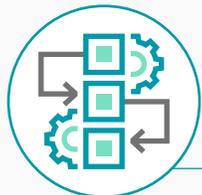




## The Power of Collaboration

The Pistoia Alliance is a global, not-for-profit members' organization collaborating to lower barriers to innovation in life science and healthcare R&D.

Through our legal framework for pre-competitive collaboration, we enable companies to share resources, data, expertise, and best practices.



### PROVIDING AN INDUSTRY-WIDE PLATFORM TO DEVELOP DIVERSE LEADERS IN STEM

#### Diversity & Inclusion in STEM Leadership Program

This 3-month program brings together leaders across the Pharmaceutical and the Life Science industries.

Through 17 online sessions, the participants meet, network, and learn how they, as leaders, can better support the D&I initiatives within their companies.

The participants add value to each other and share their perspectives on overcoming different D&I challenges.

The weekly online meetings are held in groups of 10 with participants from different companies, cultures, roles, and geographies. The participants have the chance to network through online monthly networking meetings. In addition, there are offline events organized by the Pistoia Alliance and a dedicated LinkedIn group which includes alumni and future cohorts of the program.

#### Goals:

- > To facilitate cross-company networking that will broaden leaders' perspectives and give access to a non-judgmental group of diverse program participants (mentors and mentees).
- > Discover different leadership styles to augment D&I programs within their companies, and to help companies attract and retain talent
- > To provide opportunities for participants with current challenges as leaders and promoters of D&I to find solutions they can use from the group's proposals.

## Testimonials

*"I went back from this program with a lot more friends, connections in other companies and with a lot of experience and learning... I would recommend this program to my colleagues, people from the industry, other people at my company because I think it is one of the most important issues that we face in our industry"*

– Giuseppe Cognetti  
Head, Future of Healthcare and Excellence, Takeda

*"I have recently moved to a more senior position in my organization from a local team manager to global head of department. I am excited to be participating in a program that will allow me to build wider networks, learn about senior leadership from others in the field, and increase my confidence in my role. I'm leading the inclusion and diversity activities for my department, and think this program will help me better support women in science at my own organization."*

– Nicola Oxby  
Director  
GSK Medicines Research Centre



## Program Benefits

- > **Network.** This program provides a unique opportunity to network online and offline with worldwide STEM leaders across the life sciences industry.
- > **Growth.** Though an action-oriented approach (role plays, scenarios, questions for “aha” moments), the participants become better prepared to overcome challenging situations for themselves and their team members.
- > **Community.** Alumni are invited to different events to meet and network online and offline with past, current, and future D&I in STEM Leadership participants and other leaders from Pistoia Alliance network of members.

## Upcoming Programs

- > January 20 – April 20, 2023
- > March 10 – June 5, 2023
- > September 9 – December 7, 2023

## Time Commitment

7 hours per month (weekly and monthly online sessions)

## Investment

**Pistoia Alliance Members** | \$2,495 USD | [Register Now](#)

**Industry** | \$2,999 USD | [Register Now](#)



## Contact us

For details about the Pistoia Alliance's Diversity & Inclusion in STEM Leadership program, email us at [Diversity@PistoiaAlliance.org](mailto:Diversity@PistoiaAlliance.org).

## Program Content

**Week 1:** Kick off meeting (all participants)

**Week 2:** Participant networking meet and greet

**Week 3:** Identifying existing and recommended D&I goals and KPIs for leaders and organizations

**Week 4:** Discussing different perspectives about personal leadership, leaders, followers and organizations

**Week 5:** Identifying leadership skills to support D&I implementation in organizations and teams (scenarios & role play)

**Week 6:** Identifying the role of personal branding in promoting ourselves as leaders and supporting D&I initiatives

**Week 7:** Supporting leaders in improving/creating an elevator pitch in order to create a higher impact

**Week 8:** Attitude matters

**Week 9:** Combating stereotypes (scenarios and role play)

**Week 10:** Confronting bias: step-in or be the first follower (Scenarios and role play)

**Week 11:** Persuasion skills (Scenarios and role play)

**Week 12:** Being a coach/mentor for your team

**Week 13:** D&I goals and KPIs update (for organization and/or leaders)

**Week 14:** Program Graduation

The program also contains optional monthly networking meetings and possibilities for the participants to meet in-person during the events organized by the Pistoia Alliance.