHA ABICHANDANI, M.D.
Global Development
Team Leader
Shire Pharmaceuticals

Rekha has demonstrated a dedication to patients and healthcare through her leadership and mentoring.



CYNTHIA ACCOUSTI JONES
Field Director,
Managed Markets
Janssen Pharmaceuticals

Cynthia's strategic thinking, big-picture orientation and attention to detail are hallmarks of her leadership.



ELAINE ANDRECOVICH
VP
Makovsky

At the core is Elaine's ability to lead by example and passion for mentoring.



ANA AYRES
General Manager, Orthopaedics
& Global Surgery Portugal
J&J Medical Iberia

Ana has a strong track record of delivering business and people commitments in complex environments.



TERI ANN BAJEK
VP, Digital Services
Health & Wellness Partners

Teri Ann is a true visionary who has grown the digital capability of HWP through the creation of relationships, connections, and interactions.



CINDY BAKSH
VP, Client Services
PSKW

Since arriving at PSKW, Cindy has used her strategic insights to develop and execute loyalty programs.



COURTNEY BREECE
Director,
Product Support
Inovalon

Courtney exemplifies leadership by driving strategic and innovative ideas throughout the company and continuously serving as a role model.



SARA BRIGGS
Director, Human Resources
Stryker Corp.

Sara embodies Stryker's core values of integrity, accountability, people, and performance.



AMBRE BROWN MORLEY
Director, Product
Communications,
Diabetes, Novo Nordisk

Ambre exemplifies our organization's triple bottom line by serving as a mentor to students and as a member of the Public Relations Society and HBA.



DOTTIE CAPLAN
Associate VP, Launch Readiness
and Life Cycle Management,
Corporate Affairs, Sanofi US

Dottie is an inclusive leader who consistently demonstrates a passion for developing others.



ERIN COWHIG
Senior Director,
Human Resources
Vertex Pharmaceuticals Inc.

Erin has worked with urgency to grow, develop, and promote top talent in the organization.



TERRI CRUDUP
VP, Custom Research
AlphaImpactRx Inc.

Terri is a natural leader and has earned the respect of management, peers, staff and clients.



MICHELLE CUCCIA
VP, Global Generics Growth
Markets, Specialty and BGx
Marketing and Branding
Teva Pharmaceuticals

Michelle is a champion for inclusion, serving as executive sponsor of Latino Heritage Employee Network.



DANIELLE DEFORGE
Director, Corporate
Communications
inVentiv Health

Danielle's talent for communications and handling crises or maximizing opportunities makes her an accomplished and steadfast Rising Star.

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KARA DENNIS
Managing Director, mHealth
Medidata Solutions

A true Rising Star, Kara leads Medidata's pioneering efforts to enable mHealth-powered clinical trials and patient-centric research.



DONNA DEVERICK
VP, Account Director
Discovery USA

Donna is respected as a leader by both clients and employees.



STEPHANIE DREYER
Senior Brand Manager, Marketing,
Bayer Consumer Care
Bayer HealthCare LLC

Steph's natural and authentic leadership approach comes through in the way she trains and mentors people on her team.



LINDA DRUMRIGHT
General Manager, Clinical Trial and
Optimization Services
IMS Health

Linda is a true asset to IMS Health and a role model for all its leaders.



MICHELE EHLER
Head of Talent Development
North America
UCB Inc.

Michele is focused, proactive, and passionate — qualities that make her an effective leader on UCB's talent development team.



LINDA ENNS, PH.D.
Copy Supervisor
McCann Regan Campbell Ward

Linda's ability to glean insight from esoteric scientific points has earned her the respect of clients and colleagues.



LYNN FORREST
VP
Campbell Alliance, an inVentiv
Health Company

Lynn is a wonderful coach and mentor for her team.



AUDRIS FRANCIS
Director, Talent Acquisition
PDI Inc.

Audris' dedication, responsiveness, and personal accountability genuinely set her apart.



LIZ FRANK
Team lead
Biosector 2, an InVentiv Health
Company

Liz has distinguished herself as a Rising Star at Biosector 2 because of her commitment to innovation.



ASHLEY GAINES
Head of Sales and Marketing,
Infectious Disease
AstraZeneca

Ashley is a passionate, dedicated, and an innovative problem-solver who works seamlessly with her peers across the business.



DR. ANITA GANDHI
Senior Principal Scientist,
Translational Medicine
Celgene Corp.

Anita is known and respected as one of the most valuable scientific leaders in the organization.



ALEXA GARRETT
Associate Director, Sandoz US
Distribution and Logistics
Sandoz

Alexa is a champion for change and motivates her team with incredible enthusiasm.



MELANIE GOLDEY
Senior VP, Strategic Planning
and Investor Relations
Everyday Health

Melanie is a Rising Star because of her leadership, mentoring, and passion for helping others achieve their goals.



TERESA GRAHAM
Lifecycle Leader, Global Product
Strategy
Genentech

Teresa demonstrates dedication to women in healthcare through mentorship to colleagues across the industry.



As a leader, it is my responsibility to create an environment where each person can recognize and use his or her best abilities and grow as both individuals and as a team.

SANDY RODRIGUEZ
Takeda Pharmaceuticals USA

As a leader, I aim to practice the following three qualities: intellectual curiosity, contagious passion, and intuitive decisiveness. Leaders must demonstrate an entrepreneurial spirit and tenacity to do things differently and take risks and never settle for the status quo. They need to strive for continuous learning opportunities to identify new and innovative approaches within their organization. Leaders set the tone by creating a culture of inspiration and a commitment to excellence. They challenge their teams to do something that makes them uncomfortable. Finally, leaders provide clarity amid uncertainty. Nothing ever goes as planned, so it's important to be able to adapt to change and clearly articulate a vision and new path forward to eliminate team spin and generate productivity.

LAURA MORRISON. McCann Echo. To me, the most important leadership qualities are passion, conviction, and the ability to draw out the talents of those around you. When you care about and believe in what you are doing, it is both impactful and infectious. When you can identify the strengths of others and nurture them, everyone benefits.



It is my commitment to patients and improving their overall good health and to leading teams to accomplish this crucial task that guides my professional life and inspires me.

JILL LESIAK
Ogilvy CommonHealth Worldwide

CYNTHIA ACCUOSTI JONES. Johnson & Johnson. The key to leadership is connecting with people to appreciate their individuality. A leader creates an environment where others feel compelled to learn, grow, contribute, and challenge. The compassion and concern that an effective leader exudes is genuine. Leaders stay true to their values and beliefs even in tough times, which results in respect and trust. A leader knows that at the end of the day, the success of a business is nothing without its people.

MICHELE EHLER. UCB. The ability to be a continuous learner, including taking time to reflect on your development, is a leadership quality that if put in place early in a career almost guarantees success. Leading by example, “do as I do,” not “do as I say,” can impact a team tremendously, be it positive or negative. Leaders who coach, mentor, and share feedback with their team ensure the ongoing development of each individual, which will ultimately lead to business success.

SARA BRIGGS. Stryker. The leaders who I enjoy working for the most exhibit integrity and humility, and they care deeply about their employees. Those leadership qualities help create trusting relationships with open communications, and make me look forward to coming to work every day.

ERIN COWHIG. Vertex Pharmaceuticals. As an individual and as a human resources person,

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SARAH GRIMWOOD
Research Fellow
Pfizer

Sarah is a passionate and effective leader of multi-disciplinary teams.



COURTNEY HARTSTEIN
U.S. Flu Brand Manager
GlaxoSmithKline

Courtney is a leader and strong contributor to GSK's bottom line and to our society.



KATHLEEN HENNIGAN-SHANNON
VP, Account Group Supervisor
McCann Torre Lazur

Kathleen's boundless commitment and infectious laughter inspire the agency to reach new heights while having fun along the way.



ALISSA HICKS
Director, Field Medical Affairs
Shionogi Inc.

Alissa's noteworthy passion, performance, and commitment resulted in her being promoted to the team leader role.



ERIN HILVIA
VP/Client Operations
Calcium

Erin embodies what Calcium is all about; she is talented, smart, and driven — packaged in style and grace.



SUSAN HYNES
Head of Global Quality
Pharmaceutical Manufacturing
Bristol-Myers Squibb

Susan continues to shift culture and cooperation with her honest and transparent dialogue and active mentoring.



KATIE ISAACS
Senior VP, Group Account
Director
The CementBloc

Purpose, inspiration, and collaboration best describe Katie as a key leader at The CementBloc.



MICHELLE LAFOND
Director, Bioreactor Scale-up and
Development
Regeneron Pharmaceuticals

Michelle's patient-driven focus and unparalleled work ethic make her an asset to Regeneron.



JILL LESIAK
VP, Creative Director
Ogilvy CommonHealth Worldwide

Jill's colleagues and clients have come to appreciate her keenly strategic mind that never relinquishes a deep appreciation for the human condition.



V.A. LOPES
Management Supervisor
Giant Creative Strategy

V.A. is a respected leader with the right mix of scientific, strategic, and marketing prowess and her passion and spirit for the work she touches is palpable.



LORI MERCURIO
Director, Strategic Projects
Mallinckrodt Pharmaceuticals

Lori's professionalism, commitment to tackling new challenges, and ability to push through with perseverance and grace make her a true Rising Star.



MELISSA MIMS
Director, Medical Affairs
Merck

Melissa has provided counsel, insights, and energized passion for the advancement of women within Merck.



KYOKO MIYAHARA
Senior Director
Pfizer

Kyoko has enhanced marketing effectiveness, while also improving health.



LAURA MORRISON
Senior Strategic Planner
McCann Echo

Laura embodies our culture and is a true role model to all.

2015 HBA Rising Stars



LISA NIBAUER
Senior Director
Becton Dickinson & Co

Lisa has pioneered a customer-centric approach to position her products worldwide to better meet customer needs.



JEN O'DWYER
Senior VP, Client
Service Director
CDM New York

Jen is an extraordinary talent magnet who inspires people to achieve more than they thought possible.



JENNIFER OGDEN
Director, Global Accounts
West Pharmaceutical Services

Jennifer is a role model within the West sales organization and embodies the spirit of the HBA Rising Star.



NAWAL OUZREN
VP Hemophilia
Franchise
Baxter Healthcare

Nawal is an inspirational leader who actively coaches and mentors other women, and was the BioScience senior sponsor for inclusion and diversity initiatives.



KAYA PAI-PANANDIKER
Senior Director, Marketing
Lundbeck

Kaya's outstanding commitment to getting needed medicines to patients living with devastating brain diseases makes her a true Rising Star.



SOOMIN PARK
Senior Director,
Global Statistical Sciences
Eli Lilly and Company

Actively sought out as a mentor, Soomin was named the Lilly Research Laboratories Asian Diversity Champion and Advisor.



ANU PATEL
VP, Group Account Supervisor
LLNS

Anu inspires all at LLNS with her ease, grace, and dedication to excellence in everything that she does.



ARLEEN PAULINO
Executive Director Clinical
Operations
Amgen Inc.

Arleen is an inspiring leader and role model of continuous improvement and safety.



MAGGIE PAX
Director, Integration Planning
Thermo Fisher Scientific

Maggie has been an ardent supporter of diversity and inclusion for Thermo Fisher's women's employee resource group.



KAREN PETERSON
Abbott Divisional VP and
Controller, Abbott Diagnostics
Abbott

Karen exemplifies what is best in a leader; she is strategic, innovative, builds, and develops talent and delivers results.



CINTIA PICCINA
VP, Head of Immunology/
Dermatology BU
Novartis Pharmaceuticals Corp.

Cintia is a unique leader with a truly extraordinary passion for patients, customers, and associates.



KRISTEN PILKIEWICZ
VP, Associate Creative Director,
Copy
H4B Catapult

Kristen participated in the inaugural Catapult College Graduate Program and is a charter member of the Catapult Culture Committee; she is the quintessential Rising Star.



JANET PISCITELLI, M.D.
Medical Director, East Region
Quest Diagnostics

Janet is a physician leader who integrates knowledge and compassion into the daily laboratory operations of Quest Diagnostics' largest region.

I believe the most important quality a leader can have is trust in their team. This usually results in motivation, loyalty, and innovation because people aren't afraid to take risks and make mistakes. The ability to truly listen is also important because it enables a leader to understand and build on others' perspectives and priorities. Lastly, the capability to lead others through ambiguity and change is a quality that I have come to value greatly.

CINDY BAKSH. PSKW. Some of the qualities that I believe are most important in leadership include being a role model for others and motivating others to do their best. I believe this can be accomplished by having a good work ethic and inspiring others to work hard to accomplish their personal goals and the goals of the team. Another important quality of being a good leader is to be confident enough to make hard decisions and to take responsibility for the decisions that one makes. Throughout my career, I have strived to become a good leader and have been lucky to be surrounded by great teams and have had great mentors along the way.

MAGGIE PAX. Thermo Fisher Scientific. For me, leadership means modeling curiosity and commitment. Why curiosity? Curiosity is the natural enemy of complacency. When people — or organizations — become complacent and stop learning, that's when we see giants stumble. When people stop asking how they can improve themselves, their businesses, their neighborhood, or the world, that's when we fail to learn and accept mediocrity. A good leader demonstrates the value of energetic curiosity and the desire to improve on the status quo. And commitment goes hand in hand with curiosity. It may be easy to ask why, but pairing curiosity with commitment means we take on an ownership attitude — ownership for engaging in the hard analytical work to understand the issues, ownership for brainstorming solutions with a team, and ultimately the full commitment to being responsible for results. Good leaders model these vital behaviors of curiosity and commitment with their teams, their colleagues, and their friends.

KAREN PETERSON. Abbott. The three words I work with my team to create as part of our culture are: anticipate, collaborate, and transparency. Together they form the acronym ACT, which reminds us that good leadership is not just about what you say, but the actions you take each day. Additionally, I believe there are several other critical characteristics for success, including excellent listening skills; being approachable by one's team members, co-workers and others to discuss new ideas; and having an inquisitive mind.

AUDRIS FRANCIS. PDI. Key qualities that every leader should possess, and continue to develop, are effective communications, self-awareness, and maintaining a sense of humor and positive attitude. Effective communication, listening with an open mind, and keeping sight of the big picture allow for a leader to better articulate a clear vision and directive. A leader should be self-aware and keep an open mind, which allows for better collaboration and successful results. Maintaining a sense of humor and positive attitude, especially during challenging times, helps to inspire confidence and boost morale.

JULIE RUSSELL DILTS. Roche Diagnostics. The leadership qualities that are most important to me are inspiration and integrity. Do the right thing, focus on strengths, take a genuine interest in people, empower and trust people to make decisions, and let people know when they have done a good job.

ASHLEY GAINES. AstraZeneca. A great leader is authentic, passionate about making a difference, and is an inspiration to others. She is both strategic and pragmatic, and she brings a clear vision and focus to her organization. She is supportive of her teams and creates a culture of empowerment, ownership, and innovation. A great leader always adheres to the highest ethical standards.

ARLEEN PAULINO. Amgen. The ability to develop and translate strategy into action and to build the best team are critical leadership attributes. Great leaders help their teams see where they need to go and instill the motivation to get there. They understand their capabilities and the capabilities of their team to leverage strengths and bolster development areas. They show compassion and care for their staff. I strive to be a leader people follow because they want to not because they have to.

SARAH GRIMWOOD. Pfizer. As a research project leader, the ability to build effective teams is very important to me; this involves increasing trust and morale, holding open dialogue, and developing a shared vision. Other leadership qualities that I believe to be the most important are to act decisively, which includes providing a clear vision and setting expectations; seizing accountability, meaning taking personal responsibility for one's own work, pushing oneself and others to exceed goals and deliver results; and growing others, by providing new opportunities and timely feedback.

KILEY SMITH. EY. I'm a strong proponent of leadership based on the values you live by



The leadership qualities that are most important to me are inspiration and integrity.

JULIE RUSSELL DILTS
Roche Diagnostics

Humility, confidence, commitment, and positivity are the qualities I believe make for good leaders.

JILLIAN WELKER
Palio, an InVentiv Health Company

My mentors taught me that leadership is less about having authority or power, and is more about influencing others.

DOTTIE CAPLAN
Sanofi

every day. Over the years I have focused my leadership development overall outlook on the following four guiding values. The first is compassion and respect for others; being respectful to your team members is paramount to gaining their trust and being able to connect with your team through humble acts demonstrates that you are a true team player as well as a leader they can connect with and respect. Second is motivating team members; I've found that the key tenants to motivating teams are to encourage open dialogue, recognize both small and large achievements every day, and provide constant feedback to help each team member reach his or her potential. Third is having the bravery to break down barriers, whether it is creating opportunities for your team to achieve their goals or taking on challenging projects for yourself. Bravery and integrity are key components to any great leader. Finally, seeing the bigger picture and never taking yourself too seriously is important. But most importantly, a leader's ability to see the larger picture on a project — and in life — and guide the team to the desired outcome, all while making it fun and personal are key components that shouldn't be forgotten.

LINDA DRUMRIGHT. IMS Health. I believe that integrity is the most important quality in a leader; leading by example with one's thoughts, words, and actions in complete alignment is critical. With every interaction, a leader's beliefs and values are consistently reinforced with her team, her customers, her

partners, and her colleagues. People know where she stands and what she stands for and can align with her when they believe that she will always act in accordance. Defining it this way has helped me navigate all types of situations while staying true to myself.

SANDY RODRIGUEZ. Takeda Pharmaceuticals USA. Above all, I value open-mindedness, humor, dependability, teamwork, and trust. I believe each individual on my team has unique abilities that when nurtured and developed properly will make our team excel. As a leader, it is my responsibility to create an environment where each person can recognize and use his or her best abilities and grow as both individuals and as a team.

Role Models and Leadership Development

DR. JANET PISCITELLI. Quest Diagnostics. I am fortunate to have had many mentors throughout my life, including my parents, teachers, other professionals as well as the leaders and staff within Quest Diagnostics. Every day is a learning opportunity, to emulate best practices and identify those traits to avoid. My husband and daughters have also been an inspiration and a support system, encouraging me to continually pursue new challenges.

V.A. LOPES. Giant Creative Strategy. I have had some really great mentors in my career and I have learned something valuable from just

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MICHELLE RAPP
Associate Partner, Account
Management
Razorfish Health

Michelle is a mixture of energy and experience focused on providing the best solutions to meet her clients' needs.



PRITAM RAUT
Director
Cognizant

Pritam embodies qualities of a true leader — strong leadership skills, collaboration, teamwork, problem solving, and analytical skills.



DALIA RAYES
Senior Director, ASPIRE Business
Unit
Actelion Pharmaceuticals

Dalia is an enthusiastic and passionate leader who ensures Actelion is serving patients, while also delivering on strategic objectives.



ANNE MARIE ROBERTSON
Executive Director, Marketing
Helsinn Therapeutics (US) Inc.

With her keen business acumen, innovative approach, and collaborative communication abilities, Anne Marie contributes to Helsinn's success.



MEGAN ROBINSON
Senior VP, Creative Director Brand
Development
Sudler & Hennessey

Megan takes her own exceptional abilities and translates them into inspiration, training, and encouragement for the entire Sudler team.



SANDY RODRIGUEZ
Senior Director, Corporate
Communications
Takeda Pharmaceuticals USA

Sandy is a creative problem solver with a keen ability to formulate high-level strategies while leading her team.



VALENTINA ROSELLI
Senior Manager, Advisory
Services
EY

Valentina's leadership and commitment demonstrate her passion for building a better working world.



JULIE RUSSELL DILTS
Senior Counsel
Roche Diagnostics

As a passionate advocate for career development and advancement of women, Julie has demonstrated strong leadership and delivered impressive numbers.



EMILY SEGALLA
VP, Group Copy Supervisor
Flashpoint Medica

Emily is recognized for being the staffer who everyone turns to for great strategic thinking and creative ideas.



WENDY SHORT-BARTIE
Product Director, Zykadia
Novartis Pharmaceuticals

Passionate, innovative, and results-driven, Wendy has been a successful, committed, and recognized leader at Novartis for 10 years.



KILEY SMITH
Senior Manager, Fraud
Investigative and Dispute
Advisory Services
EY

Kiley has distinguished herself over her career for the commitment, passion, and excellence she brings to clients, teams, and our global community.



AMY STAFFORD
Zone VP
Boehringer Ingelheim
Pharmaceuticals

Amy is a mentor to several female leaders within the company and exemplifies leadership excellence.



KRISTIN STEPHENS
VP, Clinical Operations
Takeda Pharmaceuticals
International

Kristin is well-respected by her team and her peers, and maintains a positive, can-do attitude about everything she does.

about every person I have ever worked with. Eric Steckelman and Rebecca Greenberg are managing directors at Giant, who have been major influences in teaching me how to be a strong leader. They have taught me how to leverage my skills and helped me grow in areas that may be more challenging for me. Alex Safransky, an account supervisor at Giant, has taught me so much about being a good mentor. They have really elevated me and taught me so much. I'm truly grateful.

TERI ANN BAJEK. Health and Wellness Partners. Each of my managers throughout my career has played an instrumental role in how I view myself and lead others. While not every experience has been positive, it's probably the most difficult situations that have highlighted the crucial aspects of what it takes to be an effective leader.

TERESA GRAHAM. Genentech. It is difficult to choose just one person. I have had the privilege of working for some extraordinary leaders in my career, each of whom has had a significant impact on shaping me as a leader. While each individual taught me something different, the common thread was how generously they gave of their time and perspective. They have inspired me to want to give back whenever I can.

CINTIA PICCINA. Novartis Pharmaceuticals. There are many people who have had a role in my leadership development. All the teams I worked with teach me every day how to become a better person and leader. My father, from a very young age, taught me the value of work, ownership, and responsibility. Dr. Branderley Claudio who hired me to Novartis 18 years ago, believed, trusted, and supported me, and has been a mentor and friend ever since. And Andreas Strakos, Quinton Oswald, and Ludwig Hantson who took chances when most people wouldn't and gave me stretch opportunities that defined my career.

MICHELLE CUCCIA. Teva Pharmaceuticals. Every single one of my previous managers has played an important role in helping shape the leader I am today. All of them had many positive traits worth emulating and also had many faults that helped put into context what not to do. Also, I am a firm believer in education and I have to recognize the incredible role that my high school, college, and master's degree professors and guest lecturers played in shaping my leadership thought process and actions.

LIZ FRANK. Biosector 2, an InVentiv Health Company. Numerous people have influenced my leadership style throughout my career.



Each of my managers throughout my career has played an instrumental role in how I view myself and lead others.

TERI ANN BAJEK
Health and Wellness
Partners



My family has played the greatest role in my leadership development.

WENDY SHORT-BARTIE
Novartis Pharmaceuticals



A great leader is authentic, passionate about making a difference, and is an inspiration to others.

ASHLEY GAINES
AstraZeneca

I've had terrific managers and mentors who taught me how to think critically, stay calm in a storm, mentor others, and fight for ideas I believe in. I am indebted to them for their compassion and patience and for holding me to the highest standards so that I could realize my potential. I've also learned a lot from those who did not match my leadership style. It has given me invaluable perspective so that I could learn what kind of leader I do and don't want to be.

KRISTEN PILKIEWICZ. H4B Catapult. It's difficult to pinpoint a lone individual who has had the most impact on my professional development. I've been extremely fortunate to have had some of the best managers in the business — Christian Bauman, Peter Villucci, Nancy Cavallo, Tracy Zuto, and Gerry McLaughlin. I've adopted and applied lessons and characteristics from each to define who I want to be as a leader while still remaining true to myself. On a more personal note, I'm adding my parents to this list — their endless lessons have stuck with me, both professionally and personally.

KATIE ISAACS. The CementBloc. I always observe the way people lead and the way people react to their leaders. When I see something effective or inspiring, I find ways to incorporate it into my management or style. I'm especially grateful for what I've learned over the past four and half years from the incredible

women who lead The CementBloc. Working alongside Jennifer Matthews and Susan Miller has been some of the most inspiring times in my career. I learn new things and have opportunities to grow every day. And I wouldn't want it any other way.

WENDY SHORT-BARTIE. Novartis. My family has played the greatest role in my leadership development. My father taught me that I am better than and less than no one. My mother taught me to work hard, be kind, and always seek to do what is right. My sister and brother encourage me to stand up for what I believe in. My husband and daughter inspire me to listen, seek to understand, and work to be my best every day.

COURTNEY HARTSTEIN. GSK. I have been so fortunate to have excellent mentors and work for bosses and teams that encourage my leadership development. Specifically, and certainly not an exhaustive list, Erika Jurens, Sonal Bauer, Jason Shoup, Craig Williams, Ahsiya Mencin, and of course, my mom, dad, and husband are among the people who have been my biggest leadership champions. What they all have in common is that they believe in me and challenge me to be my very best. ^{PV}



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2015 HBA Rising Stars



PATRICIA VERA
Director, Financial
Operations
Daiichi-Sankyo

Tricia plays an integral role on the finance team and is viewed as a leader and role model by her colleagues.



LAURA WALLACE
Director, Risk Management
and Epidemiology
Purdue Pharma

Laura is an excellent mentor of women at formative stages of their careers.



JULIE WEBER
Consultant
Insigniam

Julie leverages her adventurous nature and wit when working with clients to open up the world of possibility and achieve unprecedented results.



JILLIAN WELKER
Director of Agency
Operations
Palio, an inVentiv Health
Company

Jillian is vital to our ongoing success and has great potential for being a significant force in healthcare marketing.



PAMELA YANAKOPOULOS
Partner
PwC

Pamela is a trusted advisor and energetic thought leader in the industry.

2015 HBA RISING STARS

Up-and-coming industry leaders provide their insights on leadership, mentoring, and what it means to be a Rising Star.

Leadership Traits

LIZ FRANK. Biosector 2, an InVentiv Health Company. A good leader should have three qualities: vision, integrity, and self-awareness. Vision is important because if you don't know where you're going, it's hard to know when you get there. A strong leader needs to set a clear vision, and change course as needed to reach her goal. Integrity is also a critical part of good leadership; a leader must set the tone and lead by example. But the most important attribute of a good leader is self-awareness. Everyone has strengths and weaknesses, but owning them and being open to self-improvement is what sets a great leader apart.

DR. JANET PISCITELLI. Quest Diagnostics. Elements of being a successful leader include being authentic and trustworthy. This type of leader will inspire their teams to perform their best and drive change, through collaboration. Leadership in the healthcare industry also requires persistence and courage to overcome obstacles and pursue time worthy goals while being an advocate for patients.

MICHELLE CUCCIA. Teva Pharmaceuticals. The most important leadership qualities in my view are vision, tenacity, optimism, empathy, humbleness, cooperation, and integrity.

KRISTEN PILKIEWICZ. H4B Catapult. I believe

the most effective leaders are inspiring and are always looking toward the future. Effective leaders are also empathetic and compassionate to those around them. They recognize effort, even if it involves that seemingly mundane task. Leaders work hard, remain humble, and are introspective. If you ask me this question again in a couple years, I'm sure I would add more attributes because great leaders grow, learn, and adapt each and every day. Lastly, great leaders are influenced by those around them. They look at their experiences, both positive and negative, as an opportunity for continuous growth.

CINTIA PICCINA. Novartis Pharmaceuticals. The leadership qualities that I believe are important, include: having a vision and inspire the team to work to achieve it; humility and curiosity to seek, listen, and enjoy the learning; seeing the best in people and creating an environment they can and want to be and do their best; and enjoy, laugh, and have fun with the team and the work.

KATIE ISAACS. The CementBloc. The leadership qualities I believe are the most important are: attentiveness, responsiveness, decisiveness, and inspirational. Madeline Albright once said she spent the first few months in her new role as the U.S. ambassador simply listening—without speaking up, engaging, or sharing

Novo Nordisk's Ambre Morley exemplifies her organization's triple bottom line by serving as a mentor to students at Trenton High School, and as a member of both the Public Relations Society and HBA.



I have actively participated in our Women Leaders' organization, structured mentoring for myself and others, as well as cross-functional projects enabling me to see great leaders at all levels.

KAREN PETERSON
Abbott

her ideas—and it undermined her authority. There are a lot of smart people out there and we need to hear what they have to say. But ultimately, as a leader, you need to pick a direction and go.

TERESA GRAHAM. Genentech. Great leaders have an absolute passion for their people, view the world in terms of opportunity, and operate with the highest levels of integrity. They also know that one of their most important jobs is to grow the next generation of leaders, and they take that responsibility very seriously.

TERI ANN BAJECK. Health and Wellness Partners. There are several important traits that make a good leader, including good timing, knowing when it's time to acknowledge those who support you, when it's time to accept responsibility — good or bad — and when it's time to filter yourself and not let your team see you sweat. Leaders also need to set a good example, give others their full attention, be kind to everyone on their team, no matter how small the task; and not take themselves, or their job, too seriously. Good leaders are loyal they stand by and stand up for their team and even having to say no or face a tough situation. Finally, good leaders have a vision for the whole picture, and know the strengths of the individuals on their teams and the path for their development.

V.A. LOPES. Giant Creative Strategy. For me, there are three qualities that are important for leadership. The first, and most important, is to know, embrace, and understand your role as a teacher/mentor. There is a point in your career when you realize that being the best is no longer what sets you apart but teaching those around you how to be their best makes you stand out. Second on this list is not to be afraid of failure. I have learned so much more from failing than I have learned from success. I have made some bad career moves and focused on the wrong things in my journey, without these failures and wrong turns I don't think I would be in the class of 2015 Rising Stars. Last, but certainly not least, is to have fun. Life is short and this is just a job. Living life, exposing yourself to new adventures, and having fun will make you better in everything that you do.

Finding Inspiration

STEPH DREYER. Bayer HealthCare. I have been very fortunate to have amazing leaders throughout my career, each of whom has taught me a lesson about leadership. I try to learn something from every manager, coach, and mentor — and I'm incredibly grateful for



Elements of being a successful leader include being authentic and trustworthy.

DR. JANET PISCITELLI
Quest Diagnostics



We are leaders driving organizational renewal and strategic thought leadership.

MICHELLE RAPP
Razorfish Health



Being recognized as an HBA Rising Star, a national award, is truly an honor for me.

MICHELLE LAFOND
Regeneron

the gifts of feedback and advice they've given. My parents have also been very influential, supporting me, inspiring creativity and a passion for learning, instilling confidence, and being mentors who I continue to learn from.

SANDY RODRIGUEZ. Takeda Pharmaceuticals USA. Doug Cole, the former president of Takeda's U.S. business unit, has played a role in my leadership development. His humility, approachability, strong understanding of business, humor and commitment to develop, mentor, and bring his team along have been an inspiration for me and many others.

MICHELLE LAFOND. Regeneron. I have worked for Dr. Kevin Bailey, VP of preclinical manufacturing and process development, for more than 16 years, which is equivalent to my entire career. Kevin has truly been a mentor for me in terms of my role as the head of bioreactor scale-up process development. Although I do not have a Ph.D., a requirement often sought for positions of leadership in biopharmaceuticals, Kevin recognized early in my career that I had the potential to lead his bioreactor scale-up department and gave me the role. Kevin guided me in my leadership development to grow from a leader who worked side-by-side with my direct reports to a leader with oversight over the department who delegates and assigns tasks to my 14-person team.

KRISTEN STEPHENS. Takeda Pharmaceuticals International. My parents taught me from a young age many important life and leadership lessons. They encouraged me to find the value

of keeping an open mind when faced with different ideas and taught me the importance of leaders stepping up to face challenges. In my professional life, there have been many people who have been essential to my personal development; but in recent years, I can point to a group of strong female leaders within Takeda best described as "The Karens." These women acted as a collective guide for me, and through their varied and distinct leadership approaches, each gave me the opportunity to hear different perspectives when I was faced with similar leadership challenges. Beyond "The Karens," I'm also thankful to have worked with many other talented colleagues, mentors, and leaders who continually shape my leadership approach by providing candid and ongoing feedback.

MICHELE EHLER. UCB. Craig, my husband of 21 years, has played the most critical role in my leadership development. Craig is a commercial airline pilot where lives are in the balance when decisions are made, a true test of leadership with the crew. He provides coaching, feedback, and loving support as I have journeyed through many different roles, companies, and working in three countries. Craig knows me better than anyone and can share direct feedback on my behavior, trends over time, and his suggestions for the future. I have the utmost trust in his opinion, which is critical in leadership development.

MELANIE GOLDEY. Everyday Health. I have been extremely fortunate to have several people who have played a role in my leadership development, starting with my parents, who taught

me the importance of a strong work ethic, how to be resilient in the face of challenges, and the importance of balancing confidence and humility. In my professional career, Everyday Health's CEO Ben Wolin and Chief Financial Officer Brian Cooper have been instrumental in my leadership development by recognizing my potential and trusting my abilities even before I did. They have consistently provided me opportunities to flourish and are not only great mentors and role models, but also my biggest sponsors.

KILEY SMITH. EY. Throughout my life and my career at EY, there are many people who have played important and distinct roles in my leadership development. As a professional services firm, our assets are our people — we are only as strong as the talent we recruit, grow and foster within the organization. As such, EY places tremendous value on the continuous development of its people by providing diverse experiences, challenges, and opportunities to excel. Every day I work with people who make me a better leader. Whether they are the



I believe the most effective leaders are inspiring and are always looking toward the future.

KRISTEN PILKIEWICZ
H4B Catapult

strong and inspiring female partners at the firm who inspire me or all the hardworking individuals with whom I work with around the globe on various projects who make my job easier, they all challenge me to be a better leader each day. And I would be remiss for not emphasizing the leadership skills that I have learned from my mom and dad, who believed in me as a natural-born leader since I was cast as Rudolph in the Christmas pageant at Country Day School.

DOTTIE CAPLAN. Sanofi. At Sanofi, I have had several remarkable mentors, and the one characteristic they all have in common is how they define leadership, which is best characterized by author Kevin Kruse: "Leadership is a process of social influence, which maximizes the efforts of others towards the achievement of a goal." My mentors taught me that leadership is less about having authority or power, and is more about influencing others. My mentors also taught me that leaders do not need to have specific personality traits or attributes but do need to provide clarity on the goal being achieved and understand how to motivate the team.

JULIE RUSSELL DILTS. Roche Diagnostics. I had inspirational teachers who helped me develop at every stage of my education. Those early lessons have been the foundation for my success as a leader. My 6th grade teacher, Miss Malsch, helped me embrace intelligence as a strength. My high school choir director,



The ability to be a continuous learner, including taking time to reflect on your development, is a leadership quality that if put in place early in a career almost guarantees success.

MICHELE EHLE
UCB

Mrs. Spejewski, helped me embrace the importance of doing the right thing over the popular thing. A college math professor, Dr. Morrel, helped me embrace well-roundedness as a legitimate path to leadership. And a law school professor, Professor Wiener, helped me embrace service as an important leadership attribute.

ERIN COWHIG. Vertex Pharmaceuticals. I attribute my leadership development to all of the managers I've had over the years. The concept that we learn as much from the bad ones as the good ones is true. Managers who have taken risks on me — throwing me in the deep end but with a life raft close by — have impacted me in very positive way. I've also seen and experienced first-hand how micro-management can be really destructive and as a result, I am conscious about giving those who work for me independence, ownership, and trust.

KAREN PETERSON. Abbott. The list of who hasn't helped in my development would be much shorter. I have been very fortunate at Abbott Laboratories to have exceedingly strong direct and indirect bosses. Additionally, I have actively participated in our Women Leaders' organization, structured mentoring for myself and others, as well as cross-functional projects enabling me to see great leaders at all levels.

LINDA DRUMRIGHT. IMS Health. I have been influenced by many mentors in my career. I learned a tremendous amount from the McCarthys, blockers and how to move past them, making wise choices while feeling fear, and trusting my intuition. I have also had the good fortune to work with strong leaders across disciplines who developed me in different ways, such as, the leaders at Sybase, founders of DigitalThink, partners at Granite Ventures, and now IMS Health. As a Mentium Corporation mentor, I continue to develop my skills by interacting with the high potential women leaders who I am matched with annually.

LAURA MORRISON. McCann Echo. I've been fortunate to work closely with a number of great leaders throughout my career. From the mentor who taught me "not to present, but tell a story that draws people in," to the manager who taught me how to set goals and take single affirming steps toward achieving them, to my colleagues who consistently remind me that a strong team is the backbone of success, I have learned much and am truly grateful.

MAGGIE PAX. Thermo Fisher Scientific. Early in my career I worked at an entrepreneurial company for someone — a man — who simply



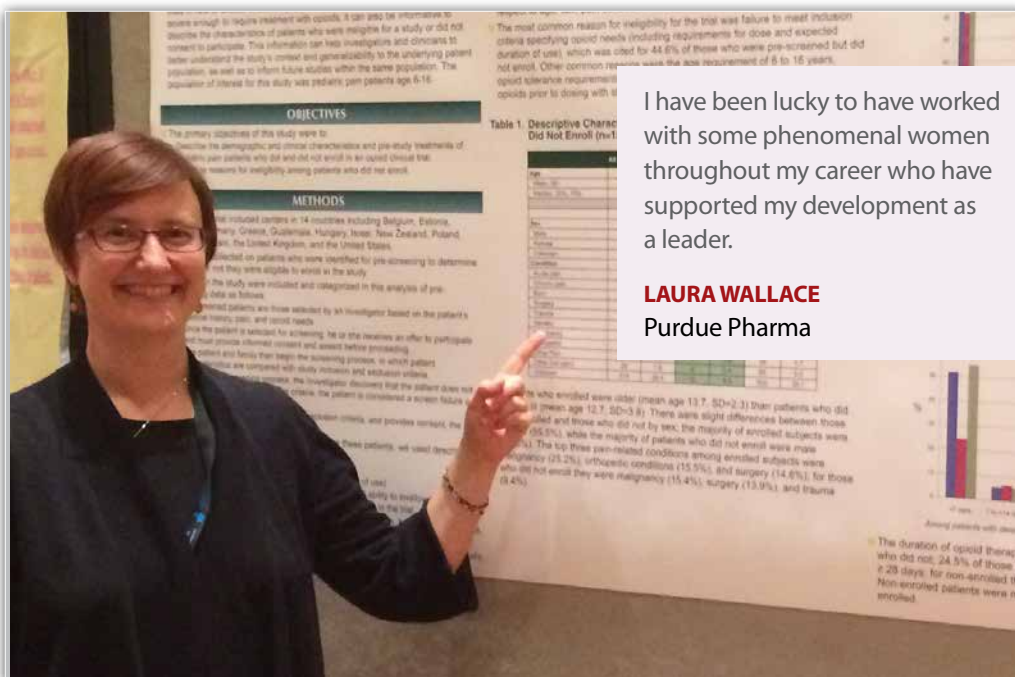
I believe strong leadership is multi-faceted and is made up of intellectual, physical, and emotional qualities.

KATHLEEN HENNIGAN-SHANNON
McCann Torre Lazar

refused to believe that people couldn't learn what they needed to learn, and do anything that needed to be done. It wasn't that John was delusional. And he wasn't even a particularly optimistic guy. He just believed humans are pretty capable creatures, and that people make things harder for themselves by having an attitude of "I can't" or "I've never been trained to do this." A woman couldn't look him in the face and say "I'm not good at technology," or "I don't have a sales background." It just was beyond his understanding to set those kinds of limits. So John assigned people outrageously difficult things, simply assuming they were capable of learning how to do it. And most of the time people actually did plunge in and accomplish those things, dismantling their self-limiting behaviors in the process. It was a terrific early lesson in not limiting your capabilities unnecessarily.

ARLEEN PAULINO. Amgen. My father was influential in my leadership development. He taught me the value of listening, caring, and giving to others without an expectation of anything in return. This shaped how I approached the various roles in my career. I observe other leadership styles — good and bad — to help refine my approach. One leader taught me the value of passion for what we do and how this allows us to create motivated and committed teams driven by a sense of purpose. Another leader taught me the importance of being a well-rounded leader who can balance business needs with personal and staff needs.

VALENTINA ROSELLI. EY. The first project manager I worked with as a business advisor



I have been lucky to have worked with some phenomenal women throughout my career who have supported my development as a leader.

LAURA WALLACE
Purdue Pharma

was definitely a role model for me. She taught me to believe in my qualities, especially those that make me different and special. She was really great in helping me find and develop my personal leadership style. What I also learned from her is that devoting time and effort in developing the people on your team is the best investment you can make as a leader.

LAURA WALLACE. Purdue Pharma. I have been lucky to have worked with some phenomenal women throughout my career who have supported my development as a leader. These include Gretchen Dieck and Claudia Turner, who taught me the ropes of the pharmaceutical industry and supported my development early in my career, and Brianne Weingarten, who has provided excellent mentoring in leading diverse, multifunctional groups. I have also been honored to work with Paul Coplan, who has given me broad and diverse opportunities for growth and leadership development across functions and organizational levels within my extremely supportive company.

Rising to the Occassion

MICHELLE RAPP. Razorfish Health. The HBA Rising Star award is a tremendous honor and acknowledgment. It represents women who are effectively leading the way, taking the business to the next level. These women are at the forefront, shaping the evolution of the healthcare industry. We are leaders driving organizational renewal and strategic thought leadership. With this achievement comes the incredible honor and responsibility to continue to educate and mentor future leaders within

our organizations. I am humbled to carry this noble tradition forward.

CYNTHIA ACCUOSTI JONES. Johnson & Johnson. I am humbled each and every day by the women we work alongside at Johnson & Johnson and throughout the industry. This award represents the importance of inspiring others and highlighting the success of our peers in business. I am continually reminded of the tremendous impact leaders and mentors can have on an individual and an organization. I am so grateful to those who have inspired me both personally and professionally, and I strive to pay that forward to others as I develop in my career.

STEPH DREYER. Bayer HealthCare. I'm humbled by this award. Past Bayer Rising Stars have been remarkable leaders to whom I've looked to as role-models, and seen thrive in the organization — so to be in their company is quite a thrill. Bayer is filled with brilliant and passionate people who impress me every day, so to be considered a Rising Star is a very significant honor.

WENDY SHORT-BARTIE. Novartis. I am honored to be selected as an HBA Rising Star. To be selected by my company and to be able to share this acknowledgement with my industry peers and leaders is an honor and a privilege. The impact women are having in all areas of the healthcare sector is impressive and I applaud HBA for leading the effort.

SARA BRIGGS. Stryker. Receiving the Rising Star Award makes me extremely proud of my



To me, the most important leadership qualities are passion, conviction, and the ability to draw out the talents of those around you.

LAURA MORRISON
McCann Echo



I have been very fortunate to have amazing leaders throughout my career, each of whom has taught me a lesson about leadership.

STEPH DREYER
Bayer HealthCare



A good leader should have three qualities: vision, integrity, and self-awareness.

LIZ FRANK
Biosector 2, an InVentiv Health Company

the group of incredibly accomplished women who have received this award over the years.

SARAH GRIMWOOD. Pfizer. In drug discovery research the ultimate goal, and reward, is to deliver new medicines to patients. I strive to positively impact the drug discovery process as best I can, through ensuring high-quality science, best practices, and mentoring others, as well as planting seeds that may eventually lead to a successful therapeutic. Recognition by Pfizer and the HBA gives me confidence that the work that I do is highly valued and is making a difference to science, colleagues, and ultimately patients.

KATHLEEN HENNIGAN-SHANNON. McCann Torre Lazar. The HBA Rising Star award has significant meaning to me. It has re-energized me to be my best self every day and motivated me to pay forward the amazing mentorship I have had over the years.

team. I am incredibly lucky to lead a team that has such passion and dedication to their roles and to Stryker. We care about each other, roll up our sleeves together, and have fun while doing it. I would be lost without them and thank them greatly for the successes we have had as a team.

CINDY BAKSH. PSKW. Recognition by my company as a leader and role model within our organization is a great honor. I have worked for years within the healthcare industry and this award represents the effort, hard work, perseverance, and dedication that I put forth.

DOTTIE CAPLAN. Sanofi. I have been a member of HBA for eight years and witnessed many HBA Rising Stars over the years. To be in their esteemed company is humbling and exciting. The award-winning women of HBA, whether it be a Rising Star or Woman of the Year, have always been an inspiration to me because these incredibly successful women come from many diverse backgrounds and experiences and it is validating to know that you can be appreciated and respected for what you uniquely have to offer, and the confidence that comes with that mindset is invaluable, encouraging, and motivating. I am honored to represent Sanofi as an HBA Rising Star.

EMILY SEGALLA. Flashpoint Medica. Upon graduating from college, I decided not to go to medical school as planned, but to instead, start a career in pharmaceutical marketing.

For some time, I questioned this decision, and wondered if this work could have as great an impact on the lives of others as a career in medicine often holds. Receiving the HBA Rising Star award and being among other Rising Stars and their accomplishments has reaffirmed my career choice — for together with these women and all those who came before us I believe there lies tremendous power to change all facets of healthcare.

CINTIA PICCINA. Novartis Pharmaceuticals. I have been honored with the opportunity to work with amazing people and teams my entire life. Our team has a culture of trust, authenticity, customer focus, people development, and common goals. This award has a huge meaning to me that the way we work together and do business is recognized and brings results.

AUDRIS FRANCIS. PDI. I am incredibly honored and humbled that my company's leadership team has recognized me as their nominee for the 2015 HBA Rising Star award. Attending previous HBA Woman of the Year events, I was always impressed with the talent and caliber of the recipients so to now be recognized "as one of them" is very exciting.

ASHLEY GAINES. AstraZeneca. I am humbled that AstraZeneca selected me as its Rising Star. This award evidences the company's support of women leaders and genuine commitment to their development. I am honored to be part of

I am so proud to work in an industry where we can make an impact on health and wellness and the quality of people's lives.

JILL LESIAK. Ogilvy CommonHealth Worldwide. The recognition of the HBA Rising Star Award is momentous. First, I am excited to



Being among other Rising Stars and their accomplishments has reaffirmed my career choice — for together with these women and all those who came before us I believe there lies tremendous power to change all facets of healthcare.

EMILY SEGALLA
Flashpoint Medica

know that my colleagues and organization see me as a positive contributor to our business and recognize the leadership role I play. But, equally as important, I see the award as an acknowledgement of my contribution to helping patients get access to the therapeutic agents they need to improve their health and quality of life. It is my commitment to patients and improving their overall good health and to leading teams to accomplish this crucial task that guide my professional life and inspire me.

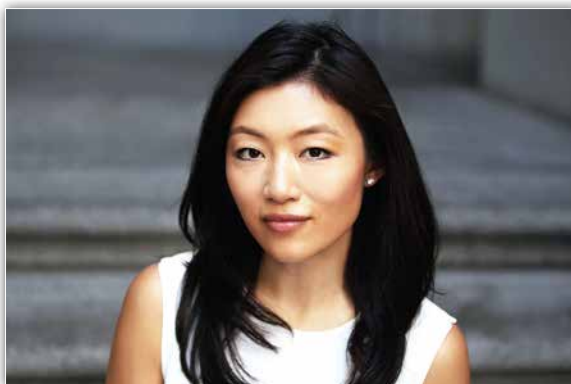
KRISTEN PILKIEWICZ. H4B Catapult. I believe effective leadership is a lifelong process that can be quite humbling. To be recognized at this point in my career is extremely flattering. It means that I've successfully applied the lessons and experience that I've been fortunate to learn along the way, that I've been able to hold true to my core values, and that I am respected by my colleagues. The word "rising" in the title means that I am just getting started. So, I am really excited to see where this fun journey will lead.

KRISTIN STEPHENS. Takeda Pharmaceuticals International. While this award is a wonderful personal recognition, it wasn't achieved individually. This is a tangible representation of the commitment of all of the individuals and teams I've been fortunate enough to work with over the years. Together we have achieved many great things. It's an honor to be recognized as a HBA Rising Star and this recognition is shared with all of my colleagues who work hard every day to drive positive outcomes for the patients we serve.



I'm a strong proponent of leadership based on the values you live by every day.

KILEY SMITH.
EY



I have been extremely fortunate to have several people who have played a role in my leadership development, starting with my parents, who taught me the importance of a strong work ethic, how to be resilient in the face of challenges, and the importance of balancing confidence and humility.

MELANIE GOLDEY
Everyday Health

LIZ FRANK. Biosector 2, an InVentiv Health Company. I am a working mother with two young children so being recognized by HBA for this award is both humbling and validating. There are many compromises and sacrifices that working mothers must make to follow their passion. It is incredibly rewarding to have an organization like HBA recognize your work and in turn, the sacrifices you've made along the way. I have two boys and it's important to me that they see that women can be good mothers and still pursue their own goals and passions. If I can leave them with that life lesson, it has all been worth it.

MICHELLE CUCCIA. Teva Pharmaceuticals. This award is very special to me. Having my hard work and leadership be recognized by my own company is an incentive to continue to work hard because it is having an important impact in the business and on other people. It is also quite an honor to be recognized by an industry that is composed of highly sophisticated, experienced and seasoned professionals. Finally, the fact that the award is given specifically to women makes it so much more special. I can't help but think of how proud and honored my daughter will be of me one day when she understands the meaning of such a recognition. Being a good role model for her gives all of this a very personal and impactful touch.

MICHELLE LAFOND. Regeneron. Being recognized as an HBA Rising Star, a national award, is truly an honor for me. I feel that this award shows that not only am I well-respected by my



The capability to lead others through ambiguity and change is a quality that I have come to value greatly.

ERIN COWHIG
Vertex Pharmaceuticals

colleagues at Regeneron, but also by others in the healthcare industry.

MAGGIE PAX. Thermo Fisher Scientific. I am so happy to represent Thermo Fisher Scientific as an HBA Rising Star. There are two reasons I appreciate being named a Rising Star — a personal reason and a broader societal reason. Personally, I love the designation Rising Star because it fits with my view that we are all at our best when we are curious, learning, and free from artificial limits. In other words, I think we do best when we always aspire to be rising. One of my greatest hopes is to remain curious, committed, and engaged in solving problems all of my life and wherever I go. But beyond the personal, the Healthcare Businesswomen's Association's Rising Star program is a critical element in recognizing and celebrating the contributions of women. We simply can't afford not to fully engage women in creating strong and vibrant organizations in business — or in government and the nonprofit world. If we don't ensure that women are fully represented in the leadership of our companies and organizations, it will be an enormous loss of talent, ideas, and energy. Our society can't be a success if we waste half our capacity, and HBA's Rising Star program helps shine a light on the enormous potential for women to make strong contributions.

KAREN PETERSON. Abbott. I am honored to be nominated for this prestigious award. As a member of the finance team, I am particularly proud to see a support function recognized. I was chosen for the award not only due to my

accomplishments within my field, but also due to the time I spend helping other women advance in their careers. This award is not just about me as an individual but a recognition to the tremendous support team that enables me to meet my aspirations and the obligations I have to help others due the same.

SANDY RODRIGUEZ. Takeda Pharmaceuticals USA. Like many people who manage others, I often wonder if I'm doing the right thing by my team and really "getting it right." Receiving this award helps me believe I'm in the right direction, which is very gratifying. It means a lot to know that my particular style of leadership is valued and has merit. It's humbling to be recognized because there are so many others in my organization who also deserve this honor. I greatly appreciate my organization's belief in my abilities and look forward to learning from the other honorees and getting new ideas about how I can do more to grow my skills.

DR. SOOMIN PARK. Lilly. It is a great honor to be recognized as a Rising Star. I feel truly fortunate to have had great supervisors, mentors, and other leaders who have helped my growth

and development. Also, I greatly appreciate the support and trust of my family, who have always been there for this busy wife and mom. Recognition such as this comes with greater responsibilities. Receiving the HBA Rising Star Award makes me more committed than ever to fulfill my responsibilities to those in my work and personal life.


TERESA GRAHAM. Genentech. To be an HBA Rising Star is to join the ranks of an elite group of women across our industry that I greatly admire and respect. It is a humbling experience.

TERI ANN BAJEK. Health and Wellness Partners. Acknowledgement by Jani Hegarty, Bonnie Welsh, and Audrey Pezzuti at Health and Wellness Partners (HWP) affirms their confidence in my leadership skills and contributions to HWP's digital growth.

V.A. LOPES. Giant Creative Strategy. The HBA Rising Star Award means that I have become a good mentor, that I have failed but turned that failure into a learning opportunity, and that I have had some fun along the way. It also means that I have hit a new level. Al-

though I have reached such a high point in my career, what brought me here will not bring me to the next pivotal career milestone. So now I start from a new place with so many new opportunities to learn, fail, succeed, and teach and I couldn't be more excited.

VALENTINA ROSELLI. EY. The HBA Rising Star Award means a lot to me, as a woman and as a professional. I was extremely happy to learn that my commitment and passion got recognized with such an award. Knowing that the company I work for emphasizes the importance of women leaders and is willing to invest in our success is the best motivation for me to continue working with the same enthusiasm.

JILLIAN WELKER. Palio, an InVentiv Health Company. For me, receiving the HBA Rising Star Award means that the future is near and the possibilities are endless. It reminds me that I work for an agency that affirms those who are passionate, invests in its team members, and cultivates the emerging leaders of tomorrow. Most importantly, it is a tangible reminder that I am blessed for the opportunities I have been given and look forward to more opportunities to learn, grow, and lead. 



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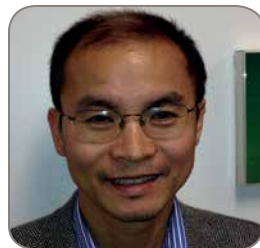
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