

The Expert Leader Programme

The leadership development programme for leaders in the Life Sciences



The Expert Leader Programme is an exciting new joint venture between Perla Development and Fired-up Talent

Expert to Leader

The UK Life Science industry thrives on small-to-medium sized organisations like yours – organisations whose investors, boards and collaborators want to see leadership teams who can overcome the challenges of size and resources to make the science work.

The Expert Leader Programme is purposefully designed to support the unique demands of leading small-to-medium sized Life Science organisations in the United Kingdom. It is specifically for:

- scientific and non-scientific experts who have transitioned into key leadership roles
- leaders who lead experts or interdisciplinary teams
- those who are committed to developing their leadership expertise

The Expert Leader Programme is for you if:

- the leadership responsibilities you have would normally be shared between a greater number of leaders or leadership levels in a large organisation.
- you are wondering if you are leading at the right level and in the right ways.
- you would like to be confident prioritising the sheer variety of leadership demands on you.
- you have been asked to operate more strategically but no-one can define exactly what that means.
- you want to feel as confident in your leadership practice as you do in your scientific or vocational areas of expertise.
- you are faced with conflicting demands that push you to choose doing one thing over another when both are important.
- you feel concerned about keeping your teams engaged in uncertain times.
- having greater powers of influence would help you have even more impact.
- people with a stake in your business would like you to demonstrate more adaptability and agility.

Programme Elements

The Expert Leader Programme
comprises the following elements:

Sponsor Engagement

Connecting the programme with your business needs

Launch Call

- 2.5 hours online to introduce and connect the group
- to share content and expectations
- to explore your development needs

In-person modules

- 3 modules in 3 months
- 2 days per module
- working on real-world challenges
- highly interactive

Executive Coaching

- post-module 1:1 sessions
- 3 in total - 90 minutes each to aid sense-making
- to turn your learning and intentions into action
- to discuss confidential needs outside of the modules

Impact Call

To learn from each other's experiences and celebrate your success

Socialise & Act

- turning intentions into performance at work following each module
- engaging with your organisation to make things happen and share your learning

In-person Modules

Module 1

is concerned with purpose, strategy, priorities and leading at the right level. It will focus your attention on what to lead, what to leave and why.

You will leave Module 1

- clear and confident about your priorities.
- decisive about your role and what you will and won't do.
- enabled and excited about the contribution you will make.
- moulding strategy into a language that can be understood and acted upon.
- more comfortable making decisions when things are uncertain.
- better able to navigate complex problems that don't have a single solution.
- connected to like-minded life science leaders facing similar challenges.

Module 2

is concerned with relationships and influence. It will focus your attention on who you engage with and how to engage with them to increase your likelihood of success.

You will leave Module 2

- using the most effective leadership styles for the priorities at hand.
- building even stronger connections with people who matter for success.
- communicating on other people's wavelengths.
- applying influencing strategies to stakeholders inside and outside your organisation without being disingenuous, inauthentic or imposing.
- with new ways forward for 'either-or' dilemmas that seemed impossible to get right.

Module 3

will focus your attention on how to foster resilience throughout your organisation and lead high-performing teams.

You will leave Module 3

- diagnosing and overcoming barriers to team performance.
- boosting resilience and sustaining performance.
- building self-belief and confidence in yourself and others.
- keeping your team engaged in uncertain times.
- seeking valuable feedback on your leadership practice.

We are proud to be a purpose-led joint venture

Our aim is to save and improve more lives across the world by fostering leadership excellence in the UK Life Science sector

Our purpose aligns with the 10-year strategy of the **ABPI** (The Association of the British Pharmaceutical Industry) to “make the UK the best place in the world to research, develop and use the medicines and vaccines of the future”.

Our purpose equally aligns with what the **BIA** (UK BioIndustry Association) believes is important: “enabling and connecting the UK ecosystem so that businesses can start, grow and deliver world-changing innovation”.



Liz Mercer

Liz Mercer has more than twenty-five years' experience in Pharmaceutical and Biotech organisations.

As a Human Resources and Learning & Development professional, Liz has been developing leaders and managers across the life sciences for more than fifteen years.

Liz is an ICF - accredited Executive Coach and became an independent development consultant and facilitator in 2014.



Matt Evans

Matt Evans has developed leaders in more than 65 different organisations, often supporting leaders in transition from expert to leader.

He has a commercial background and has been working as a Leadership Development Consultant and Executive Coach for over twenty years.

Matt is also a Programme Director at London Business School and Associate Faculty at Cranfield University's School of Management.

Going beyond

Because we are committed to our purpose, we offer something called **Beyond** after the end of the programme:

An enormous number of things may change for you between the start and end of your programme journey. You are likely to have new challenges and opportunities to address or exploit - after all, a week is 'a long time' in this industry.

You are also likely to have made genuine connections with like-minded participants and will be starting to feel the benefit of trusted relationships.

We also know that sometimes it's hard to break habits and do new things in pursuit of change even when we possess the know-how.

So, beyond our core programme, we offer to facilitate three structured online sessions, without charge, for those who would like to extend their commitment to growing and developing as a leader.

These sessions will continue to focus on your ongoing leadership challenges and opportunities, reviewing progress and generating options together to help you move forward.

This will be made available to you provided that:

- you attended the programme in full
- you make a commitment to attend all three sessions
- you continue to experiment and learn between sessions
- six or more of you agree to the above

Full details of **Beyond** will be shared with you in Module 3.

Securing your place

To secure your place on

The Expert Leader Programme:

1. Please complete your enrolment form on our website.
2. Once received, we will invoice your company.
3. Your place will be reserved on a first-come-first-served basis for a maximum of 14 days while payment is made. Your place will be confirmed by email as soon as payment is received.

Please note

- We request that no more than two leaders from each organisation join any cohort and that they are not in a direct reporting relationship. This is to maintain a balanced group dynamic in each cohort.
- Lunch will be provided during the in-person modules. However, any costs associated with overnight accommodation, other meals and travel expenses will be borne by the participants.

Getting in touch

If you would like to talk to either of us about how participating in the The Expert Leader Programme will support your growth and development, please email us and we will contact you.

Liz: liz@perladevelopment.co.uk

Matt: matt@fireduptalent.com

For programme dates and fees, please visit our website.

www.expertleader.co.uk

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