Meet-the-Expert Webinar: Leadership
(by building and sustaining a successful team)

Thursday, March 12, 2020
3:00-4:00 p.m. ET
Webinar Agenda

3:00-3:10 p.m ET Overview: Welcome and Introductions
3:10-3:40 p.m. ET Leadership Presentation
3:40-3:55 p.m. ET Question and Answer Session
3:55-4:00 p.m. ET Closing Remarks
How to Submit Questions

**Computer**

- Navigate to the **Webcam** or **Questions** section.
- Enter your question or comment.
- Send it to participate.

**Mobile Phone**

- Click on the **Questions** icon to open the section.
- Ask your question or provide feedback.
- Send your message.
Webinar Faculty

Alessandra Cesano, MD, PhD – ESSA Pharma Inc.

Sarah Church, PhD – NanoString Technologies
In this Meet-the-Expert Webinar, Dr. Alessandra Cesano will provide guidance on leadership skills for developing a successful team including factors for team building, important leadership qualities, characteristics of successful and dysfunctional leadership.
Presenter’s Background

Physician Scientist:
• M.D., University of Turin, Italy
• Ph.D. in Tumor Immunology and Board Certification, University of Turin, Italy
• Postdoctoral Fellow and Senior Scientist, The Wistar Institute, Philadelphia, PA
• Director of Clinical Research, SmithKline Beecham Pharmaceuticals
• Sr. Director of Global Development, Amgen
• VP Oncology Clinical Development, Biogen Idec
• CMO: Nodality, Cleave Bioscience, NanoString Technologies Inc. and Essa Pharma
• Medical Board Certified
• SITC Director at large
Presenter’s Background

Academic and Industry Leadership:

Academic

• 29 years of research activity in Tumor Immunology: 9 years in US at the Wistar Institute, an NCI Basic Cancer Center at the University of Pennsylvania, Philadelphia, where research focused on study of non-MHC cell mediated cytotoxicity in human hematologic malignancies, resulting in more than 120 publications and 6 patents

Industry

• 20+ years in roles of increasing responsibility in R&D in companies ranging from large, global biopharma to private, venture-backed companies
• Blend of therapeutics and molecular diagnostics experience in wide spectrum of roles
Presenter’s Background

Presenters Team Building Leadership Experience:

• Leading teams in multiple disciplines including R&D translational research, business development, clinical development and medical affairs activities
Leadership Skills for Building the Best Team
Team Definitions

• Team
  ➢ Two or more members
  ➢ Specific performance objective
  ➢ Coordination of activity amongst members is a must
  ➢ Mutually Accountable

• Pseudo-Team
  ➢ Same as a Team
  ➢ Lacks collective focus
  ➢ Does not perform together, rather individually
  ➢ Individual Accountability
“The strength of the team is each individual member...the strength of each member is the team.”
-Phil Jackson
Factors of successful team building

A CLEAR ELEVATING GOAL
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- A CLEAR ELEVATING GOAL
- RESULTS DRIVEN STRUCTURE
- COMPETENT MEMBERS WITH RIGHT NUMBER AND MIX
- UNIFIED COMMITMENT
- COLLABORATIVE CLIMATE
- HIGH STANDARDS OF EXCELLENCE
- PRINCIPLED LEADERSHIP
- EXTERNAL SUPPORT
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“Management is about persuading people to do things they do not want to do, while leadership is about inspiring people to do things they never thought they could”.

The most important qualities of an effective leader include:

- Vision
- Effective Communication
- Confidence
- Relationship building
- Perceptive of team needs
- Problem Solving
- Integrity/Trustworthiness
- Commitment and Accountability
- Empathy
- Resilience
- Time management
What Leadership Stands for….

<table>
<thead>
<tr>
<th>Letter</th>
<th>Leadership Value</th>
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<tbody>
<tr>
<td>L</td>
<td>Listen twice as much as you speak</td>
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<tr>
<td>E</td>
<td>Encourage people to take risks</td>
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<tr>
<td>A</td>
<td>Assess the facts before taking a decision</td>
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<td>D</td>
<td>Demand accountability for your self and others</td>
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<td>E</td>
<td>Expect people to do their best</td>
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<td>R</td>
<td>Respect all team members</td>
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<td>S</td>
<td>Solve problems with action</td>
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<td>H</td>
<td>Honor your word</td>
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<td>I</td>
<td>Include others in the process</td>
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<td>P</td>
<td>Praise publicly and correct them privately</td>
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Key Factors for a successful performance of a team: S.C.O.R.E.

- **S** - Strategy
- **C** - Clear roles and responsibilities
- **O** - Open Communication
- **R** - Rapid Response
- **E** - Effective Leadership
Five Dysfunctions of a Team

Dysfunction #1: Absence of Trust

Dysfunction #2: Fear of Conflict

Dysfunction #3: Lack of commitment

Dysfunction #4: Avoidance of accountability

Dysfunction #5: Inattention to results

Lencioni, 2002
6 Words

I Admit I did Wrong
If you Please
Whats your opinion
Thank you
I am proud of You
We

Good Leader
Questions?
Upcoming Meet-the-Expert Webinar

“CV and Cover Letter Writing: Academia vs Industry”
Thursday, April 16, 2020, 1:00-2:00 p.m. ET

Moderator:
Ravi Patel, MD, PhD – University of Pittsburgh

Presenters:
Tahi Ahmadi, MD, PhD – Genmab
Christian Capitini, MD – University of Wisconsin-Madison

To register and view past Meet-the-Expert Webinars visit:
http://www.sitcancer.org\mtewebsinar
The Career Connections Online Job Board gives job seekers the key information on talent seekers and the job openings they need to make the next step in their career, including:

- Search jobs by location
- Set personal notifications and preferences
- Learn more about talent seekers
- Directly apply for open positions

Questions/Comments: connectED@sitcancer.org
WIN Leadership Institute

Two Programs:

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July 13-14, 2020

Chicago
August 3-4, 2020

• Learning to break through the glass ceiling
• Exploring negotiation techniques
• Mastering the art of saying no
• Surviving in a political world
• Developing leadership skills, including conflict resolution strategies and public speaking

Applications due March 23

sitcancer.org/win

FREE to accepted applicants!