

THE BRIDGE

WOMEN
IN PHARMA®

News and Information for ISPE Chapter and Affiliate Women in Pharma® Leaders



Welcome Leaders

Welcome to the July/August 2021 issue of **The Bridge**, an ISPE Women in Pharma® monthly newsletter developed to open the lines of communication among ISPE Chapter and Affiliate Women in Pharma® leaders, to provide news of importance, share ideas and best practices, and ensure Women in Pharma® leaders are kept informed of helpful information as well as updates in ISPE policies and procedures.



ISPE Member Interviews

Nick Haycocks
[Read more...](#)



Women of Science from History

Marie Curie
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Q&A

Women in Pharma® Events
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A Message from ISPE Women in Pharma®

Tanya Sharma, Women in Pharma® International Mentor Circle Leader



Mentorship can mean different things. From traditional and professionally led mentor programs to something more impromptu and informal, people find mentors and mentees all the time; a casual conversation with someone in an elevator may lead you to learn something new, gain a particular insight or expand your mindset. As you go through life, I suggest that you continue having these conversations and seek out people you can learn from, even if you meet them spontaneously and accidentally.

Of course, ISPE's regional and global Mentor Circles also continue to occur, and we have added some very innovative programs including the Emerging Technologies' Mentor Circle, which focuses on new and enhanced technologies being offered in Emerging Economies. Countries like India, Brazil, the Philippines, and Russia are just a few participating in these Mentor Circles, where the East - which has enjoyed these technologies since they were developed - meets the West as these technologies are being adapted for and made available in countries that have not yet had access to them. In the BioPharma industry there is so much going on with the development of new trends, products and technologies, and it is critical to share these new insights with colleagues around the world so that we can all grow, learn, and train for the future.

[continued on page 3](#)

Nick Haycocks



In each issue of The Bridge, we introduce you to someone we feel has been involved both professionally and personally with ISPE, with their own company, and in their own communities, with activities closely related to the WIP monthly theme. This month, we are excited to introduce

readers to Nicholas Haycocks, Senior Specialist QA, with Amgen, Inc. We talked with Nick about his experience in the industry and why he thinks mentoring is so important in business and in life.

How did you get your start in the BioPharm Industry?

I was working for Schering Plough in New Jersey, when a friend of mine called me. He had just started working for Amgen, he told me to talk to them as they had a big capital investment program at the time – so I went to California, dusting the snow off en route, and took a job with Amgen.

Can you share some of the highlights you've experienced?

Now that's a difficult question – there are many, but here are a couple of the more memorable ones: I have worked with colleagues to develop our science and risk based approach for equipment qualification some time ago – the Amgen approach is aligned with the new revision to the ISPE baseline guide 5. Recently I worked with a small team on a project that used semantic technology to join data from multiple IS systems providing improved visibility to our supply chain.

What motivated you to join ISPE? How do you see ISPE adding value to your career (past, present, future)?

I had been an ISPE member when I was in the UK, but had let my membership lapse during a job and geographical change. A short time after I had relocated to the US, I

was in a meeting where John Holton presented on the draft of the packaging, labeling and warehousing Guide (PACLAW). I spoke with him afterwards, as I didn't agree with some of the material – we had a good discussion, and he said, "if you don't agree – join the team and help improve the document," so I did! I have participated in the development of several ISPE documents since then and have been fortunate to meet and work with some amazing engineers through that process.

Can you share some lessons you have learned about the importance of mentoring during your career?

I've found that having an interested person to bounce your ideas and perceptions off of in a situation is invaluable – sometimes you really can't see the woods for the trees – that impartial feedback can help you review a situation or options, and guide you towards the best decision. People often ask about using a family member to fulfill this role, indeed they can help, but the benefit of an industry mentor is that they are impartial, and usually have a better understanding of the issues in the industry / position the mentee is in.

What words of wisdom can you share with readers that will help them in their careers? What advice would you give people about seeking or becoming a mentor through ISPE and ISPE's WIP Mentor Circles?

I believe that if you have a career in this industry, you are very fortunate – you really help mankind, and your diligent work helps ensure low risk to our patients. Choosing to be a mentor needs to be a conscious decision – you need to have had some experience, be prepared to listen – provide perhaps a different perspective to help provide a broader picture allowing the mentee to make a more informed decision than they may otherwise make. It's a position of trust, and – like similar roles – there is a reward to doing it. ❖

Empowerment Suggestions

Women in Pharma is always looking for new ways to empower our community of powerful, passionate, professional women! Each month, we'll provide you a new resource to explore and help you empower, evolve and grow. This August, we're highlighting the importance of **MENTORSHIP**.

ARE YOU A MENTOR? HERE ARE SOME OF THE MANY WAYS YOU CAN HELP EMPOWER YOUR MENTEES:

- **ASK THEM TO TAKE THE LEAD IN A CONVERSATION.**
- **HELP THEM CONNECT WITH OTHER SPONSORS.**
- **ENCOURAGE THEM TO TAKE ON CHALLENGING ASSIGNMENTS.**

Women of Science from History

Marie Curie



Marie Salomea Skłodowska Curie, born Maria Salomea Skłodowska; 7 November 1867 – 4 July 1934), was a Polish and naturalized-French physicist and chemist who conducted pioneering research on radioactivity, which resulted in her becoming the first woman to win a Nobel Prize, the first person and only woman

to win a total of two Nobel Prizes, and the only person to win the Nobel Prize in two scientific fields. Her list of accomplishments continues to wow us as she paved the way for Women in Pharma. Here are just a few of her accomplishments:

- » She was the first woman to become a professor at the University of Paris in 1906.
- » She was born in Warsaw, in what was then the Kingdom of Poland, part of the Russian Empire.
- » She studied at Warsaw's clandestine Flying University

- and began her practical scientific training in Warsaw.
- » In 1891, aged 24, she followed her elder sister Bronisława to study in Paris, where she earned her higher degrees and conducted her subsequent scientific work.
- » In 1895 she married the French physicist Pierre Curie, and she shared the 1903 Nobel Prize in Physics with him and with the physicist Henri Becquerel for their pioneering work developing the theory of "radioactivity"—a term she coined.
- » She won the 1911 Nobel Prize in Chemistry for her discovery of the elements polonium and radium, using techniques she invented for isolating radioactive isotopes.
- » Under her direction, the world's first studies were conducted into the treatment of neoplasms by the use of radioactive isotopes.
- » In 1920 she founded the Curie Institute in Paris, and in 1932 the Curie Institute in Warsaw; both remain major centers of medical research.
- » During World War I she developed mobile radiography units to provide X-ray services to field hospitals.

Learn more: https://en.wikipedia.org/wiki/Marie_Curie. ❖

Message from Tanya Sharma (cont from page 1)

I recently returned to the US from a month in Europe. During my travels, I was fortunate to meet several influential people that I now consider mentors and friends – it was great to have their support, which will contribute strongly to my career growth. To me, mentorship means learning something new that I had not previously thought about. Spending time with these ISPE colleagues allowed me to be creative and think of the world as a larger, highly diverse, globally expanding place. When visiting Italy, I had the opportunity to attend the ISPE Summer Party and meet ISPE Italy Affiliate President Enzo Lacchini, Past President Teresa Minero, and others, including Alessandra Fano, each of whom are highly supportive of WIP; the Affiliate has even created the annual Women in Pharma Graziella Molinari Award. In France, I had the great fortune to meet Kelly Keen, Thomas Carganico, ISPE France Affiliate President Jean Francois Duliere, and numerous PQE employees. I so warmly welcome each of you into my world, and offer my

sincere gratitude for the wonderful moments shared. I feel so fortunate to have finally met you.

As you move through your life, remember that mentorship does not have to be one hour of someone's time or a recurring meeting – it can happen during a planned or impromptu conversation. If you learn something from it, that means you are open to others' thoughts and recommendations; if you come away feeling that you helped someone, it means you have in fact mentored them in some way and perhaps, even, guided a decision. If someone is giving you their time and suggestions, it is priceless.

I hope you were able to participate in the August Sunrise to Sundown on 26 August, where we were able to delve more deeply into the importance of being a mentor and/or a mentee. Let's all keep helping each other, teaching each other, and learning from each other. These efforts will enhance our lives positively and significantly. You never know what door will open and is waiting for you! ❖

“As you grow older, you will discover that you have two hands; one for helping yourself, the other for helping others.”

—Audrey Hepburn

2021 ISPE Annual Meeting & Expo Grant Opportunity



The ISPE Foundation is excited to announce we are currently accepting grant applications to the 2021 ISPE Annual Meeting & Expo in Boston, Massachusetts, USA. The Foundation invites all members in the Student and Recent Graduate groups to apply. The meeting will run from 31 October through 3 November 2021.

ISPE Foundation Chair, Antonio R. Moreira, PhD., states, "We are delighted to provide Students and Recent Graduates unique exposure to the pharmaceutical industry."

They will have an opportunity to attend state of the art education sessions and network with industry leaders."

All completed annual meeting grant requests must be received by the Foundation no later than 15 September 2021. Applicants will be notified of the status of their grant no later than 30 days prior to the event. Requests will not be processed unless they are fully completed.

Jessie Hardy, Senior Director, Membership & Chapter Relations expressed, "We so deeply believe in our core values and in the ISPE Mission and Vision, that it's critically important to build up the workforce of the future and provide them with the training they need such as being able to participate at the Annual Meeting."

Dr. Moreira adds, "attending the ISPE annual meeting will be an engaging and transformative experience." Ms. Hardy commented "ISPE is thankful for the support of the ISPE Foundation in providing these grants to ISPE Student and Recent Graduate members."

2021 ISPE Annual Meeting & Expo Grant Request Forms may be emailed to the [ISPE Foundation](#).

Apply for the 2021 ISPE Annual Meeting & Expo Grant online at: [ISPE Foundation](#). ❖

ISPE Italy Women in Pharma 'Graziella Molinari' Award



Each year, the ISPE Italy Affiliate chapter awards the Women in Pharma® Graziella Molinari Award - named for the Affiliate's beloved former Vice President, Graziella Molinari.

This award was introduced in 2019 after Molinari's untimely passing, but continues to honor her legacy by celebrating the commitment, perseverance, and competence of women working in life sciences, and is dedicated to enhancing innovation and excellence while encouraging women's professionalism in the sector. Notably, the award seeks to create strong and credible role models for young women beginning their careers in pharmaceutical and biopharmaceutical manufacturing.

Submit your nomination by 30 October 2021 for the 2021 Graziella Molinari Award!

Simply send a word file to segreteria@ispeitaly.it by October 30, 2021 with the following details:

- » brief introduction of the candidate and motivation;
- » category of the Award for which the project has distinguished itself;
- » role of the candidate in the project;
- » brief description of the project (purpose, objective, sector, function, milestones, period of realization).

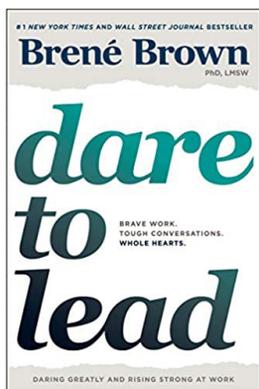
The winner will distinguish themselves between recent entries into the world of work and professionals with more years of experience, and will receive an award worth €3,000 to participate in a training course, as well as the opportunity to participate in ISPE initiatives as a speaker/moderator in events #WIP to increase their network also at an international level.

The 4 finalists will also be awarded a one-year ISPE membership. ❖

RECENT EVENTS

ISPE Book Club, 27 July 2021

Brene Brown – *Dare to Lead*



Brene Brown is a well-known leader in the realms of vulnerability, empathy, and authenticity, helping leaders learn how to dare greatly, rise strong, and brave the wilderness. In her book, *Dare to Lead*, which is based on new research conducted with leaders, change makers, and culture shifters, she shows how to put those ideas into practice so we can step up and lead.

The ISPE WIP Book club, held on 27 July at both 0700 and 1200. The virtual event, led by Leigh Schiffmacher, prompted conversations that led to shared personal experiences with good leaders, ways in which leaders can improve relationships with staff, and issues

involving trust, fear, diversity, and values.

Leigh led the members through discussions based on questions such as “what makes you feel connected to your team and/or leaders?” and “can you discuss examples of leaders’ actions that created or destroyed trust?”.

Members shared thoughts on diversity in the workplace, discussed the fear of speaking up, organization missions, visions, and core values (or lack thereof), workplace gossip, and other topics that influence a workplace culture.

Through a sharing of personal experiences, members were able to evaluate the importance of great leaders, mentors and colleagues, and how critical it is to be surrounded by – and create a surrounding of – support as we all work toward building self-confidence and career success.

For those of you who did not have the chance to indulge in this easy read, you can purchase it on smile.amazon.com for under \$15 USD. [Buy the book here.](#) ❖

Women in Pharma® Sunrise to Sundown

26 August 2021



The Sunrise to Sundown event on 26 August was a great success! More than 90 people registered to participate in this important discussion regarding the importance of mentorship! Moderated by Tanya Sharma, WIP Chair Jennifer Clark, Jessica Cochran, Vivien Santillan, and Thomas Carganico served as

panelists and shared their individual thoughts on how others have influenced them, how they have influenced others, and how having – and being – mentors has helped them in their personal and professional lives. They discussed leading by example, celebrating the small things, giving back – and building – your communities, and helping those in your life. Support others, provide encouragement, and share opportunities to help them learn and grow. As one participant learned from her mentor, start each day by opening your eyes, your heart, your hands, and your mind to new opportunities. ❖

ISPE Singapore Affiliate

Women in Pharma® Regional Panel Discussion and Workshop

On 25 August 2021, from 4:30-5:30pm Singapore Time, the ISPE Singapore Affiliate's WIP group held a Panel Discussion and Workshop entitled **Charting your Career Goals.**

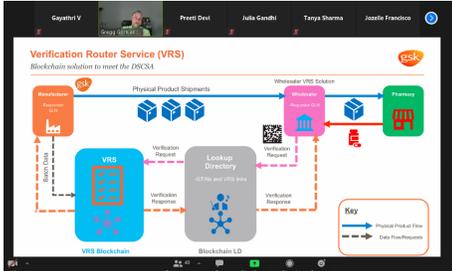
Moderator **Dr. Julia Gandhi**, Chair, Women in Pharma, ISPE Singapore, along with Panellists **Xiao LIU**, Director, Information Systems, Amgen Singapore Manufacturing, Amgen Singapore, **Mary Joy Moreno**, QA Microbiology and Validation Sr. Supervisor, Baxter Healthcare Philippines, Inc., and **Danurus Wattanavekin** (Poob), Student and YP Affair Chair, ISPE Thailand, led participants through a discussion on Eight Things to Consider for an Effective Career Plan. Topics discussed included:

- » 6 Steps to Map your Career Action Plan
- » Group Exercise: Career Path Examples (Pharma related)
- » Non-linear Career Moves: Forward, Sideways, Backwards!
- » Discussion: Career Boosters – Examine the What and How?

The group enjoyed a lively and engaging discussion and came away with fresh ideas and suggestions. Thank you, ISPE Singapore Affiliate's WIP Group, for producing this important event! ❖

RECENT EVENTS

Women in Pharma® Emerging Technologies Mentor Circle and Webinar Series



The ISPE India Affiliate Women in Pharma Mentor Circle provides a great platform to build the network and collaboration required to bridge the skewed gender gap in India's pharmaceutical industry. The Mentor Circle is slowly but steadily growing in numbers and meets once each quarter. It offers an informal setting for

members to get tactical career guidance from experienced leaders and also encourages informal tête-à-têtes to develop one's careers by sharing success stories, missteps and failures.

The India WIP Mentor Circle group hosted and kicked-off a series of complimentary webinars in June 2021 that focused on 'Emerging Technologies' for upcoming countries to deliberate on sensing and evaluating these trends.

The event had senior industry speakers from around the globe, including **Gregg A. Gorniak** (US Serialization Market Lead), **Edgar Roder** (Senior Consultant, Digital Assurance Europe) and **Charlie Wakeham** (APAC GxP Compliance Manager). These leaders led a panel to discuss **Blockchain Within Life Sciences** and the importance of **Critical Thinking** in the workplace. Key areas on how blockchain is being used as a solution in drug serialization was explained in detail. The initiative on emerging technologies helped professionals better understand and acquire knowledge on new, evolving technologies. A virtual breakout session with three groups helped teams share their different experiences and views on current trends, learning, and processes followed within their own organizations.

Emerging technologies are going to play a critical role in addressing key challenges, and improving efficiencies and performance in the world of Pharma. Mobile computing, analytics, social networking, and cloud computing jointly foster innovation through new ways of product development and customer service & interaction, thereby creating value and stimulating success.

The US Food and Drug Administration's (US FDA) inspection citation dataset suggests the top issues in 2019 pertained to failures to investigate the discrepancies and inability to follow the written procedures. These citations are indicative of the need to set up robust systems and processes. The report advised the companies to shift from manual, people-dependent processes to automated systems to minimize human errors. The report states: The digital quality management system (QMS) can integrate the entire product value chain, serving as a single version of truth for the entire organization. There is also an increasing trend of reliance on third parties, i.e., a shift towards a 'networked pharma' models to drive efficiencies and productivity.

This puts forth an opportunity for pharma companies to adopt. Given the far-reaching implications these technologies may have for developing/emerging countries, training and knowledge building activities are of crucial importance.

Many thanks to Preeti Devi for providing this interesting overview of the India Affiliate WIP Emerging Technology Mentor Circle and Webinar Series initiative and recent event. ❖

We Need Your Participation to Make This Newsletter Successful!

Please send **Jessie Hardy** (jhardy@ispe.org) the following information regarding your current and upcoming events and activities by the **15th of each month**:

- » Name of your Chapter or Affiliate
- » Current (or very recent) events (conferences, meetings, Mentor Circles, panels, networking events, or other activities)
- » Events planned within the next two months (conferences, meetings, Mentor Circles, panels, networking events, or other activities)
- » For current or very recent events' challenges and outcomes, please provide examples of successes such as metrics (number of people that attended, panelists, any other information of note) and challenges you may have encountered
- » For upcoming events – challenges and important planning aspects
- » Questions you would like answered
- » Any other information you wish to provide.

We look forward to hearing from you! Let's work together to make **The Bridge** a great forum for sharing, communicating, and collaborating! ❖

Thank You!



Jennifer Lauria Clark
ISPE Women in Pharma®
Steering Committee Chair



Stephanie Thatcher
ISPE Women in Pharma® Chapter and Affiliate Liaison



UPCOMING AFFILIATE AND CHAPTER EVENTS AND ACTIVITIES

Women in Pharma® – Emerging Technologies: The History of AI Assistants & the Future of Pharma Engineering Webinar

9 September 2021

Time: 1100 – 1230 ET

Technology is transforming our industry right now. ISPE and its members are developing the roadmap to introduce Industry 4.0, also called the Smart Factory, at the pharmaceutical industry as Pharma 4.0™. Join us for an AI presentation and fireside chat on how AI can affect the way we currently do business. We will take you through the past, present, and future of knowledge management and how it can change the way we do business today. ❖

[LEARN MORE & REGISTER](#)

Join Women in Pharma® for a Golf Clinic & Networking!



Wednesday, 29 September 2021

4:30 to 6:00 pm Golf Clinic with Golf Pro

6:00 to 7:00 pm Networking, cash bar, and appetizers

Granite Links Golf Course

100 Quarry Hill Road, Quincy, MA

Granite Links is rated a Top 100 Golf Course by Golf Digest Magazine. It will be a great day to brush up on your golf while mingling with colleagues and enjoying the views from this beautiful course that overlooks the city of Boston. Space is limited to the first 25 so [register soon!](#) ❖

November ISPE Women in Pharma® Sunrise to Sundown



Be sure to register soon for the [Women in Pharma November Sunrise to Sundown](#), which is being held on 16 November. Two sessions are available to accommodate various time zones – 0700am and 12:00noon Eastern Time US. This event will focus on the Women in Pharma November theme of Gratitude, and colleagues from around the world will discuss this important, timely topic and network with one another. We look forward to seeing you on 16 November! ❖

Do You Shop on Amazon?

Use AmazonSmile and Donate to ISPE Foundation!



[ISPE Foundation](#) is a newly registered charity with AmazonSmile. Simply choose the ISPE Foundation as your charity of choice when you shop on Amazon, and Amazon will donate .5% of your qualifying purchases. It's an easy, automatic way to support the charitable work of the Foundation, at no cost to you.

When you shop at smile.amazon.com, you'll find the exact same low prices and convenient shopping experience as Amazon.com, with the added bonus that a portion of the purchase price will be donated. Every little bit helps the ISPE Foundation further its mission and initiatives like [Women in Pharma®](#), the [Diversity Internship Program](#), and raise funds to sponsor event registrations for our Student, Recent Graduate, and Emerging Leader Members.

To shop at AmazonSmile go to smile.amazon.com from the web browser on your computer or mobile device. You may also want to add a bookmark to smile.amazon.com to make it even easier to return and start your digital shopping experience. You can use the same account on Amazon.com and AmazonSmile. Just be sure to select ISPE Foundation as your charitable organization.

If you wish to donate directly to the Foundation, you can do so by clicking [here](#). ❖

The Importance of Mentors, and the History of the ISPE Women in Pharma® Mentor Circle Program



Lori Kim

I have always been a big advocate of mentoring – both being a mentor and a mentee. As great mentors frequently remind us, no one cares about your career more than you and you need to actively manage it. Mentors can help in numerous ways. One lesson I learned from mine is that networking is key to broadening knowledge, developing your career, and widening your circle of personal and professional relationships – those who will support and advocate for you throughout your career – and help in identifying your career goals for the short and long term.

In the Fall of 2018, Jeannine Hillmer and I, both strong advocates of mentoring, started our journey of developing an ISPE WIP Mentor Circle program. We were both very excited and motivated by the fact that ISPE WIP's leadership was a big advocate and sponsor of this new program. The ISPE WIP community has a great forum where members are encouraged to share information and knowledge, and support each other for career development. Clearly, networking was important to them and enjoyed by the community. [Read more.](#)

Q&A

Q: Are there any ISPE in-person events happening that are Women in Pharma® related?

A: Yes, there are several hybrid meetings – being held both live and virtually – coming soon, each of which will offer Women in Pharma® networking and other opportunities:



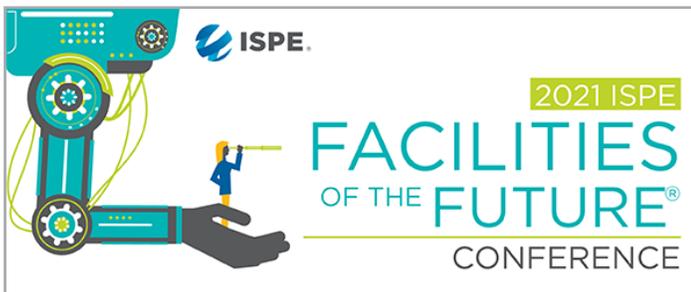
ISPE Boston Product Show

15 September 2021 at Gillette Stadium, Foxboro, MA



Swing & Sip with Women in Pharma®

29 September 2021 at Granite Links Golf Course, in Quincy, MA



2021 ISPE Facilities of the Future Conference

Important Notice: 2021 ISPE Facilities of the Future Conference is Postponed to February 2022. Check website for updated details in the weeks to come.



2021 ISPE Annual Meeting & Expo

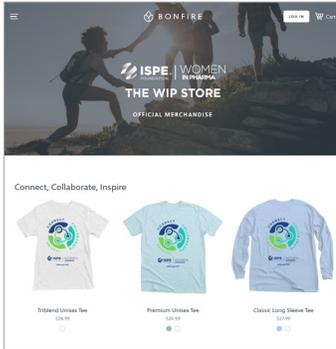
31 October-3 November in Boston, MA

We hope to see you at some or all of these exciting events!

DID YOU KNOW?

You can represent Women in Pharma everywhere you go?

Visit Merchandise Store!



This virtual storefront offers a variety of shirts that feature fun graphics and inspirational messages. Proceeds benefit the ISPE Foundation's Women in Pharma initiatives. Purchase your shirt and spread the word! Here is the link:

<https://www.bonfire.com/store/the-ispe-wip-store>

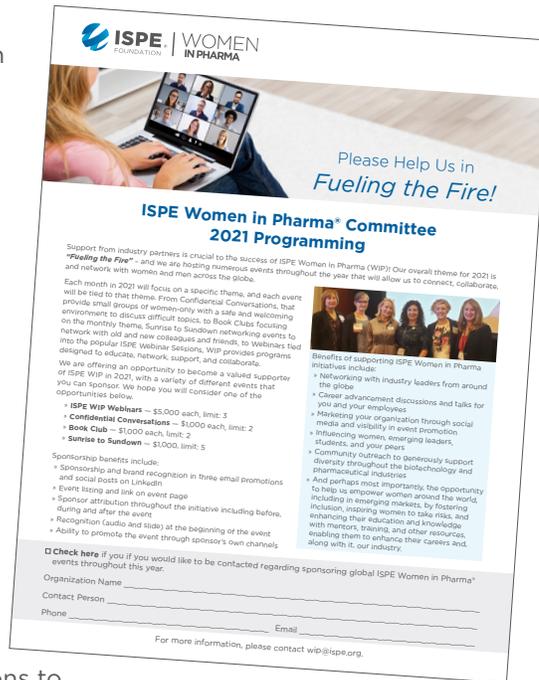
Please share with your Affiliates and Chapters, Mentor Circle participants, and anyone else who might have an interest in proudly wearing a Women in Pharma® shirt! ❖

2021 is the year that ISPE Women in Pharma® will FUEL THE FIRE!

To help Fuel the Fire, Women in Pharma® has identified Monthly Themes for 2021! They are:

- » January – Accountability
- » February – Diversity & Inclusion
- » March – Entrepreneurship
- » April – Self Care
- » May – Balance
- » June – Confidence
- » July – Recognition
- » **August – Mentoring**
- » September – Data
- » October – Giving
- » November – Gratitude
- » December- Joy

Activities held by ISPE Women in Pharma® International throughout the year will include Webinars, Confidential Conversations, Book Clubs, and Sunrise to Sundown; each will focus on the theme of the month in which they are held. Stay tuned for dates and invitations to upcoming events! ❖



Donate to the ISPE Foundation Women in Pharma® Fund

Any donations your Chapter or Affiliate obtains for the Women in Pharma® Fund will be 100% earmarked for Women in Pharma® Initiatives! Visit [ISPE Foundation – Women in Pharma® Initiative](#) to learn more. ❖



You can get involved in an EXCLUSIVE Community of Practice!

The ISPE Women in Pharma Community of Practice (CoP) is a great venue for sharing information, asking questions and posting items of interest to the WIP Community. If you have not yet joined, be sure to do so today!

If you have questions on how to join, please contact **Jessie Hardy** (jhardy@ispe.org). If you are already a member, start posting today! With so many of us working from home and unable to congregate, this is a great way to keep in touch and keep the thoughts and conversations flowing. [Women in Pharma Community of Practice](#). ❖

To all the ISPE Chapter and Affiliate WIP and WIP Mentor Circle leaders – we are grateful for your enthusiasm, flexibility, and creativity during the time of COVID-19.

These online programs are enabling everyone to remain engaged, continue to learn, inspire others, and maintain connections and collaboration. **Thank you!**