

11TH ADVANCING WOMEN'S LEADERSHIP IN PHARMA & HEALTHCARE

11th
edition
AWLC

FEATURED SPEAKERS



Ana Bastiani-Posner
EVP, & Chief
Financial Officer
KYOWA KIRIN

CONFERENCE CHAIR



Vanina de
Verneuil
Acting General
Counsel & SVP,
Corporate Law
**VIR
BIOTECHNOLOGY**



Elizabeth Garner
Chief Scientific
Officer, US
FERRING



Theresa Matkovits
Chief Development
Officer, **MATINAS
BIOPHARMA**
Board Director
**PUBLIC AND PRIVATE
COMPANIES**



Leora Horn
VP, Global Clinical
Strategy Head of
Lung & Head & Neck
Center
ASTRAZENECA



Suma
Gopinathan
Executive Director,
Head of Clinical
Development
LEXICON



Connie Walters
VP, Strategic
Sourcing &
Procurement
**BRISTOL MYERS
SQUIBB**



Annemarie
Carpico
VP, Business
Operations
JAZZ PHARMA



Erica Deacon
VP, Technology
NOVARTIS

INDUSTRY SHAPING TOPICS:

- Survive and Thrive in a Male-Dominated Workplace
- Getting a Seat at the Table: How Women Can Secure the Board Positions They Deserve
- Finding Your Path to C-Suite
- The Art of Giving and Receiving Feedback

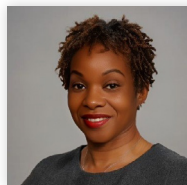
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“It’s a great event!
The topics are
so relevant and
beneficial to anyone
in their leadership
journey”

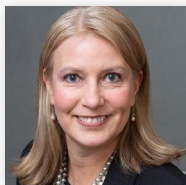
—Director, JANSSEN

”

SPEAKING FACULTY



Chandra Abbott
US Migraine
Medical Affairs
Team Lead
PFIZER



Ana Bastiani-
Posner
EVP, & Chief
Financial Officer
KYOWA KIRIN



Aarti Bijlani
VP, Marketing
JAZZ PHARMA



Terry-Ann
Cooper
AVP, Chief Privacy
Officer
ORGANON



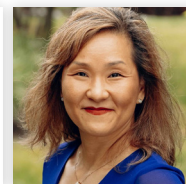
Erica Deacon
VP, Technology
NOVARTIS



Annemarie
Carpico
VP, Business
Operations
JAZZ PHARMA



Kath Coveney
Area VP
ETHICON



Younok
Dumortier Shin
Former Chief
Technology Officer
DERMELIX



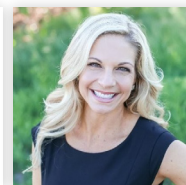
Jessica
Farnsworth
Former VP,
Marketing
AURINIA



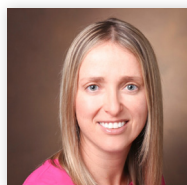
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Chief Scientific
Officer, US
FERRING



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Gopinathan
Executive Director,
Head of Clinical
Development
LEXICON



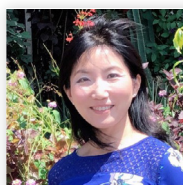
Colleen Hauk
Founder & CEO
**THE CORPORATE
REFINERY**



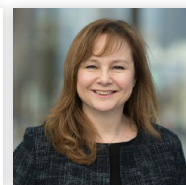
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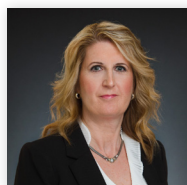
Michelle
Kaufman
Principal
**PRIORITAS
FINANCIAL**



Tracy Li
Global Market
Access & Evidence
Lead, Oncology
JANSSEN



Cheryl Lubbert
CEO
REVERBA



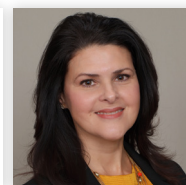
Theresa Matkovits
Chief Development
Officer
**MATINAS
BIOPHARMA**
Board Director
**PUBLIC AND PRIVATE
COMPANIES**



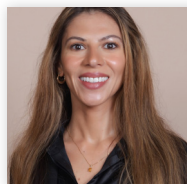
Charu Misra
Regulatory Medical
Writing Head,
Infectious Disease
& Vaccines
JANSSEN



Monique
McCollough
National Account
Manager
GILEAD SCIENCES



Mini Rodriguez
Sr. Director, HR
Business Partner
AVET



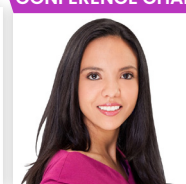
Maha Saad
Sr. Director,
Drug Safety &
Pharmacovigilance
**ATARA
BIOTHERAPEUTICS**



Tabatha
Schneider-Wright
Director, Clinical
Drug Supply &
Logistics
REGENERON



Dana Sun
Associate Director,
Patient Engagement
& Experience
OTSUKA



Vanina de
Verneuil
Acting General
Counsel & SVP,
Corporate Law
**VIR
BIOTECHNOLOGY**



Connie Walters
VP, Strategic
Sourcing &
Procurement
**BRISTOL MYERS
SQUIBB**



Pamela Zapata
Director, Global
Equality, Diversity &
Inclusion
**PTC
THERAPEUTICS**



Adriana Zupa-
Fernandez
Director, Global
Corporate
Sustainability Strategy,
Culture & Engagement
**BRISTOL MYERS
SQUIBB**



The first, largest, and most impactful conference for women leaders in the biopharma sector welcomes you back to in-person learning! DGE's **11th Advancing Women's Leadership Skills & Opportunities in Pharma & Healthcare** is an unequalled community of experts, peers, and friends ready to share best practices and change the future – with you!

Women executives in pharma and healthcare who have climbed every obstacle to get to the top share their success stories to educate and inspire the next generation of leaders. This program challenges and guides attendees to empower women in leadership roles and continue to close the gender parity industry gap. Join us in Philadelphia this September as our community of leaders and learners help take your career to new heights!

- Empower women in these healthcare industries to better advocate for themselves, enhance their skill sets, and advance in the workplace
- Learn from executive coaches how to bring the best value and leadership skills back to your organization
- Discover how to create an emotionally healthy workplace by building trust and resilience among your team
- Address issues affecting women in the workplace in a safe, open, and collaborative environment
- Hear from top healthcare professionals about overcoming personal and workplace obstacles to reach the top
- Expand your network and make genuine connections with healthcare peers

WHO SHOULD ATTEND

This conference is designed for emerging leaders who are seeking knowledge and a forward-thinking leadership network to facilitate upward mobility in roles within:

- Pharmaceutical companies
- Biotech companies
- Hospitals/Healthcare Systems/HC Providers
- Medical Devices & Diagnostics

WHAT IS THE COMMUNITY SAYING?

”

“I have already recommended this to several colleagues and friends. It was the first conference I have been to that really focused on challenges and successes related to executive women leaders.”

–VP, CYMABAY THERAPEUTICS

”

”

“Reignites the flame inside you. Opens your mind and energizes you to be your true self and accomplish great things.”

–MSL, INDIVIOR

”

REGISTER



8:00 - 9:00 AM	Registration & Breakfast
9:00 - 9:15 AM	Introduction from Chairperson Vanina de Verneuil, Acting General Counsel & SVP, Corporate Law, VIR BIOTECHNOLOGY
9:15 - 10:00 AM	KEYNOTE: Why Don't We Have More Women at the Top? In the pharmaceutical and healthcare industries, women have made remarkable strides toward leadership and C-suite positions. Nevertheless, women continue to fall short of men in the highest positions, such as CEO, board chair, and head of investment firms. This is significant because, in the end, individuals in the highest positions decide the most critical matters, such as investment, workplace regulations, and corporate culture. • Consider the expanding achievements of women as well as the places where inequality is still glaring • Analyze the extent to which C-suite women can influence their firms and whether this influence is resisted • Learn from cases where women were promoted to the top positions Elizabeth Garner, Chief Scientific Officer, US, FERRING
10:00 - 10:45 AM	Survive and Thrive in a Male-Dominated Workplace There has been a steady rise in the number of women entering STEM fields, which are traditionally dominated by men. However, a Cornell University study found that women in male-dominated careers face challenges such as lack of support (emotionally and financially), feeling incompetent, being mistreated, and not having a voice. Many women are still not seeing the benefits of the changing workforce. How can women succeed in a male dominated workplace? • Discuss challenges and how to manage microaggressions • Learn strategies to lead with confidence in a male-dominated environment • Join women support groups in the industry looking to collaborate with other women in the same field • Seek out male allies and don't be afraid to ask them for mentorship and advice Chandra Abbott, US Migraine Medical Affairs Team Lead, PFIZER
10:45 - 11:15 AM	Networking Break
11:15 - 12:00 PM	CASE STUDY: Owning Your Leadership – Understanding Your Financial Landscape, Growing Into Your Power as a Manager, and Loving Your Job! Many women with science backgrounds are attracted to pharma and biotech, but are underrepresented in power positions. Due to a lack of role models and significant personal priorities, women tend to stay in the same position and or company for much longer than men, particularly at individual contributor levels. It's easy to get lost in the weeds of a demanding role, and many women feel under appreciated and under-invested in. By zooming out and understanding their financial position, career strengths and blind spots, women can help shape roles that engage them. Additionally, this makes them well suited to provide guidance and inspiration for their female reports who are walking in their footsteps. This session will include: • Sharing a personal journey of progress through the corporate world of healthcare as an individual contributor to becoming a top-rated manager • Showcasing the importance of crafting a vision and progression toward financial independence on a career trajectory • Escaping the inertia of keeping your head down, doing great work and expecting rewards commensurate with what you deserve • Leveraging your strengths as a woman to become an effective manager by galvanizing your team to do their best work Michelle Kaufman, Principal, PRIORITAS FINANCIAL Tabatha Schneider-Wright, Director, Clinical Drug Supply & Logistics, REGENERON

12:00 - 12:45 PM	FIRESIDE CHAT: Getting a Seat at the Table: How Women Can Secure the Board Positions They Deserve Despite the efforts made by gender equality and diversity advocates to raise awareness and push for change, the statistics show much work still needs to be done before corporate boards fully reflect the demographics of the nation. Women hold only 28% of corporate board seats and that number drops to 6% for women of color. The status quo will not change unless we put in the effort. • Share experiences of the journey it took to get on a board • Explore what CEOs look for in potential board members • Discover how to market yourself effectively to be considered • Discuss preparations and expectations of being on a board Theresa Matkovits, Chief Development Officer, MATINAS BIOPHARMA ; Board Director, PUBLIC AND PRIVATE COMPANIES Elizabeth Garner, Chief Scientific Officer, US, FERRING
12:45 - 2:00 PM	Networking Lunch
2:00 - 3:00 PM	PANEL: Finding Your Path to the C-Suite Men still significantly outnumber women in the C-suite. However, this panel of women have “broken the glass ceiling” and are leveraging their skills as senior executives. Learn from women executives who have already made it to the C-suite and are in a unique position to support others who are still climbing the corporate ladder to advance in their careers. • Share personal stories of the journey to c-suite • Discuss challenges women face climbing the ladder and how to overcome them • Highlight the importance of mentors, sponsors, and coaches who can help uncover strengths and identify what needs improvement • Learn strategies to lead authentically despite stereotypes Moderator: Cheryl Lubbert, CEO, REVERBA Panelists: Ana Bastiani-Posner, EVP, & Chief Financial Officer, KYOWA KIRIN
3:00 - 3:45 PM	PANEL: Pave the Way for the Next Generation of Women Leaders • Reflect on the emerging challenges facing young women • Review best methods for encouraging and empowering young women and girls to become leaders themselves • Challenge the gender pay gap, paid maternity leave, and gender equality itself to pave the way and continue to inspire future change Aarti Bijlani, VP, Marketing, JAZZ PHARMA Erica Deacon, VP, Technology, NOVARTIS Leora Horn, VP, Global Clinical Strategy Head of Lung & Head & Neck Center, ASTRAZENECA Adriana Zupa-Fernandez, Director, Global Corporate Sustainability Strategy, Culture & Engagement, BRISTOL MYERS SQUIBB Charu Misra, Regulatory Medical Writing Head, Infectious Disease & Vaccines, JANSSEN
3:45 - 4:15 PM	Networking Break
4:15 - 5:00 PM	Decipher and Move Beyond the “Resting B*tch Face” The way we physically present ourselves is just as important as our verbal communication. Some may suggest that we communicate more through our bodies than words. For example, we may communicate much more than we realize through our posture, eye motions, hand gestures, and our breathing patterns. In addition to paying attention to what you say verbally, it's critical to think about the messages you're sending to others through your body language. • Discover the power of body language in the workplace • Learn the differences between positive and negative body language • Anticipate and work around different responses to body language and facial expression based on gender expectations Mini Rodriguez, Sr. Director, HR Business Partner, AVET
Day One Concludes	

7:15 - 8:15 AM

Registration & Breakfast

8:15 - 8:30 AM

Chairperson's Recap of Day One

Vanina de Verneuil, Acting General Counsel & SVP, Corporate Law, **VIR BIOTECHNOLOGY**

8:30 - 9:15 AM

Break the Code for Winning Promotions

Research shows that companies with female top executives perform better. Yet, women face a variety of unique challenges that require practical strategies to navigate in today's business world. While you've been promoted in the past, it seems that no matter what you do, you're stuck and challenged to reach the next level.

Colleen Hauk, Founder and CEO of The Corporate Refinery, combines her 25-year leadership experience with her communications expertise to elevate executives and transform them into senior leaders. Join Colleen as she gives you the strategies to stay well-positioned for your next promotion!

Key Takeaways

- Break down the barriers of traditional promotion tactics to go after what you truly desire
- Uncover the hidden culprit that's secretly distracting you and stealing your time and energy from getting promoted
- Create a compelling plan to communicate with your manager and launch into immediate action

Colleen Hauk, Founder & CEO, **THE CORPORATE REFINERY**

9:15 - 10:00 AM

FIRESIDE CHAT: Remove Barriers to Diversity and Gender Equality

- Recognize the differences in how Caucasian, African-American, Asian, and Latina women are perceived and how this may impact their advancement into leadership roles
- Identify and address bias by delivering and developing skill training that fosters a culture of growth
- Learn how to recognize and deal with microaggressions
- Explore how corporations can promote diversity and gender equality
- Address how women with diverse backgrounds can influence and bring changes to enrich the environment rather than begging for acceptance

Tracy Li, Global Market Access & Evidence Lead, Oncology,

JANSSEN

Younok Dumortier Shin, Former Chief Technology Officer

DERMELIX

10:00 - 10:30 AM

Networking Break

10:30 - 11:15 AM

PANEL: Highlight How WOC are Redefining Pharma & Healthcare

In male-dominated fields like the life sciences, the gap in pay and representation for women of color only widens. Data from BioSpace's 2022 Diversity in Life Sciences Report indicates that White/non-Hispanic employees make up 62% of the field's workforce, while communities of color remain largely underrepresented. Despite these challenges, women of color continue to overcome obstacles and fight for their seat at the table proving that they can be just as, if not more successful than their peers even if it isn't always easy.

- Hear personal stories from WOC who overcame the odds and made it to leadership roles
- Learn strategies to overcome self-doubt
- Highlight the importance mentorship, sponsorship, and allyship

Pamela Zapata, Director, Global Equality, Diversity & Inclusion

PTC THERAPEUTICS

Suma Gopinathan, Executive Director, Head of Clinical

Development, **LEXICON**

Monique McCollough, National Account Manager, **GILEAD**

SCIENCES

Terry-Ann Cooper, AVP, Chief Privacy Officer, **ORGANON**

Dana Sun, Associate Director, Patient Engagement & Experience,

OTSUKA

11:15 - 12:00 PM

PANEL: Male Allies: Moving From Awareness to Advocacy

Men who we associate with, cooperate with, and support women are known as male allies. Women cannot close the gender gap without the support of men. What concrete actions can you take to persuade your male colleagues to support you and other women in the workplace? The male allies on this panel will discuss how they have been engaged in their allyship and offer advice on how to encourage others to follow suit.

- Focus on the role of men as allies in the workplace
- Highlight policies and practices, resources and training to foster inclusive organizations
- Shift from intention to implementation

12:00 - 1:15 PM

Networking Lunch

1:15 - 2:00 PM

PANEL: Yes, You CAN Be YOURSELF and Be a Catalyst for Change in Healthcare

Women and minority groups are underrepresented in decision making in the healthcare industry. This panel will discuss specifically how being your authentic self every day can drive business results and inspire the next generation of leaders.

- Show up as authentically open and real in a corporate environment in order to influence and motivate the next generation of leaders
- Highlight the importance of including women's perspectives in device design and all aspects of commercial decision making
- Empower women (and all members of minority groups) to be agents of change

Moderator: Kath Coveney, Area VP, **ETHICON**

Panelists: Maha Saad, Sr. Director, Drug Safety &

Pharmacovigilance, **ATARA BIOTHERAPEUTICS**

2:00 - 2:45 PM

Overcome Perfectionism as a High-Achiever

It's no secret that perfectionism is rampant among successful women. While having high standards, huge goals, and ambitions are all positive traits, perfectionism frequently turns these positive traits into stressors. If left unchecked, perfectionism can lead to severe stress, anxiety, and depression.

- Understand the unrealistically high standards for yourself and others can sabotage you and what you are trying to achieve
- Acknowledge that perfectionism isn't sustainable and may only work short-term
- Learn strategies to handle your perfectionist tendencies and how to find alignment with your values

Jessica Farnsworth, Former VP, Marketing, **AURINIA**

2:45 - 3:30 PM

FIRESIDE CHAT: The Art of Giving and Receiving Feedback

One factor that may prevent women from acquiring the knowledge and experience essential for success at senior levels is a lack of feedback throughout their careers. Women suffer from getting less fair developmental feedback compared to men. It's no wonder that women emerge later in their career, lacking some of the experiences that would have prepared them for more senior roles.

- Look more closely at feedback bias and how it affects your capacity to advance
- Provide accurate, unpolished feedback that is not based on behavior
- Deploy tools on self-awareness to assist in the often-uncomfortable act of receiving feedback

Connie Walters, VP, Strategic Sourcing & Procurement, **BRISTOL MYERS SQUIBB**

Annemarie Carpico, VP, Business Operations, **JAZZ PHARMA**

Conference Concludes

POST – CONFERENCE WORKSHOP

The '5-Star' Approach: Strategies for Developing into a Top-Tier Leader

HR leaders say that “having strong leadership skills” is one of the highest priorities when it comes to choosing new managers. Yet a Harvard Review study shows that, on average, most companies train their managers 9 years after they’ve been promoted. No wonder 38% of new leaders outright fail in the first 18 months!

Through her own 25-year personal leadership journey and ongoing research, **Colleen Hauk, Founder and CEO of The Corporate Refinery**, has created a unique framework, the “5-Star Leader™”, that will help you become the confident, effective leader you were meant to be. You’ll discover how to transform yourself while striking the balance between people and results; master the methodologies for communication and employee development; and unlock the power of your network to keep your career on a consistent, upward trajectory. Be prepared to be inspired and empowered to continue taking your leadership to the next level!

8:30 – 9:15 AM

Opening Session

- Self-reflection, interactive exercises and break down of the 5- Star Leader™

9:15 – 10:00 AM

Attract and Retain Top Talent

- Acquire the competency to transition from an individual contributor into a leadership role

10:00 – 10:15 AM

Morning Break

10:15 – 11:30 AM

Attract and Retain Top Talent (cont.)

- Evaluate the emotional intelligence domains required to attract and retain the right people

11:30 – 12:15 PM

Influence and Impact Throughout the Organization

- Discover the universal needs required in a work environment to create a thriving culture

12:15 – 1:30 PM

Lunch

1:30 – 2:15 PM

Influence and Impact Throughout the Organization (cont.)

- Develop confidence and enhance your communication to achieve greater outcomes

2:15 – 2:45 PM

Develop the Individual

- Learn the art of fostering independent decision making to gain buy-in and increase ownership

2:45 – 3:00 PM

Afternoon Break

3:00 – 3:30 PM

Develop the Individual (cont.)

- Establish the employee development process that engages and retains your top talent

3:30 – 4:00 PM

Accelerate Your Future

- Design your professional journey and leverage your network for purposeful growth and advancement

4:00 – 4:30 PM

Reflection & Action Planning

Post Conference Workshop Concludes

REGISTER



PRICING

IN-PERSON & VIRTUAL STREAMING CONFERENCE ONLY*

\$1,896

SUPER EARLY BIRD
Register by 06/30/23

\$2,096

EARLY BIRD
Register by 07/28/23

\$2,296

STANDARD

\$2,496

**DAY OF EVENT
REGISTRATION**

IN-PERSON CONFERENCE PLUS WORKSHOP PRICING*

\$2,496

SUPER EARLY BIRD
Register by 06/30/23

\$2,696

EARLY BIRD
Register by 07/28/23

\$2,896

STANDARD

\$3,096

**DAY OF EVENT
REGISTRATION**

HOTEL INFORMATION



The Bellevue Hotel, Philadelphia, PA
200 S Broad St, Philadelphia, PA 19102
(215) 893-1234

<https://www.hyatt.com/en-US/group-booking/PHLPH/G-AWLP>

BOOK NOW

Our special attendee room rate will be available until August 28, 2023.

DGE is not affiliated with any third-party booking agencies, bureaus or travel companies. In the event that an outside party contacts you for any type of hotel or travel arrangements, please disregard these solicitations and kindly email us at info@dgevents.com. DGE has not authorized these companies to contact you and we do not verify the legitimacy of the services or rates offered. Please book your guest rooms through DGE's reserved guest room block using the details provided

GET INVOLVED

DELEGATE PROGRAM MANAGER



To register, please
contact

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mcruz@dgeconfs.com

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