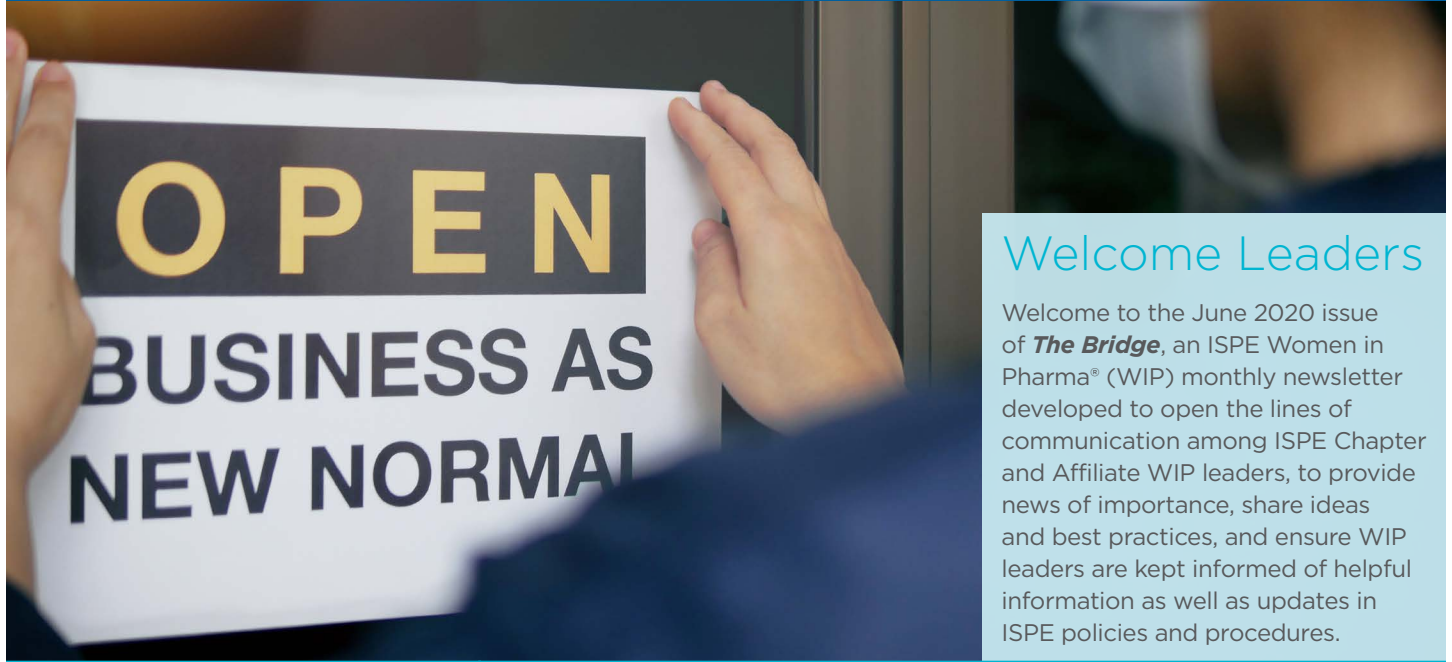


# THE BRIDGE

WOMEN  
IN PHARMA®

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



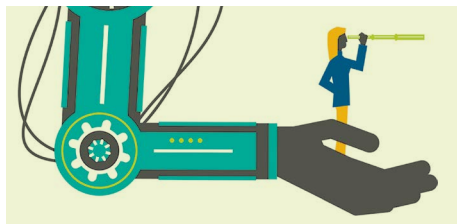
## Welcome Leaders

Welcome to the June 2020 issue of **The Bridge**, an ISPE Women in Pharma® (WIP) monthly newsletter developed to open the lines of communication among ISPE Chapter and Affiliate WIP leaders, to provide news of importance, share ideas and best practices, and ensure WIP leaders are kept informed of helpful information as well as updates in ISPE policies and procedures.



## Highlights

A Message from Tom Hartman  
[Read more...](#)



## Did You Know?

Submit your proposal for 2021 ISPE Facilities of the Future Conference  
[Read more...](#)

## Q&A

Conferences, Policies and Webinar?  
[Read more...](#)

## We Need To Reinvent Ourselves, Our Families And Our Jobs!

The way we once lived is now redundant



### A Message From the ISPE Steering Committee

**Alice Redmond**, ISPE Women in Pharma® 2020 Steering Committee—EU Representative

There will be no going back to 'normal'. Our cherished concept of work is increasingly meaningless—the future belongs to those who understand the arts of reinvention.

Everything has changed and we need to prepare for the new normal. The COVID-19 lockdown and associated ramifications are not ending any time soon. There is no going back to 'before COVID-19'. Some of us knew this from the start of the pandemic, others are still in denial. There is the unmistakable feeling that a monumental shift in how we work and live is coming or in fact is already here.

Some of the new ways of living are emerging, but there is a resistance to the fact that they may be permanent. Daily we see how Covid-19 has increased existing inequalities of gender, space, ethnicity, class, and we see new divisions as well. There is the divide between those who can work at home and those who can't, whether medical teams, hairdressers, or those of us that are classed as 'critical services' to the Pharma industry. There are those who find peace in their inner worlds and are able to manage this time, and those who are struggling, missing company, missing 'normality' and are somewhat lost.

*continued on page 5*

## A Message from Tom Hartman, ISPE CEO and President



**Tom Hartman**, ISPE's newly named CEO and President, would like to share a message with the WIP community. "The recent pandemic highlights the need for effective platforms for collaboration. ISPE's Women in Pharma® members have been diligently transforming their meetings,

conferences, Mentor Circles, and networking events to virtual platforms," he said. "In my short time as ISPE CEO & President, I have been delighted to see the progress being made as virtual programs are developed and attended by women and men in our sector. It is a true privilege to be given the opportunity to play a significant role in the industry and the Society, and I look forward to working with ISPE WIP and watching it evolve and grow."

Tom challenges those who are engaged with WIP to reach out to their colleagues and friends who may not be aware of this initiative.

Tom is a strong advocate of women in the pharmaceutical industry. Recently retired from GSK, he has worked with women throughout his career and knows that women offer a different level of diversity and strength and are highly capable multi-taskers (which is a necessary skill these days!). With eight sisters and three daughters—two of which work in pharmaceuticals and one who is a physician—Tom is indeed interested in seeing women grow their careers in the life sciences.

Tom challenges those who are engaged with WIP to reach out to their colleagues and friends who may not be aware of this initiative. He asks that they ensure that their associates know how membership in ISPE can advance the depth and breadth of their knowledge, and help them build networking bridges to advance their careers in the pharmaceutical industry.

ISPE WIP welcomes you, Tom, and wishes you much success in your new role as ISPE CEO and President. ❖

### Q: Will ISPE be holding any in-person conferences in the remaining months of 2020?

*A: In consideration of the health and safety of our program attendees, and travel restrictions imposed by member companies, the ISPE Leadership Team has decided not to hold any in-person events for the remainder of the 2020 calendar year, and instead will conduct these as virtual events. This includes all conferences, workshops, and training programs scheduled for 2020. This decision was not made lightly by our Leadership Team, which feels it is the right path forward given the current situation and maintains ISPE's primary goal of keeping Members and staff safe. View the list of [virtual conferences](#) we will be holding this year.*

### Q: Are there specific policies and procedures related to the sale of WIP buttons for fundraising?

*A: Women in Pharma® button sales were developed to raise funds specifically for WIP. All buttons sold are considered a donation, rather than a purchase, as all proceeds are given to the ISPE Foundation to utilize on behalf of WIP initiatives. Policies and procedures can be found [here](#). Chapters and Affiliates interested in hosting a button campaign, please contact **Debbie Kaufmann**.*



### Q: How can my Affiliate/Chapter hold a WIP Webinar that is shared beyond the WIP Mentor Circle?

*A: ISPE Affiliate/Chapter WIP leaders and WIP Mentor Circle Leaders can provide various programs and events in their regions. Mentor Circles are comprised of a relatively small group of people, while webinars provide the opportunity to invite many more participants. Mentor Circles typically have one or two mentors and up to seven or eight mentees, all of whom discuss a chosen topic then network; webinars include speakers and/or panelists that present to attendees, with an interactive Q&A at its end.*

*To hold a webinar, you should identify a keynote speaker or two and a few panelists in your region to present on a relevant topic of interest. If you hold a panel discussion, you will also need to assign a moderator. Promote the webinar via your website and social media, not only to your WIP groups but to your Affiliate or Chapter members, the global ISPE community, and other industry professionals in your region. Schedule a time and provide registration capabilities, sending a link to registrants for access to the webinar. When the live webinar occurs (on Zoom or some other webinar platform), record it and once completed, you can share the recording by sending the link to your participants and other constituents, post it on your website, and send it to **Debbie Kaufmann**, who will have it posted on [ISPE.org](#). If you have questions, please contact **Debbie** or **Tanya Sharma** at [tanya@chdinvestments.net](mailto:tanya@chdinvestments.net). ❖*

## ISPE Italy Affiliate's WIP Graziella Molinari Award



In December 2019, the ISPE Italy Affiliate devoted its annual "ISPE Italy Christmas Night" to Women in Pharma® and

unveiled a new award at the event—the **WIP Graziella Molinari Award**—which is named for the Affiliate's beloved former Vice President, **Graziella Molinari**. The award celebrates 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.

A strong contributor to the ISPE Affiliate, Graziella was a member of the Italy Affiliate Board and a Vice President of the Affiliate, as well as an active member of ISPE. The **WIP Graziella Molinari Award** will be given each year to a young woman who demonstrates distinctive professional achievements in our industry, as Graziella did. The recipient will receive an industry-specific professional course or training program of their choice, donated by the ISPE Italy Affiliate, reflecting its generosity towards others in the spirit of ISPE. The inaugural award, given at last December's event, was presented by Graziella's daughter. Sadly, Graziella passed away in 2018 but her influence and dedication to the industry will live on through the award named for her. ❖



## UPCOMING AFFILIATE AND CHAPTER EVENTS AND ACTIVITIES

*To all the ISPE Chapter and Affiliate WIP leaders—thank you for your enthusiasm, flexibility, and creativity during the time of COVID-19. These online programs are enabling everyone to remain engaged, continue to learn, and maintain connections and collaboration.*

### Sunrise to Sundown Conversations

ISPE Women in Pharma® "Sunrise to Sundown," on Friday, July 17th, offers two opportunities to join in conversations to start your day or wind it down!

#### Happy Hour

11 am PDT, 7 pm CET, 3 pm BRT

[Registration](#)

#### Coffee Break

7 pm PDT, 10 am SGT, 7:30 am IST

[Registration](#)

### Monthly Virtual Book Club

ISPE Women in Pharma® invites you to participate in a [Monthly Virtual Book Club](#). Read a book and discuss it with other ISPE and WIP Members.

### Virtual Lunch and Learn

#### CaSA Chapter Hosting Virtual Lunch and Learn: [Rethinking Wellness through Mindfulness](#)

**Date:** August 5, 2020 **Time:** Noon **This month's presenter:** Brit Guerin

[Webinar Registration](#)

**Presentation Description:** Rethinking Wellness through Mindfulness will get you thinking about different ways to pursue wellness. Sometimes, wellness programs and products can have an underlying layer of guilt and shame. We might buy the weight loss product or the facemask, only to be left with the same worries and fears. Join Brit Guerin to learn about body liberation, intuitive eating, and mindfulness as a way to consider your own individualized wellness pursuit.

If you would like to sponsor a WIP event, please contact **Jessica Cochran:** [jcochran@jacobswyper.com](mailto:jcochran@jacobswyper.com).

### ISPE Ireland Affiliate Hosting Second WIP Webinar

Following on from the success of its first webinar "Celebrating International Women in Engineering Day 2020", ISPE Ireland Affiliate—Women in Pharma group are delighted to organize the next webinar "*Navigating the Virtual World in Business/Building your personal Brand & Executive presence.*" This webinar will be held Friday, 24 July 2020, at 10:00AM British Summer Time.

There will be two speakers presenting followed by a panel discussion with Q&A. Each presentation, approx. 25 minutes in duration will address the following:

- » **Allana Brown**, Developing Leaders & Entrepreneurs in Stem to Rise
- » **Louise Mc Namara**, Director - Team Coach & Facilitator
- » Panel discussion with Q&A

For more information and to register, visit [here](#). ❖

## Hello from Tanya Sharma, WIP Mentor Circle Leader

**Tanya Sharma** has been hard at work developing new Mentor Circles, helping train new Mentor Circle leaders, and identifying new and exciting ways for women involved in WIP and Mentor Circles around the globe to connect, collaborate, and grow various WIP programs and initiatives. Some of her ideas include “Mentor of the Month Program,” where each month a different Affiliate or Chapter hosts a Mentor Circle and provides a “Mentor of the Month” to lead it; a WIP book club, online discussions, and more. Read [Tanya’s message](#) in which she explains what led to her ideas, how she plans to initiate them, and how you can participate. ❖

“I’m really grateful to have something that I’m passionate about and that I think is profoundly important.”

—Marian Wright Edelman

## RECENT EVENTS

### ISPE Women in Pharma® / CaSA 10 June Conference Highlights

- » Exceeded attendance goal with more than 115 attendees
- » Sponsored by AveXis
- » Highly educational content featuring:
  - » **John Daniel**, Chief HR Officer, First Horizon Financial Corporation
  - » **Rebecca Holland**, New Managing Director, RSR Partners.
  - » A panel discussion that focused on how to “Transform and Empower Yourself” included panelists **Martina Scianti**, Director, Quality PMO & Strategy, AveXis, Inc.; **Nicole Slepsky**, Director, People & Organization, AveXis, Inc.; and **Nancy Torres Kaufman**, CEO, Beacon Accelerator.
- » Feedback from participants: “Thank you very much, extremely educational!” and “Outstanding program, I learned a lot and appreciate greatly the opportunity to hear your recommendations and lessons in life!”

### WIP Webinar Hosted by ISPE Ireland Affiliate

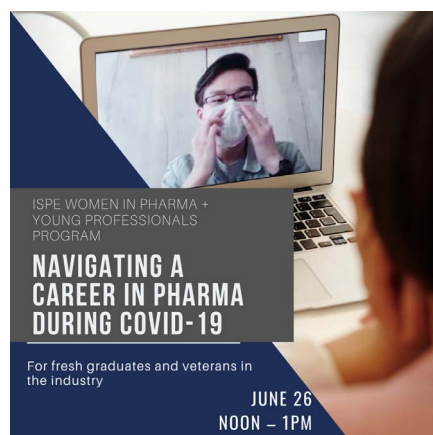
On Tuesday, 23 June, the ISPE Ireland Affiliate Women in Pharma® group hosted a webinar to celebrate International Women in Engineering Day. The webinar profiled two speakers:

- » **Ms. Anne Pettit**, Senior Human Resource Consultant and Coach at KPI Business Solutions, who discussed opportunities for *Building your confidence in the working environment*.
- » **Ms. Joanna Murphy**, Global Account Director at Poppulo, who provided practical advice on how to build an *Engaging LinkedIn profile*.

These presentations were followed by a panel discussion with an opportunity for Q&A. View the webinar [here](#).

### ISPE Women in Pharma® International Mentor Circle Lead Call

On Friday, 26 June, Women in Pharma® hosted its first International Affiliate and Chapter WIP Mentor Circle Lead Meeting! Mentor Circle Leaders, along with Affiliate and Chapter WIP Leaders, met online and discussed WIP and Mentor Circle global initiatives, introduced new Mentor Circles around the world, and shared upcoming events! This meeting brought Mentor Circle and WIP Leaders together, for the first time, to share our mission to connect with our communities and discuss additional ways to collaborate and grow our initiative! If you are interested in joining a Mentor Circle and being part of our community, please contact **Debbie Kaufmann** at [DKaufmann@ispe.org](mailto:DKaufmann@ispe.org) or **Tanya Sharma** at [tanyasharma0304@gmail.com](mailto:tanyasharma0304@gmail.com).



### ISPE Greater LA Chapter's Women in Pharma® and YP Programs Joined Together

The LA Chapter and YP Programs joined together to host *Navigating a Career in Pharma During COVID-19*. Held on 26 June, this complimentary webinar was open to everyone.

To all the ISPE Chapter and Affiliate WIP and WIP Mentor Circle leaders—your enthusiasm, flexibility, and creativity during the time of COVID-19 has been critical. These online programs

are enabling everyone to remain engaged, continue to learn, and maintain connections and collaboration. Thank you! ❖



We as an industry have adapted well to the 'new norm' of remote working and the reality of on-line meetings. The regulatory landscape has adapted rapidly to minimise the impact to Pharma supply chains and companies have adopted measures to protect their core manufacturing areas. There are signs of reinvention from many organizations and from people whose lives are on hold, but who are coping incredibly well in the circumstances. Small and local businesses and start up Pharma companies have adapted very quickly to the needs of the pandemic, but we all know the economic ramifications are significant and will have a prolonged impact.

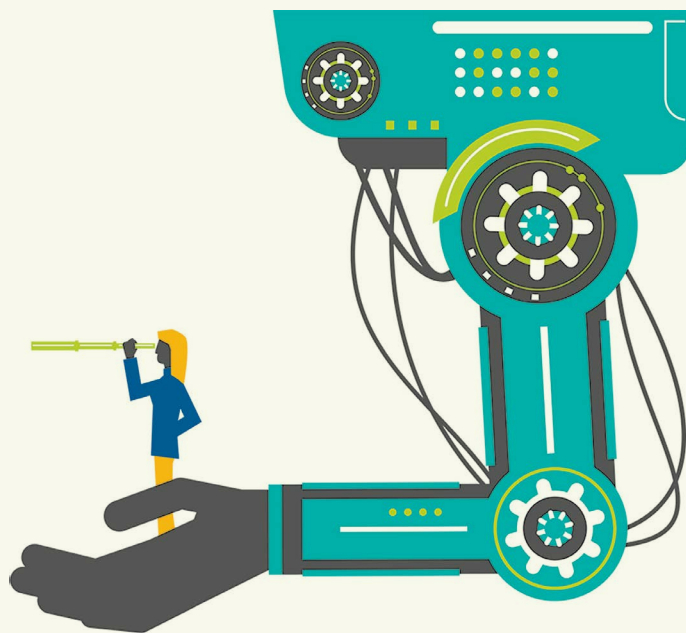
But what is the new normal? A frantic busyness that never ends, the continuous business trips that merge together in a blur, and constant organising and juggling of family and work commitments. Our new way of working has brought significant changes and while there are challenges, there are also multiple opportunities. Opportunities to reinvent the way we work, the way we approach professional development and training, the way conduct conferences, the way we protect our environment, and most importantly the way we live.

We need to learn the lessons from the COVID-19 pandemic and re-evaluate how we work, how we socialise and how we manage our time.

What have I noticed in the past few months? Meetings and interactions are more focused and generally more productive, what comes with that is a higher intensity of work and tiredness. We need to make sure we allow gaps in our schedule to 'think' and rest. Facets of work we would have always said needed to be done in person are now possible to do on-line, for example workshops and large conference programs. These are proving to be very effective as attendees are focused on the topic and content. Our family lives have changed, we have more time together, we eat and exercise together more regularly, and manage to do more activities as a family. I have seen a 'return to nature' which has been truly refreshing. From an environmental perspective I don't have the stats, but the observations are tangible, the air is clearer, our roads are quieter, and we have all become more environmentally conscious.

So, what happens next? We need to learn the lessons from the COVID-19 pandemic and re-evaluate how we work, how we socialise and how we manage our time. We need to face the new paradigm with a 'reinvention' that will benefit our families, our businesses, and the environment around us. ❖

## ISPE 2021 Facilities of the Future Conference



On 17-18 May 2021 (tentative) in San Francisco, the **ISPE Facilities of the Future Conference** will look at new manufacturing challenges, technologies, and regulatory factors impacting the ability of today's companies to stay competitive and cost-effective. And it will explore advancements in pharma technology and what manufacturing facilities will look like in the future.

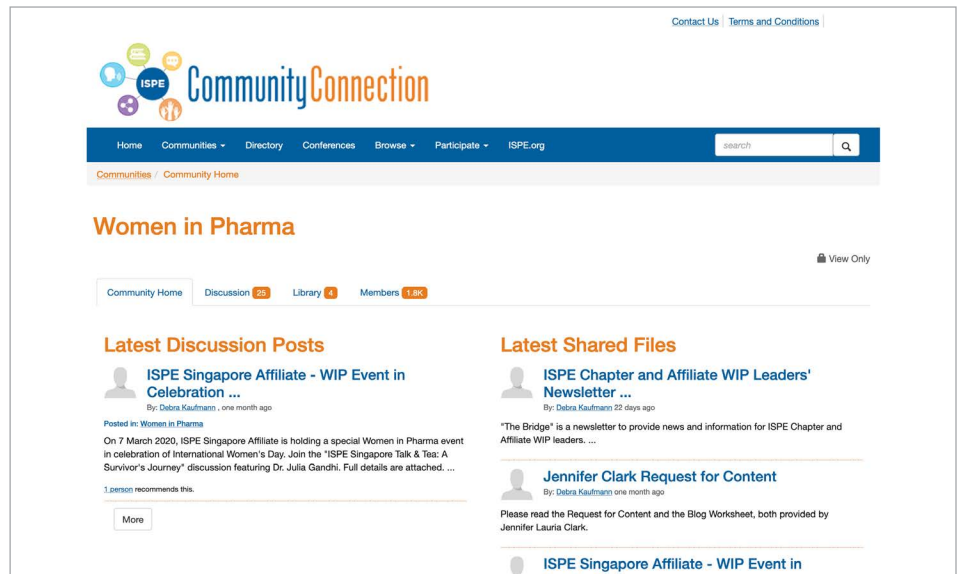
We will explore the impact of disruptive technologies and Pharma 4.0, speed to market, highly automated processes using the Internet of Things (IoT), Artificial Intelligence (AI), robotics, advanced analytics, the use of digital twins, and machine learning. Also included will be facility designs that embrace the attributes of facilities of the future such as adaptability and flexibility, with a particular emphasis on single-use, regenerative medicines, and drug products.

- » Learn how award-winning industry leaders successfully implemented technology innovations in facility design using virtual reality, artificial intelligence, and automation
- » Interact with industry and regulatory thought leaders to address key issues in pharma manufacturing facilities today
- » Identify current challenges in facility design and define the "procedures" of the future
- » Hear from industry leaders about their approaches to cyber security, lifecycle engineering, and plant asset management

[Submit your proposal for 2021 FOF Conference](#) ❖

Any donations your Chapter or Affiliate obtains for the ISPE Foundation will be 100% earmarked for WIP Initiatives! [Visit ISPE Foundation - WIP Initiatives](#) to learn more. ❖

## ISPE WIP Community of Practice



[The ISPE Women in Pharma Community of Practice](#) (CoP) is a great venue for sharing information, asking questions of your fellow WIP members, 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 Debbie. If you are already a member, start posting! Especially in this time when most of us are working from home and unable to congregate at meetings or conferences, this will help us all keep in touch! ❖

## We Need Your Participation to Make This Newsletter Successful!

Please send **Debbie Kaufmann** ([dkaufmann@ispe.org](mailto:dkaufmann@ispe.org)) the following information regarding your current and upcoming events and activities by the **15th of each month**:

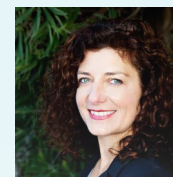
- » Name of your Chapter or Affiliate
- » Current (or very recent) events (conferences, meetings, Mentor Circles, panels, networking events, or other activities)
- » Events planned within the next two months (conferences, meetings, Mentor Circles, panels, networking events, or other activities)
- » For 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® 2020 Steering Committee Chair



**Stephanie Thatcher**  
ISPE Women in Pharma® Chapter and Affiliate Liaison