

HBA's 2013

RISING STARS

THESE HIGH-POTENTIAL 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 2013 HBA Rising Stars define what makes a great leader and outline the qualities they believe are the most important for good leadership.

(Please see the digital edition at pharmavoice.com to read more insights from the HBA's Class of 2013 Rising Stars.)

AMBER GILBERT. Ogilvy CommonHealth. Great leaders help others see the best in themselves and inspire them to act on that vision. These are the people who build teams of confident and capable individuals, ultimately resulting in high-performance organizations.

SANDY DICESARE. Millennium Pharmaceuticals: A Takeda Oncology Company.

My thoughts on leadership continue to evolve. Effective leaders come in all shapes and sizes — from the bold and visionary to the quiet and unassuming. The best have the ability to both inspire and empathize. Great leaders believe in sharing — and in encouraging others to share — their passions and interests because doing so enhances the broader community. Successful leaders know that failure helps them grow and they find value in the challenges along the way. Simply put, effective leaders help others to see the possibilities and in doing so generate incredible energy, buy-in, and results.

JANET SPEAR. Celgene Corp.

A great leader knows how to assemble and manage a high-performing first team comprised of qualified people who are optimistic in

nature — it is much easier to teach a skill than an attitude. The leader provides a strategic vision of expectations and ensures the first team is in alignment, all working together to achieve a set of common stretch goals. The leader does not micro-manage but hovers and swoops as needed and always gives praise to reinforce desired behaviors.

LISA DESCHAMPS-BAUM. Novartis.

I think of myself as a visionary and authentic leader who strives to inspire greatness out of others each day. That sounds like a bold objective but I believe leaders should be aggressive and aspirational in their thinking. Some of these key traits are authenticity, passion, integrity, and humility. I encourage my teams to not be afraid to challenge the status quo, be passionate, and believe that they can make great things happen. I am a glass half-full person. I believe in being realistic to set appropriate expectations but to push myself and my team to strive to achieve what others may not think is possible. The power of the mind can lead to greatness.

DR. BRANKA STANCEVIC. Flashpoint Medica. A great leader is not only motivated, intelligent, charismatic, but, more than anything,



The power of the mind can lead to greatness.

★ **LISA DESCHAMPS-BAUM,**
NOVARTIS

she is collaborative. Leaders can recognize the strengths of each individual and create an environment where everyone can grow and reach his or her potential.

JOANNE GOLANKIEWICZ. Novo Nordisk. Good leadership starts with being authentic. Our leadership style is shaped through our own life experiences; it's how we internalize those life experiences and apply them. While many may look at a professional relationship as

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Our leadership style is shaped through our own life experiences; it's how we internalize those life experiences and apply them.

★ JOANNE GOLANKIEWICZ, NOVO NORDISK

helping shape their leadership style, I owe mine to my mother. Be yourself, always do what is right, and you can never go wrong — I've carried this to the qualities I find most important: trust in my people, set the direction and strategy, be open and honest, and invest in the personal development of the team.

JACQUIE BEAGAN. EMD Serono.

An effective leader instills a commitment in her team and creates a compelling vision, which leads to driving successful and predictable results. The qualities in a leader that are most important to me are; authenticity, resiliency, confidence, and the willingness to take risks. Successful leaders create a culture that motivates people to reach their highest potential.

KIMBERLY WIX. Daiichi Sankyo.

Good leaders have many traits in common. Leaders must earn trust through honesty and by following through on commitments. They must also be decisive and portray realistic optimism. All of these are critical, however, I believe two of the most important traits of excellent leaders are superior active listening skills, as well as a willingness and ability to teach in a way that others will learn.

ERIN CAPRA. Shionogi.

Throughout my career I've been very lucky to have exposure to some great leaders who have all exemplified a passion for their work and for their people. Leading with passion inspires others to be dedicated and motivated to achieve a common goal. A leader shows pride



LISA ARBOGAST

VP, Life Sciences
YourEncore Inc.

Lisa brings personal passion to advancing women's careers and helping all members of her team reach their professional goals. In addition, her leadership benefits community causes and our company.



JACQUELINE BEAGAN

Head, Global Clinical Trial Management
EMD Serono Inc.

Jacqueline has consistently demonstrated her ability to work cross-functionally to solve problems collaboratively with exemplified leadership behavior.



YIN BECKER

VP, Communications and Public Relations
Stryker

Yin is responsible for developing and implementing communication and public affairs strategies that grow and enhance the company's position and reputation as an industry leader.



RITTA BERNSHITEYN

Executive Director, Business Intelligence
Forest Laboratories Inc.

A hallmark of Ritta's operating style is her ability to formulate the effectiveness and ease of use of analytic solutions to her customers.



AMILA BEWTRA

Practice Lead, Brand Analytics
Symphony Health Solutions

In her senior role, Amila is instrumental in the design and development of innovative solutions that offer insights to brand influences on key brands, procedures, and diagnosis/therapy areas.



MELODY BLANCHFORD

Senior Manager, Advisory Services,
Ernst & Young Americas

As a rising leader and mentor, Melody shares her knowledge daily and, most critically, as the coordinator of an inaugural Learning Week for her colleagues.



KELLEY BOUCHER

Director and Senior HRBP
Shire Pharmaceuticals

A respected leader, Kelley is a role model HR professional, with her business-first, pragmatic, solutions-oriented approach.



TIA BRYANT

Senior VP, Account Group Supervisor
DraftFCB Healthcare

Tia delivers excellence in everything she does. She is an innovative problem solver, collaborator, teacher, mentor, and role model.



RACHEL BUNTING

Senior Associate Scientist,
ImmunoPharmacology Group
Johnson & Johnson

Rachel has had significant impact on J&J with her passion for and commitment to women's leadership development through mentoring. She leads a cross-sector team to expand the Mentoring Works! program globally.



ERIN CAPRA

Senior Product Manager, Marketing
Shionogi Inc.

Erin has earned the respect of cross-functional teams by striving for performance, respect for others, and consistently being the "voice" of the customer. Erin's dedication, insights and passion are refreshing and contagious.



JOANN CHALMERS

Account Director
Cegedim Relationship Management

Joann is a trusted partner and her clients count on her to understand their business needs and bring forth solutions that are relevant, timely, and strategically sound.



CHRISTINE COLELLA

Senior Legal Director
Eisai Inc.

Christine has compassion for her colleagues and for the larger purpose of her work — helping contribute to the well-being of the patients our medicines serve.

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SELINA COLEMAN

Associate
Fulbright & Jaworski LLP

Selina is consistently recognized for her dedication to client service, and diligently follows the issues affecting her clients.



JENNY COLOMBO

VP Medical Affairs Strategies and Communications
Takeda Pharmaceuticals International Inc.

Jenny is an exceptional leader and an extraordinary woman. In addition to the dedication to the patients she serves, Jenny volunteers as a team organizer in underserved Chicago neighborhoods.



LISA COSTA

Account Manager,
Buying Services and Deliverables
CMI/Compas

Lisa works tirelessly, and the service she provides truly exemplifies a commitment to partnership. Lisa has also become a mentor to team members and the go-to person for her clients.



NARISA COUGAR

Director, Advisory
KPMG

Narisa truly embodies the qualities that we look for in a future leader. Younger women at all levels at KPMG look up to her as a profile that they want to emulate.



KRISTIN CROUCHER

Director, Clinical Project Management —
Allergy, Respiratory, Infections Diseases, and
Vaccines
Quintiles

Kristin's dedication and passion are apparent in her unwavering commitment to customer service, integrity, leadership, and quality.



INES DAHNE

Executive Director, Process Excellence
Quest Diagnostics

Ines is passionate about developing future leaders through the principles of servant leadership and is a proud contributor to women's leadership development at Quest Diagnostics.



LISA DESCHAMPS-BAUM

Executive Director and Head of Brain and Bone Marketing
Novartis Pharmaceuticals Corp.

Regardless of the challenge, Lisa has the ability to lead her teams and deliver results. Her passion, drive, commitment, and competency are apparent to all who work with her.



SABINE DETTWILER

Director, Commercial COE
Campbell Alliance

Sabine has helped clients achieve commercial success through strategy development and implementation support across multiple therapeutic areas and geographies.



SANDY DICESARE

VP, Commercial Operations, Commercial Ops Management
Millennium Pharmaceuticals:
A Takeda Oncology Company

Sandy demonstrates two key elements of leadership — the ability to communicate across diverse groups and a deep commitment to the development of her staff.



AMY EAVES

Principal
IMS Health

Amy has taken a personal interest in mentoring all staff both locally and from a distance. Her dedication and personal accountability serve as a model for others.



EDITH EBY

Executive Director, Medical Relations and Governance
Pfizer

Serving as a role model to many colleagues, Edith continually explores new ways to ensure that Pfizer medical has a positive impact on patient care, putting patients first.



SARA ELINSON

Principal, Financial Advisory Services
Deloitte LLP

Sara's outstanding professionalism extends well beyond her clients' needs. She is also a committed talent developer, which further supports her designation as a rising industry leader.



The best leaders are people who recognize talent and foster it.

★ ANNIE FOSTER,

JUICE PHARMA WORLDWIDE

and trust in her team and allows each individual to contribute and be responsible for his or her work, while guiding each of them along the way. A true leader models the way and encourages people to grow and reach their true potential.

ROCHELLE MELTON. Havas Life New York.

Great leaders are willing to assess their strengths and weaknesses. They improve what they can, and seek out help in areas where they need it. Leaders know that they are always in the spotlight — even when they think they aren't, and they act accordingly, serving as models for others. It's important for leaders to be generous, sharing what they know and empowering others to become leaders in their own way. Finally, it's critical for leaders to admit when they are wrong. We don't know everything; we're not always right. By admitting that, by showing our humanity, others feel more comfortable working alongside us and taking risks that lead to their own growth.

GELINE MIDOUIN. Publicis Healthcare Communications Group.

Great leaders know how to influence. They know how to connect with their audience and motivate people to act. Great leaders are courageous, they know that they stand for and are not afraid to go against the norm. Great leaders know how to empower others; they are passionate about developing their team and have a vested interest in their success.

*CREATIVE THAT MESSES
WITH YOUR HEAD

COLORPUNCH*



Congratulations Annie Foster
and all the HBA honorees who
make an impact every day.

connect@juicepharma.com
juicepharma.com

JUICE
PHARMA WORLDWIDE

The 2013 HBA Rising Stars



MARIA FINLAY

Product Manager, Janssen Pharmaceuticals
Johnson & Johnson

Maria has made it her personal mission to connect 4,000 Johnson & Johnson employees across three sectors and multiple companies to promote WLI's vision and membership.



RUTHANN FLEMING

Sales Director
Roche Diagnostics

Ruthann is known as a leader, advocate, and strategist for the WLI mission, ensuring that all who wish to be involved in WLI can be.



ANNIE FOSTER

Senior VP, Associate Creative Director
JUICE Pharma Worldwide

Annie's effusive energy, legendary smile, and infectious laughter light up a room and inspire everyone she works with — both clients and colleagues alike.



VALERIE FRANCIS

Senior Director, IS Business Partner for NA
Pharmaceuticals Commercial Excellence
Sanofi US

Valerie is truly a Rising Star who symbolizes Sanofi's core values. She demonstrates professionalism, grace, warmth, and respect and is truly a role model.



AMBER GILBERT

Senior VP, Chief Strategy Officer
Ogilvy CommonHealth Worldwide

Amber has quickly earned the respect of both clients and colleagues alike. She has elevated our work, and grown our organization beyond just dollars and cents.



ELIZABETH GINGRICH

Senior Account Executive
Sudler & Hennessey

Liz's good will and brilliant humor are abundant. She works skillfully with client brand directors, CEOs, and novices, and she is a vibrant reason why people join a team.



JOANNE GOLANKIEWICZ

Executive Director, Field Force Effectiveness
Novo Nordisk Inc.

Joanne has great passion for developing individuals and is a devoted mentor and active member of the WINN team, a global initiative helping to empower women in our organization.



IDA GOLDSTEIN

Director, Commercial Analytics and Planning
Actelion Pharmaceuticals

Ida leads with a strategic vision and ensures she and her team flawlessly execute on their commitments. Her innovative and solution-oriented approach to problem solving are just some of the many reasons she is a Rising Star.



COURTNEY GRANVILLE

Senior Research Scientist & Study Director
Battelle

Courtney's commitment to life-science research and her positive attitude combine to make her a respected scientist within her field and an excellent role model for junior staff.



EILEEN GREEN

Controller
Covidien

Eileen provides visionary leadership for two networks that focus on goals for advancing women in the organization. She is a true role model for all who aspire to lead at Covidien.



SOMA GUPTA

Senior Director, Group Leader, US
Hematology, Oncology Business Unit
Pfizer

Soma has a unique combination of knowledge, passion, and a fun. Her easygoing demeanor has made her a well-respected role model across the organization.



MAXINE HAMILTON

VP of Managed Access Programs
Idis

Maxine's passion, drive, and commitment to our organization, our mission, our PRIDE values and to patients is commendable.



Successful leaders create a culture that motivates people to reach their highest potential.

★ **JACQUIE BEAGAN,**
EMD SERONO

COURTNEY MANZE. QPharma.

Leadership is the ability to inspire motivation in others through commitment to a shared goal. Serving as a role model is imperative in leadership, as is sharing one's life passion with others to achieve a common objective. As a member of the Healthcare Businesswomen's Association, I have the opportunity to collaborate with such leaders in this industry and, from their insight, continue to learn effective leadership skills.

SELINA COLEMAN. Fulbright & Jaworski. Great leaders have a vision for the future and a plan for the present. To shape that vision, a great leader listens to the perspectives of her colleagues and then determines how they can work together to achieve shared goals.

IDA GOLDSTEIN. Actelion Pharmaceuticals. A great leader has many traits that are outstanding, but two traits that stand out to me are the leader's ability to connect with others and her growth mindset. The connection with people is important to build followership and trust. Having a growth mindset helps a leader to achieve more individually, while also inspiring others to be the best that they can be.

JULIE KIM. Baxter Healthcare Corp.

A great leader should strive for and be accountable to a greater purpose than oneself, whether that is to a small team or a large company. This trait is one that is present in the leaders that inspire me and it is often the inability to do this or the need for personal success that may cause a leader not to recognize a great idea that is different from their own or be threatened by people that they should encourage.



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Something
Original

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LAURIE HILL

Head of Biologics Intellectual Property
MedImmune

Laurie leads the biologics IP team efforts in its development and enforcement of high-value global patent portfolios and strategies.



XINYAN HUANG

Senior Research Scientist, Molecular
Pharmacology
Lundbeck

Xinyan has a distinct can-do approach and is recognized by colleagues companywide as a team player, an inspiration, and a role model to aspiring pharmaceutical leaders.



QI JIANG

Executive Director, Biostatistics
Amgen Inc.

Qi is an extraordinary scientific leader in her field, both within Amgen and industrywide. She is a well-respected strategic visionary and strong role model.



KELLY KAERICHER

Senior Director, Portfolio and Planning,
Cornerstone
AstraZeneca

Kelly is well-respected and considered a trusted colleague and mentor by many. Her willingness to tackle new and diverse roles is exemplary of a true leader and professional.



STEPHANIE KASSAB

Marketing Manager
BulletinHealthcare

Stephanie is truly a Rising Star. She is a hard worker, has a great attitude, and possesses an unflinching commitment to getting things done right and with great efficiency.



SUE KELSEY

U.S. Marketing Director of Smoking Cessation
Brands
GlaxoSmithKline

Sue's relentless focus on building a winning culture, commitment to transparency and empowerment, and positive outlook have a broad impact throughout the organization.



JULIE KIM

Global Franchise Head, BioTherapeutics
Baxter Healthcare Corp.

Julie delivers strong results and is widely admired for her collaborative approach and her contributions to creating a high-performing culture.



PURVI KOBAWALA SMITH

Scientific Director
Health and Wellness Partners

Purvi guides clinical content, manages thought-leader relationships, develops outcomes measures, and analyzes outcomes. She is kind, gentle, and brilliant.



TERESE KUNG

Senior VP, Group Managing Director
CDM New York

Terese is a sideways thinker who has helped lead several innovative initiatives, including business strategy, Thinkubator, and CDM Ventures.



LAURET MALETSKY

VP, Group Account Supervisor
grey healthcare group

Lauret exhibits leadership that transcends the assignments she handles. She is a mentor, team player, and nurturer of creative talent. Her clients sing her praises and her agency colleagues seek her guidance.



COURTNEY MANZE

Account Executive
QPharma Inc.

Courtney has distinguished herself as a true Rising Star in the industry. In addition to mentoring colleagues, she provides superior service as an account executive.



SARAH MARCHETTI

Director, Human Resources
Health Market Science

Sarah has demonstrated a mastery of dealing with both sensitive and complex issues. She has rolled out programs and policies to the organization to drive consistency and fairness.



Effective leaders come in all shapes and sizes — from the bold and visionary to the quiet and unassuming.

★ **SANDY DICESARE,**

**MILLENNIUM PHARMACEUTICALS:
A TAKEDA ONCOLOGY COMPANY**

CARLA OLIVEIRA. Bayer HealthCare.

A great leader for me is inspiring, engaging, and someone you want to work with. The most important qualities include building a team of diverse talent, setting up the vision, and making the most of your experience, including having fun in the journey to reach the vision established. I had the very fortunate opportunity to work with someone like that. She was incredible at finding the strengths in every individual, making all of us feel incredibly integrated and inspired to win, every day. We had a lot of fun together, and delivered the most significant results for the organization. The best recommendation I have for someone aiming to be a great leader is finding your own strengths and be yourself. These two combined can unleash the best of you, in any organization.

STEPHANIE KASSAB. BulletinHealthcare.

A great leader embodies passion, focus, and humility. I believe that someone who can find inspiration in her work is able to naturally motivate others around her. An effective leader also knows how to articulate a clear vision for her team members to give purpose to the work they do. Most importantly, a good leader listens to others — especially to those who may hold different points of view — and admits when she is wrong, earning her both admiration and respect from her team.

A great leader knows how to assemble and manage a high-performing team.

★ **JANET SPEAR,**
CELGENE CORP.

LISA ARBOGAST. YourEncore Inc.

Traits that make a great leader are humility and participation. A great leader sets the culture, vision, and strategy for the team but understands that it takes many individuals with many different competencies and skill set levels to achieve success. This leader realizes that to succeed it is important to surround him/herself with competent teammates who may have greater skill sets and abilities than they do and be ok with this. Leadership also needs to be participative. This trait is also closely linked with the servant leadership model but is imperative within a small growing company that needs to innovate to prosper. I have found it particularly important in the services industry where the efficient flow of information and ideas is crucial to success. This is not micro-management but engagement within the business to ultimately add value to the client either internal or external and drive further strategic vision.

XINYAN HUANG. Lundbeck.

I like this quote by John Quincy Adams: "If your actions inspire others to dream more, learn more, do more and become more, you are a leader." I believe a leader is bold, confident, passionate, transparent, and courageous. The most important leadership qualities include taking some risks and leading the change; making a decision to move forward when one doesn't have all answers; communicating openly and frequently; holding people — and oneself accountable.

TERESA MILLER. Astellas.

Good leaders have the courage to make and own tough decisions. They imbue their organization with a shared sense of the right thing to do. They understand that communication is a two-way process: listening as well as articulating. And they lead by example, understanding that "do what I say, not what I do" doesn't work. They have the ability to build alliances, and they are open and confident enough to encourage others to succeed.

JOANN CHALMERS. Cegedim Relationship Marketing.

Trust, credibility, empathy, and a passion for doing the right thing combine to make a great leader. I learned a lot about leadership from my father, who led with confidence, compassion



and integrity; and he was respected, admired, and loved by his team. I even have a gift from his team given to me in the 1980s to prove it — a poster of Superman with my father's head superimposed on it.

SARAH MARCHETTI. Health Market Science. Honesty is No. 1 for me. I believe if a leader is genuine and honest, she will gain the respect of her team members and respect is the foundation of successful relationships both inside and outside the workplace. Humility is also a trait that I believe all great leaders possess. As a leader one must be confident, however it is the leaders who are aware of the line between confidence and arrogance that build strong and effective teams. Last, but certainly not least, is accountability. Delivering results on commitments made is crucial to being an effective leader.

COURTNEY SULLIVAN. Roche Diagnostics. Critical to great leadership are the abilities to create vision, build relationships, and demonstrate passion. Leaders have to be clear on the destination and help others internalize the same. Relationships and passion are the fuel to engage team members' heads and hearts so they see the possibilities and believe in themselves to deliver extraordinary results.

SARA ELINSON. Deloitte.

The most influential leader is the one who can genuinely adapt her style and approach to the context and audience. Whether the style adopted is one of a loud commander or a quiet influencer, there are three qualities that I find essential in the leaders I have most respected: honesty, so the disciples feel free to trust the motives of the leader; the ability to engage, so the team members feel part of something beneficial; and support, so the team will feel encouraged to take enough risk to stumble, but know they won't be allowed to fail.

DEBORAH PAN DORNER. Dowden Health.

A great leader understands and appreciates that every role on her team contributes to overall success. She does not perceive basic tasks as mundane or insignificant, nor is she hesitant to roll up her sleeves to help out at any level. A leader also understands her own role and unique responsibility: she teaches, inspires, and leads her team to excellence by example.

AMILA BEWTRA. Symphony Health Solutions.

Great leaders can be found at all levels of the organization, they have the ability to listen to peo-

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ELIZABETH MCGEE

Head of Legal, Oncology NA Region
Novartis Pharmaceuticals Corp.

Liz has consistently been acknowledged by her business partners and colleagues as a highly skilled and effective legal counsel, with a strong ability to work collaboratively.



ROCHELLE MELTON

Senior VP, Associate Creative Director
Havas Life New York

With passion and dedication that is infectious, Rochelle has become a trusted mentor to many and a valued partner to all.



KATHY MEYER

Senior Director, Operations
Sandoz Inc.

Kathy always drives for superior results and acts as a change agent. She easily engages and leads cross-functional groups toward common goals.



GELINE MIDOUIN

Senior VP, Human Resources, Saatchi & Saatchi Health, Discovery & Razorfish Healthcare
Publicis Healthcare Communications Group

Geline's strength lies in her ability to build strategy and exquisitely execute with and through others. Her key strength lies in her relationship building at all levels. She conducts herself with poise and dignity.



TERESA MILLER

Director, Supply Chain Operations
Astellas

Teresa brings both strategic insight and a wealth of experience to her role. Teammates consistently rely on her leadership and attention to detail.



NICOLE MONACHINO

Director, Remediation
Boehringer Ingelheim

As an expert in law, federal regulations, and as a people leader, Nicole is an outstanding example of exemplary leadership demonstrating perseverance and passion at Boehringer Ingelheim.



KATHLEEN MUNSTER

Director, Global Quality Systems
Bristol-Myers Squibb Co.

With a focus on continuous improvement, Kathleen combines technical acuity with emotional intelligence; she quickly builds trust and credibility.



MARY NEIWEEM

Senior VP, Group Account Director
The Bloc

Mary is a motivator to her team and can always be counted on for leadership and collaboration. She is the person that clients want at their side for everything.



JEANINE O'KANE

Managing Director, Biosector 2
Chandler Chicco Companies

Jeanine is a strong and effective leader. Her staff is inspired and empowered to deliver award-winning work on a remarkably consistent basis.



RHONA O'LEARY

Director, gRED Business Operations
Genentech

Rhona is a strong people manager, outstanding technical leader in research and development, and a gifted communicator. Rhona has a broad and deep impact.



JENNIFER OLESKI

VP, Account Director
GSW Worldwide

Jennifer is an inspiration. She mentors the talented young women in our agency, helping them find success in our competitive environment.



CARLA OLIVEIRA

Global Brand Leader, Contour USB, Bayer Diabetes Care
Bayer HealthCare

Carla's exceptional work quality, strong mentoring skills, and inspirational style are exemplified in her business success and active leadership role in Bayer's Women's Leadership Initiative.



Trust, credibility, empathy and a passion for doing the right thing combine to make a great leader.

★ **JOANN CHALMERS,**
CEGEDIM

ple around them and quickly assess the situation to take action. They inspire by being themselves and their willingness to listen, learn, and teach others and encourages these behaviors from others around them. Most importantly, they communicate the good, the bad, and the ugly. Lastly, they motivate and empower their teams, and hold them accountable.

DR. COURTNEY GRANVILLE. Battelle.

A great leader has the ability to communicate, motivate, connect, and prioritize under pressure. The first three — communicate, motivate, and connect — are interrelated because a great leader must be able to communicate effectively, which usually requires the ability to connect with who people are and what drives them; this allows a leader to motivate team members to not only get the work done, but hopefully to see the meaning and value in what they are doing. Prioritization is extremely important in a leader as she must be able to multitask and stay calm, cool, and productive when there are multiple demands on her time.

RHONA O'LEARY. Genentech.

Leaders inspire through their vision of what's possible. Their essential quality is the ability to recognize and encourage the exceptional peo-

Leading with passion inspires others to be dedicated and motivated to achieve a common goal.

★ **ERIN CAPRA,**
SHIONOGI

ple within their teams that together make the realization of that vision possible. Having a good sense of humor, a positive outlook, and taking a genuine interest in people are key skills to engage and motivate the team. For me some of the most important leadership qualities are self-awareness, empathy, and passion for the work that we do. These qualities enable a leader to connect with and inspire people.

EILEEN GREEN. Covidien.

The key components of a great leader are accountability and vision. A true leader holds herself and her team accountable for positive or negative outcomes and learns and improves from each experience to drive future results. Leaders who exhibit accountability build trust and cohesiveness in their work environment. A leader's vision provides the ability to communicate the big picture and motivates the team to the execution of goals. Communication is a key aspect of accountability and vision and requires listening and responding to input from others. A leader is measured in not only her success but in the way strategies are executed.

TIA BRYANT. DraftFCB.

Many leaders possess invaluable traits such as devotion, fearlessness, drive, and the ability to innovate. Great leaders, in my opinion, however, are also selfless. They share their experiences to ensure that others can benefit from their successes as well as learn from their past challenges. They im-

part knowledge they have acquired over the years to empower others, expanding the thinking of the people they lead. Great leaders develop others through fairness, set realistic goals and expectations, and lead by example. The greatest leaders invest the best of themselves, creating a future of more great leaders.

JANE PETTY. Purdue Pharma.

The first and foremost traits of a great leader are integrity, emotional intelligence, courage, presence, and being present. Integrity means a leader one is open and transparent on what she does, and has the emotional intelligence to allow those around her to do their best. Leaders must have courage to make the tough decisions, resolve conflict, keep promises, acknowledge the good, and being ruthlessly honest.

Great leaders recognize when to have presence in light of ambiguity, and be

present or in the moment when interacting with those around them.

KATHY MEYER. Sandoz.

I think being able to engage a team is one of the most important qualities of an effective leader. A leader must be able to not only communicate his or her vision, but connect people with it, so the entire team is working toward a shared goal. In my experience, this can only be accomplished by always leading with hon-

Great leaders help others see the best in themselves and inspire them to act on that vision.

★ **AMBER GILBERT,**
OGILVY COMMONHEALTH



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DEBORAH PAN DÖRNER

Director, Scientific Strategy
Dowden Medical Communications Group

Deb's solutions involve one part scientific expertise, one part strategic acumen, and one part communications skills par excellence, infused with a massive jolt of energy.



JANE PETTY

Area Director, Sales Force
Purdue Pharma LP

In all of Jane's leadership roles, she has served as a role model for women who desire advancement. She has personally developed and mentored dozens of women.



JENNIFER POITRIMOL

Tax Director
PricewaterhouseCoopers

Jen has emerged as a leader in the pharmaceutical industry. She acts as an informal mentor to a variety of staff levels.



MJ ROACH

Senior Director, CF Marketing
Vertex Pharmaceuticals Inc.

MJ is a respected leader and mentor to many people. She is always looking to help team members further their development.



ALISSA ROLDAN

VP, Management Supervisor
LLNS Inc.

Alissa's positive can-do attitude and drive to deliver exceptional work make her a valuable role model and mentor to her teams. Her work ethic, strategic acumen, and exemplary leadership make Alissa a Rising Star.



ANNETTE SCHULZ

Senior Manager, Advisory Services,
Life Sciences Sector
Ernst & Young Europe

Annette shares her insights as a creator of sustainable solutions within EY, author of leading-edge thought leadership materials, and mentor and role model promoting the HBA.



KRYSTINA SMITH

Research Analyst
Palio+Ignite

Krystina is a Rising Star because of her industry knowledge, her incredible work ethic, and dedication and commitment to all her teams.



JANET SPEAR

Executive Director, Plant Manager
Celgene Corp.

Janet's inclusive leadership style has inspired her team members to maximize their potential strategically and tactically.



BRANKA STANCEVIC, PH.D.

VP, Medical Director
Flashpoint Medica

With an astute understanding of science, Branka brings a high level of medical insight and strategy to the table — plus she is a lot of fun to work with.



TERRI STENTZ

VP of National Brand Supplier Relations and
Performance Plus
Cardinal Health

Terri is a strong leader who consistently delivers results. She's known for coaching and developing others, as well as for challenging the status quo in a productive and innovative way.



KIM STONE

Senior Program Manager
PSKW LLC

Kim is a valued contributor and leader. She is known for taking initiatives to deliver excellence through organizing, detail-oriented planning and managing multiple priorities.



COURTNEY SULLIVAN

Director Procurement
Roche Diagnostics

A natural leader, Courtney has a passion for helping others, which has distinguished her as a sought-after mentor. As campus chair of WLI, she helped create the framework to engage women to command their own careers.



Leaders must earn trust through honesty and by following through on commitments.

★ **KIMBERLY WIX,**
DAIICHI SANKYO

esty and openness, and by building trust with the team. One team, working together, can achieve a much greater level of success than the efforts of a single individual.

MJ ROACH. Vertex Pharmaceuticals.

Leaders who I admire share several qualities. First, they lead with a positive attitude, looking at the opportunities rather than the obstacles. They share a bright perspective on a daily basis and encourage others to do the same. Second, they lead with transparency. They share information when they can, and when they can't, they tell you they can't. Third, they are crisp communicators and good listeners. Fourth, they consistently draw people in and work to instill confidence in their team. Finally, they are always fair and very often funny. I work at practicing these skills and emulating these same behaviors in my own career.

SARA ZACCHEO. McCann Torre Lazur.

To gain the respect of peers, direct reports, and senior leadership, one must not only be confident, strong, and decisive, but more importantly genuine, transparent, trustworthy, respectful, self-aware, and humble. These latter qualities are most important to me because before we are managers, mentors, or leaders we are human.

YIN BECKER. Stryker.

A great leader cares deeply for people, encour-

ages others to achieve personal and professional success, and creates an environment where innovation and collaboration flourishes. She inspires others by being authentic and has the courage to stand up for what she believes. She is proud to see the brightest stars shine.

KIM STONE. PSKW.

The traits of a great leader are defined as someone who is proactive, holds themselves and others accountable, understands the big picture, has strong communication skills, and is not afraid to speak up. It is essential for us to take ownership of what we can do to bring value to our organization and our clients each and every day. Do your job as if you owned the company.

ANNETTE SCHULZ. EY.

Leaders are open to change and embrace it. They move people toward accomplishing common goals. Leaders engender trust, get things done, and their behavior sets an example for all of us. My credo is that being passionate about what you do gives you a competitive edge and having a broad, almost intrinsic, relationship skills, critical to creating personal networks and to supporting the development of self and others is key.

JENNIFER OLESKI. GSW. The foundation of a great leader is having a passion for what one

does and by approaching every situation with a fresh perspective and a desire to make a difference. Leaders instill confidence by bringing clarity of purpose to the team's activities and being steadfast in their approach. The qualities I most admire in a leader are honesty, compassion, and humility. A true leader celebrates the contributions of everyone around him or her and is not afraid to learn something new.

INES DAHNE. Quest Diagnostic.

Great leaders inspire through their vision and presence. They foster and unite. They can make difficult decisions and operate successfully in thriving and adversarial environments. Great leaders grow others and accomplish consistent positive outcomes through authority that they have earned, not through power. Great leaders have many dimensions — they do not focus on singular skill sets to achieve sustainable success.

KELLY KAERICHER. AstraZeneca.

I believe all great leaders need to possess three key qualities: self-awareness, vision, and accountability. Leaders need self-awareness to know when to lead and when to empower other individuals and teams to lead through a project or situation. To be successful, a leader needs vision — the ability to see beyond the near-term and crystallize in her mind and the minds of

others what could be. Finally, leaders need to be accountable for the decisions they make and for the success and development of their people.

ANNIE FOSTER. JUICE Pharma.

The best leaders are people who recognize talent and foster it; they know that a leader is only as good as the group she leads. A leader may have great ideas, but a skilled leader knows a great idea when she hears it — regardless of the source. Also a valued member of her team, a true leader is decisive but empathetic, has personal integrity, and isn't afraid to roll up her sleeves and work alongside those she leads.

ROLE MODELS AND MENTORS

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

ALISHA WOOLFORD. Merck Consumer Care. Leadership development begins early in life.

The future. It's in the stars.

For every challenge our industry faces now and into the future, there's a simple prescription: talent. Talent is what sees the bright blue skies of opportunity where others see only clouds. Talent is what transforms the known into the new. Talent, in its many forms, is truly our life blood, and cultivating talent it is at the heart of everything we do.

It's in this spirit that we celebrate Alissa Roldan as our 2013 HBA Rising Star.

If it's the aim of a manager to run a tight ship, then Alissa is a true Captain. And, like a good Captain, Alissa reliably steers her accounts in the right direction. Thoughtful, focused, driven, and yet caring, Alissa is as highly valued by her colleagues as by her clients. Talent matters, and Alissa is one of the brightest talents guiding us forward.



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The 2013 HBA Rising Stars



LISA TURZIO

Associate Partner, Healthcare
Rosetta

Lisa's unerring positive energy and exceptional strength in account management and digitally enabled personalized marketing make her a 2013 Rising Star.



KIMBERLY WIX

Director, Internal Communications
Daiichi Sankyo Inc.

Kim is an effective, innovative leader who serves as a role model for others. Her talent to be an effective team player is clearly evident through the trusted partnerships she has built.



MARIA WOODS

Executive Director, Chief Compliance and Privacy Officer
Publicis Touchpoint Solutions Inc.

Maria is an exceptional leader and true team player. She brings a competent, passionate, committed, and positive approach to every situation.



ALISHA WOOLFORD

Associate Director Marketing
Merck Sharp & Dohme Corp.

Alisha demonstrates the qualities of a Rising Star. She is energetic, confident, and leads with passion. She demonstrates and models leadership qualities.



SARA ZACCHEO

VP, Associate Creative Director, Copy
McCann Torre Lazur Group

Sara has an infectious positive attitude and a strategic mind. She is a trusted leader, natural mentor, and genuine advocate for her teams.



JUNE ZERINGUE

Consultant
Insigiam

June has a passion and commitment to organizations being wildly successful and to their people living a great life. She is dedicated to developing people in career-building breakthrough competencies.

Leaders can recognize the strengths of each individual and create an environment where everyone can grow and reach his or her potential.

★ DR. BRANKA STANCEVIC, FLASHPOINT MEDICA

My parents are responsible for mine. They began with the early life lessons like, "be OK with being different and thinking differently;" "be confident that what you have to say is important;" "don't settle for anything less than great;" and "if at first you don't succeed, figure out another way to get it done." I learned from them that great leaders lead by example and their example motivates others to greatness. In my role as a mother, a mentor, and a business leader, I'm focused on sharing these early lessons in leadership with those around me.

VALERIE FRANCIS. Sanofi.

There have been several critical influences in my life that have definitively shaped my leadership perspective and acumen. My parents and grandparents taught me the value of perseverance, commitment, self-esteem, and consistently doing my best, no matter the challenge or obstacles. My grandparents immigrated to the United States with few possessions and no money but worked hard to establish successful real estate and catering businesses. No matter the challenge they found a way to overcome and also helped many others along the way. My parents, who were administrators in higher education, provided me an opportunity to see how they positively encouraged students to learn and assisted in defining their future. These experiences at an early age were the foundation upon which I developed my own world views and have served as the basis for my vision and values with respect to leadership.

JENNY COLOMBO. Takeda Pharmaceuticals.

Early in my career I had two senior faculty mentors — Keith Rodvold and Larry Danziger — who taught me not to let my expertise niche me but instead use it to open new doors; this is the power of diversity. My first true mentor in pharma was Jeff Wojtowicz, who is a proactive leader and who inspired me to make things happen rather than let things happen. My most recent mentor is my current boss Charlie Baum, whose confidence in me gave me leadership visibility. These four men have inspired the leader who I am today and I am fortunate they are still my champions.

LAURET MALETSKY. GHG.

My leadership development has been shaped





She rises above the crowd.

Congratulations to Branka Stancevic!

Her towering scientific and strategic intellect has become indispensable to Flashpoint, so we're proud to honor her and all the 2013 HBA Rising Stars.



We also salute 2013 HBA Woman of the Year Bridgette P. Heller, Honorable Mentor Kevin Rigby, and STAR Award winner Eve Dryer.



flashpointmedica.com

by a number of people who have championed me throughout my career. Most notably, at GHG, I have the tremendous good fortune of working for a wonderful role-model, Cindy Machles. She is the ultimate manager, equal parts a boss and friend. She is smart, passionate, and supportive, all traits that I try to emulate. I am truly grateful to be on her team. I also want to recognize a few other people who have mentored and advocated for me, especially Jennifer Samuels, Traci Gough, and Erin Byrne at GHG, in addition to Tony Cruz and Brian McHale at Sanofi.

ANNETTE SCHULZ. EY.

Everyone in my environment has made a contribution toward my personal development: the teams, the seniors leaders I report to, clients, family, and friends. I enjoy learning from successful people I admire, as role models or mentors and not only in the work environment. In addition, I have a group of people around me who give me inspiration, guidance, and encouragement.

SUE KELSEY. GlaxoSmithKline.

I love reading about leadership challenges and how different people approach leadership. The people who have inspired me range from those who have excelled in business such as Jack Welch, former CEO of General Electric, to



those who have faced military challenges such as Winston Churchill. And, ultimately, those very close to home such as my father, who showed me what it means to be brave.

LISA TURZIO. Rosetta.

My father has played a critical role in my leadership development. He started his own business at the age of 26 and I was lucky enough to witness firsthand the passion, commitment, business savvy, communication skills, and leadership abilities that it takes to be a successful in one's career.

NICOLE MONACHINO. Boehringer Ingelheim.

It is difficult to name a single person who has played a role in my leadership development. I have been influenced by many leaders throughout my life, many of whom were never in traditional leadership roles themselves. These leaders have shown me that true leadership is not limited to a role or a position but rather the ability to inspire others to follow.

NARISA COUGAR. KPMG.

Throughout my 15 years with KPMG in the Los Angeles, Sydney, and New York offices, I have had the privilege to work with many bright and talented role models in various leadership roles at the firm and at our clients. Over the past several years especially, Marc Miller, KPMG partner, has played a key role in helping me take my leadership abilities as well as my career to the next level. He has always emphasized the importance of working together as a team, regardless of rank or title. By extension, developing every team member to his or her fullest potential and recognizing individual strengths are critical to the success of the team.

Great leaders, in my opinion, are selfless.

★ **TIA BRYANT,**
DRAFTFCB

AMY EAVES. IMS Health.

My parents taught me a strong work ethic. I've also been lucky to have mentors throughout my educational and professional careers who have instilled leadership qualities, most recently at IMS Health through women who are also members of the HBA.

PURVI KOBAWALA SMITH. Health and Wellness Partners.

I am so fortunate to have many inspiring people who have guided the way I approach my work and life. My family, friends, teachers, managers, coworkers, and mentors continue to help me grow as a leader and as a person every day. I am motivated and inspired by the visionaries who lead with humility, compassion, kindness, and a genuine desire to make a positive impact in the world.

MELODY BLANCHFORD. EY.

From a mentorship and sponsorship perspective, I've been so incredibly lucky to have many people for whom I've worked take a genuine interest in me and not just lead by their example, but also take the time to coach me in specific situations. Two specific colleagues, Diana Hoff and Kim Ramko, however, have been highly influential in that regard. Almost equally as important, though, are the colleagues I've been charged with leading. Their growth and development is a key barometer for me in terms of the effectiveness of my skills and abilities as a leader.



Leadership development begins early in life. My parents are responsible for mine.

★ **ALISHA WOOLFORD,**
MERCK CONSUMER CARE



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Great leaders know how to empower others; they are passionate about developing their team and have a vested interest in their success.

★ **GELINE MIDOUIN,**
PUBLICIS HEALTHCARE
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SOMA GUPTA. Pfizer.

I have been exceptionally fortunate to have had great managers and inspiring senior leaders to learn from for almost my entire career. Early on, I was exposed to senior leaders who showed me that great work and good fun did not have to be mutually exclusive. To this day, I maintain a strong personal commitment to creating an environment where people enjoy the teams that they are part of.

TERRI STENTZ. Cardinal Health.

Several leaders have played significant roles in my life. The continuum ranges from those who were very positive role models and others who were extremely tough. Both influenced my leadership style. Most recently, I've been fortunate to have a strong leader Stefan Grunwald, senior VP, Cardinal Health Global Sourcing. He has given me the unique opportunity to manage a complex national brand supplier portfolio in addition to giving me exposure to true global sourcing in Asia.

RACHEL BUNTING. Johnson & Johnson.

In my career thus far, I have been lucky to learn from several amazing leaders and managers. Each person brought new styles and skills of leadership to the table. I have also taken key opportunities in my career at J&J that have



My parents and grandparents taught me the value of perseverance, commitment, self-esteem, and consistently doing my best.

★ **VALERIE FRANCIS,**
SANOFI

opened doors to other opportunities for leadership, for example leading the global mentoring program for our Women's Leadership Initiative. Every opportunity I'm given to lead an amazing group of people is an opportunity to grow professionally and become a better leader.

LEADERSHIP TECHNIQUES AND TOOLS

Rising Stars provide their best practices and tips of the trade for leadership development.

JENNIFER POITRIMOL. PwC.

I think the key traits that make a great leader are vision, the ability to inspire others, and honor. Many times, laying out a clear vision of the goal and means by which you will obtain it will inspire your team to give you their best. Honor, although subjective, is having the courage to do what is right despite the consequences and is where confidence, strength, and courage are born, which can also inspire your team. Communication is key, as leaders need to actively listen to their teams to understand their challenges and be able to communicate goals and expectations clearly to them.

ELIZABETH MCGEE. Novartis.

Reflecting back, I realize that I have grown the



Being open to other's thoughts empowers them to shine.

★ **MARIA WOODS,**
PUBLICIS TOUCHPOINT SOLUTIONS

most as a leader during the times that I was the least comfortable or confident. I would encourage each person to take on challenges at work and see what happens, and then think about how he or she could have handled that particular situation better. Seek opportunities to continue to learn and embrace the discomfort. Most importantly, trust your judgment and be kind to yourself.

KRISTIN CROUCHER. Quintiles.

The most powerful tool I have learned is to ask questions to help people solve problems rather than providing solutions myself. I have learned, through personally making this error too many times, that when I quickly jump to solving problems for others they miss out on the opportunity to develop and I miss out on finding the best solutions. It can be hard to resist the temptation to show others that you know how to solve problems and allow them to find their own solutions. Probably the most important tool I would recommend is the ability to use humor at work. It diffuses stress and puts people at ease. When people are at ease they perform better.

JEANINE O'KANE. Chandler Chicco.

Good intuition is a vital leadership skill; it's not magic. This is a combination of experience, knowledge, instinct, and constant learning. To continually develop intuition, it's important to avoid micromanaging; step back to see the whole picture. Surround oneself with intuitive leaders. Listen to how they make decisions and watch how others react. To fine-tune and learn to trust your intuition, make note of your gut feelings and whether they turn out to be accurate. When faced with a tough decision, listen to what your intuition tells you.

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There is a lot of power in the ability to listen and convey to others that you understand and appreciate their perspective and then act upon it.

★ **RUTHANN FLEMING,**
ROCHE DIAGNOSTICS



I would encourage each person to take on challenges at work and see what happens.

★ **ELIZABETH MCGEE,**
NOVARTIS PHARMACEUTICALS

YIN BECKER. Stryker. A few pearls I have found include: confidence gives one courage; being prepared and asking questions will yield great result; influence is about partnership, not title; one can make almost every situation work, if you look at it from the right angles.

LISA COSTA. CMI/Compas.

I would recommend becoming a mentor within one's current organization. I have a true passion for my job and to be able to share my knowledge and experiences with others gives me great pride. It is also very motivating to know you have the respect and support of your colleagues.

MARIA WOODS. Publicis Touchpoint Solutions.

Leaders need to listen more than they speak. Being open to other's thoughts empowers them to shine. Leaders need to be able to laugh at themselves. This makes us human and encourages those around us to relax, and relaxed folks simply produce more inspiring outcomes than people who walk around on eggshells. Embracing mistakes, especially the really huge ones, is critical. It's important to remember to breathe;



Many times, laying out a clear vision of the goal and means by which you will obtain it will inspire your team to give you their best.

★ **JENNIFER POLITRIMOL,**
PWC

this may sound "ohm, shanti, shanti," but try it. Take a deep breath before hitting the send button on that eviscerating email, before saying the first thing that jumps into your head, before you hurt someone's feelings, and before you allow some slight to ruin your entire day. Take a risk and do something that really scares you — take trapeze lessons, climb the highest ladder at the community pool, or sign up for a marathon. I guarantee that just by acknowledging that something makes you fearful will take the air right out of the scary thing's balloon. It will no longer own you — and fearless people lead.

LAURIE HILL. MedImmune.

In growing as a leader, I believe one should always be a student as every situation has



Understanding the motivations of great leaders and how you relate is helpful in finding your own voice.

★ **KYRSTINA SMITH,**
PALIO+IGNITE

unique challenges and successes. One should look to all opportunities to learn about leadership. In my experience, you can learn from the leaders around you as well as below and above you, particularly in times of change within an organization. Also, a key part of my experience has been developing a network of mentors who have more or different experiences or who are peers within an organization is key to keeping one's perspective and providing a place to openly brainstorm new and different approaches to situations. Finally, indulging in opportunities to learn new skills or ways of thinking in short training stints can provide a time to refresh thinking and bring new energy to approaches in leadership situations.

JUNE ZERINGUE. Insigniam.

A practice of accounting for their results, both to those they report to as well as the people who report to them, is a necessary leadership technique. This includes both positive and negative results. Also, it can't be said enough that listening is one of the greatest tools for leaders. There is gold in what people say; it holds the key to their performance. If a leader is struggling with performance with a team she should listen twice as much as she does now.

KRYSTINA SMITH. Palio+Ignite.

Leadership is a constantly evolving skill and requires constant improvement regardless of experience or level. I recommend finding others who you consider to be great leaders and try to



I enjoy learning from successful people I admire, as role models or mentors.

★ **ANNETTE SCHULZ,**
EY



Influence is about partnership, not title.

★ **YIN BECKER,**
STRYKER

learn from them. Everything about their style might not be applicable to you, but understanding the motivations of great leaders and how you relate is helpful in finding your own voice.

KELLEY BOUCHER. Shire Pharmaceuticals. I often find self-awareness and humility to be missing qualities in leaders, but two that could change the way they are viewed and how people follow them. So often, we make decisions at the leadership team level without first asking those closest to the work for their input or opinions. We almost always make a better decision after collecting this feedback and also happen to inspire a level of engagement from those folks in doing so along the way.



There is gold in what people say; it holds the key to their performance.

★ **JUNE ZERINGUE,**
INSIGNIAM

ELIZABETH GINGRICH. Sudler New York. It's vital to work with the whole team, beyond just one's group. I make it a point to get to know the cross-functional partners within the agency. Communication is a critical and underrated part of our job and lack of communication is a common source of mistakes. All too often we get stuck in our own world and lose perspective on the priorities and challenges other people have.

RUTHANN FLEMING. Roche Diagnostics. The cornerstone of success is an active, relentless effort to understand — understand a problem, understand the points of view of others, understand the impact you will make, etc. Taking the time to understand others and actively seeking out their input is both effective and motivational. People feel that you care about them when you ask for their input and then sincerely listen. A leader can inspire on the one hand, but if she is not a good listener then she demotivate with the other hand. There is a lot of power in the ability to listen and convey to others that you understand and appreciate their perspective and then act upon it.

QI JIANG. Amgen. There are quite a few good leadership tools and techniques that can be very helpful, including self-reflection and continuous development; work on inspiring others and building strong teams; and exercise influence by building a strong network of mutually beneficial relationships to achieve team goals.

MARIA FINLAY. Johnson & Johnson. Past team members and supervisors have given me great constructive feedback, which has allowed me to grow over the years. J&J's Women's Leadership Initiative has given me



My leadership development has been shaped by a number of people who have championed me throughout my career.

★ **LAURET MALETSKY,**
GHG

a platform to showcase and further develop my leadership skills, while enabling me to develop many great friendships, mentors, and sponsors along the way. My husband, my parents, my family, and my friends are always there for me too. I feel blessed to be supported by so many wonderful and talented people.

KATHLEEN MUNSTER. Bristol-Myers Squibb. Tools and techniques will be different for each person; each leader needs to choose tools that fit her own learning style. I enjoy group and interactive leadership training sessions, which help me understand how others perceive leadership or have addressed challenges as leaders. I have also found it effective to develop a structured and detailed career development plan, which includes details on next roles — lateral moves — in addition to aspirational roles and a running list of skills and capabilities needed to grow into each of them. From a networking perspective, I have found it helpful to have one-on-one meetings with other leaders in the organization or team members I may have difficulty working with as a way to build relationships and try to better understand their approach — outside of a challenging issue or meeting. **PV**



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★ LEADERSHIP QUALITIES

NARISA COUGAR. KPMG.

I believe the following leadership traits and qualities are critical to becoming a successful leader: patience; grace under pressure; being a team-player and never ask of your team anything you are not willing to do yourself; managing expectations; accountability; respect for the team's personal goals, priorities, schedules, learning styles; recognizing and leveraging individual strengths/developing any areas for improvement; motivating team members — the carrot is mightier than the stick; and building a sense of camaraderie.



There are several leadership traits and qualities critical to becoming a successful leader, including patience, grace under pressure, and being a team-player.

★ **NARISA COUGAR,**
KPMG

MARIA FINLAY. Janssen Biotech.

Great leaders are authentic, charismatic, caring, inspirational, strategic, driven, brave, flexible, results-oriented, and relevant. They constantly seek out different perspectives, bring out the best in people, foster innovation without judgment, and promote personal time to recharge. They lead by example and make the time to engage with their teams.

AMY EAVES. IMS Health.

A strong leader has high emotional intelligence and is a great listener. Those who understand personal and professional motivations are successful leaders. Listening to people is the best way to understand motivations.

MELODY BLANCHFORD. EY.

Great leaders match their actions to their words,

build trust, listen, and collaborate. They are flexible, persuasive, respectful, confident, and focused on the simultaneous achievement of the tasks at hand and the development of those around them. They make the whole better than the sum of its parts. Among the many traits of a great leader, I think the ability to match one's actions to one's words is the most important because it is foundational to building the trust necessary to be a strong, effective leader.

ELIZABETH MCGEE.

Novartis Pharmaceuticals.

Leaders who have the greatest impact share some common traits: they are authentic, they exhibit concern for others, and they inspire others to give it their all. Great leaders have the right balance of confidence and humility; they seek input from those around them while remaining accountable for their decisions. Great leaders have a high degree of self-awareness and understand the importance of establishing meaningful relationships.

QI JIANG. Amgen.

Many qualities are important to be a great leader, especially these three. First, great leaders have vision and see the big picture. They have a clear, exciting idea of where they are going and what they are trying to accomplish. Great leaders are outstanding at strategic planning, have the ability to look ahead, and are committed to continuous innovation. Second, great leaders recruit, retain, and develop high-performing team members and empower them. They are role models for others and they persuade, inspire, and motivate the team to follow the vision. And third, great leaders have excellent execution skills and deliver strong results.

NICOLE MONACHINO.

Boehringer Ingelheim.

A great leader is a strategic thinker who is passionate about the success of the company. She is open to feedback and has the ability to style flex depending on the situation. She is results-oriented and is not afraid of taking calculated risks. She truly cares about the development of her team members and actively facilitates opportunities for their advancement within the organization.

JEANINE O'KANE.

Chandler Chicco Companies.

Great leaders have great intuition, and they listen to it. They sense what motivates people and they adapt their leadership styles to inspire each individual to become his or her best. They read situations quickly and set aside preconceived notions to ensure good decisions are made. They see what's coming and course-correct as needed, even if it means admitting a mistake. Most of all, they have high self-aware-



Leadership is an ever-changing aspect of business, depending on the team, goals at hand, and the overall situation.

★ **RACHEL BUNTING,**
JOHNSON & JOHNSON



Great leaders constantly seek out different perspectives, bring out the best in people, and foster innovation without judgment.

★ **MARIA FINLAY,**
JOHNSON & JOHNSON

ness. They have the courage to maximize their strengths and the humility to accept help in areas where they're weak. Everyone has intuition; great leaders actively develop it, listen to it, and trust it.

SUE KELSEY. GlaxoSmithKline.

My favorite definition of leadership comes from the Chinese philosopher Lao Tzu: A leader is best when people barely know he(s) exists, when his (her) work is done, his (her) aim fulfilled, they will say: we did it ourselves. I believe that leadership should have a long-term effect on those that it serves. I believe that strong leaders know how to appropriately empower their teams, are prepared to make courageous decisions, and know how to coach the

best out of individuals and teams. Above all, I feel that the most important leadership qualities, and those that I'm constantly striving for, are an ability to coach to gain exceptional results, vision, and humility and being insatiably curious about how to make people, teams, and businesses achieve greater things.

EDITH EBY. Pfizer.

Many people have played a role in my leadership development with early influence from my parents, teachers, and friends. My family, especially my husband along with close friends continue to influence me. Throughout my professional career I have been fortunate to have managers who provided me with opportunities and honest feedback to help me grow my leadership skills. My current manager, Stuart Sowder, has been an incredible role model and leader for me throughout my career at Pfizer; he is always challenging me with new opportunities and sharing critical feedback.

KELLEY BOUCHER. Shire Pharmaceuticals.

Great leaders should be a role model to those they are leading, not only in what they do, but often more importantly, how they do it. They need to show confidence to lead others through ambiguity and change as well as exhibit a genuine sense of empathy for the experience of others. Lastly, leaders need to be able to effectively convey their vision

JUNE ZERINGUE. Insigniam.

Great leaders are people of integrity. They can inspire and empower others, while holding them accountable for results. They have expectations of people that force them to stretch and grow. Their communication style is straight and transparent. All of these traits lead to strong relationships, with trust and respect, which I believe are the source of all success.

LAURIE HILL. MedImmune.

In my view, a great leader listens well, is courageous, has a vision that inspires her team to their best, and is authentic. In listening, a great leader continually embraces a willingness to learn and understand the experiences of those who are on her team, are her stakeholders, or partners who work with her. At the same time, a great leader must be willing and able to make the tough decisions that move the needle on the business. Vision and the ability to articulate the vision in a meaningful way to a wide variety of people are also key traits in a great leader. People who understand how their work contributes to accomplishing the vision not only are inspired but also bring energy and creativity to overcoming the inevitable challenges and obstacles that are along the path. Finally, a great leader is authentic. A person's authenticity becomes a key aspect of leadership in tough

times in an organization as well as a cultural beacon during the best of times. It is about understanding and leveraging one's impact in how to view problems, how to handle adversity, and what it means to do the right thing by the business and its people through authentic, consistent values. And ultimately, an authentic leader is about her people; she recognizes and indeed revels in celebrating the successes of her people — knowing that her people are the ones who make the business achieve its goals.

TERRI STENTZ. Cardinal Health.

The traits of great leaders are centered around being open to new ideas, outlining clear expectations, and maintaining integrity in any situation. The leadership qualities I admire the most are being present, expressing a sense of urgency, and having passion for the work being done by the team and sharing successes.

JENNY COLOMBO.

Takeda Pharmaceuticals International.

A great leader is generous with her wisdom and knowledge and never loses her own hunger to acquire more wisdom and more knowledge. For me, this translates into the art of mentorship; it is a fine balance between selflessness and continued self development. This type of leader is authentic in everything she does and is someone others admire and want to emulate. I believe the most important leadership qualities are courage, charisma, and passion. Leaders who have these qualities are innovative, great teachers, and always authentic.

RACHEL BUNTING. Johnson & Johnson.

Leadership is an ever-changing aspect of business, depending on the team, goals at hand, and the overall situation. I feel that some of the most defining traits of a great leader are: being able to make impactful decisions while seeking feedback and listening well; communicating openly and frequently; and effectively recognizing team members.

ROLE MODELS

MJ ROACH. Vertex Pharmaceuticals.

So many people along the way in my career, including several bosses and close colleagues, have helped me evolve my leadership skills and style. Each helped sharpen different aspects: persuasiveness, conflict resolution, strategic agility, integrity, and vision. I am indebted in particular to Julia Amadio, Hans Peter Hasler, Klaus Schollmeier, Kimi Iguchi, and Mike Walsh.

KATHY MEYER. Sandoz.

Early in my career, I was fortunate to meet an individual who helped me recognize that my



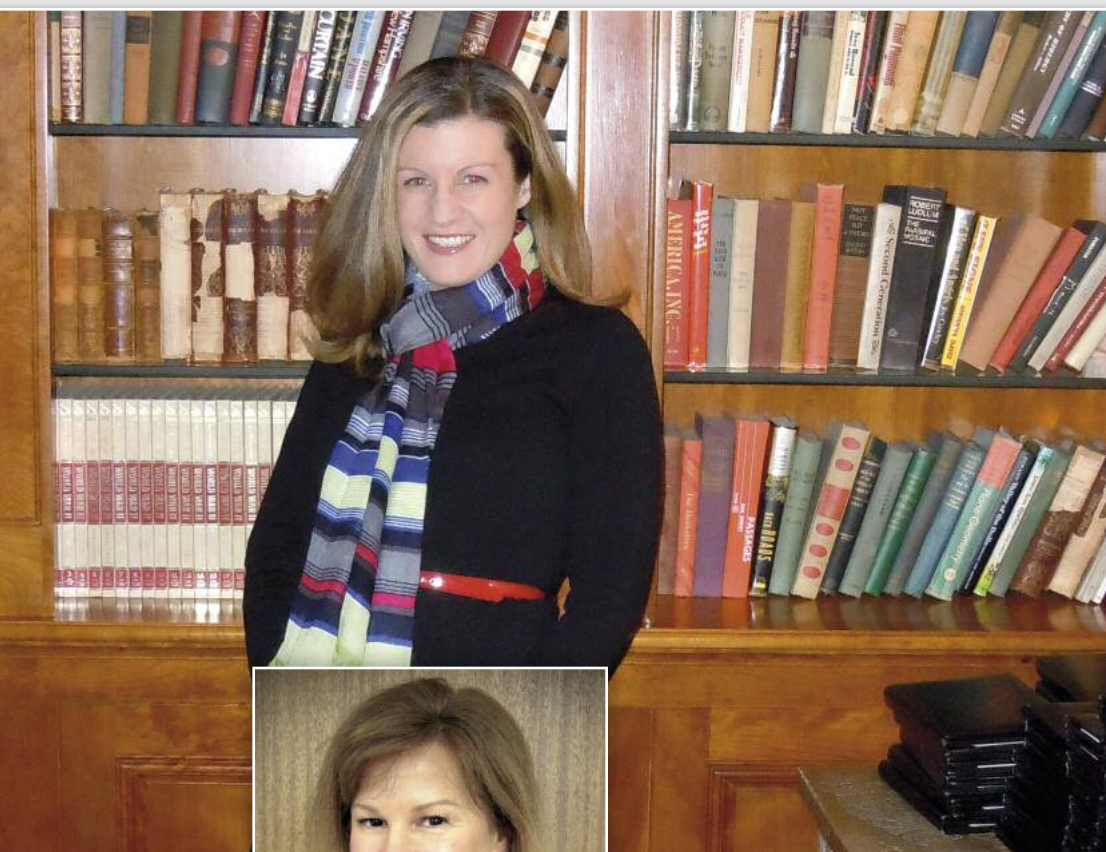
Early in my career, I was fortunate to meet an individual who helped me recognize that my leadership potential was far beyond what was on my résumé.

★ **KATHY MEYER,**
SANDOZ

leadership potential was far beyond what was on my résumé. He gave me the opportunity to take on a job that I thought was beyond my skill set, and he also turned out to be a wonderful mentor. He continually challenged me to think beyond my skills and capabilities, including a stretch assignment that allowed me to demonstrate a strong set of values and behaviors, qualities that I bring to every aspect of my career today.

KRYSTINA SMITH. Palio+Ignite.

I have been fortunate to have met and worked with many people who I consider great leaders, all of whom have been influential in my development. In my current role at Palio+Ignite, I've been lucky to work with many great leaders across our organization including not only my current boss, Carl Turner, senior VP, integrated strategy, but also people such as Leah



There is a group of individuals, life experiences, and reading that has led to my current style of leadership.

★ **LISA ARBOGAST,**
YOURENCORE

Warner, VP, account services, and John Guarino, senior VP, managed markets and payer strategy they all have very different styles of leadership that have inspired me to find a style that feels right for my own personality.

STEPHANIE KASSAB. BulletinHealthcare. BulletinHealthcare's Director of Marketing Jim McDonough has had a huge influence on my learning and growth. His enthusiasm and passion motivate and encourage me to approach problems and situations from more than one angle. He challenges me every day to think

I have been fortunate to work with many great leaders throughout my career.

★ **KIM STONE,**
PSKW

in new and innovative ways and he has taught me to take pride in my work.

KATHLEEN MUNSTER. Bristol-Myers Squibb. There are a number of people who have played a role in my development. I have learned from every manager I have worked for, sometimes only realizing what I learned after I was no longer in that department. In addition, I have learned from my family; most notably, my husband — a successful scientist and fellow quality assurance professional who is affectionately known as The People's Director — and my mother, who raised my brother and I as a single parent and taught us the value of hard work and education. From a work perspective, both my current manager and our global quality lead have been very influential; they are teaching me the right balance of decisiveness, diligence, poise, and being personable at work.

AMBER GILBERT. Ogilvy CommonHealth. The more I experience life — the older I get — the more I appreciate the confidence and values that were instilled in me at an early age by both



Jim McDonough challenges me every day to think in new and innovative ways and he has taught me to take pride in my work.

★ **STEPHANIE KASSAB,**
BULLETINHEALTHCARE

of my parents. Kindness, caring, honesty, self-discipline, and sharing are some of the most important skills for being a leader — professionally and personally. Thank you, mom and dad, for giving me the right foundation to succeed in life.

KIM STONE. PSKW.

The person who has played the biggest role in my leadership development has been my husband, Rob Stone. We met while working together at Pfizer and continued to work together for eight years of my career. His integrity, courage, and passion for everything he does in life have made me become a better person and a better leader.

LISA ARBOGAST. YourEncore Inc.

There are several individuals who have played a part in my leadership development both professionally and personally. These individuals are both internal individuals as well as executive leadership coaches. Much like my leadership traits, there is a group or hodgepodge of individuals, life experience and reading that has led to my current style of leadership. Brad Lawson, CEO and president of YourEncore, has greatly influenced the style that I wish to emulate, which fosters a culture of collaboration, respect, and trust.

SANDY DICESARE. Millennium Pharmaceuticals: A Takeda Oncology Company. Mentors and advocates have made a huge difference in my life. Throughout the years, family, friends, and colleagues have all provided invaluable advice and guidance. I am fortunate to have had many different mentors throughout



Along my career, many people have helped sharpen my leadership skills: persuasiveness, conflict resolution, strategic agility, integrity, and vision.

★ **MJ ROACH,**

VERTEX PHARMACEUTICALS

my career — some I deliberately sought out while others chose the role. What they all had in common, however, was a willingness to help me develop. Rather than focusing on specific skill development, they instead took the time to offer insights on how I might best approach my life and my career. My mentors taught me to listen and accept advice from everyone, to take chances, to always consider different options but to not over-think things, to make the best of any situation, to grab opportunities when offered, and to take action.

JANET SPEAR. Celgene Corp.

Always make your boss look good and stress to the team to make one another look good. Don't exhibit behavior that doesn't build trust and strive to not say anything you wouldn't be able to tell someone to his or her face. Emphasize the importance of working as a team — multiple heads are better than one and if one fails, the entire team fails. Celebrate with the team in their accomplishments.

DR. BRANKA STANCEVIC.

Flashpoint Medica.

Charlene Prounis and Helen Appelbaum of Flashpoint Medica have taught me the characteristics of being a leader. They've set examples for all of the young woman in our agency, instilling in us the confidence to always aspire to reach our goals. Knowing how to delegate is key, but these two strong women lead by example, rolling up their sleeves and doing the work right alongside us.

KIMBERLY WIX. Daiichi Sankyo.

Fortunately, I have worked for organizations that have consistently offered leadership development training, and provided me the opportunity to put those skills to work by leading cross-functional programs. I also credit the many colleagues, friends, and family members who have taught me that leadership can come from any level in an organization, in any area of life, and at any age. One supervisor in particu-

lar stands out for me. I had the benefit of working for this person in two different companies. His support has been most valuable when my confidence was lacking or during challenging times. He has always been there to remind me I was doing the right thing.

RUTHANN FLEMING.

Roche Diagnostics Corp.

Many people have played a role in my leadership development, but the one that is probably most central is my dad, Joe Blough. My dad was never the boss of anyone — he was a pharmaceutical sales representative working for Ayerst for more than 40 years — but he has always demonstrated great leadership. I've seen several people demonstrate authenticity, empathy, determination, and accountability for periods of time, but what I admire about my dad is that he has had the stamina to employ them consistently for as long as I can remember. He is 89 now and is still actively volunteering at the blood bank, the food bank, and within his parish each week. His focus is really all about others. He is always part of the solution and has the unique ability to quietly make his point graciously. He is inspirational to me and respected by all who know him.

TERESE KUNG. CDM New York. Two people have deeply shaped my leadership development: my maternal grandmother and my paternal granduncle. They were both similar in their humility, deep understanding of their trades/craft, and strong sense of humanity and ethics. With my grandmother I observed how she was relentlessly decisive when necessary as a chairwoman of her company but also always ensured she treated everyone with grace and courtesy. With my granduncle who was imprisoned for 30 years for his religious beliefs, I learned the importance of conviction and having the courage to stand up for your principles. I miss them both dearly.

SARAH MARCHETTI. Health Market Science.

My husband, my parents, and the management team at Health Market Science have all played a role in my leadership development. I have had the privilege of working with a dynamic, knowledgeable, and passionate management team at Health Market Science. Our value as an



Two people have deeply shaped my leadership development: my maternal grandmother and my paternal granduncle.

★ **TERESE KUNG,**

CDM NEW YORK

organization is represented through our talent and our management team who strives to create a culture that is innovative, collaborative, and fair. I have learned so much from both the female and male leaders at Health Market Science and continue to appreciate the exposure to great leadership qualities that I get by working with them. My parents instilled a strong work ethic and have placed value on feeling pride in our accomplishments, both professional and personal in nature. I am grateful to them for the support and guidance they have provided me and for the examples they have been. I know that I would not be where I am in my career if it were not for my husband. His encouragement and support have given me the confidence necessary to grow and develop professionally.

MARIA WOODS.

Publicis Touchpoint Solutions.

My father, a WWII Marine, definitely had a thing or two to do with developing my leadership skills, and he taught me many lessons. One is to respect the chain of command. You may not always like your boss, but you must always respect your boss. Two, *semper fi* — the Marine motto means always faithful. Be faithful to your family, friends, colleagues, your community, and yourself. Third, never retreat. Marines never retreat, although they occasionally advance to the rear. In short: never give up; hold your ground, and if you get a little beat up advance to the rear, regroup and retry. Chances are you'll have learned something from taking a few hits and you will be the stronger for it. And finally, leave no one behind. It is your duty to work with and on behalf of your team. If someone is struggling, help them.

LISA DESCHAMPS-BAUM. Novartis.

My father has had the greatest influence on my career and my leadership style. At a very young age, I would travel with him on business trips and observe his style. He is genuine, aggressive, and always passionate. He has a great mix of inspiring people to achieve big things while



driving them hard to find innovative ways to get there. He has always encouraged me to challenge myself and others and to believe “you as a plural” can make the difference. He remains my greatest mentor today.

LEADERSHIP TECHNIQUES

SARA ZACCHEO. McCann Torre Lazur.

Learning the art of knowing when to relinquish control and stepping aside are important leadership techniques. Trust that when you empower others you are developing confidence and fostering growth is another technique. Leaders need to create a culture that says it's okay to take risks, make mistakes, be wrong, even fail — because as long as we are learning we are growing.

XINYAN HUANG. Lundbeck.

I recommend reading leadership books, attending seminars, observing famous leaders, even looking at our bosses. But to be a better leader one has to practice leadership behaviors consciously every day.

KELLY KAERICHER. AstraZeneca.

I believe any leadership techniques that help develop and support the team are the most important. Two examples are providing clear direction, which can help simplify an approach or task, and giving employees the tools they need to succeed. Further, catching people doing good things and telling them about it needs to be part of any leader's repertoire. Finally, I believe that showing interest in employees — getting to know them as people — is also a good leadership technique. Knowing what motivates and interests employees helps to better support them in their goals. And when people feel supported, they are motivated and they want to succeed.

IDA GOLDSTEIN.

Actelion Pharmaceuticals.

One observation that a leadership coach shared with me, which has been particularly meaning-

Leaders need to create a culture that says it's okay to take risks, make mistakes, be wrong, even fail.

★ **SARA ZACCHEO,**
MCCANN TORRE LAZUR



I recommend the principles of servant leadership and situational leadership; I volunteer in Haiti twice a year.

★ **INES DAHNE,**
QUEST DIAGNOSTICS

ful, is that one defining key to success once you reach the executive level is not hesitating to ask others for help.

JOANN CHALMERS.

Cegedim Relationship Marketing.

The most sage advice I've received is to pull all of the emotion out of a situation, and look at it again. It helps keep things in perspective, and grounds you so you can take unbiased actions. If you view each situation with an objective eye, make a decision, and take action based on what you truly believe is the right thing to do, you will always be on the right path.

INES DAHNE. Quest Diagnostics.

I recommend the principles of servant leadership and situational leadership. In today's environment of rapid changes it is essential to flex one's style based on situations and goals and to adapt to new circumstances with ease. I also believe that true leadership must focus on the successful development of others through servant leadership. We are here to add what we can to, not get what we can from life — William Osler.



Understanding why people believe what they do provides great perspective and also helps demonstrate you are listening.

★ **SOMA GUPTA,**
PFIZER



To be a better leader, one has to practice leadership behaviors consciously every day.

★ **XINYAN HUANG,**
LUNDBECK



I believe any leadership techniques that help develop and support the team are the most important.

★ **KELLY KAERICHER,**
ASTRAZENECA

GELINE MIDOUIN.

Publicis Healthcare Communications Group. I recommend that leaders understand and cultivate their personal brand. It means seeking out reliable feedback on how you are perceived and valued from peers, managers, and team members. This will help you understand your brand identity and determine what you may want to change about this identity.

SOMA GUPTA. Pfizer.

Leaders need to be decisive and practical about what they really need. It's important to always ask: why? Understanding why people believe what they do provides great perspective and also helps demonstrate you are listening. Don't be afraid of humor; I have found that humor might actually be the greatest tool for disarming difficult discussions. Get to know your peer set. Your peers are not your competition; they are your support system. You are all going through the same things and have the same questions, a strong sounding board you can trust is priceless.

ROCHELLE MELTON. Havas Life New York.

A colleague once said that it's important to encourage a climate of generosity, collaboration, and fun. If you're not being generous, you're not collaborating. If you're not collaborating, you're not having fun. Fun puts us in the flow. Fun gets the ideas going. Fun builds strong team bonds. When you have a strong team, you can do anything.

COURTNEY GRANVILLE. Battelle.

As the resources chair for the HBA Ohio chapter's inaugural mentoring program, I have just finished compiling a resource guide on developing leadership confidence. It is based on themes in the book *Leadership Presence* by Kathy Lubar and Belle Linda Halpern. I highly recommend this book as a starting place for developing tools and techniques to be confident as a leader.

JANE PETTY. Purdue Pharma.

The best leadership tool is an ability to actively listen. Leaders seek to understand by carefully listening and ask questions to uncover potential solutions or answers. It's important to be open to others ideas and propose solutions. A leader sees the big picture and is able to explain why, how, and what role everyone plays in that big picture.

WINNING ATTITUDE

EDITH EBY. Pfizer.

The Rising Star Award is an incredible honor to me of which I am extremely proud. I am hum-

bled to receive this award and be in such distinguished company at the HBA and within Pfizer with previous HBA Rising Stars. This award gives me tremendous visibility and opportunity through the networking and other doors that may be opened as a result of this recognition.

SARA ZACCHEO. McCann Torre Lazur.

The Rising Star award is such an honor. I am truly flattered that senior leadership at McCann Echo Torre Lazur recognize my leadership skills and envision the potential for my future. I am thrilled to be representing our network as a Rising Star recipient, and I hope to be setting an example for future leaders at McCann Echo Torre Lazur and our sister agency, McCann Torre Lazur.

SARA ELINSON. Deloitte.

Winning the Rising Star award is a great honor. To be selected by Deloitte — among the leading life-sciences and healthcare professional services firms globally — to represent our member firms demonstrates tremendous recognition and support. When this is added to being placed alongside the other talented recipients nominated by their own world-class organizations, the honor is amplified even further.

DEBORAH PAN DORNER.

Dowden Health.

The Rising Star award is a wonderful acknowledgment of the energy and effort that my parents, teachers, professors, mentors, and colleagues have expended on my education and career development. It is a reminder that although I have achieved success, I still have more to learn and much further to rise. I'm grateful every day to be able to have a career that challenges me to be simultaneously mindful of both the smallest details and expansive, big-picture, strategic initiatives. The ability to master this — in work as in everyday life — is invaluable.

SELINA COLEMAN. Fulbright & Jaworski.

By participating in the network of strong leaders receiving the Rising Star award, I look forward to sharing leadership insights and better understanding how I can help healthcare businesswomen navigate the challenges of the ever-changing legal landscape.

TERESA MILLER. Astellas.

Being named as a Rising Star is a tremendous honor, but I'm also very humbled to be recognized among so many talented and inspiring women at Astellas. It makes me determined to live up to the high standards of the award, and even more motivated to be a better leader.

ELIZABETH GINGRICH. Sudler New York.

I'm grateful every day to be able to have a career that challenges me to be simultaneously mindful of both the smallest details and expansive, big-picture, strategic initiatives.

★ **DEBORAH PAN DORNER,**
DOWDEN HEALTH



This Rising Star award gives me tremendous visibility and opportunity through the networking and other doors that may be opened as a result of this recognition.

★ **EDITH EBY,**
PFIZER

It means an immense amount to me. I take pride in my work and it is a validation that I am recognized in a large company. As a young professional it provides a big incentive to continue working hard and learning more to build myself into the person I want to be. This is a challenging and competitive industry and winning this award among so many qualified peers is a true honor.

COURTNEY MANZE. QPharma.

It is an honor to be recognized by the Healthcare Businesswomen's Association and my employer, QPharma, and to have the opportunity to collaborate and network with such prominent women in this industry. The Rising Star



award stimulates personal motivation and passion for leadership and advancement while encouraging collaboration as a means toward meeting goals. This award helps facilitate my personal and professional goal to become a leader and join other dedicated individuals to positively impact the healthcare industry.

RUTHANN FLEMING.

Roche Diagnostics Corp.

The Rising Star Award is a huge honor for me. The women I have interacted with from the HBA are extremely professional and accomplished, and to receive this recognition from them is thrilling. Even more so, the honor and recognition from those who I work with at Roche Diagnostics, the individuals who nominated me, is most motivating. I see their accomplishments and dedication, and for them to recognize me in this way is very humbling. I greatly appreciate this award and the opportunity to share it with the others who have also been recognized in 2013.

ERIN CAPRA. Shionogi.

I am so appreciative for being nominated as Shionogi's first Rising Star. Operating by values I believe in such as respecting my colleagues, aligning cross functionally, and challenging myself to exceed expectations have led to driving results both for my company as well

as myself professionally. Being recognized with this award proves that hard work does pay off.

DR. BRANKA STANCEVIC.

Flashpoint Medica.

It is an honor to be recognized by the senior leadership of Flashpoint Medica — colleagues whom I admire and learn from every day. Besides the recognition, I feel fortunate to share this honor with other motivated women who are certain to be industry leaders in the future.

LISA TURZIO. Rosetta.

The Rising Star Award is a validation of all the hard work and time that I have committed to building my career. Most of all, it is an honor to be recognized for the impact that I am having within my organization, on my business, and with my team.

TERESE KUNG. CDM New York.

I am deeply honored to be named a Rising Star by my firm CDM New York, especially when looking at the amazing leaders who held the award before me, all of whom I deeply respect.

ALISHA WOOLFORD. Merck Consumer Care.

The Rising Star Award, to me, is a reward for my previous business contributions and an acknowledgement of my potential for future



To represent our member firms demonstrates tremendous recognition and support.

★ **SARA ELINSON,**
DELOITTE

success. It is a show of commitment from my company to the professional development of women. It is also a confirmation, for me, that my hard work and continuous improvement not only benefit the organization I work for, but help serve as a model for other women in my industry who are also striving to achieve success in their careers.

MARIA FINLAY. Janssen Biotech.

I am deeply touched by the appreciation and recognition of my work toward the J&J Women's Leadership Initiative (WLI). Fulfilling the WLI vision to "grow women to grow our business and our world" has been tremendously fulfilling in allowing me to connect with so many talented people across our organization. I am truly humbled by and grateful for this special honor. I look forward to building upon my support of HBA as a partner in advancing women leadership.

JACQUIE BEAGAN. EMD Serono.

To be publicly honored by my company EMD Serono and the HBA, which recognizes

women in the healthcare industry, is a humbling experience. It is fantastic to receive an award for work that I am so passionate about and that gives me such great satisfaction on a daily basis. I am grateful for this important award and remain inspired by the leaders in my organization who support the growth and development of women in healthcare.

JULIE KIM. Baxter Healthcare Corp.

I am very honored to be receiving the Rising Star award. This is the first year Baxter has participated in this award and it reflects the positive changes occurring within the company. For me, this is recognition that in addition to delivering results in my role, efforts I have made outside of my role are valued and have made a positive impact on the company.

ANNIE FOSTER. JUICE Pharma Worldwide.

The Rising Star award means that my work has been acknowledged and that's gratifying. It makes me proud, but also spurs me to continue to raise my own standards; I never want to stop learning how to be a better leader and more inspiring mentor.

CARLA OLIVEIRA. Bayer HealthCare.

The Rising Star award is definitely the highlight of my career. Being recognized by the entire Bayer HealthCare organization is a tremendous honor. Even better, when I have the opportunity to share this award with great



Being named a Rising Star makes me determined to live up to the high standards of the award, and even more motivated to be a better leader.

★ **TERESA MILLER,**
ASTELLAS

women in the entire healthcare industry. I am extremely grateful for this recognition.

VALERIE FRANCIS. Sanofi.

I am honored to receive this award and am truly moved by this recognition of my efforts. I am deeply grateful for the people who have



I will feel truly successful when I am looking at a Rising Star on the HBA roster whom I have nominated or had a role in mentoring.

★ **KATHLEEN MUNSTER,**
BRISTOL-MYERS SQUIBB

coached, supported, taught, and offered the opportunities for me to shine at Sanofi Pasteur. Receiving this award I proudly represent Sanofi and other women in the organization who contribute daily to the success of improving healthcare for patients. This award empowers me to continue to influence and encourage others to strive for achieving their best.

JOANN CHALMERS.

Cegedim Relationship Marketing.
Being recognized as an HBA Rising Star confirms that I am on the right path. I am honored to be selected for my commitment to our customers, mentoring of the next generation of leaders, and contribution to Cegedim's success.

SARAH MARCHETTI. Health Market Science.
I am early in my career and still have so much to learn and absorb. I am grateful for the opportunity and the doors that will open and the connections that I will make thanks to this award.

SOMA GUPTA. Pfizer.

To have been chosen out of so many amazing people at Pfizer who I work with every day is a humbling privilege. Pfizer has always been incredibly supportive of me over the years and I feel really fortunate to be part of all the excitement that I know lies ahead.

COURTNEY SULLIVAN.

Roche Diagnostics.
The Rising Star award is highly appreciated as a recognition of the leadership contributions I've made to Roche in both in my business role as well as in support of the Women's Leadership Initiative. However, I also see it as an encouragement and an expectation to continue to grow and improve my leadership capabilities to reach my personal and professional goals.

KRYSTINA SMITH. Palio+Ignite.

The Rising Star Award is a great honor, and I'm very humbled to be included in this powerful group of women. It's incredible to see others who have been nominated both this year and in years past and to know all that others have accomplished. It's a great opportunity to learn from other successful women in the healthcare industry and to be supportive of others' achievements.

AMILA BEWTRA.

Symphony Health Solutions.
The HBA is an inspiring organization that has meant a lot to me both personally and professionally. With every interaction, I have had the opportunity to hear and learn from amazing women and their stories, which provide new ways to think and approach life, work, and family. Therefore, it was an honor to be se-



For me, this is recognition that in addition to delivering results in my role, efforts I have made outside of my role are valued and have made a positive impact on the company.

★ **JULIE KIM,**
BAXTER HEALTHCARE

lected by my organization for the Rising Star award and be included as part of this group of amazing women. My thanks to the senior management team at Symphony Health Solutions for the nomination and to the HBA for being what it is.

RHONA O'LEARY. Genentech.

The Rising Star award inspires me to continue my development as a leader and mentor at Genentech. I find it motivating to learn that I am still viewed as "rising" in my career and have room for future growth. This honor also highlights the strong network of colleagues who have supported me throughout my career.

EILEEN GREEN. Covidien.

The Rising Star Award means that I work for an organization — Covidien — that is committed to a culture of diversity and inclusion. Covidien has given me the opportunity to meet with employees from around the world and learn about creating an inclusive and engaged work force. I am proud of the two women's networks that I helped establish and the programs that are offered to our members. I am motivated by my two daughters, who inspire me as they grow and mature, they are my rising stars.

KRISTIN CROUCHER. Quintiles.

I have been so touched by this recognition. I



This award helps facilitate my personal and professional goal to become a leader and join other dedicated individuals to positively impact the healthcare industry.

★ **COURTNEY MANZE,**
QPHARMA

never imagined I would be recognized in this way. As South Africans we tend to underplay what we are doing and we assume work others do is more important or more worthy of recognition. This has been important not only for me but based on the feedback I have had from other South Africans in our organization as well as staff in other developing regions, this recognition has been a great encouragement and inspiration to others as well.

TIA BRYANT. DraftFCB.

The opportunity to represent my organization as a 2013 HBA Rising Star has taken on a unique and special meaning for me. I want to use this platform to show other women that they can be team players, support and encourage one another, shape the careers of others, and still be recognized and celebrated for their own efforts and achievements. I am truly enjoying the moment, but I acknowledge and fully embrace the responsibility that comes along with this wonderful honor.

KATHLEEN MUNSTER. Bristol-Myers Squibb. Receiving the Rising Star award means that I am on the right track to becoming an influential leader in the organization and industry. It makes me feel that my previous efforts have been recognized and makes me tremendously proud of those results. I am humbled by the fact that I interact with a number of equally

As a young professional, the Rising Star award provides a big incentive to continue working hard and learning more to build myself into the person I want to be.

★ **ELIZABETH GINGRICH,**
SUDLER NEW YORK

I look forward to better understanding how I can help healthcare businesswomen navigate the challenges of the ever-changing legal landscape.

★ **SELINA COLEMAN,**
FULBRIGHT & JAWORSKI

deserving women and men on a daily basis; receiving this award means that I need to continue working hard to earn it and live up to it every day. I need to continue doing what my stakeholders, peers, and managers let me know is going well and I need to keep looking for ways to improve and bring my performance and leadership to the next level. I will feel truly successful when I am looking at a Rising Star on the HBA roster whom I have nominated or had a role in mentoring.

KATHY MEYER. Sandoz.

The Rising Star award is a recognition of my team's many accomplishments over the last few years. I am accepting this award on their behalf, and on behalf of the dozens of people who helped me get to where I am today. Receiving this award is also a confirmation of some of the decisions I have made throughout my career as well as the inclusive environment at Sandoz. I have always been one to stay strong and focused when faced with challenges, and I have been rewarded for this in the number of opportunities I have had within Sandoz.

LISA COSTA. CMI/Compas.

I am so honored to be selected as the CMI/Compas 2013 Rising Star. This is truly an honor to be recognized for my hard work and the dedication I have to Compas. I have learned and grown vastly during my career here. This is an amazing accomplishment and I am very humbled to have been chosen for this award.

LAURET MALETSKY. GHG.

Receiving the Rising Star award is a tremendous honor. This designation signifies that the hard work and contributions I have made thus



far in my profession have been appreciated, but also that there are high expectations of me in the future. Moving forward, I look forward to meeting this challenge, both in my own career and by paying it forward to help others like me achieve their career goals.

JENNIFER OLESKI. GSW.

I am so honored to receive this award and feel that I am simply the face to a network of family, friends, and colleagues who have supported me throughout my career. I have had the distinct privilege to work for and alongside some of the most influential leaders in our industry — people who have challenged, molded, and inspired me every day. This award reinforces my desire to provide guidance and support to the next generation of strong businesswomen at GSW.

INES DAHNE. Quest Diagnostics.

It is an honor to be recognized by my company, and to join the ranks of Rising Stars of Quest Diagnostics who I consider role models. This recognition is also a challenge to continue fostering the development of women leaders within our company and industry.

TERRI STENTZ. Cardinal Health.

The Rising Star award is the most significant award I have ever received. The award is so important to me because it is recognition among peers in an industry that is so critically important to people. I am truly flattered that Cardinal would choose me as a representative of our company as there are so many other talented women in our organization. **PV**