


THE **MENTORS**

Mentoring takes patience, foresight, and unselfish devotion to furthering the success of others. Creating a corporate culture of inclusiveness, is a skill that is often unheralded — until now. We salute those who take the time from their own busy careers to help others in develop their paths to success.



Glen Drummond, Director, Commercial Learning and Development, at Gilead is always looking to provide proven, as well as innovative solutions to his organization and the commercial groups he serves.

Passionate • Driven

NAME: Glen Drummond
CURRENT POSITION: Director, Commercial Learning and Development, Gilead Sciences
EDUCATION: B.A., Bradley University
DATE AND PLACE OF BIRTH: August 1957, GlenRidge, N.J.
FIRST JOB: Stock boy, grocery store
FIRST INDUSTRY-RELATED JOB: Pharma sales rep, Ciba-Geigy
CONNECTED VIA: LinkedIn
WORDS TO LIVE BY: Be true to yourself; you have to see this person every day in the mirror

DID YOU KNOW?

Glen Drummond rides a Harley.

PEOPLE POWER

PEOPLE DEVELOPMENT IS A REAL PASSION FOR GLEN DRUMMOND. HIS GOAL AT GILEAD SCIENCES, AS DIRECTOR, COMMERCIAL LEARNING AND DEVELOPMENT, WHERE HE LEADS SALES, MARKETING, AND NATIONAL ACCOUNTS LEARNING AND DEVELOPMENT, IS TO DEVELOP CAREER PATHWAYS AND ADVANCED TRAINING WITHIN THE COMPANY THAT WILL MAKE A DIFFERENCE FOR OTHERS TO GROW AND DEVELOP IN THEIR CURRENT AND FUTURE ROLES.

He considers getting feedback from managers that the training he is providing is making a difference and is appreciated is a huge reward, and makes him love what he does.

Mr. Drummond has a unique blend of more than 25 years of experience of sales, sales management, and learning and development excellence under his belt. He has led sales teams, sales management development, and sales training organizations in organizations ranging from large pharmaceutical companies to small-mid pharma/device companies.

While at Novartis, he rebuilt the management and leadership training function at the company. The models and processes he and his team developed have stood the test of time demonstrating the clear value they provide.

Mr. Drummond joined Gilead last year after leaving from Medicis Pharmaceutical, a specialty pharma company focused on the treatment of dermatological and aesthetic conditions. Before Medicis, he had spent most of his career at Novartis. The transition from large pharma to a small biopharma environment was a big change, requiring great flexibility and a roll-up-your-sleeves mentality, but making the leap has put him on a strong trajectory at Gilead.

When working with partners, Mr. Drummond happily shares his expertise and at the same time is open to the ideas and suggestions of others. He is always looking to provide proven, as well as innovative solutions to his organization and the commercial groups they serve. He actively gains buy-in from senior management on initiatives while showing them the value of learning to their organizations.

Passionate and driven, Mr. Drummond is very goal-oriented and focused on everything he does, both professionally and personally. He says while talent is what is needed to do a job well, passion is the force that makes the outcomes great.

Along the way, Mr. Drummond has had many strong mentors, from fellow employees, to vendor partners, to close friends. He says it is possible to learn something from everyone if you're open and seeking to grow.

Concerned about the lack of access to healthcare providers, Mr. Drummond says the industry needs to work to recreate the value of the sales rep. After all, physicians will find the time to speak with others, such as their attorneys or financial planners; pharma companies must find a way back into the value chain to be successful.

With all the changes and growth the industry has undergone in the course of his career, Mr. Drummond says it will be exciting to see how the industry evolves over the next 25 years. One thing is certain, he says, as long as companies bring value to customers, pharma selling will have a seat at the customer table.

Outside the office, Mr. Drummond contributes to the Society of Pharmaceutical and Biotech Trainers as a thought leader on management development program needs and regularly presents at their annual conference. ♦

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Peter Marchesini is a part-time professor at Rutgers University's Pharmaceutical MBA program.

CLEAR LEARNING

A WELL-RESPECTED THOUGHT LEADER WITHIN THE LEADERSHIP DEVELOPMENT ARENA, PETER MARCHESINI OVERSEES A TEAM THAT HAS RESPONSIBILITY FOR THE LEARNING AND DEVELOPMENT OF MORE THAN 7,000 EMPLOYEES WITHIN INVENTIV.

By working cohesively with teams in the organization, Mr. Marchesini develops goals and objectives to meet both the personal and professional needs of employees and clients.

The success of an organization is determined by the individual efforts of employees, and Mr. Marchesini ensures that inVentiv stands ready to embrace opportunities by providing clear direction and finding operational efficiencies through innovation.

Curious, Mr. Marchesini never assumes that the way a job is being done is the best way, and he challenges himself and his team to look at situations from different angles and find better approaches.

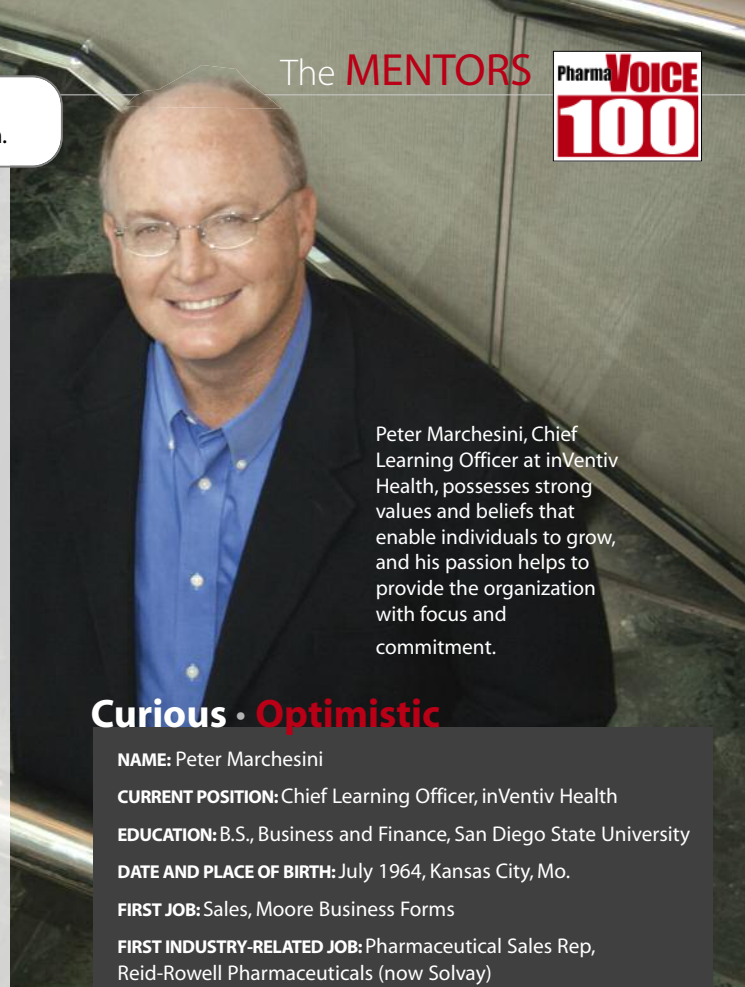
He actively participates in most major chief learning officer summits and training conferences, taking best practices and applying them throughout the inVentiv companies.

His approach to learning has been to build a solid training base for all leaders.

Highly approachable, Mr. Marchesini is open-minded and provides a safe environment that encourages new ideas and feedback from his colleagues and clients. He is optimistic, seeing the good in everything and taking a big picture view to life and work. He recognizes that it is easy to get caught up in the weeds of a situation and an issue, but finds that by taking a step back and taking a look at the entire situation, it is easier to find the solutions.

Under Mr. Marchesini's leadership, inVentiv Health has been ranked in the top 40 for three straight years in Training Magazine's Top 125 Training organizations, an accolade of which he is extremely proud. ♦

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Peter Marchesini, Chief Learning Officer at inVentiv Health, possesses strong values and beliefs that enable individuals to grow, and his passion helps to provide the organization with focus and commitment.

Curious • Optimistic

NAME: Peter Marchesini

CURRENT POSITION: Chief Learning Officer, inVentiv Health

EDUCATION: B.S., Business and Finance, San Diego State University

DATE AND PLACE OF BIRTH: July 1964, Kansas City, Mo.

FIRST JOB: Sales, Moore Business Forms

FIRST INDUSTRY-RELATED JOB: Pharmaceutical Sales Rep, Reid-Rowell Pharmaceuticals (now Solvay)

DREAM JOB: Professor

PROFESSIONAL MENTORS: Father, Terry Herring, Stephen Payne

CONNECTED VIA: LinkedIn

WORDS TO LIVE BY: Don't be afraid to lead, and more importantly don't be afraid to follow



DANIEL SCHNEIDER

Currently an industry consultant, Dan Schneider's integrity, loyalty, support, and leadership make him an inspiration and driving force to many in the life-sciences industry.

Passionate • Innovative

NAME: Daniel James Schneider

CURRENT POSITION: Life Science Commercialization Consultant

EDUCATION: MBA, Strategic Marketing and Finance, Washington University St. Louis; B.S./B.A., Finance and Marketing, St. Louis University

DATE AND PLACE OF BIRTH: March 14, 1963, St. Louis

FIRST JOB: Chicken Fry Cook, Six Flags

FIRST INDUSTRY-RELATED JOB: Cardinal Health

DREAM JOB: Explorer

CONNECTED VIA: LinkedIn

WORDS TO LIVE BY: Become "a man for others," which basically means that your purpose in life will be determined by what you do for others not by what you do for yourself

COMBINING GREAT LEADERSHIP WITH ENORMOUS INTEGRITY, DAN SCHNEIDER LEAVES A LASTING AND INSPIRATIONAL IMPRESSION ON THOSE HE LEADS.

MAKING A PERSONAL CONNECTION

His energy is intoxicating to those around him, spurring them to accomplish what otherwise might consider to be daunting goals.

While at Sepracor he demonstrated a profound example of leadership when the company was going through a time of great change. During a meeting just weeks after the organization downsized, morale was at an all time low, and Mr. Schneider came into the meeting room and spoke to colleagues about his own feelings and experiences. Colleagues say it was the most beneficial 20 minutes they had experienced during a meeting.

Mr. Schneider worked his way up through Sepracor starting as an account director, to an area business manager to the executive director of sales training operations and meeting planning where he created and led five departments plus Puerto Rican operations, to eventually becoming an area VP, overseeing a 500-person salesforce.

His vision for the future enabled him to successfully build Sepracor's sales training and operations department to position the organization for rapid growth, including the successful launch of Lunesta. His strategic thinking and operational prowess enabled him to develop a best-in-class expansion/hiring model.

And as a national sales director, Mr. Schneider created a highly motivated sales organization through his commitment, support of his leadership team, and passion for success.

His drive next took him to Somaxon, an early-stage pharma company, where he leveraged his talents and entrepreneurial spirit to help build, train, and deploy a startup salesforce.

He is currently helping start-up companies on a consulting basis to develop and design comprehensive sales and marketing strategies and to streamline commercial execution.

His next goal is to help lead another start up, either as a senior commercial executive or perhaps even chief operating officer or CEO. ♦

DID YOU KNOW?

Dan Schneider volunteers for the Special Olympics.

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DR. LAWRENCE WRIGHT EXPERIENCED**Fair-Balanced • Mindful**

NAME: Lawrence G. Wright, Ph.D.

CURRENT POSITION: Senior VP, Account Services and Business Development, MedErgy HealthGroup

EDUCATION: Ph.D., Cellular and Molecular Biology, University of Pennsylvania; B.S., Cellular and Molecular Biology, Rutgers University

DATE AND PLACE OF BIRTH: July 1965, Brooklyn, N.Y.

FIRST JOB: Farm hand at a local farm

FIRST INDUSTRY-RELATED JOB: Account Executive, Torre Lazur

CONNECTED VIA: LinkedIn

WORDS TO LIVE BY: Always make a great first impression

Dr. Larry Wright's strong medical background combined with his many years of healthcare agency experience in business development, account service, and medical direction is an impressive combination of skill sets for the Senior VP, Account Services and Business Development, at MedErgy.

MAKING THE DIFFICULT TASK SEEM EASY TAKES SKILL, BUT IT IS A FEAT THAT LARRY WRIGHT, PH.D., SENIOR VP, ACCOUNT SERVICES AND BUSINESS DEVELOPMENT, AT MEDERGY, HAS MASTERED.

Dr. Wright can break down difficult concepts and explain them to others with ease and he has a knack for coming up with straightforward solutions to seemingly complex issues.

The epitome of a team player and leader, Dr. Wright cares not only for the growth of the company but also for the growth of the individuals who make up the agency.

An excellent mentor, it is not uncommon to see junior staff members camped out in his office listening to him explain concepts related to publication planning or medical communications. He demonstrates patience, candor, and professionalism, combined with a great sense of humor.

DID YOU KNOW?

Dr. Larry Wright runs a small farm with more than 30 types of heirloom apple trees, raspberries, and vegetables.

The respect he has from colleagues and clients is highly valuable to MedErgy, particularly in a climate where when pharma budgets are being heavily scrutinized and cut. He manages each and every issue in a fair-balanced and mindful way, and he certainly takes heed of advice he received: always make a great first impression.


With a Ph.D. in molecular and cellular biology by training, he brings a wide range of medical/scientific, strategic, and marketing skills and knowledge to all of his interactions, enabling him to apply solutions that meet and exceed client expectations.

He has an ability to differentiate promotional activities and says the industry needs to work out the balance between what is good product promotion compared with education, and define appropriate guidelines.

The decision to make the switch from being a bench researcher to an account executive, was a profound one for Dr. Wright, in particular that it was a way to blend his science background into a service offering for clients.

Dr. Wright draws on lessons from colleagues and other contacts in the sciences, naming Julia Ralston, CEO of MedErgy as one of his professional mentors along with Dr. Gojko Jelenkovic, a Rutgers scientist, who was the first to teach him experimental process and protocol. ♦

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Your researchers just
made a breakthrough.

Three weeks
after they did.

The right solution requires a broader view.

▮ The healthcare environment is filled with complex and often unforeseen challenges. Are your partners helping you see what's next—or are their perspectives too narrow? At inVentiv Health, we are uniquely qualified to see the big picture. With experts in all aspects of product development, launch, and commercialization, we build teams with multiple perspectives to take a broader view, and robust resources to execute seamlessly. Through our five insights-driven divisions—Advance Insights, Clinical, Communications, Selling Solutions, and Patient Outcomes—you get a customized solution for every possible need. To see what you've been missing, contact Dan Twibell at dtwibell@inventivhealth.com.



accelerate your vision



The MENTORS

MORE DR. LAWRENCE WRIGHT THE WRIGHT STUFF


LAWRENCE WRIGHT, PH.D., SENIOR VP, ACCOUNT SERVICES AND BUSINESS DEVELOPMENT, AT MEDERGY HEALTH GROUP, CONSTANTLY SETS THE BAR HIGHER AND HIGHER, DRIVING QUALITY BUSINESS

PRESENTATIONS FOR THE AGENCY.

Dr. Wright is generous in sharing his extensive healthcare agency experience, which spans business development, medical direction, and account service roles with others,

especially junior staff members who look to him for direction.

Being part of a great team, and helping to drive agency growth, has been a deeply fulfilling journey for Dr. Wright. Taking the business to the next level by integrating technology as a key part of the business is next on his business list to accomplish.

Personally, he would like to become a plant geneticist and develop new varieties of plants for horticultural use. He and his family already run a small farm with more than 30 types of heirloom apple trees, raspberries, and vegetables, and he would like to eventually like to turn it into a perennial growing business. ♦

GETTING PERSONAL WITH DR. LAWRENCE WRIGHT

FAMILY: Wife, Donna; children, Lauren, 14; Bryan, 12; Haley, 9

HOBBIES: Soccer, farming, fishing

BUCKET LIST: Spend Two weeks in St. John

TOP IPOD DOWNLOADS: Muse, Kings of Leon

SCREENSAVER: Chandra Nebula

MOST UNUSUAL PLACE VISITED: Ancient ruins, Tulum, Mexico

LIFE LESSONS: Do unto others

A LITTLE- KNOWN FACT: He runs a small apple farm

MORE DANIEL SCHNEIDER GETTING STARTED UP


CURRENTLY, DANIEL SCHNEIDER IS LENDING HIS COMMERCIALIZATION EXPERTISE TO LIFE-SCIENCES COMPANIES AS A CONSULTANT, WITH A SPECIAL FOCUS ON EMERGING COMPANIES.

His commitment to people and recognizing how to motivate them to have pride in their organization are only equalled by his passion in helping to build start-up companies.

He draws on his high energy, creativity, and will to succeed to shape an organization's destiny in an often chaotic environment.

Even when resources are tight, Mr. Schneider has a knack for making things happen. He frequently takes on projects or responsibilities that others don't know how to approach or accomplish, and being someone who never accepts failure, he finds a way to succeed and accomplish the goal.

Today's difficult economy and evolving industry makes commercialization particularly challenging at young companies, Mr. Schneider says. Companies are faced with finding ways to balance increasing pressures of investors, politics, and patients to deliver life-saving medicines.

What differentiates the way Mr. Schneider approaches a problem is an ability to look into the future and play out potential scenarios to make the best decision for today. This has served him well in his role at several start-up companies, enabling him to find ways to add to the business as situations arise.

Most recently, he was VP, sales, at Somaxon Pharmaceuticals and before that was area VP, sales, at Sepracor, where he led the sales efforts

of six regions, including more than 600 sales personnel across four different types of primary care, institutional, and specialty salesforces.

He joined Sepracor in 2001, initially as regional account director and rose to progressively more senior positions.

Before Sepracor, Mr. Schneider spent a year at Solvay Pharmaceuticals as regional account executive, managed care.

He started his career in the life sciences with Cardinal Health in 1993, initially as manager, corporate acquisitions and conversions. Ultimately, he rose to the position as regional sales director – western region.

Before joining the life sciences, Mr. Schneider was VP, mergers and acquisitions, Crown

GETTING PERSONAL WITH DAN SCHNEIDER

FAMILY: Wife, Rebecca; children, Mckenna, 13; Madison, 11; Morgan, 9; Keenan, 5

HOBBIES: Playing and coaching ice hockey

GIVING BACK: Special Olympics

INSPIRATION: Daughter, who has learning disabilities

TOP IPOD DOWNLOADS: Limp Bizkit, Linkin Park, Metallica

MOST UNUSUAL PLACE VISITED: "Bone" Monastery, Rome

LIFE LESSONS: Embrace the unknown, follow your dreams, and lead others and your life with integrity

Capital. He began his professional life at Famous Barr, a division of May Co. ♦

MORE GLEN DRUMMOND CAREER PATHWAYS


GLEN DRUMMOND IS DIRECTOR, COMMERCIAL LEARNING AND DEVELOPMENT, AT GILEAD SCIENCES CORP., WHERE HE OVERSEES THE PROVISION OF

SALES DIVISIONS, THE MARKETING DEPARTMENT, SALES AND MARKETING LEADERSHIP, AND NATIONAL ACCOUNT MANAGEMENT TEAMS.

His goal is to develop career pathways and advanced training that will make a difference for others to grow and develop in their current and future roles.

Before joining Gilead, he was executive director, sales and marketing learning and

GETTING PERSONAL WITH GLEN DRUMMOND

FAMILY: Daughter Katie

HOBBIES: Running, weightlifting, motorcycling, basketball

BUCKET LIST: Travel to Ireland; start a ministry of kind acts in my church

INSPIRATION: Great leaders who are not afraid to step out and change trends and status quo

TOP IPOD DOWNLOADS: Rock music

SCREENSAVER: Picture of his company's first place softball team

MOST UNUSUAL PLACE VISITED: Spain

LIFE LESSONS: Live life like it's your last day

A LITTLE KNOWN FACTS: He rides a Harley; he two stepped with Baseball Hall of Fame Catcher Johnny Bench, and he hit the winning basket for a charity basketball game against the Cincinnati Bengals

UNDER THE CLOAK OF INVISIBILITY: Heaven

MORE

PETER MARCHESINI CLASS LEADERSHIP



PETER MARCHESINI IS CHIEF LEARNING OFFICER AT INVENTIV HEALTH WHERE HE HAS OVERSEEN THE SUCCESSFUL ROLL OUT OF THE LEARNING CURRICULUM, PART OF THE TALENT MANAGEMENT

ROLL OUT TEAM, AND TRAINING PROGRAMS TO HELP PROMOTE THE CAREERS OF MANY IN THE LIFE SCIENCES.

From the on-boarding process for each job function to supervisor training and development, to the learning role of the talent management process for high-potential employees and succession planning, Mr. Marchesini implements strategic thinking and connects the correct person with each business opportunity.

He bemoans a dearth of leadership in the industry when it comes to tackling the challenges the industry is facing. As someone who recognizes the value of embracing change, Mr. Marchesini says the organizations that started adapting earlier are going to be the ones that are positioned to succeed first. But he notes that leadership is needed at all levels, noting that it is just as important that reps take ownership of their territories as it is for district managers to make sure they are leading their teams to success by making good hiring and talent-management decisions.

Mr. Marchesini continuously looks at the business model and team leadership in a way

development and meetings at Medics Pharmaceutical.

He takes his responsibility seriously and loves the impact he has on others.

For Mr. Drummond, there isn't another profession he would want to be in. His company's products make a true difference in patient's lives, and developing people makes a difference in their lives. He asks why he would want to do anything else.

He joined Medics from Novartis, where he had been director, management, leadership training, and development, having previously held the position of regional sales director. Mr. Drummond spent almost 15 years at Ciba-Geigy Corp., starting out as a mass market sales representative and ultimately rising to the position of acting executive business director. ♦

that brings in a diverse and broad range of perspectives. He accomplishes this through the integration of personal and professional development. For example, he supports inVentiv's Women's Affinity Group, Mentoring Partnership Program, Business Unit Lunch and Learns, and Toast Masters programs. All of which serve to help create a culture of innovation.

Outside Mr. Marchesini also is on the faculty of the Pharmaceutical MBA Program at Rutgers University and teaches a course called Managing the Pharmaceutical Sales Force.

Previously he was executive director, sales, at inVentiv Health. Before joining inVentiv, he was national sales manager/regional manager, at Noven Pharmaceuticals, and before that he spent 10 years at Solvay Pharmaceuticals, in various roles in sales, sales training and market research. ♦

GETTING PERSONAL WITH PETER MARCHESINI

FAMILY: Wife, Kim; Son, Corey, 14; Daughter, Sarah, 12

HOBBIES: Golf, attending spectator sports, music, attending concerts, reading, tennis, travel

BUCKET LIST: Travel throughout Europe, especially Denmark and Italy; get golf handicap down to 10; write a series of books

INSPIRATION: His children

TOP IPOD DOWNLOADS: Matchbox 20, Darius Rucker, Billy Joel, The Beatles, classic Rock

SCREENSAVER: Pictures of his kids

MOST UNUSUAL PLACE VISITED: Mojave Desert

LIFE LESSONS: Life is short, take time to enjoy the small things

UNDER THE CLOAK OF INVISIBILITY: Visit his kids at school to see how they are when he or his wife are not around

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