

Meet the 98 Healthcare Businesswomen's Association's RISING STARS...

HBA's 2010 RISING STARS

THESE STELLAR WOMEN, WHO
REPRESENT ALL FACETS AND DISCIPLINES
OF THE LIFE-SCIENCES INDUSTRY, ARE BEING
RECOGNIZED BY THEIR COMPANIES FOR:

- ★ Significantly contributing to their organizations.
- ★ Exemplifying true leadership and acting as a role model for others.
- ★ Assisting those in subordinate or peer positions and being a team player.
- ★ Exhibiting dedication to the healthcare industry.
- ★ Being a shining example of "top talent" in their organizations.

★ LEADERSHIP QUALITIES

The 2010 Rising Stars provide their definition as to what makes a great leader and outline the leadership qualities they believe are the most important.

(Please see the digital edition at pharmavoices.com to read more insights from the HBA's Class of 2010 Rising Stars.)

AMY WEICKERT. InfoMedics.

Leaders need to have a clear vision and be able to articulate that vision and consistently drive others to believe that they can accomplish it. Leaders who I have admired are honest, communicate well, and create a positive environment of trust among their team members, as well as one of mutual respect so that all talents, passions, and ideas can be encouraged and considered in pursuit of that vision.

BARBARA JACKSON. DraftFCB Healthcare.

There are countless qualities that are crucial to being a good leader. The best leaders, however, are also the best listeners and observers. They never make a decision in a vacuum, but listen and interpret what is going on around them. They have the ability to look at a situation from a variety of perspectives and come to the most informed decision. A leader can transcend the minutiae, identify the underlying problem, and set a course of action to resolve it. Part of being a good leader is also gaining the confidence of the rest of the team. Once they reach a decision, it's important for a leader to persuade others to not just accept it, but to understand it.

MEAGHAN GOLDEN. Flashpoint Medica.

A leader fosters a strong, cohesive team where the sum becomes greater than its parts. She maps out clear boundaries and defines her expectations, the group's mission, and individual responsibilities. A leader injects energy and enthusiasm into each project, acknowledging both the group's value and the contribution of each member. She is cheerleader and coach — rallying, supporting, encouraging — and usefully critical. A leader is also a follower, aware of the dynamic, organic quality of the group's interaction and is willing to get out of the way of the creative process. A leader makes decisions, including the hard ones, unequivocally and responsibly, without apology or blame.

KELLY LEWIS, PHARM.D. Actelion Pharmaceuticals US.

Leadership is a privilege; it is not a right,

Leaders need to have a clear vision and be able to articulate that vision.

★ AMY WEICKERT
INFOMEDICS





A leader makes decisions, including the hard ones, unequivocally and responsibly, without apology or blame.

★ **MEAGHAN GOLDEN**
FLASHPOINT MEDICA

and this concept is clearly evident in great leaders. Great leaders are authentic. They are more committed to serving others than being preoccupied with their individual success or recognition. They lead with their hearts as well as their heads. They are passionate, dedicated, empathetic individuals who also possess the decisiveness and courage to make tough calls. They inspire and challenge those around them. They bring people together around a shared purpose/goal and motivate them to create value for everyone involved. A great leader sees opportunity where others see obstacles. They have a strong internal compass and are prepared to stay the course despite challenges, obstacles, or disappointments. They are not afraid to take risks and are able to lead effectively and efficiently through change. They provide a clear sense of direction and are not afraid to jump in and roll up their sleeves and get to work when the situation demands it. Leaders share best practices. Great leaders share “next practices.”

ALYSON BONGIORNI. Group DCA.

Great leaders have a strong sense of self, are good listeners, and are very approachable. Someone who possesses these abilities builds confidence and strong connections with his or her team members, which makes for a successful outcome, every time. Leaders have the unique ability to see the potential and foster the most successful traits of those individuals with whom they work. Good leaders make the people around them shine.

KATIE BAKER. PSKW & Associates.

Good communications, an open mind, and fearlessness are three qualities few people have all in one. These qualities are what makes a great leader. Being a great leader is about being able to have open communication style while maintaining an open mind, listening, and participating in any ideas another may have; and in

The 2010 HBA Rising Stars



MARIA ACOSTA
VP, Creative Director
GSW Worldwide

Maria's passion and positive attitude combined with her insights and intellect are just a few of the reasons why we are proud to call her our Rising Star.



LETIZIA AMADINI-LANE
VP, Alliance Management, Worldwide
Business Development, Pharmaceutical R&D
GlaxoSmithKline

Letizia's vision and interpersonal skills help teams get to solutions for seemingly hard to resolve issues



KATIE BAKER
Senior Project Manager
PSKW & Associates

Katie mentors other staff members, and continually shares her knowledge with other members of the team.



ROXANA BANNACH-LIN
Senior VP, Strategic Planning/Business
Development
Juice Pharma Worldwide

Roxana is a visionary marketer, an inspiring leader, and a bright Rising Star.



DEIRDRE BEVARD
VP, Clinical Operations & Data Management
Endo Pharmaceuticals

Deirdre is a unique leader who stays strategically focused while building core capabilities in the organization.



ALYSON BONGIORNI
Senior Account Director
Group DCA Inc.

Alyson combines sparkling enthusiasm with the highest level of commitment to her work and dedication to her clients.



SHELAGH BROOKE
Executive VP, Chief Strategic Officer
EvoLogue, part of CommonHealth

Shelagh's keen foresight and passion for developing solutions make her the personification of a Rising Star.



JENNIFER BROOKS
Senior VP, Managing Director
Encore - A Division of The HealthEd Group Inc.

Brightening the lives of patients while helping to grow our clients' businesses makes Jen not just a Rising Star but also a shining star.



JESSICA BRUEGEMAN, RN, MPH, CHES
Director, Behavioral Services
MicroMass Communications Inc.

An inspiring team leader at MicroMass, Jessica has an unassuming personality and natural mentoring skills that draw the best from people.



TRUDY BURKE
Sr. Director, Baltimore & Gliadel Operations
Eisai Inc.

Trudy is a strong and capable leader and respected by her management and peers and was selected to participate in Eisai's global leadership program, E-Elite.



LAURA BUSH
Editor in Chief
BioPharm International

Laura's passion for journalism and her ability to innovate has made her a Rising Star in the biopharmaceutical community.



BRITT BYERS
Senior Director, Human Resource Business
Partner
Sanofi-Aventis U.S.

Britt has distinguished herself by earning the oncology team's trust and helping to navigate through a time of organizational change.



CHERRIE CHEE, PH.D.
Senior Manager
Ernst & Young LLP

Rising Star Cherrie possesses an exceptional depth of industry knowledge and experience.

The 2010 HBA Rising Stars



BROOKE CLAUSSEN
Group Creative Director
Goble & Associates

Brooke is a rising leader in our agency, and a Rising Star in healthcare communications.



CYNTHIA CLAYTON
Senior Director, Investor Relations &
Corporate Communications
Anylam Pharmaceuticals Inc.

Cynthia, who was recently promoted and serves as a mentor for HBA, is highly respected and admired by her colleagues and is an invaluable asset to Anylam.



ELIZABETH COLSTON, M.D., PH.D.
Medical Director
Connexion Healthcare

Liz brings her experience as a clinician, researcher, and medical writer to her role as medical director.



DORIS CONNELL, PHARM.D.
Director, Field Medical Affairs
Daiichi Sankyo Inc.

Doris is a role model who inspires others with her integrity, openness, strong work ethic, and desire to help others develop their talents.



STACEY COWGILL
Director, Custom Market Research
ImpactRx Inc.

Stacey is a valued asset to ImpactRx and we are excited to name her our 2010 Rising Star.



TANIKA CRAIG
Account Supervisor
Siren Interactive

Tanika exemplifies Siren's approach to leadership.



SABINE DANDIGUAN
Managing Director, Emerging Markets,
Janssen-Cilag EMEA
Johnson & Johnson

Sabine is a charismatic leader who is focused on performance excellence and spotting and developing talented people.



DENISE D'ANDREA, M.D., FACP
Senior Medical Director
Cephalon Inc.

Denise serves as a role model for her colleagues, who widely respect her thorough approach in evaluating a compound's scientific and commercial possibilities.



SUZANNE DELANEY
Executive Director Commercial Operations-
Symbicort
AstraZeneca Pharmaceuticals LP

Through the right balance of acknowledgment and motivation, Suzanne inspires all to achieve their personal best and the best for the business.



DENEEN DETORIE
Assistant VP, Client Relations
Medex Global Group

Deneen's combination of skills, passion, integrity, commitment, teamwork, and can-do mind set make her the ultimate professional and role model for others to follow.



CHRISTINA DIBIASE
National Sales Director
Publicis Selling Solutions

Christina is a superb leader with a tireless work ethic, and most importantly, an ability to skillfully balance both her professional and personal lives.



KRISTEN DODGE
Senior Manager, Global Finance Training &
Development
Stryker Corp.

Kristen is an impressive role model, highly valued at Stryker for her performance and people contributions.



DANIELLE DUNNE
Chandler Chicco Companies

Even in an agency of diverse talent and high-achievers, Danielle has always risen to the top.



Good leaders make the people around them shine.

★ ALYSON BONGIORNI GROUP DCA

the end taking fearless action. It is ironic that the world is filled with so many leaders, yet very few have the key traits to actually be a great leader. Many of us striving to be great leaders, look in many directions for that one piece of advice that will tell us how to be that person; it is unfortunate we waste so much time looking, when we already have the capabilities. We just don't always know how to put them together.

CHRIS GENTILE. Quintiles.

Leaders must possess the ability to inspire and motivate others, regardless of the position she is in. It's about walking the walk and talking the talk. For me, it's about remembering where I have come from and how I got to where I am today by taking the values and life lessons learned and applying them to all facets of my life, both personally and professionally. A true leader is a leader every day of the week, every hour of the day.

KAREN THOMAS, CCMEP. Institute for Continuing Healthcare Education, a Vox Medica Company.

It is typical to expect those in leadership positions to possess the foundational elements of dedication, assertiveness, fairness, and sensitivity. Today's evolving leaders must also possess integrity, humility, creativity, magnanimity, and visionary traits. What makes a great leader are all of the above, coupled with a consistent and infectious can-do attitude, a willingness to continue to learn more, and a never-ending supply of energy and enthusiasm.

KRISTIN PHILLIPS. Palio.

Great leaders have high expectations for themselves and their employees. They create a trusting environment that fosters the development of others. They are not afraid to delegate, and when they do, they are willing to take the

Leading the way with two of
the industry's brightest stars.



Congratulations to our very own HBA 2010 honorees,
Star Volunteer Charlene Prounis and Rising Star Meaghan Golden.

Flashpoint Medica also applauds the HBA 2010 Woman of the Year,
Deirdre Connelly, and Honorable Mentor, Mark Swindell.

And if you want to discover advertising for the unbeaten path or just
congratulate Charlene and Meaghan yourself, call 212.894.9750.

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The 2010 HBA Rising Stars



LAUREL EDELMAN
VP, Clinical
SDI Health LLC

Laurel embodies SDI's entrepreneurial spirit — always searching for opportunities and solutions.



KATE EINSPAHR
Manager, Compensation & HRIS
Cegedim Dendrite

Kate's energy and professionalism have made her a valuable asset to Cegedim Dendrite.



PATRICIA ENSOR, R.PH.
Senior VP
Kantar Health

Patricia is widely respected by the organization from entry-level employees to the most senior executives.



STEPHANIE FITCH
Senior Director, Commercial Operations
Millennium Pharmaceuticals: The Takeda
Oncology Company

Stephanie's a dedicated and resourceful leader — known for her impressive work ethic, commitment to excellence, and success in recruiting top talent.



CHRISOULA GENTILE
Project Lead
Quintiles

Chris has received the Quintiles Global Presidents Club award, two Innovex Presidents Club awards, three Rising Star awards, five Customer Care awards, and the 2008 Manager Excellence Award.



JENNIFER GIORDANO
Manager, Analytics
Purdue Pharma LP

Jennifer's ideal blend of scientific expertise, organizational acumen, articulate communications, and collaborative talent makes her a true Rising Star.



DIANNE GOBIN
Associate Director, Program Management
Tech Ops
MannKind Corp.

Dianne's proactive leadership and dedication assured MannKind's successful PAI, and will be instrumental to NDA approval and subsequent drug manufacturing.



MEAGHAN GOLDEN
VP, Associate Creative Director
Flashpoint Medica

Enthusiasm, a can-do approach, and a knack for coming up with cool ideas distinguish Meaghan as a Rising Star.



WENDI GOODMAN
Managing Partner, Director of Client Services
AgencyRx, a division of The CDM Group

Tenacity, passion, intellect, and inquisitiveness come together, with a healthy dose of selflessness, positivity, and an unwavering drive to be better than the day before — that's Wendi.



CAMILLA GRAHAM, M.D., M.PH.
Senior Director, Medical Affairs
Vertex Pharmaceuticals Inc.

Camilla is dedicated to improving patients' lives and she brings her clinical experiences to the forefront of drug development efforts.



REBECCA GREENBERG
Senior VP, Group Account Director
The CementBloc

Rebecca is a Rising Star not just because of what she has accomplished in her career, but because of how she does it.



JULIE HAKIM
VP, Business Planning
Lundbeck Inc.

Julie's enthusiasm and positive attitude are as infectious among her colleagues as is her industry knowledge and commitment.



A true leader is a leader every day of the week, every hour of the day.

★ CHRIS GENTILE QUINTILES

time to offer guidance, answer questions, and ensure that the task is completed successfully.

JENNIFER RESTIVO. inVentiv Advance Insights.

Good leadership is very much tied to the ability to motivate. Anyone can demand action, but it's much more effective for that individual or team to want to complete the task at hand.

SUZANNE DELANEY. AstraZeneca.

There are many important qualities that define a great leader, but above all, I believe the most important quality is authenticity. Leaders need to be genuine, transparent, real, and ensure they are bringing their whole self to work. Second, I believe that one's ability to inspire others is key. A great leader needs to motivate and encourage people to achieve their personal best; a leader is only a reflection of his or her team and is only as good as that team. Third, a true commitment to winning the right way is critical. Leaders must always have a line of sight to what's right for the business and what's right for people. Fourth, true leaders also need to be collaborative. They invite others in to solve problems, bring new perspectives, explore options, and create energy to deliver impactful results.

KALA SUBRAMANIAN, PH.D. Novartis Pharmaceuticals.

There are several fundamental qualities that make for a good leader. Good leaders have exemplary dedication, determination, and an innovative spirit. They have an ability to moti-

vate and inspire others to go beyond what they think is possible. Good leaders also have the ability to listen and are willing to change.

GISELA PAULSEN, M.PHARM. Genentech.

A leader needs to clearly understand, articulate, and lead by his or her values. For me, those are loyalty and trust, accountability, and open communications. Great leaders also need to balance their focus on key competencies and focus on developing themselves and others, build and lead teams, maintain strategic agility, lead through innovation, and change and drive for results. The combined focus on values and competency ensures that your team and your organization see you as trustworthy, that you care about them and the company, and that you are committed to excellence and delivery.

ERIN WALLS. Eli Lilly and Company.

Integrity, transparency, and low self-orientation are critical for a leader to establish and maintain credibility. I am most willing to work harder for someone who is honest, provides context or is transparent about not being able to disclose, and who works for the good of the cause — both the business and the development of the people — rather than self-promotion. I am fortunate to work for a company that values these qualities explicitly.

MARY POLUIKIS. Cramer.

A great leader has the ability to mentor,



Being a great leader is about being able to have an open communication style while maintaining an open mind.

★ **KATIE BAKER**
PSKW & ASSOCIATES

The 2010 HBA Rising Stars



JULIANA HARDY
Senior Manager, Strategic and Business Analysis
Solvay Pharmaceuticals Inc.

Juliana was recently named VP, business planning, enabling her to grow further professionally.



KRISTEN HARRINGTON-SMITH
Product Director, Reclast
Novartis Pharmaceuticals Corp.

Kristen's commitment to mentoring, drive for diversity and inclusion, and compassion for both her team and patients make her an exemplary HBA Rising Star.



KATIE HAVRILIAK
Senior Medical Marketing Manager
Health & Wellness Partners

Katie has always been a Rising Star. She has grown from a college intern to a senior-level HWP employee in record time.



TANYA HILL
Brand Director, NovoSeven RT Marketing
Novo Nordisk Inc.

Tanya demonstrates an outstanding track record of performance and effectively collaborates across boundaries.



SARAH HOLLOWAY, PH.D.
Senior VP, Strategic Planning
Sudler & Hennessey

Sarah possesses the rare combination of an exhaustive pursuit of knowledge, deep creativity, and a relentless drive to exceed expectations.



JONI HONIG
VP, Account Director
Regan Campbell Ward • McCann

Joni is a respected leader, an astute strategist, a long-range thinker, a trusted mentor, and an inspiring coach.



EMILY HUA
Senior VP, Brand Management Practice
Campbell Alliance

As a dedicated mentor and coach to her team and industry colleagues, Emily is truly one of the industry's Rising Stars.



KATHARINE IMBRO
VP, Associate Creative Director, Copy
Torre Lazur McCann

Whether Katharine's mentoring colleagues, developing award-winning copy, or building our business, only perfection will do.



BARBARA JACKSON
Executive VP, Management Supervisor
DraftFCB Healthcare

Combining a unique perspective and incredible passion, Barbara has quickly become an agency star.



LINDSAY JANCZAK
Associate Director of GI Sales Training & Development
Shire Pharmaceuticals

Lindsay's breadth of experience in the health-care marketplace has provided a springboard to her becoming a rising leader at Shire.



NICOLE JOHNSON
VP, Director of Digital Strategy
Medicus Life Brands

As an invaluable role model, Nicole infuses our organization with limitless positive energy.



SABRINA JORDAN
Associate Director, Research
The Planning Shop International

Sabrina's attention to detail and commitment to delivering outstanding results have already positively impacted revenue and client satisfaction. We are pleased to have this Rising Star illuminating our growth.

The 2010 HBA Rising Stars



KATE KORCZYKOWSKI
Senior Account Manager
Communications Media Inc. (CMI)

Whether she is serving as a role model for those around her or working to further her education, Kate embodies the spirit and drive of the HBA.



MEGAN KRUEGER
Director, Region Human Resources
Consumer Care
Bayer HealthCare

Megan offers the right balance of big-picture, strategic thinking with a strong sense of employee advocacy.



KELLY LEWIS, PHARM.D.
Senior Director, Medical Science Liaisons
Actelion Pharmaceuticals US Inc.

Kelly is a trusted and respected colleague. From her first position in the pharmaceutical industry eight years ago, Kelly has maintained a superb track record.



AMERICA LOPEZ-LUIS
National Sales Director
PDI Inc.

America's customer-first philosophy coupled with a passion for continuously raising the bar have firmly established her as a Rising Star.



SHERYL LOWENHAR, R.PH.
VP, Managed Markets and CME
Epocrates

Sheryl couples a broad range of professional experience with a thirst for innovation.



LINDSAY LUKE
Regional Sales Director, West
Celgene Corp.

Lindsay personifies our corporate value of "passion for the patient."



SHERI MANDRY
Senior VP, Global Group Account Director
Grey Healthcare Group

Sheri's can-do attitude and commitment to excellence are unparalleled. She is a dedicated professional and an inspiration to her co-workers and our company.



NANCY MARTIN, M.D., PHARM.D.
Medical Director, Astellas Pharma Global
Development
Astellas Pharma US Inc.

Nancy's commitment to changing tomorrow by bringing about a healthier world today is unparalleled, which is what makes her a Rising Star.



ROSEMARY MCCONNELL
Senior Program Manager
Motivation Mechanics LLC

Proactive, disciplined, unflinching, creative, problem-solver, a sense of humor, and a joy to work with are just a few of the adjectives that describe Rosemary.



KRISTIN MILBURN
Senior VP, Strategy & Planning, iMed Studios
Publicis Healthcare Communications Group

Kristin's work ethic, sense of humor, and commitment to being a team player have earned her the admiration of her colleagues.



MICHELLE MORGAN
VP, Management Supervisor
Ogilvy Healthworld

Michelle's positive attitude, enthusiasm, and unwavering commitment make her an invaluable asset to her clients and Ogilvy Healthworld.



JENNIFER MURRAY
Director, Human Resources
Meda Pharmaceuticals

Jen's dedication to employees has enabled her to successfully implement effective organizational, cultural, and employee-focused programs.



A great leader is receptive and flexible to change.

★ **MARY POLUIKIS
CRAMER**

motivate, and inspire others to achieve their goals. To be a great leader you must empower people to contribute, speak up, take initiative, work with others, and make decisions. A great leader always focuses on results, processes, and relationships, while creating a safe, collaborative, strategic environment for team participation. A great leader is receptive and flexible to change.

★ ROLE MODELS AND MENTORS

Rising Stars pay tribute to the individuals who have played a role in their leadership development.

STACY QUINN. Roche.

Two people quickly come to mind when I think about who has played a role as a mentor or role model in my life. My role model is my father, who is one of the hardest working and respectable people I know. I've always aspired to achieve his work ethic and admire how he worked his way up from sweeping the floors to

The 2010 HBA Rising Stars



My role model is my father, who is one of the hardest working and respectable people I know.

★ **STACY QUINN
ROCHE**

management. Kevin Meyer, director of corporate communications and industry relations, at Avis Budget Group, has been my role model throughout my career. He took the time to help me develop the skills and knowledge to be a leader and communications professional. If it weren't for his time, patience, and consideration, I don't believe I'd be where I am today. I remember that he would use a pencil instead of red ink to mark up my press releases so his changes wouldn't look as severe. He taught me the importance of sharing one's knowledge and helping others grow from these experiences.

PATRICIA ENSOR, R.PH. Kantar Health.

I don't have a single role model or mentor; instead I learned about leadership from countless people in my career. I believe there is something to be learned about leadership at all levels of the organization, not just from those in management positions. I observed people in many roles and learned both positive traits to emulate as well as less than desirable practices that I wished to avoid. Both are important to understand when developing your own leadership style. Instead of modeling a person, I chose to model behaviors. In my mind, a good leader has unquestionable integrity, is a proactive problem solver who listens to all points of view, and is willing and able to make the final decision, even if it is tough. They accept the consequences of their decisions and take responsibility for their actions and those of their employees. They are calm under pressure and spend more time looking for solutions than identifying the problem. They have earned the respect of their colleagues. Having a sense of humor is also a plus.



NAOMI MUSAJI
Director, Medical Affairs
Strativa Pharmaceuticals, a division of PAR
Pharmaceuticals

Naomi embodies the finest qualities of a medical affairs professional. Strativa recognizes Naomi as someone whose star is truly rising.



BETTY NELSON
VP, Marketing, Americas
IMS Health

Betty is a consummate role model because of her competence and professionalism, and she makes the time to guide and mentor women at IMS.



SUZANNE NEWELL
VP, Account Group Supervisor
Euro RSCG Life MetaMax, a division of Euro
RSCG Life

Suzanne is our home-grown success story deserving the recognition of an HBA Rising Star.



SUSAN HIEN NGO
Controller
Bay City Capital LLC

Susan is noted for her dedication, integrity, and thoroughness.



NILSA OQUENDO
VP, Chief Financial Officer
Pace Inc., a Lowe Healthcare Company

Nilsa embodies the essence of a Rising Star: commitment, passion, and imagination.



SUSAN ORR
Senior Director, Strategy & Innovation
Vistakon, J&J Vision Care
Johnson & Johnson

Suzy led the development of a unique campaign for women at the Johnson & Johnson companies.



DAWN PALACE, PH.D.
VP of Strategic Solutions
Big Communications

Dawn's pragmatic intellect, unwavering commitment to client satisfaction, and ability to see the forest and the trees truly sets her apart.



STAMY PAUL
Executive Director, Human Resources
Boehringer Ingelheim USA Corp. —
Ben Venue Laboratories Inc.

Stamy is a strong leader who possesses a high level of professionalism, integrity, and credibility. She consistently challenges herself and her HR team to exceed customer expectations.



GISELA PAULSEN, M.PHARM.
Senior Director, BioOncology Marketing,
Communications and Operations
Genentech Inc., a member of the Roche Group

Gisela is a highly respected leader at Genentech, who is known for setting high standards for herself and the entire organization.



KRISTIN LABOUNTY PHILLIPS
VP, Account Services
Palio

Her incredible work ethic, dedication to the members of her team, industry knowledge, and exemplary leadership make Kristin a Rising Star.



NORMA PIGGOTT
Executive Director, Business Unit Marketing
Amgen Inc.

Committed to addressing unmet needs in osteoporosis care, Norma has reached out to hundreds of European physicians and leaders.



MARY POLUIKIS
Digital Marketing Group Director
Cramer

Mary is well-respected for her commitment to the company, our clients, and most importantly, her teammates. All she touches turns to gold.

The 2010 HBA Rising Stars



STACY QUINN
Director, Internal Communications
Roche

Stacy demonstrates the values, professionalism, and emerging leadership skills that will lead to a long and very successful career in healthcare.



JENNIFER RESTIVO
VP and Managing Director
inVentiv Advance Insights

Jennifer has worked tirelessly to integrate diverse internal groups into a sophisticated and results-oriented practice team.



CAROLINE RHINE
Regional Business Director, Hospital &
Surgical Products Division
King Pharmaceuticals Inc.

As a consummate team player, Caroline works tirelessly to make good things happen for our company and her co-workers.



NANCY RURKOWSKI
Executive Director & General Manager,
Syracuse Technical Operations
Bristol-Myers Squibb Co.

Nancy's strategic leadership, wealth of experience, and dedication make her a valued asset to our organization.



KRISTEN SAPORETTI
Account Manager
Compas Inc.

Kristen's dedication to her colleagues and clients is an asset to Compas, and her drive for continued success makes her a true Rising Star.



KEECIA SCOTT
Supervisor, Sales and Marketing Services
UCB Inc.

Keeicia is a true leader within UCB, as well as within the community; she is committed to her team and her fellow professionals to achieve extraordinary results.



LISA SHAW
US Marketing Leader
Merck & Co. Inc.

Lisa has served in a variety of roles within the marketing development, and has launched several important products, such as Zostavax and Zetia.



JUDI SHEFFER
Production Manager
Elsevier Medical Information LLC

Judi's exemplary work ethic, outstanding technical knowledge, and the ability to quickly adapt to a constantly changing production environment make her a Rising Star.



JENNIFER SHIRLEY
Senior VP, Associate Group Account Director
Saatchi & Saatchi Wellness

Jennifer is the go-to person for junior talent and management, and tackles any challenge with her sharp mind and a smile.



ANA SILVA
Group Account Supervisor
CAHG

As a strong leader in the industry, Ana has the courage to bring bold leadership ideas to her clients, which in turn have helped build leadership brands.



MEIRA SMITH
Account Executive
McK Healthcare

Meira exemplifies Rising Star qualities through her mentorship and dedication to excellence.



JUDITH STEENBERG
Director, Clinical Microbiology — Clinical
Microbiology Cubist Pharmaceuticals
Cubist Pharmaceuticals Inc.

As a leader, Judith is picked for strategic teams, plans and coordinates advisory boards, and demonstrates rapport with her peers.



There is something to be learned about leadership at all levels of the organization, not just from those in management positions.

★ **PATRICIA ENSOR**
KANTAR HEALTH

STEPHANIE FITCH. Millennium Pharmaceuticals: The Takeda Oncology Company.

Charlotte Sibley, HBA Woman of the Year, 2008, was my boss for only a short time but in that time she had an enormous influence on my career. Charlotte saw in me talent that I had not recognized in myself and then my current manager, Sandy DiCesare took up where Charlotte left off. Sandy has allowed me tremendous opportunity and while my success is my own, I could not have achieved that success without her support and championship.

SHELAGH BROOKE. EvoLogue, part of CommonHealth.

I was lucky enough to begin my career at Procter & Gamble, where training and mentoring were part of the culture, providing me with a solid foundation for my career. Individuals should take personal responsibility for their own development by carefully observing and learning from the leaders around them. Over the many years, I've had many wonderful mentors, and I am still learning every day how to better hone my leadership skills by carefully following the example of my current supervisor, Marc Weiner, managing partner of CommonHealth.

KRISTEN DODGE. Stryker.

For years, I felt that I lacked one strong role model. I learned instead to constantly search for what I admired in everyone around me, whether they were my superior, peer, or report. From each person I learned something new. There have been people who taught me how to inspire a team, those who helped me improve how I make individuals feel valued, and others who helped me see my blind spots. There are potential teachers and mentors all around us if we are looking for the lessons they have to offer.



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At Chiltern, we're ready to meet new challenges in the world of clinical trials. We understand that in a complex and rapidly changing environment you need a flexible, responsive partner – one that delivers complete trust and quality. We offer global reach through our experienced team comprised of 1,400 people in 29 countries, and we've conducted clinical trials in more than 40 nations around the globe.

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CHILTERN SERVICES

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- Late Phase
- Biometrics
- Medical and Regulatory Affairs
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UNDERSTANDING THE BIG PICTURE

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The 2010 HBA Rising Stars



ROBYN STOY
National Project Director
Practice Therapeutics

Robyn brings tremendous dedication and integrity to her role. She is an invaluable asset to our organization, a real Rising Star.



ALEXIS STROUD
Manager, Regulatory Compliance
QPharma Inc.

Alexis quickly became a leader at QPharma. Her breadth of knowledge and attention to detail are invaluable.



KALA SUBRAMANIAN, PH.D.
VP, Global Head of Oncology Program
Management
Novartis Pharmaceuticals Corp.

Kala is a role model for the company's values and behaviors. It is her fortitude as a leader that makes her a true asset to Novartis.



SUZANNE SULLIVAN
Senior Regional Sales Director, Healthcare
Analytics
Wolters Kluwer Pharma Solutions

A passionate advocate in every aspect of her professional life, Suzanne exemplifies the qualities of a Rising Star.



BETH SWANSON
VP, Operations
Huntsworth Health

Since joining our organization in 1999, Beth has been a Rising Star, who continues to grow professionally as a leader, mentor, and a key member of our organization.



KAREN THOMAS, CCMEP
Associate Director, Compliance &
Accreditation
Institute for Continuing Healthcare
Education, a Vox Medica Company

Karen's can-do attitude and intense commitment to quality continuing education make her an invaluable asset.



JENNIFER TINDALE
VP, Associate General Counsel
Biovail

Jennifer's commitment to the business and her team make her a bright and Rising Star.



ERIN WALLS
Advisor, Marketplace Diversity
Eli Lilly and Company

Erin's leadership is best described as thoughtful, tenacious, and results-driven.



AMY WEICKERT
Director of Marketing
InfoMedics Inc.

Amy's leadership, enthusiasm, professionalism, and commitment are first rate. They merit this special Rising Star recognition.



DEBRA YOUNG
VP, Creative Director Copy
Wishbone LLC

Debra is the epitome of a star, or actually a superstar. Her hard work and dedication come wrapped in a can-do attitude with an infectious laugh.



KAREN YOUNG
Partner
PricewaterhouseCoopers LLP

Karen is a key driving force for the PwC Pharmaceutical and Life Sciences Practice.



MARISSA ZENIE
Senior Interactive Project Lead
LyonHeart

Marissa is an entrepreneur, a risk taker, and a leader. For these reasons, we proudly recognize her as our Rising Star.



★ CHARLENE PROUNIS HBA 2010 Star Volunteer

Charlene Prounis, Managing Partner of Flashpoint Medica, discusses how volunteering can enhance career development.

Volunteering is the best way to develop new skills and stretch beyond your current role. You can observe other dynamic women in action and learn from the best — people who are willing to share and help you develop. The skills you learn, like speaking up at board meetings, coalescing a group around your ideas, being patient as others provide their point of view, directing program development, or even making decisions will all come back to you in your regular job. Think of volunteering as the training ground for your next promotion. Plus, you'll be recognized for contributing to the organization's mission and elevated to more senior levels of leadership within the HBA.

The HBA made me believe in myself. My leadership experience as HBA president gave me the confidence that I could lead an organization. Right after my year as president, I left the comfort of my agency and started a new ad agency that grew to 125 people before we merged it within Omnicom. And then I did it again. After I was president the second time for the HBA Metro Chapter in 2004, I opened Flashpoint.

I believe that the HBA opens doors by: building confidence; learning from different role models; experiencing leadership opportunities; seeing the value of networking; developing friendships — professional and personal — that will go with you for a lifetime.

PharmaVOICE welcomes comments about this article. E-mail us at feedback@pharmavoices.com.

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★ THE RIGHT STUFF

HBA Rising Stars identify the traits and characteristics that define a great leader.



Leadership is a skill that has to be cultivated and it doesn't seek its own interest.

★ **TANIKA CRAIG**
SIREN INTERACTIVE



A focus on finding solutions is the hallmark of leadership

★ **JESSICA BRUEGGEMAN, R.N.**
MICROMASS
COMMUNICATIONS



Great leaders are equipped with the vision to see the destination, the confidence to set the course, the humility to course correct, and the unrelenting faith in others to navigate it.

★ **LINDSAY JANCZAK**
SHIRE PHARMACEUTICALS

KATIE HAVRILIAK. Health & Wellness Partners.

Leaders are people who can recognize potential in others and nudge them, or push them in some instances, to achieve their goals and grow both personally and professionally. They are the ones who have the vision necessary to make an organization successful and encourage collaboration among all team members. Leaders are inspirational, passionate, and creative. It takes a strong leader to make a team successful in every aspect of the word. A leader sees opportunity in all individuals and knows the precise way to drive them into realizing their full potential. Good leaders are not too hard to find, but a great leader truly only comes around every so often, which makes working for one that much better.

KAREN YOUNG. PricewaterhouseCoopers.

When I reflect on the best leaders I have worked with in my career, they are the ones who listen to all perspectives and are objective. They realize they might not have the answer every time. They are open to new ideas and put the power behind people with energy and drive to get the job done. The foundation of a great leader is trust. If leaders do not earn the trust of their organizations or, trust their organizations, they will not get to the next level.

TANIKA CRAIG. Siren Interactive.

Leadership is a skill that has to be cultivated and it doesn't seek its own interest. To me, a leader is selfless. True leaders focus on col-

laboration, add value, and embrace change. They understand what others need and deliver a solution that meets that need. Being a leader is to lead by example — inspiring and empowering others to reach their highest potential.

JESSICA BRUEGGEMAN, R.N.
MicroMass Communications.

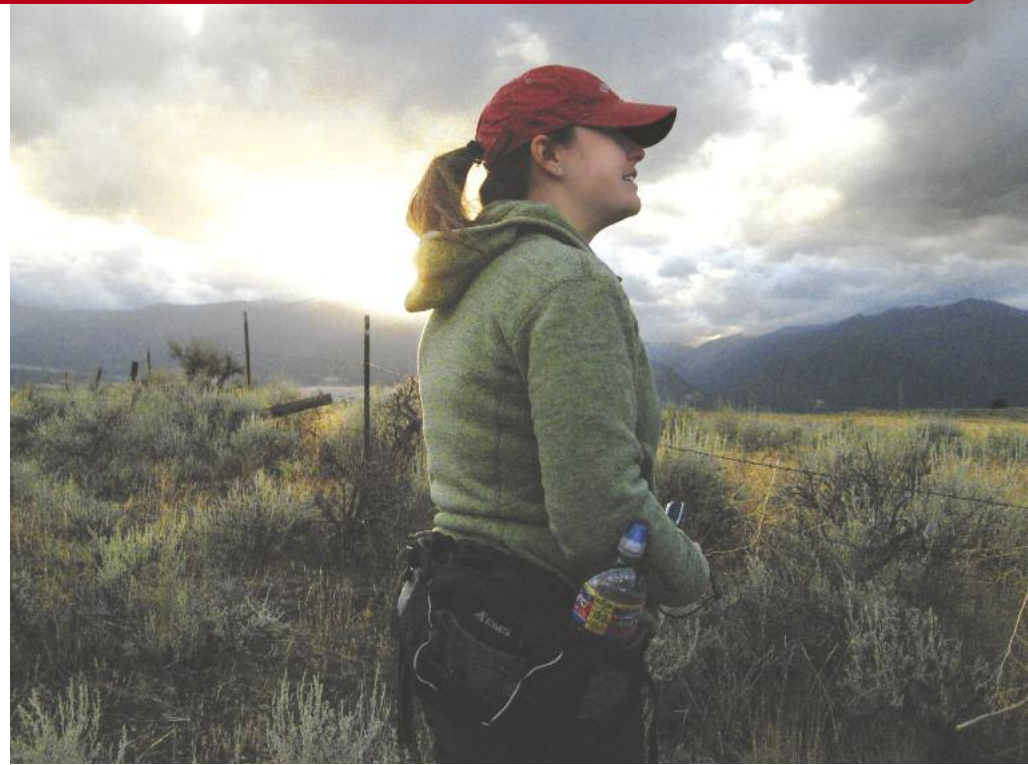
A focus on finding solutions is the hallmark of leadership. When you work with others toward a common goal, it opens the door to great ideas and partnerships. A second critical quality is being self-aware; know your strengths and weaknesses, and don't be afraid of them. Lastly, take the time to understand what motivates those around you. Learn to appreciate that there are different approaches toward that common goal.

LINDSAY JANCZAK. Shire Pharmaceuticals.

Great leaders are equipped with the vision to see the destination, the confidence to set the course, the humility to course correct, and the unrelenting faith in others to navigate it.

KATHARINE IMBRO. Torre Lazur McCann.

Being a great leader is knowing the people whom you are leading. A leader must be comfortable adapting her style, because it's impossible to lead everyone the same way. It takes great insight to understand what people need, how to approach them, and how to get the best out of them. It requires one to be perceptive, inventive, and patient. Being a great leader also means letting go. Sometimes you have to give people the freedom to explore doing



Great leaders have a vision and a complete range of supportive techniques and qualities that enhance their ability to achieve that vision.

★ **JONI HONIG**
REGAN CAMPBELL WARD •
MCCANN

things their way. This helps bring out their best qualities and shows you what characteristics and aptitudes you can build on in the future. By understanding that everyone is unique, you know that others may choose to do something differently than you would and that just because it's different, doesn't mean it's wrong. Being a leader isn't about doing things your way; it's about giving others the room to do it theirs and being there to guide them.

JONI HONIG. Regan Campbell Ward • McCann.

Great leaders have a vision and a complete range of supportive techniques and qualities that enhance their ability to achieve that vision. They have a firm sense of self and a can-do attitude that when perceived as genuine is motivating and inspiring to others. The best of these people are active in the pursuit of a shared goal, engaged, flexible, and supportive. They are knowledge-seekers and are always interested in learning something new — from anyone, about everything. They are candid and forthright in their dealings with others and

committed not only to ideas but to people. Good listening and problem-solving skills are in use regularly and are critical to a leader's successful and positive relationships. Great leaders have all of these qualities and consistently put them into action in a way that supports their vision and the team of people helping to achieve it.

KATE EINSPAHR. Cegedim Dendrite.

I believe that a great leader is one who allows her team members the opportunity to think for themselves and feel comfortable in proposing solutions. A leader leaves room for conversation and brainstorming to drive the decision-making process so everyone on the team has an equal voice and an equal opportunity to make an impact.

KRISTEN DODGE. Stryker.

Three words — passion, people, and purpose — define a great leader. A great leader must have an almost inexplicable passion for what she does, and a contagious enthusiasm that motivates her team to relentlessly pursue their objective. This leader has a keen understanding of each person on her team and his or her unique fit and contribution to the whole. Leading by example, she holds her team to the highest of standards in performance, conduct, and teamwork while making each individual feel valued. As a result, the team is able to collectively achieve more than the sum of each individual's contribution. Finally, a great leader ties all of this together through identifying a greater purpose. She inspires her team to more than just the accomplishment of an objective. She reveals to them the contribution to a greater good, the value of the lessons

Being a leader isn't about doing things your way; it's about giving others the room to do it their way and being there to guide them.

★ **KATHARINE IMBRO**
TORRE LAZUR MCCANN

learned in the face of challenge, and beauty of their own personal strengths and unique abilities.

DENISE D'ANDREA, M.D. Cephalon.

Individuals who lead well consider all possibilities and welcome input from all team members regardless of position or experience. The ability to listen and communicate goals and rationale in an easily understandable means are paramount. Great leaders are decisive, thoughtful, lead by example, and encourage their team members to be expert at what they do. Great leaders never turn down the opportunity to learn a new job skill or to participate in a project outside of their area of technical expertise. We cannot always predict what is needed to be successful and being well-rounded or at least aware of other possibilities can be a source of calm and insight.

CYNTHIA CLAYTON.

Alnylam Pharmaceuticals.

Being a leader is not a stagnant state: great leaders understand that they can always learn and grow. These individuals surround themselves with great people who excel at a particular area of the business. Then, they seek out the advice of these people, listen to them, and



Great leaders are decisive, thoughtful, lead by example, and encourage their team members to be expert at what they do.

★ **DR. DENISE D'ANDREA**
CEPHALON

incorporate that insight into their decision-making process and strategy. They allow these individuals to play to their strengths, rather than try to fit them into a predefined mold. This results in a win-win situation: individuals are allowed and encouraged to do what they do best, and leaders get to learn from that.

JENNIFER BROOKS. Encore • A Division of The HealthEd Group Inc.

To me, the single most important quality a great leader possesses is the ability to achieve far reaching goals and realize a common vision through other people. This is complex, challenging, and unbelievably rewarding. You must engender the unfailing trust of your team by setting the standard for integrity, hard work, and commitment; taking personal responsibility for every person on your team and every deliverable your team produces; committing yourself and your team to lifelong learning; setting high standards and helping your team live those standards; communicating a clear and inspiring vision, and

above all being the person people aspire to be, be like, or work alongside: human, humble, principled, accomplished, accessible, and inclusive.

BETH SWANSON. Huntsworth Health.

A great leader is someone whose integrity and motivation are contagious; a great leader is someone who inspires you to be the very best. The best leaders are innovative; they understand that to be the best, you must visualize the road ahead. They can motivate a group of people to believe in themselves and each other to navigate that road. They understand that the road may change course unexpectedly and they help their team stay focused on the goal. A leader appreciates and celebrates his or her accomplishments with the team — just for a moment — before motivating them down the path of change once again.

ALEXIS STROUD. QPharma.

In my experience, great leaders are determined, confident, flexible, and creative — all of the qualities that help get the job done. But leadership is not just about getting the job done. It is about getting the job done effectively and efficiently and most importantly, with the support and respect of the people you lead. Great leaders must possess the ability to motivate and communicate to get everyone on the team to work toward the same goal. They encourage others to be independent, think proactively, and grow. Great leaders are not only the front-runners, but they are great managers as well.



Leadership is an exquisite capability of being unstintingly generous with others: a form of authority to author changes in people.

★ **LETIZIA AMADINI-LANE**
GLAXOSMITHKLINE

ANA SILVA. CAHG.

The most important qualities for a leader are great listening skills, patience, and making excellent decisions quickly. Leaders have a vision for the future and have a plan on how to get there. A great leader can inspire confidence in his or her team and motivate them to come along for the ride that will take them into the future. They make the journey worthwhile.

DEIRDRE BEVARD. Endo Pharmaceuticals.

Leaders must have a passion to succeed, personal integrity, and the ability to adapt to an environment of uncertainty. But the greatest thing a leader must be able to do is identify the potential in others and develop it. They must set expectations for excellence and create an environment of trust where others can express individual leadership, take risks to move the organization forward, and avail themselves of every opportunity to succeed. My favorite quote is “you hire a person for their skills, but the whole person shows up to work.” It is our jobs as leaders to find ways to maximize opportunity for that whole person. Mentors can help do that — transform challenging traits into leadership assets, and it is a continuous journey to do so. My mentors helped me learn humility — to take the work that I do seriously, but not myself. I have found humor to be an amazing tool; besides,



if there isn't some element of fun in your work why would you want to show up every day and — more importantly — why would your team?

KEECIA SCOTT. UCB.

The most important leadership qualities are integrity, dedication, assertiveness, inspiration, caring, respect, and competence. I think a great leader should possess these qualities to motivate and inspire his or her team to want to achieve their goals. This is what makes a great leader.

SHELAGH BROOKE. EvoLogue, part of CommonHealth.

Great leaders model their expectations for others, on a daily basis. In our business, great leaders must demand the best not only from their teams but from themselves and persevere even in the toughest of times. They must develop keen strategies and insights that inspire others and must be willing to validate the ideas and experiences of their team members, whom they count on to successfully perform every day.

LAURA BUSH. BioPharm International.

Great leaders have vision and inspire others to stretch to reach challenging goals. They communicate clearly and often, and also lead by example. They show appreciation for everyone's contributions, but don't accept complacency or poor performance. Great leaders also take responsibility for their mistakes and resist the temptation to use their power to hide from or cover up their failings. They have exceptional personal integrity and don't betray their personal values in the quest to succeed. And when things don't go well, great leaders are willing to pick themselves — and their teams — back up and start again.

Leaders must have a passion to succeed, personal integrity, and the ability to adapt to an environment of uncertainty.

★ **DEIRDRE BEVARD**
ENDO PHARMACEUTICALS

LETIZIA AMADINI-LANE. GlaxoSmith-Kline.

I think leadership is an exquisite capability of being unstintingly generous with others: a form of authority to author changes in people. On the other hand, I never forget to think about leadership as a core ability to understand the externalities and embrace them before they embrace you. My focus and commitment to leadership are to make changes in people and in the environment that will, first and foremost, benefit patients.

AMERICA LOPEZ-LUIS. PDI.

Being a leader is not about having all the answers; it's about knowing where to find the answers. It's about having the confidence to not be diminished by the strengths and insights of others. Leaders are on the search to learn and improve constantly. They consistently reinforce the goals, the vision, and where each individual stands versus those goals and that vision.

SHERYL LOWENHAR, R.PH. Epocrates.

Great leaders have a passion for what they do that is infectious and obvious to others. The most important skill for a leader to possess is to be a good listener. This affects every aspect of a team's productivity. Listening to your team encourages them to express themselves and participate in the process. The most valuable quality in a leader is always acting ethically and communicating to the team that the ethical decision is the right decision.

MARISSA ZENIE. LyonHeart.

The leadership qualities that I look for and aspire to include assertiveness, intelligence, and diplomacy. In the rapidly changing environment of healthcare, it is important to recognize and respond to the constants and vari-



Leaders create a motivational environment for their team by celebrating successes and achievements, which reinforces strong performance.

★ **CAROLINE RHINE**
KING PHARMACEUTICALS

ables surrounding us. Frequently confronted by challenges, we are required to adapt strategically and quickly for clients, colleagues, and our companies. Many times there are no wrong answers. Part of strategic, intelligent decision-making is diplomatic reasoning, so that even among those who may disagree with your chosen approach, there is support.

NANCY MARTIN, M.D., PHARM.D.
Astellas Pharma.

The essence of leadership is vision and openness to opportunity in unanticipated situations. A great leader is astute to her surroundings and can invigorate her team to leverage their best talents to achieve a common goal. She is keenly aware of the potential of her colleagues and fosters their professional development to optimize their contributions. A leader leads by example, not with grandiose strides, but with persistent small steps to achieve her vision.

NILSA OQUENDO. Pace.

The most important leadership qualities are to inspire, teach, and motivate. A good leader is able to lead by example. Successful leaders are able to take a leadership role and still be a solid team player, and know that these two qualities are complementary. They

RISING stars



Top leaders align their organization toward a common purpose, embrace diversity, and unleash the potential of their team to achieve great things.

★ **NANCY RURKOWSKI**
BRISTOL-MYERS SQUIBB

can seamlessly move back and forth between leading and supporting by recognizing which quality works best in every situation. Leaders who are willing to roll up their sleeves and get involved will win the respect and loyalty of their team. You should not only professionally draw others to yourself but as you succeed in life you should demonstrate qualities of a mentor, role model, and advisor.

SUSAN ORR. Vistakon, J&J Vision Care.

The type of leaders who inspire me are those who love what they do. You can feel their energy, enthusiasm, and passion. They also understand their inner person and they gravitate to others and projects that complement themselves. I have had many role models and mentors over my short career, but I learned all my core leadership traits from my parents, Joe and Sharon Gariboldi.

CAROLINE RHINE. King Pharmaceuticals.

A great leader is one who inspires others to



Great leaders are not only the front runners, but they are great managers as well.

★ **ALEXIS STROUD**
QPHARMA

challenge themselves. Leaders create a motivational environment for their team by celebrating successes and achievements, which reinforces strong performance. A true leader demonstrates a high-level of personal commitment to help individual team members win and also strives to do the right thing for the organization. I am fortunate to work for a company that places an emphasis on leadership values, and I strongly believe in upholding passion, accountability, results, and teamwork values in my daily work and interactions so that I am doing my “PART” for my team members, peers, and the organization.

ROBYN STOY. Practice Therapeutics.

Strong leaders empower the people around them to stretch their abilities as well as create an atmosphere that applauds individual performance while directing a team to meet its collective goals. Good leaders must be inspirational, ethical, and puts others' achievements before their own. A strong leader should have a big-picture vision but also understand the landscape of the other roles in the department. I have learned something from every manager I have ever had, even if it is what not to do in a leadership role. An important tool of a leader is the ability to listen and the ability to influence others through positive motivation and communication. A good leader should know when to be transparent and collaborative but also know when to be decisive when the occasion is warranted.

NANCY RURKOWSKI. Bristol-Myers Squibb.

Top leaders align their organization toward a common purpose, embrace diversity, and unleash the potential of their team to achieve great things. They look to the future and set the direction in the face of great uncertainty, adapting as they go. Admired leadership qualities include high integrity, selflessness, consistency of purpose, and credibility. An influential leader early in my career taught me to reach beyond the scope of the current job to achieve my aspirations. I adapted my style by observing the successes and failures of many different leaders. My advice to those starting their career is to learn from each job experience, embrace change, and be open-minded to new roles and new geographies — the possibilities are endless.

SUSAN NGO. Bay City Capital.

A great leader is one who listens. She senses others' reactions and takes active interest in their concerns. She values her staff and provides directions. She is one who can guide people in a manner that earns respect, confidence, and cooperation. A great leader encourages people to voice their opinions. She focuses on her team, sees possibilities in her staff, and helps build their skills to achieve greater careers. A great leader is also adaptive, flexible, and innovative.

TANYA HILL. Novo Nordisk.

A leader is someone who is a visionary and through his or her intentions and actions, provides a role model for others in the organization to aspire to. Great leaders exhibit qualities such as open, honest communication; strategic focus; driven execution; collaboration; and development and/or motivation of talent within the organization. Great leaders are noticed by their proven results and identified by their teams or others who they work with.

SABINE DANDIGUIAN.

Johnson & Johnson.

A leader must be connected to society and able to understand trends and weak signals to imagine a vision for his or her company with ability to embark people on that journey. Leaders have to have the capability to evaluate and motivate people in order to choose the right person, at the right position, and with the right level of engagement. Creating a diverse team is also a key. ★

★ ROLE MODELS AND MENTORS

Rising Stars pay tribute to the individuals who have played a role in their leadership development.

AMERICA LOPEZ-LUIS, PDI.

My parents played a key role in my development as a leader. They grounded me in my values and showed me how to rise above adversity. When we emigrated from Cuba, my parents lost everything. We arrived in Florida with very little. It was not until I was an adult that I realized their sacrifices. They focused on moving forward and building anew. That has always given me strength. My teams know my mantra: better is always possible.

SHERYL LOWENHAR, R.PH. Epocrates.

I have been lucky to have a couple of good role models in my career — all men. One of the first lessons I learned from one role model was to bring solutions, not problems to him. That really started me on the track of becoming an effective leader, as well as a trusted advisor. From a different role model, I learned about how to seize a moment. When confronted with a challenge, take the opportunity to turn it into your shining moment — throw all of your energy into it and make yourself and your company come out a winner. My current manager is an excellent role model for leadership. I have learned the qualities of loyalty, positive attitude, and patience from him.

KEECIA SCOTT, UCB.

I have been fortunate even before entering the corporate world to have grown up with a great mentor and role model in my mother. She has always inspired and encouraged me to achieve my goals and be a leader in all that I do. I have also been very fortunate in my current career to have several mentors who I attribute a lot of my success to: Eileen Woods, Jeanne Marie Leahy, and Brenda Varney have all been great examples of what a leader should be. Although they all have very busy schedules, they always have time to motivate and inspire me to achieve my goals. They have afforded me with opportunities that have been instrumental in my current successes.

KRISTIN MILBURN, Publicis Healthcare Communications Group.

Nick Colucci encouraged me to partici-

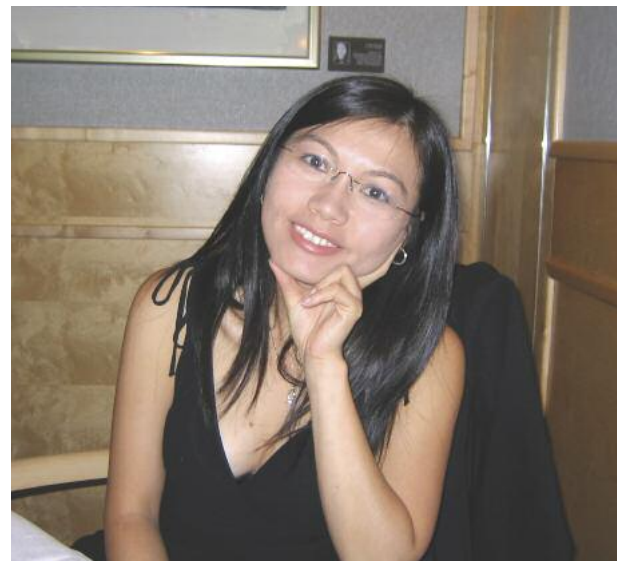
A great leader focuses on her team, sees possibilities in her staff, and helps build their skills to achieve greater careers.

★ SUSAN NGO BAY CITY CAPITAL

pate in my first big pitch for a DTC account fairly early on in my career. He believed in me before I believed in myself, and pushed me out of my comfort zone. I had never participated in a pitch up until that point in my advertising career and I was scared to death. I practiced my butt off to make sure I wouldn't let the team down. The pitch went really well (we won), I even managed to get a few laughs from the clients while presenting. It felt like a defining moment in my career. I've certainly had my share of not-so-terrific pitches since that one, but I never forgot the feeling I had after that first one, and knowing I could do it. I've tried to remember that when mentoring those around me, and remember how good it felt when someone took a chance on me and I knocked it out of the park. As far as a role model, I've known Linda Bennett since my first days in advertising. She was always a few steps ahead of me career-wise. Linda always seemed to have it together, calm under pressure, putting clients at ease, and assuming more and more responsibility; I've learned a lot from watching her over the years. Besides becoming a great friend, Linda has always been there for me to lend advice, answer questions, encourage me to take risks, and, most importantly, to remind me to believe in myself.

MARY POLUIKIS, Cramer.

I have been very fortunate to have worked in a field where the presence of strong role models has always been prevalent. Over the years, each one of them has provided me with key learnings that promoted both my personal and professional growth. Over the past two years three specific women have played an



I have been fortunate to have had two women act as mentors to me over these years.

★ JENNIFER RESTIVO INVENTIV ADVANCE INSIGHTS

RISING stars



These common traits — decisiveness, dedication, heart, and a sense of humor — helped to form my beliefs about what it takes to be an effective leader.

★ **KRISTIN PHILLIPS
PALIO**



When confronted with a challenge, take the opportunity to turn it into your shining moment — throw all of your energy into and make yourself and your company come out a winner.

★ **AMERICA LOPEZ-LUIS
PDI**

instrumental role in my leadership development, helping me to create a safe, collaborative environment for my team. The results have been improved performance and overall increased satisfaction for both the members of the team and for our clients.

SUZANNE DELANEY. AstraZeneca.

I've had the pleasure and honor of working for many great leaders. In particular, two have really stood out as inspirational leaders and mentors who have taught me that a woman can have both a successful career and a rewarding family life, and not at the expense of either one. Sure, it's always the great balancing act: to be a mother with responsibilities at home, and children that rely on you, and then head off to work in the morning to lead and motivate a team, make critical decisions, and deliver impactful business results. I have learned from these mentors that one can do both, enjoy them both, and do well at both. Through these mentors, I have learned about flexibility, confidence, commitment to delivery, and encouraging others to also achieve this balance.

ERIN WALLS. Eli Lilly and Co.

I had the good fortune to start working for Lisa Bednar, a recent Rising Star, in 1996. She turned out to be not only a great boss but a committed and consistent men-

tor, taking an early interest in my development that persists today. The consistency and clarity with which she sets priorities and runs the business as well as the compassion with which she leads people have been a great model for many of us. She is also candid about when she's learned a lesson and generous about sharing the learning.

KATIE HAVRILIAK. Health & Wellness Partners.

I have been fortunate enough to be mentored by one of the finest women I have ever met. For the past seven years, I have had the opportunity to grow and learn from one of the most innovative, encouraging, and successful women in this business. My boss, Jani Hegarty, has taken me under her wing from the very beginning when I first started in this business and provided the guidance necessary to foster my professional growth. Through her teaching I have continued to expand my horizons and tackle new obstacles every year, always knowing that I have a full support system in her and that she has always believed I can accomplish whatever I set out to do. Working under someone who has complete faith in you is truly inspiring and motivational. I can only hope that one day I can be as amazing as this woman is and encourage others to achieve their goals.

ALYSON BONGIORNI. Group DCA.

My current supervisor, Anna Brune, has proven to be the strongest mentor and role model of my career. She embraces my strengths and helps me overcome my weaknesses. Because of her leadership, I have a new found confidence in myself and my abilities; and I am not afraid to tackle the most challenging of tasks. I would not be the professional I am today without her guidance and support.

JENNIFER BROOKS. Encore • A Division of The HealthEd Group.

Many people have played an important role in my development as a leader and every phase of my life has taught me something that influences how I lead today. There are learning opportunities in every situation and you must develop the ability to see those lessons and take them with you. My mother taught me to always do more than is expected, never do less than you are capable of, and to always be your own True North. My grandfather — who ran a very big oil and gas company — gave me the gift of the six most important “words:” please; thank you; what’s your opinion?; how can I help?; you did a good job; and I was wrong, please forgive me. A previous boss taught me not to manage other people as if they are you and that how you say or do something is as important as (or more important than) what



Two mentors taught me that a woman can have both a successful career and a rewarding family life, and not at the expense of either one.

★ **SUZANNE DELANEY,**
ASTRAZENECA

you say or do. And, I learned from leaders from whom I wanted more, but was ultimately disappointed in. Most importantly, though, I learned that experience is the best teacher.

CHRIS GENTILE. Quintiles.

I have been blessed with so many mentors. My mother, Sophie, is my biggest role model and mentor. Having raised my sister and I on her own, my mother opened up a real estate business to support my sister and I. It started with her and a desk; 20 years later, she built an empire and was inducted into the Hall of Fame for the National Association of Realtors. What better role model could I ask for?

BARBARA JACKSON. DraftFCB Healthcare.

I have had the fortune of being surrounded by many terrific leaders, who have in many cases turned out to be great mentors as well. I paid close attention to the ways in which these people took command of a conversation and steered it in the right direction. I've



I had the good fortune to start working for Lisa Bednar, a recent Rising Star, in 1996. She turned out to be not only a great boss, but a committed and consistent mentor.

★ **ERIN WALLS**
ELI LILLY AND COMPANY

learned different qualities from each of them, but most notable are those who have had the capacity to see a clear path toward the goals of their group even amongst obstacles and dissent. I have the greatest respect, though, for those mentors who have accomplished difficult objectives while maintaining their integrity. It can be tempting to follow the path of dictatorship, but building consensus and being trustworthy are quintessential for gaining authority rooted in respect, not fear.

KELLY LEWIS, PHARM.D.
Actelion Pharmaceuticals US.

I have had the good fortune to have had many mentors at different stages of my education and career. There are certain common denominators in the mentors I have had. These include: a positive attitude, infectious enthusiasm, commitment, approachability, and trust. They invested professional as well as personal time to teach what they knew and model skills and behaviors for success. They accepted me where I was in my professional development and provided sage advice, positive as well as constructive feedback, and much guidance through the years. Many of them role-played challenges and crises to work on decisiveness and decision making. They created situations and offered advice to encourage growth and exploration. Some even acted as informal life coaches in times of personal difficulty. I believe their commitment to my professional development/success

is, in large part, responsible for where I am in my career today.

KRISTIN PHILLIPS. Palio.

I consider myself very fortunate to have worked for two exceptional women early in my career. They were very different, but key aspects of their leadership style were strikingly similar. These common traits — decisiveness, dedication, heart, and a sense of humor — helped to form my beliefs about what it takes to be an effective leader.

REBECCA GREENBERG.
The CementBloc.

I have been very fortunate to work for The CementBloc for the past five years. The Founding Partners Susan Miller and Rico Viray have established a spirit and philosophy that attracts leaders in the industry. Along with Susan and Rico, I am inspired by our leaders, such as Jennifer Matthews, Sonja Foster-Storch, and Elizabeth Elefenbein on a daily basis. They are passionate about the agency and the business in a way that is contagious.

JENNIFER RESTIVO.
inVentiv Advance Insights

I have been fortunate to have had two women act as mentors to me over these years. They have taught me the values of good leadership as well as the importance of balancing career and personal life. ★



The StrengthsFinder Assessment has been a very effective tool in helping me to become a great leader.

★ **KEECIA SCOTT**
UCB

STACY QUINN. Roche.

Learning something new each day is one of the hallmarks of a good leader. I come to work each day ready to challenge myself and learn new things so I can maintain a fresh perspective and keep up with the ever-changing pharmaceutical industry. When I learn something new, I try to pass that knowledge along to my colleagues. Additionally, I think it's important to be personally involved in projects so you can understand what it takes for your team to finish projects. As my mentor helped me learn, I take the time to understand what it takes for people to get their jobs done. This means I can be available to provide coaching and can be ready to jump in if they need help.

★ TOOLS OF THE TRADE

Our Rising Stars reveal their secrets to success and detail the leadership tools and techniques they recommend to others.



A great leader helps cultivate the skills of her team members so that everyone can share in each other's successes.

★ **KATE EINSPAHR**
CEGEDIM DENDRITE

TANIKA CRAIG.

Siren Interactive.

It's essential for me to be knowledgeable about what's going on in the pharmaceutical industry as well as in the interactive space. I enjoy learning from my colleagues and sharing my experience with them. It's also important to have open and honest communications with my team. It's intriguing how much I actually learn from them just by listening.

NILSA OQUENDO. Pace.

I find that actively seeking feedback, even if the input is negative, is helpful. Getting the positive feedback will let you know where your strengths are, but the negative feedback will point out the weaknesses that will need to be revamped. Sometimes problems can't be helped, but allowing employees to vent can

help restore your team's morale and build loyalty.

KRISTIN MILBURN. Publicis Healthcare Communications Group

I love reading business books and magazine articles about visionary business leaders. I find inspiration reading about men and women who have founded companies, shaped industries, or found new ways to do old things or overcome difficult challenges. I've also recently taken up distance running and completed my first marathon. Training for the marathon helped me learn the value of setting weekly goals, and feeling the rewards of your hard work week after week. Reading books about operating in the "performance zone" vs. the "survival zone" and about being healthy, fit, and balanced, has helped me manage stress and has made me a better business person overall. I



Actively seeking feedback, even if it's negative, is helpful.

★ **NILSA OQUENDO**
PACE

believe staying fit and healthy and setting performance goals are an important aspect of being a good leader, especially in a field such as healthcare where maintaining health and wellness are the collective goals for success.

KELLY LEWIS, PHARM.D. Actelion Pharmaceuticals US.

Networking with other women and leaders in healthcare has been an invaluable experience and extremely beneficial. I have had many mentors and informal coaches throughout my career who have been instrumental in guiding me through various stages of my career. In addition, I am fortunate that the company I work for invests heavily in its “people pipeline,” providing theoretical as well as hands-on leadership development opportunities to enhance inherent skills or acquire new skills.

KEECIA SCOTT. UCB.

I found that the StrengthsFinder Assessment has been very effective in helping me to be a great leader. It has allowed me to focus on my strengths as opposed to my weaknesses to lead my team. It also has helped to determine the types of personalities of the individuals on my team, which has allowed me to help them focus on their strengths and provide individual leadership to each of them depending on their specific personality traits.

KALA SUBRAMANIAN, PH.D. Novartis Pharmaceuticals Corp.

I think it's most important to have passion and enthusiasm with a clear vision for the future. I admit this is not always an easy endeavor. Norman Vincent Peale once wrote “Enthusiasm releases the drive to carry you

over obstacles and adds significance to all you do.” Every leader has to overcome obstacles to achieve success. Having passion and enthusiasm will not only make you a successful leader but inspire those around you.

KAREN THOMAS, CCMEP. Institute for Continuing Healthcare Education, a Vox Medica company.

One of my most helpful tools, a personal favorite, is “Who Moved My Cheese” by Spencer Johnson, M.D. I recommend reading this book every time life is too quiet or too noisy. Memberships to professional organizations specific to your area of expertise are critical. For me, attending annual professional association meetings are like recharging your professional battery. The opportunity to plug-in with your peers is priceless. Last, but not least, as much as I love mentoring others, I am always seeking out opportunities to adopt new mentors for my own personal learning.

MARY POLUIKIS. Cramer.

Listening very carefully to my team, our clients' needs, and to executive management is important and has been most helpful to me. In my role, it is important for me to serve my team and the business before myself and this is always a balance but has proven successful in providing leadership to others. I have to stay focused on what the team needs and what the business needs. This is always not an easy balance, but important to keep in mind at all times.

GISELA PAULSEN, M.PHARM. Genentech.

I am a strong believer in using multiple instruments for self-assessment. Not only tra-

ditional 360-degree or Myers-Briggs type tools, but going broader than that using tools like FIRO-B, Benchmarks, and CISS. One of the key turning points in my career was taking a week-long leadership development program that focused on understanding my strengths and how I can capitalize on these, and how to develop and/or compensate for my areas of development. A self-aware leader who is transparent around his or her development areas is a leader who builds trust and integrity with teams.

KATE EINSPAHR. Cegedim Dendrite.

I find that asking questions is an effective tool that I can use to enable my team to really think about the work that needs to get done. I also believe in giving credit where credit is due; when one of my team members saves the day, he or she deserves the recognition for it. A great leader helps cultivate the skills of her team members so that everyone can share in each other's successes.

KRISTEN DODGE. Stryker.

It has been said: “You will be the same person in five years as you are today except for the people you meet and the books you read.” When it comes to leadership the two most powerful tools I have found are cultivating relationships and reading books. When I was younger I shied away from networking because it seemed to exploit relationships for some sort of personal gain. But when I discovered that true networking is simply forming genuine and honest connections with others, it opened up a whole new world to me. I discovered that working together for mutual success came organically as a natural result of the genuine underlying relationship. I am also passionate

RISING stars

about investing time in seeking out new ideas and fresh perspectives through reading books that challenge and push me to continually grow as a person and as a leader.

JENNIFER BROOKS. Encore • A Division of The HealthEd Group Inc.

The paradox of leadership is that you are only able to chart the course for the horizon if you know what sails need to be trimmed. You need to be both internally and externally focused. Good leaders must be in touch with what is happening every day with their team, with their clients, and with projects. They need to be on the pulse of the business. For me, it's critical to schedule regular walk-

abouts around the agency, touch base regularly with my senior team, be involved in key internal and client meetings, and to spend time with every new person who joins the company. And, I listen a lot. I seek out different opinions from colleagues at all levels of the agency and in all functions, and ask "What do I need to know?" and "How can I help?" every day.

ANA SILVA. CAHG.

Great listening skills and patience are key. I listen to all team members before reacting or making decisions that may impact the outcome of a project. Everyone's input is valuable. ★

★ A CAREER AS A JOURNEY

Our rising Stars identify the most satisfying leg of their career path thus far.



SUZANNE NEWELL.

Euro RSCG Life.

My experience on Tysabri was not only the most professionally rewarding, but personally as well. The roller coaster of events — the much-hyped launch, the voluntary withdrawal, the emotional FDA advisory committee meeting, to the relaunch — made for such a different experience. The MS community is unlike any other with clinician, patient and brand intimately linked to one another. With a brand such as Tysabri, that connection is intensified. Despite the baggage, day-to-day one is inspired by how patients feel about this drug and its life-changing benefits. It was such a special time for the brand and my career. It's a rarity to work on a breakthrough product, and an honor to work on one that truly has the potential to change lives and help people hold on to what matters most — their independence, dignity, and the ability to care for their children.

MEIRA SMITH.

McJ Healthcare Advertising Agency.

The most satisfying leg in my career thus far has been my recent switch from the creative team of my agency to the account team. After 20 years on the creative side I was really craving a role that provided me more direct client contact, as well as more exposure to the industry. And as a cancer survivor, I've seen first-hand how the role of medicines can lead to fantastic outcomes. I wanted to have more of a direct role in helping pharmaceutical companies bring their products to market. I'm very fortunate to work for an agency that provided me the opportunity to make this career transition. I love the challenge and I love that I learn something new almost every week. I've found that my past experience has helped me bring additional value to my clients. I look forward to what the future brings as I continue to grow as an account leader.

STACY QUINN. Roche.

My tenure at Roche has been the most sat-

I believe that breaking through the ceiling of managing beyond your area of expertise is a watershed for anyone.

★ **STEPHANIE FITCH**

**MILLENNIUM PHARMACEUTICALS:
THE TAKEDA ONCOLOGY COMPANY**



The technical aspect of building a training function, married with the people aspect of creating development programs, is an almost too-good-to-be-true fit for everything I love and have a passion for.

★ **KRISTEN DODGE STRYKER**

isfying leg of my career to date. The positions I've held at Roche have been challenging and provided many opportunities for professional and personal growth. The time I spent working in a global position is a particular highlight, notably because of the collaboration I enjoyed with professionals from around the globe. Working with people from other countries and cultures provided me with new insights and opened my eyes to ideas I might not have considered on my own. By effectively leveraging cultural and global perspectives on a global team, I was able to greatly improve my creativity, efficiency, and my overall output.

TANYA HILL.
Novo Nordisk.

Working for Novo Nordisk as brand director has provided me with my first opportunity to market directly to patients managing a chronic condition. Before joining this company, I had only had experiences with acute-care, in-hospital brands and was not as involved

with truly understanding patient needs. The brand and team that I am now working with allow me to make a difference every day in what I do. Not only do I have a high degree of work satisfaction, but focusing on and listening directly to patients have provided me with great personal satisfaction as well to see that the product I work on makes a difference in people's lives and for their families.

KRISTIN PHILLIPS. Palio.

Personal and career growth happens when you are out of your comfort zone. Agree to take on new challenges and seek out new experiences. Surround yourself with smart people and listen to what they have to say. Be true to yourself and your values.

PATRICIA ENSOR, R.PH. Kantar Health.

My current role as a consultant in commercial development is definitely the most rewarding. The diversity and intellectual stimulation more than offset the long hours and unpredictable schedule. I believe the range of my previous employment situations contributes to my success and enriches the solutions that our consulting teams provide to our clients. I am able to leverage my experience as a practicing clinical pharmacist, hospital administrator, and retail pharmacy store manager, coupled with my learnings from professional association management and several commercial positions in big pharma, to appreciate the many stakeholder positions in a business issue. I am able to view the problem and the potential solutions from many perspectives, which in the end makes for a higher quality deliverable.

MARISSA ZENIE. LyonHeart.

Over the last two years I've had the opportunity to shape my career. With a great support system at home and at LyonHeart, the metamorphosis from senior account executive, to studio operator, to senior interactive project lead has allowed me to focus and build on my strengths. I collaborate with all departments within the company, interact with clients, and mentor motivated new talent. One of the greatest parts of this experience is changing internal perceptions and helping merge our existing talent and brand knowledge with new technology in a digital space.

KELLY LEWIS, PHARM.D. Actelion Pharmaceuticals US.

The most satisfying leg in my career thus far has been leading a group of results driven,



I have the extreme pleasure of working closely with a large group of peers on a number of shared company goals.

★ **JONI HONIG**
REGAN CAMPBELL WARD • MCCANN

highly motivated field scientist managers. I have a passion for mentoring and developing others and a desire to see others excel. Empowering them to create an environment that fosters individual growth and team development through succession planning over the past two years has been extremely fulfilling and humbling. No individual achievement can equal the pleasure of leading a group of highly skilled, motivated managers toward a shared vision to achieve a worthy goal. When you cross the finish line together, there's a deep satisfaction that it was your team's leadership and cooperative efforts that made the difference. There's simply nothing that can compare with that.

KALA SUBRAMANIAN, PH.D. Novartis Pharmaceuticals.

There has been much satisfaction in my career at Novartis. By far the most rewarding would be contributing to an organization that has dedicated itself to improving the lives of cancer patients. Personally to know the work we do has this impact brings the greatest satisfaction to me.

RISING stars

JONI HONIG. Regan Campbell Ward • McCann.

In 2008, RCW extended a focus on staff development and training to build future agency leadership. A next-generation management team, consisting of rising stars across all disciplines was identified. As a member of this group, I have the extreme pleasure of working closely with a large group of peers on a number of shared company goals. We are given significant latitude to investigate, propose, and propel new ideas into action. I enjoy the collaboration and conversations immensely.

MARY POLUIKIS. Cramer.

Seeing my team move forward and grow within their own career paths has been the most satisfying. The second would be the growing impact and role technology plays within our marketing campaigns. This fast growth and change continues to test and challenge my leadership skills and has propelled me to learn as well.

GISELA PAULSEN, M.PHARM. Genentech.

As I moved from being a general manager for a marketing communications agency into biotech, I had the opportunity to build the infrastructure and team of a brand new function and department within commercial operations. Having the opportunity to address a critical business need across the full portfolio, hiring a brand new team, driving change management, and still while addressing the needs of multiple stakeholders appropriately, were very rewarding to me. It was a great way to join a new company because I had to work across so many stakeholders at all levels, and the relationship building aspect of the role was critical to success. The learnings and those relationships are now serving me very well in my current, more senior role at Genentech.

KRISTEN DODGE. Stryker.

I am actively involved in recruiting efforts for my company and am often on campus speaking to students. After I explain my current position I jokingly remark: "As you can see, I have the best job in the world. So if you were looking for the best job in the world, I'm sorry, it's taken. Maybe you can get the second best job in the world." This always elicits a good laugh from the audience, but by the end of the presentation, the students understand that regardless of whether or not I actually have the best job in the world, I honestly believe that I do. The technical

aspect of building a training function, married with the people aspect of creating development programs is an almost too-good-to-be-true fit for everything I love and have a passion for. This position makes sense of every odd role I've held, of a career path that didn't make sense for so long, and even of the personal challenges I've faced. It has all led to this moment, this feeling of doing what I was born to do. I am incredibly blessed to work for a company that believed in this "odd duck" and gave me the opportunity to attain my dream job.

STEPHANIE FITCH. Millennium Pharmaceuticals: The Takeda Oncology Company.

Proving to myself and those around me that I could successfully manage more than one function. I still believe that breaking through the ceiling of managing beyond your area of expertise is a watershed for anyone and it has been enormously satisfying to make that leap, which has increased my confidence even further and continued to drive me to the next level, and hopefully the next.

DEBRA YOUNG. Wishbone.

After more than 13 successful years with one company where I advanced from senior copywriter to senior VP, creative director, with a break to have my twin sons, I found that an agency has given me the greatest fulfillment of my career — and that agency is Wishbone. The agency offers a uniquely enriching environment that allows me to elevate my professional achievements and fully shine. They enthusiastically embrace my strengths, openly invite participation in new opportunities, encourage and inspire my individual style of creativity, and trust me to deliver on my responsibilities. This exceptionally motivating approach has yielded the greatest of results — 360 degrees of a satisfied employee. To that end, at every given opportunity, I strive to achieve the highest level of excellence in everything I approach at Wishbone.

Working for Novo Nordisk as brand director has provided me with my first opportunity to market directly to patients managing a chronic condition.

★ **TANYA HILL**
NOVO NORDISK



The most satisfying leg in my career thus far has been my recent switch from the creative team of my agency to the account team.

★ **MEIRA SMITH**
MC|K HEALTHCARE
ADVERTISING AGENCY

CHRIS GENTILE. Quintiles.

The most satisfying career leg is the one I am in now as a project lead. Each step in my career has helped me get to this point — starting as a sales representative, moving into management and training, and now leading a team of stellar sales people and seasoned managers. I've grown so much in this position, and have never been more inspired by the leadership in my organization.





JENNIFER BROOKS. Encore • A Division of The HealthEd Group.

By far, the most satisfying leg of my career is my current role at Encore. It is the position where I truly have been able to apply all I have learned about leadership, enabling me to grow and develop not only a team, but a company. We grew our business 40% last year, while hiring entirely new teams to ramp up and manage several new, large clients. In the midst of it all, we had fun and inspired each other to be better. It is supremely satisfying to do well for our clients, do well as a business, and, most importantly, do well for our people by providing a motivating and stable work environment.

BARBARA JACKSON. DraftFCB Healthcare.

The most satisfying leg of my career has probably been my transition to DraftFCB. This position has allowed me to call on my collective experience over the years and use it to effectively drive communication solutions forward for clients' business needs. I have the pleasure of working with a great team of passionate people who all have one common purpose. Most satisfying, however, is the opportu-

Seven years ago, when I moved from the pharmaceutical industry to business-to-business media covering healthcare, I immediately knew that I had found my niche.

★ **LAURA BUSH**
BIOPHARM INTERNATIONAL

nity to serve as a mentor to others and impart the lessons I've learned from my experience and other leaders I've worked with. Watching and aiding in the growth of another employee is incredibly rewarding for me.

SUZANNE DELANEY
AstraZeneca.

I've had some amazing experiences in my career, and believe all have played a critical role in preparing me for the next career opportunity. I can honestly say that my current role is the most satisfying leg in my career. The commercial team that I lead now is an exceptional group of talented individuals, committed to their work, supportive of their colleagues, and motivated by the fact that we are making a meaningful difference in the lives of patients. It's been personally and professionally satisfying to help shape this team environment, to be part of this team dynamic that is so inspiring to me, and be able to see the internal and external recognition of the team's outstanding results.

KEECIA SCOTT.
UCB.

I think the most satisfying leg in my career thus far is the appreciation and respect for the work that I have done and knowing that I have attained this respect from those who have had a chance to work with me. I work very hard in all that I do to gain the respect from my team and colleagues. This gives me great satisfaction and motivates me to want to continue to achieve my goals and create new ones. If I had to name one isolated accomplishment as my greatest success, it would probably be gaining a seat on the board of the Healthcare Businesswomen's Association. This opportunity has allowed

me to connect with female professionals on a broad spectrum of the industry, which has been extremely valuable to my career. These ladies have embraced me and taught me so much and to be a member of the board is a great honor and one that I cherish dearly.

LAURA BUSH. BioPharm International.

Seven years ago, when I moved from the pharmaceutical industry to business-to-business media covering healthcare, I immediately knew that I had found my niche. There are so many aspects of my work that I find fulfilling. When I am copyediting, I enjoy helping subject-matter experts bring forth their ideas more clearly. When I am hosting a panel discussion or writing an editorial, I like being in the role of industry observer — close enough to understand the issues but distant enough to have some objectivity — and try to use that vantage point to offer some perspective on where the industry is headed and what the best path may be. Another great aspect of being an editor is that I constantly meet and talk to people who are passionate about what they do — ensuring manufacturing excellence and drug quality, and ultimately serving patients. I also have had the good fortune to work with many talented staff and colleagues, and to have a boss who is himself an incredible role model of leadership.

MEAGHAN GOLDEN. Flashpoint Medica.

Unquestionably, my most satisfying position has been at Flashpoint Medica. The Principals, Charlene Prounis, Risa Bernstein, and Helen Appelbaum, and my Creative Director Steve Frederick, have always shown a willingness to trust my judgment and to be patient and supportive of my learning process. They provide an atmosphere that allows me to continue to test my wings; I feel very fortunate. ★

RISING stars

★ **ADVICE TO FUTURE LEADERS**

Our rising Stars provide guidance to future generations of leaders.

CYNTHIA CLAYTON. Alnylam Pharmaceuticals.

Focus on developing yourself professionally on multiple dimensions, rather than just trying to obtain a promotion. If you seek ways to grow professionally, you will enhance your profile, your interests, and your value overall to any organization. This is not to say that you shouldn't pursue a promotion, but rather that the focus should be on developing the scope of your abilities. This will ultimately result in a richer and more rewarding set of experiences for you as an individual that can be applied to your professional life.

SABINE DANDIGUIAN. Johnson & Johnson.

First of all people do not enter into the healthcare arena by chance. To be successful, one really needs to have a more human approach, a special attention to people, and real ethical values. We are dealing with health and peoples' lives. Beyond the specificities of our sector and the necessity to work hard, I urge women to believe in themselves, to assume their ambition, and to be convinced that they don't need to sacrifice part of their life to succeed — not their personal life nor their social life.

JULIE HAKIM. Lundbeck.

Be open is the key advice that I share with others when seeking career guidance. By being open to feedback, ideas, opportunities, and experiences, I have been able to think through situations and challenges much more creatively. It is through this openness that you grow and flourish and you will gain your most valuable and enjoyable life moments.

AMY WEICKERT. InfoMedics.

My advice to women entering the

Be open is the key advice that I share with others when seeking career guidance.

★ **JULIE HAKIM**
LUNDBECK

healthcare arena is to be adaptable and tuned in to the changes so inherent in our industry. The best leaders I've worked with don't try to overcome chaos to achieve order and stick with an established vision no matter what; instead, they provide leadership by learning to move with grace within an industry and a world of inevitable change.

TANIKA CRAIG. Siren Interactive.

The best advice I can give is to take the time to listen and learn, and continue to educate yourself. Understand your core capabilities and focus your energy on enhancing them. I recommend developing relationships with others in the industry, which is why the HBA is such a valuable organization. And always be gracious.★



If you seek ways to grow professionally, you will enhance your profile, your interests, and your value overall to any organization

★ **CYNTHIA CLAYTON**
ALNYLAM PHARMACEUTICALS

I urge women to believe in themselves, to assume their ambition, to be convinced that they don't need to sacrifice part of their life to succeed, not their personal life nor their social life.

★ **SABINE DANDIGUIAN**
JOHNSON & JOHNSON

