Virtual Event
Saturday, July 31, 2021

Elevating Leadership Capabilities

Master Class

CDW 2021

Sino-American Pharmaceutical Professionals Association

https://sapaweb.org
Mission Statement
Empowering SAPA members to be better leaders and to attain the leadership capabilities.
Career Development
At the next level

Insightful
Immersive
Impactful
Indispensable
What is a Master Class?
A Master Class is a class (often in music) given by the renowned experts to highly talented students.

Why do we want to host a master class for leadership?
Leadership matters. And fortunately, leadership skills can be learned and acquired once appreciated and apprehended. It is also an art. Inspired by the notion of Master Class, we have invited distinguished and acclaimed leaders and veteran coaches to share with us their invaluable insights and experiences.

Through this Master Class we aim to provide the participants the much needed theoretical framework and practical tools to see from above and beyond with a deeper understanding of the true meaning of leadership. We also want to make it enjoyable and memorable. Let’s rock!
Now, please tell me the program ...

Bright and early

First, grab a cup of coffee and join us at the virtual coffee lounges to get the network going with the invited speakers and fellow participants at 8:30 am. Then join the plenary session at 9 am ➔
Putting together a workshop is not an easy job; to organize a Master Class indeed comes with additional challenges but also thrills. Why do we want to do it? Let’s hear the workshop co-leads to tell their open secrets. Yes, we believe in this kind of learning and interaction, and we hope you all enjoy it, too.
Piano-side Chat

Leadership as an Attainable Art Form

What does the word “leadership” mean to you? To different people, it may mean different things.

Instead of a “fire-side chat”, we will have a “piano-side chat”. Let’s learn from a true master on her insight and understanding of the meaning of “Leadership” from a different and unique perspective.

This will be an extraordinary treat like no others.

Hailed by the American Music Guide for her “versatility in many styles that emphasize chameleon-like transformations” Margaret is a trailblazer who is breathing new life into the art of piano playing.

Margaret is a concert pianist trained in the 19th century tradition of Golden Tone. Additionally, she is the author of two books, a composer and recording artist. Her second recording, Piano Works was chosen as Gramophone Magazine’s Best New Releases from North America.
Ok, we know that leadership is important. But, do we really understand why it matters, and more importantly, how do we define the true meaning of leadership, and how can we achieve a higher level of leadership? We have invited two great leaders who have a broader view of the regulatory and industry eco-system to share with us their invaluable thoughts. Not to be missed!
Immersive learning

After the plenary session in the morning, we will dive into multiple parallel individual workshop sessions* in the afternoon ➔

*Don’t worry – pick the one you want to attend now, and all sessions will be recorded for the registered participants to view after the workshop.
Ever wondered why some of the leaders ascended to the top looked so effortlessly? Did they get there just by pure luck or hard work? Of course not. Come to hear the deep insight from a psychologist and a prominent organizational development expert who had worked in some top-notch corporations (including Novartis and Microsoft) and to learn the bright (not dark) secrets. Then try to adopt them into your own repertoire.
Jamie has a unique combination of experiences that include science research, education, and industry R&D. She is always passionate about leadership development for survival, growth, and contribution and has more than twenty years of experience with diverse organizations.

Her trajectory of becoming a highly demanded leadership coach started from exposure to western individuality philosophy. She coached individuals to leverage their intrinsic strengths to triumph over significant challenges. The impact of transformations she catalyzed propelled her to progress through the stages of life coach, Gallup Certified Strengths Coach, and certified Leadership Coach for Organizational Performance.

Jamie earned her Bachelor of Science in Physics from University of Science and Technology of China and Doctor of Philosophy in Chemical Physics from Columbia University.

“You are stronger than you think”. Come to this session to learn how to discover and leverage your most powerful natural talents utilizing the tool of Clifton Strengths assessment. As a Gallup Certified Strengths Coach, Jamie can empower you to put leadership theories into practice by taking strategy steps. You may see yourself from a totally different perspective.

Jingrong (Jamie) Huang, PhD
Founder and Head Coach of Princeton Leadership Academy
Curious about careers in industry? You came to the right place. Ken will share with you:

• Transferable PhD skills & how to move beyond academia
• The pros and cons of my journey from academia to the pharmaceutical industry. Is it right for you?
• Postdoctoral training: Is it right for you? Why do it? Choosing and preparing for it.
You may have heard it, and you know it is hot. But what do clinical folks do everyday? In fact, one of the fastest growing clinical research careers isn’t in the lab at all, but rather in a managerial role, overseeing the overall research study. How to transition from bench side as research scientist to a bedside as a clinical researcher? In this interactive session, Dr Fang will demystify the area of clinical research and operation for you.

Growing up in a family of doctors and engineers in China, Jane started her career as a physician at one of the most prestigious medical universities in China. With fellowship training in Nephrology, she was inspired by Immunology Sciences and came to US for PhD study in Immuno-pathology. Rapid Internet growth attracted her to change the path.

Dr. Jane Fang has 25 years of unique multidisciplinary experience in medical practice, life science research and global biopharmaceutical R&D. Her pharma experience includes clinical trial design, study protocol development, strategic planning, trial operations, outsourcing, vendor selection, study management, patient recruitment, data analytics and monitoring, regulatory standards and submissions. Dr. Fang is also a pioneer in digital innovations for clinical trials from medical devices to virtual trials. Dr. Fang possesses broad international experience in both US and China with extensive global study experience in oncology, autoimmune and respiratory diseases, metabolic and cardiovascular diseases, infectious diseases, and vaccines.
Does “strategy” only happen in the C-suite? No! Nicole believes that “strategy” – strategy thinking, strategic planning, and strategic communication – is simply a systematic way to approach a problem. Regardless of role or level, you can be strategic to help achieve your goals.

Nicole will share her personal strategic process and facilitate group activities to apply this process to realistic scenarios.
Getting everything you want, but still unhappy?

Getting to know oneself requires courage, particularly when looking from within. This session will help you to learn how to see through what society says is important to us and reveal what is important to you, letting you seize opportunities and change transactional work experiences into transformational ones that lead to true success.

Michael Hicks
Lead Resource Optimization and Measurement, Novartis Pharmaceuticals

Michael Hicks is a leader in decision sciences and optimization. Currently he serves as the Lead of Resource Optimization and Measurement at the Pharma Division of Novartis, where he leads a team of talented commercial and data scientists to drive real-time resource allocation decisions and improve execution Effectiveness. Prior to Novartis, Michael worked at Novo Nordisk as the Director of Category Management and Sr Director of Advanced Analytics. He also served as Director of Strategic Sourcing at Human Genome Sciences, Sourcing Project Manager for Corporate Professional Services at Accenture, Manager of Marketing Insights at Wyeth Pharmaceuticals, Process Analyst at IKON Office Solution, and Lead Analyst at Vertex. An industry veteran from multiple areas and with his education from The Wharton School and Applied Machine Learning from Columbia University, Michael accumulated quite a bit first hand experiences in management and leadership.
Fan was the first Chinese Ironman participated world competition championship 26 years ago. Since then, he had completed 5 more Ironman races and is planning for more to come.

Professionally, Fan is a global business executive with 26 years of proven track record and experiences ranging from commercial (business development and licensing, global product and life cycle strategy, US sales management/commercial operations), management consulting and strategic planning, to R&D program leadership/portfolio management.

“Career is not a sprint. It is a marathon, and more.” There is no better person than Fan to talk about this topic: he will share his experiences and insight on what career choices available for those interested in pharma industry. Yes, Fan’s life and journey is very impressive and admirable, but don’t be afraid – he is actually a very humble and inspiring leader and friend. Come and learn.
This session is designed for scientists who aspire to be leaders. Combined with lecture, facilitated discussions, and active engagement, Juliet will provide the participant with additional "tools" to challenge their current thinking and broaden their perspectives of the bigger business picture in relation to their scientific work.

- Communicating science: speaking with non-scientists
- Emotional intelligence for scientists
- Leadership at the bench and beyond

The principal and founder of Hart & Chin Associates, LLC, Juliet Hart, uniquely focuses on providing professional development for scientists and their organizations. Using the combination of her experiences in scientific research and learning & development, she delivers innovative tools and strategic solutions that address the multitude of challenges that exist for professional scientists and their organizations. Most especially, Hart & Chin looks to enhance the productivity of their client organizations by empowering scientists to further advance their skills and potential value to the organization as effective and influential leaders. Ms. Hart currently serves on the board of the Mid New Jersey Chapter of the Association of Talent Development, and is Vice President of the Healthcare Businesswomen's Association - Central New Jersey Chapter. Hart & Chin Associates offers professional workshops, career coaching, and organizational consulting.
Let’s face it: the routines and challenges an executive encounters every day are different from those individual contributors. To be successful at the top requires different competencies and toolsets. Henry will share with you some practical ways to be successful at the top: How to deal with conflict? How to delegate and manage technical teams? Yet how to cultivate culture fluency and keep work-life balance?

Henry Jiang is the chief information security officer (CISO) at Diligent Corp., responsible for all aspects of firm’s cybersecurity program including governance, risk-management, security operations, and product security. Jiang’s 25 years in technology and risk-management sectors include 23 years in the financial service industry where he served as the CISO at Oppenheimer & Co., and as the head of Cyber Risk at Societe Generale Corporate and Investment Banking (USA). Jiang has served on the Customer Advisory Boards for Zscaler, Riverbed, Palo Alto Networks, SecureAuth, and other cybersecurity companies. Jiang is an active contributor to the cybersecurity community via his blog posts, book chapter, and podcast.
Gain greater cultural awareness and flexibility to lead in a multicultural work environment. Identify key cultural “gaps” that pose potential risks to your leadership, and develop strategies to address these gaps. Cultural difference in expectations and behaviors for both leaders and employees are examined in terms of values, decision making, power distance, communication style, concepts of time, and conflict management.
Still not enough? We will have several breakout network sessions in the end of the day as well for additional learning and sharing.
A. The Journey to the Top
You are aspired to get to the top, come here to share your experiences and learnings.

B. Navigate through Pharma Ecosystem
It’s a big world out there and come here to see what areas are the best fit for you.

C. Learning Mindset and Transformation
Keep a learning mindset is important to be open, so come here to get that feeling of the quantum leap.

D. Career and Job Opportunities
Considering for your next move? Companies are hiring and come here to learn the opportunities.

E. Self-Aware and Elevate
Truly understanding oneself is not easy. Come here to learn from the experts on how to identify your own blind spots and to improve.
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<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>8:30 – 9:00 am</td>
<td>Virtual coffee network sessions</td>
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<tr>
<td>9:00 – 9:05 am</td>
<td>Career Development Workshop Master Class Opening and SAPA Introduction. Brian Jiang and Xiaodong Chen</td>
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<td>9:05 – 9:35 am</td>
<td>Opening Remarks: Getting Higher. Brian Jiang, Tina Xue Liang, John Sun, and Wah Yan</td>
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<td>9:35 – 10:15 am</td>
<td>Piano-side Chat: Leadership as an Attainable Art Form. Margaret Wacyk</td>
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<td>10:15 – 10:25 am</td>
<td>Coffee Break; Photo session; SAPA events and sponsor promotions</td>
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<td>10:25 – 11:10 am</td>
<td>Leadership Lens: Why Leadership Matters. Lawrence Yu and Janice Chang</td>
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<td>11:10 – 12:00 pm</td>
<td>Showcasing the highlight of Immersive Parallel Sessions in the afternoon. Afternoon Speakers</td>
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<td>12:00 – 1:00 pm</td>
<td>Lunch break; SAPA events and sponsor promotions</td>
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<td>1:00 – 2:25 pm</td>
<td>Session 3: Immersive Parallel Session I</td>
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<td>1:00 – 2:25 pm</td>
<td>A1. The Common Characteristics and Traits of Senior Leaders Fangying Stephanie Shi</td>
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<td>B1. Leadership Strength Finder Jamie Huang</td>
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<td>1:00 – 2:25 pm</td>
<td>C1. Pointers for Those Curious about Careers in Industry Ken Maynard</td>
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<td>1:00 – 2:25 pm</td>
<td>D1. Hottest Career Path in Pharma Research: Clinical Operation Jane Fang</td>
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<td>E1. Strategy: What Does It Mean and Why Do You Need One? Nicole C. Quon</td>
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<td>2:25 – 2:35 pm</td>
<td>Coffee break; SAPA events and sponsor promotions</td>
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<td>2:35 – 4:00 pm</td>
<td>Session 4: Immersive Parallel Session II</td>
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<td>2:35 – 4:00 pm</td>
<td>A2. Get What You Really Want Michael Hicks</td>
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<td>2:35 – 4:00 pm</td>
<td>B2. Tenacity and Agility – How to Be Successful in Pharma Industry Fan Zhang</td>
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<td>C2. Leadership Training for Scientists Juliet Hart</td>
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<td>2:35 – 4:00 pm</td>
<td>D2. Learn from Career Path of a Technologist to an Executive Henry Jiang</td>
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<td>E2. Cultural Competency for Leadership Lauren Supraner</td>
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<td>4:00 – 5:30 pm</td>
<td>Parallel Breakout Interactive Sessions</td>
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REGISTER NOW!

A special virtual event via Zoom links
Saturday, July 31, 2021
8:30 am to 5:30 pm (US ET)

Act now and reserve your seat today

This event is complementary to SAPA members and past guest speakers at the SAPA events.

All sessions (except the network sessions) will be recorded and the registered participants will be able to view the recordings of the plenary session and parallel sessions post the workshop.

https://sapaweb.org/2021-CDW-MC-registration/
About SAPA

The Sino-American Pharmaceutical Professionals Association (SAPA) is a not-for-profit and non-political organization. Established in 1993 and headquartered in the center of the pharmaceutical corridor in New Jersey, SAPA rapidly became one of the most active Chinese American professional associations in the US.

SAPA’s members are from pharmaceutical and biotech companies, with areas of expertise covering almost every aspect of pharmaceutical research and development as well as production. The organization’s large membership base and their superb scientific and technical abilities has allowed SAPA to be a key source for knowledge exchange on the latest developments in the pharmaceutical, biotechnology, and generic drug industries.

Over the years, SAPA receives generous sponsorship and support from numerous multinational companies in the US and overseas. SAPA will continue to provide a broad platform for scientific and technical discussion, talent exchange, and training for the colleagues in the pharmaceutical industry.
“To foster the career growth of pharmaceutical and biomedical professionals”
— one of SAPA’s core missions
SAPA CDW programs at the recent years

2017 SAPA Career Development Workshop
Program at a Glance

8 – 9 am
Welcome
Registration
RFS Front Flyer
Participants and speakers meet and greet
RFS 2nd Floor Lounge

9 – 11 am
Career Convocation: “The Alta Moment”
RFS Main Auditorium, Room 1093

11 am – 1 pm
Networking lunch
Livingston Dining Commons

1 – 6 pm
Parallel breakout sessions
RFS Classrooms 2017 (A), 3817 (B), 3818 (C), and 4085 (D)
1:00 – 2:30 pm
Parallel breakout session 1
Parallel breakout session 2
Parallel breakout session 3
2:30 – 4:00 pm
Parallel breakout session 4
Parallel breakout session 5
Mini-coaching and interview sessions
RFS Team rooms 2005, 3007, 3109, 2017, and 2020

6:30 – 9 pm
Networking dinner receptions (optional)

2018 CDW Program

8:00 am – 9:30 am
Coffee & Registration

9:30 am – 10:30 am
Welcome & Keynote
Pavilion A

10:30 am – 10:45 am
Coffee Break

10:45 am – 12:30 pm
Parallel Breakout Sessions

12:30 pm – 12:45 pm
Lunch in Pavilion A

2019 CDW Program

2020 CDW Program
SAPA Mission

As a global organization, SAPA’s mission is:
• To promote the advancement of pharmaceutical science and biotechnology
• To contribute to public health education
• To promote entrepreneurship, healthcare investment and business cooperation
• To foster the career growth of pharmaceutical professionals

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