

IMPACT

WOCIP®

- *Are you looking to improve your ability to effectively lead teams?*
- *Do you want to learn how and when to apply strategic and Leadership practices?*

2024-2025 IMPACT OVERVIEW

A year-long “Leadership in Action” program designed to impart the dispositions and skills needed to create impact in the industry and community. Participants will work in a small group with industry peers to create an “Impact Project” that advances equity within the industry and/or broader community. Program faculty utilize the impact project to develop/increase participant understanding and skills in the following:

- Strategic and tactical team leadership practices.
- Leading high performing teams.
- Distinguishing between authority and influence and strategies for leveraging them both.
- Identifying and enrolling allies and advocates.
- Practices for leading effective meetings.
- Employing accountability strategies.

In 2025, in addition to continuing to work on impact projects, participants increase their knowledge of the biopharma and life sciences industries as we “Go Global.” Participants travel beyond the borders of the US to engage in site visits and hear from international leaders as they share promising practices and challenges faced as they develop and produce drugs and other therapeutics.

AUDIENCE

The IMPACT program is a great leadership development opportunity for the individual that has participated in a personal/professional development program that allowed for an examination of personal leadership actions and practices. WOCIP GLA program alumnae are encouraged to register. Participation in the WOCIP GLA program is not a prerequisite for participation.



*Join the 2024-2025
IMPACT Cohort (fees apply)*

IMPACT PROGRAM COMPONENTS

IMPACT PROJECT

- **Project design:** Facilitated learning to help teams identify a problem and develop a solution. Participants are also learning strategies to implement collectively and/or individually that promote team effectiveness.
- **Project planning:** Setting and meeting key milestones and deliverables defined as part of project design. Teams will share their problem and proposed solution with peers and stakeholders to garner feedback to inform solution refinement. Participants examine their team with a focus on employing practices that are characteristic at high performing teams.
- **Project implementation:** Teams test their solution. Teams leverage group coaching and feedback processes to refine and finalize their solution. Teams prepare a final presentation that shares their problem, solution, impact and reflections.

WORKSHOPS AND GROUP SESSIONS

4 In-person events with learning experiences that support collective work on IMPACT projects as well as individual leadership development (additional fees applicable).

- **Virtual Meetings:** Online learning experience aimed at supporting the design, planning and implementation of IMPACT projects and application of program content in work environments.
- **Group Coaching Sessions:** Teams get support and assistance from peers and program faculty in addressing team challenges.
- **Individual Coaching Sessions:** Participants receive support to address challenges in the application of program content within a professional context.
- **Office Hours:** Participants receive individual coaching to address challenges impacting team effectiveness and the application of program content in their work environment.
- **Executives in Action:** Hear from and engage with biopharma and life science industry leaders to understand the mindset and actions that led to their success.