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. Now more than ever, the world needs our industry to work together to solve common challenges and achieve scientific advances and breakthroughs.

The fruits of our collaborative innovation can be seen across our portfolio of member-driven global projects, made possible through our legal framework for pre-competitive collaboration that enables 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

Through Pistoia Alliance’s pre-competitive framework for collaboration, this program provides a unique opportunity for leaders to connect across the life sciences industry. Collaborating on best practices and networking with other STEM leaders in the industry will be complementary to your company's D&I program. Participation will strengthen your leadership skills and enable you to build a network of leaders from across the industry.

Upcoming Programs:

- September 9-December 11, 2022
- January 20-April 21, 2023

Time Commitment: 7 hours per month

- Weekly Virtual Coaching & Training Sessions
- Monthly Virtual Networking Sessions

Investment: Individuals at member companies are invited to enroll in this leadership program for $2,495 USD.

Interested in enrolling your team? Send an email to Diversity@PistoiaAlliance.org to learn more about our group packages for six (6) or more employees.

UPCOMING EVENTS

Don’t miss these opportunities to connect with other advocates for life sciences innovation.

Explore more of our educational webinar series at www.pistoiaalliance.org/events

PROJECT RESOURCES

Pistoia Alliance Launches Women in STEM Pilot to Support Members’ Talent and Diversity Goals

Almost Half of Life Science Professionals See Workplace Culture as the Biggest Barrier for Women in STEM

Diversity & Inclusion in STEM Leadership Initiative

“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

PROMOTING GLOBAL COLLABORATION FOR LIFE SCIENCE AND HEALTHCARE RESEARCH & DEVELOPMENT
Why is this project important to the life science R&D industry?

While women make up 53% of the world’s STEM bachelor’s and master’s graduates, only 16% of management and 3% of CEOs are women. Data also suggests that women are more likely to leave the STEM career pipeline than men, widening the gap. These gaps also exist with other minority groups. In order for life science companies to build more inclusive cultures, it is important to understand the root causes that result in statistics like these and develop leaders that are committed to change from the top down.

Program Goals

Utilizing the Pistoia Alliance’s pre-competitive framework for training and networking to:

- Develop industry senior leaders in important diversity topics in STEM roles and prepare them to become mentors within their companies
- Facilitate cross-company networking that will broaden leaders’ perspectives and build a network of mentors
- Improve leadership effectiveness and enable leaders to augment their existing company programs to more effectively attract and retain talent
- Sensitize participants to issues, feelings and the impact of decisions and treatment of others

If you are interested in helping to fund the Pistoia Alliance’s Diversity & Inclusion in STEM Leadership initiative, please send an email to Diversity@PistoiaAlliance.org.

What are the program deliverables?

Training and discussions on relevant leadership and D&I organizational topics.

Collaboration with leaders from across the life sciences industry resulting in best practices that will improve your leadership effectiveness.

Networking with senior level managers and executives from other companies that will:

- Improve my understanding of D&I in STEM by learning about challenges that many companies face in this space
- Improve my company’s approach to D&I in STEM by learning what was effective for other companies
- Add value to each other as participants learn from sharing experiences and different perspectives about topics such as: leadership, personal development, coaching and mentoring
- Develop a personal network of leaders for future collaboration, mentorship and coaching that will help your career progression
- Sensitize the participants to issues, feelings and the impact of decisions and treatment of others to help them improve their understanding of the space and become more effective leaders

“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

FOR MORE INFORMATION ABOUT US AND ALL OF OUR INITIATIVES, PLEASE VISIT PISTOIAALLIANCE.ORG