



Society for Immunotherapy of Cancer

Meet-the-Expert Webinar: Leadership

(by building and sustaining a successful team)

Thursday, March 12, 2020

3:00-4:00 p.m. ET

Webinar Agenda

3:00-3:10 p.m ET Overview: Welcome and Introductions

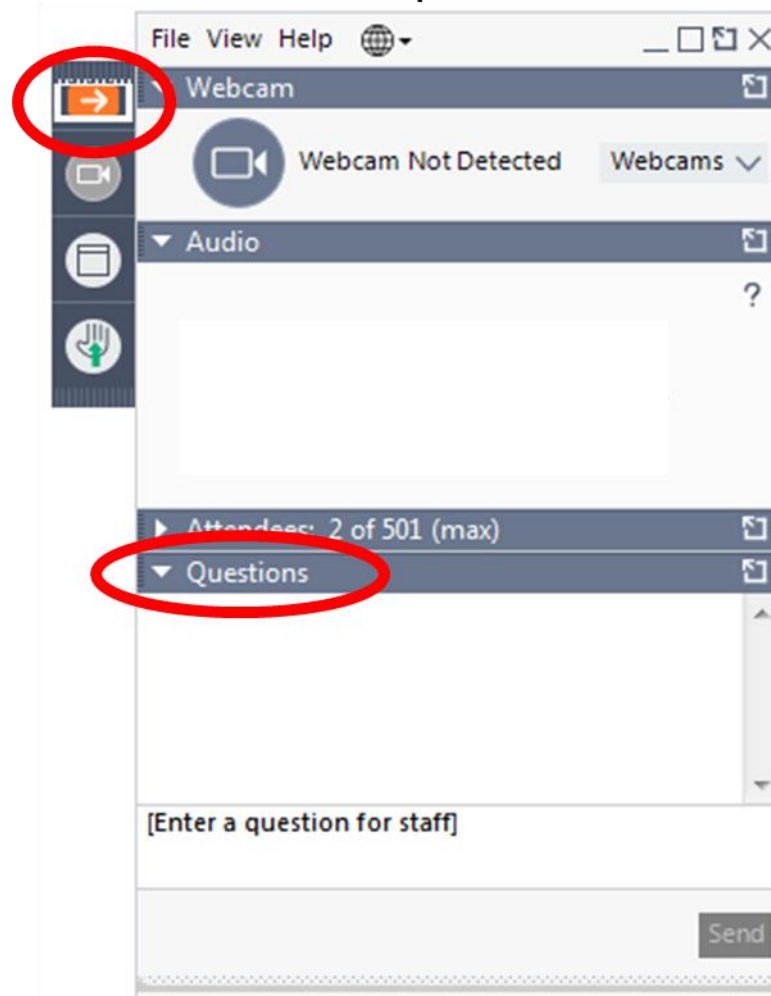
3:10-3:40 p.m. ET Leadership Presentation

3:40-3:55 p.m. ET Question and Answer Session

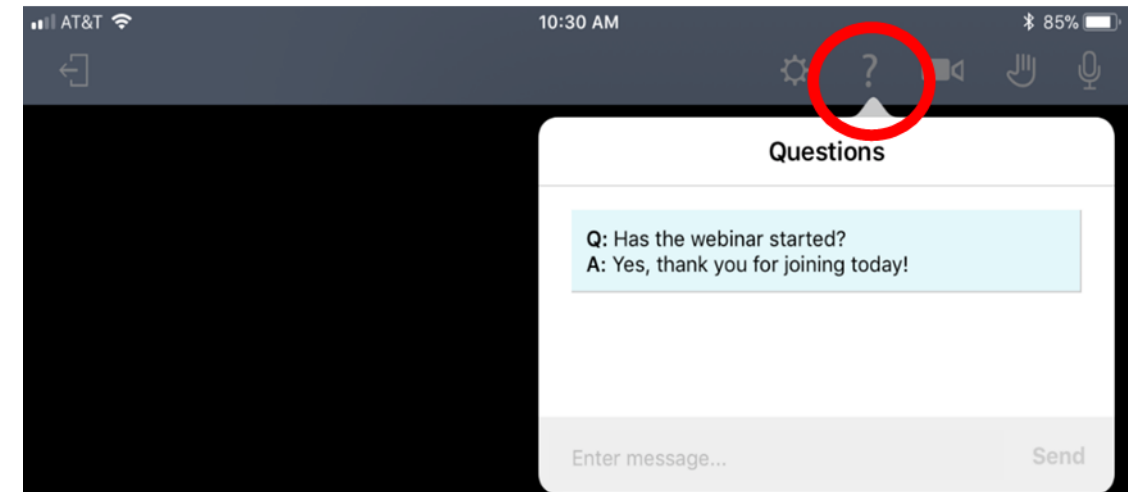
3:55-4:00 p.m. ET Closing Remarks

How to Submit Questions

Computer



Mobile Phone



Webinar Faculty



Alessandra Cesano, MD, PhD –
ESSA Pharma Inc.



Sarah Church, PhD –
NanoString Technologies

Alessandra Cesano MD, PhD

Chief Medical Officer
at Essa Pharm



In this Meet-the-Expert Webinar, Dr. Alessandra Cesano will provide guidance on leadership skills for developing a successful team including factors for team building, important leadership qualities, characteristics of successful and dysfunctional leadership

Presenter's Background

Physician Scientist:

- M.D., University of Turin, Italy
- Ph.D. in Tumor Immunology and Board Certification, University of Turin, Italy
- Postdoctoral Fellow and Senior Scientist, The Wistar Institute, Philadelphia, PA
- Director of Clinical Research, SmithKline Beecham Pharmaceuticals
- Sr. Director of Global Development, Amgen
- VP Oncology Clinical Development, Biogen Idec
- CMO: Nodality, Cleave Bioscience, NanoString Technologies Inc. and Essa Pharma
- Medical Board Certified
- SITC Director at large

Presenter's Background

Academic and Industry Leadership:

Academic

- *29 years of research activity in Tumor Immunology: 9 years in US at the Wistar Institute, an NCI Basic Cancer Center at the University of Pennsylvania, Philadelphia, where research focused on study of non-MHC cell mediated cytotoxicity in human hematologic malignancies, resulting in more than 120 publications and 6 patents*

Industry

- *20+ years in roles of increasing responsibility in R&D in companies ranging from large, global biopharma to private, venture-backed companies*
- *Blend of therapeutics and molecular diagnostics experience in wide spectrum of roles*

Presenter's Background

Presenters Team Building Leadership Experience:

- *Leading teams in multiple disciplines including R&D translational research, business development, clinical development and medical affairs activities*



Leadership Skills for Building the Best Team

Team Definitions

- Team
 - *Two or more members*
 - *Specific performance objective*
 - *Coordination of activity amongst members is a must*
 - *Mutually Accountable*
- Pseudo-Team
 - *Same as a Team*
 - *Lacks collective focus*
 - *Does not perform together, rather individually*
 - *Individual Accountability*





"The strength of the team is each individual member...the strength of each member is the team."

-Phil Jackson

Factors of successful team building



A CLEAR ELEVATING
GOAL

Factors of successful team building



A CLEAR ELEVATING
GOAL



RESULTS DRIVEN
STRUCTURE

Factors of successful team building



A CLEAR ELEVATING
GOAL



RESULTS DRIVEN
STRUCTURE



COMPETENT MEMBERS
WITH RIGHT NUMBER
AND MIX

Factors of successful team building



A CLEAR ELEVATING
GOAL



RESULTS DRIVEN
STRUCTURE



COMPETENT MEMBERS
WITH RIGHT NUMBER
AND MIX



UNIFIED COMMITMENT



Factors of successful team building



A CLEAR ELEVATING
GOAL



RESULTS DRIVEN
STRUCTURE



COMPETENT MEMBERS
WITH RIGHT NUMBER
AND MIX



UNIFIED COMMITMENT



COLLABORATIVE
CLIMATE

Factors of successful team building



A CLEAR ELEVATING
GOAL



RESULTS DRIVEN
STRUCTURE



COMPETENT MEMBERS
WITH RIGHT NUMBER
AND MIX



UNIFIED COMMITMENT



COLLABORATIVE
CLIMATE



HIGH STANDARDS OF
EXCELLENCE

Factors of successful team building



A CLEAR ELEVATING
GOAL



RESULTS DRIVEN
STRUCTURE



COMPETENT MEMBERS
WITH RIGHT NUMBER
AND MIX



UNIFIED COMMITMENT



COLLABORATIVE
CLIMATE



HIGH STANDARDS OF
EXCELLENCE



EXTERNAL SUPPORT

Factors of successful team building



A CLEAR ELEVATING
GOAL



RESULTS DRIVEN
STRUCTURE



COMPETENT MEMBERS
WITH RIGHT NUMBER
AND MIX



UNIFIED COMMITMENT



COLLABORATIVE
CLIMATE



HIGH STANDARDS OF
EXCELLENCE



PRINCIPLED
LEADERSHIP



EXTERNAL SUPPORT

Leadership Traits

“**Management** is about persuading people to do things they do not want to do, while **leadership** is about inspiring people to do things they never thought they could”.



The most important **qualities** of an effective **leader** include:

- Vision
- Effective Communication
- Confidence
- Relationship building
- Perceptive of team needs
- Problem Solving
- Integrity/Trustworthiness
- Commitment and Accountability
- Empathy
- Resilience
- Time management



What Leadership Stands for....

L – Listen twice as much as you speak

E – Encourage people to take risks

A - Assess the facts before taking a decision

D – Demand accountability for your self and others

E – Expect people to do their best

R – Respect all team members

S – Solve problems with action

H – Honor your word

I – Include others in the process

P – Praise publicly and correct them privately

Key Factors for a successful performance of a team: S.C.O.R.E.



S - Strategy



C – Clear roles and responsibilities



O – Open Communication



R – Rapid Response



E – Effective Leadership



Five Dysfunctions of a Team

Dysfunction #1: Absence of Trust

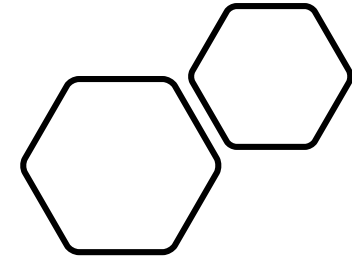
Dysfunction #2: Fear of Conflict

Dysfunction #3: Lack of commitment

Dysfunction #4: Avoidance of accountability

Dysfunction #5: Inattention to results

Lencioni, 2002



6 Words

I Admit I did Wrong

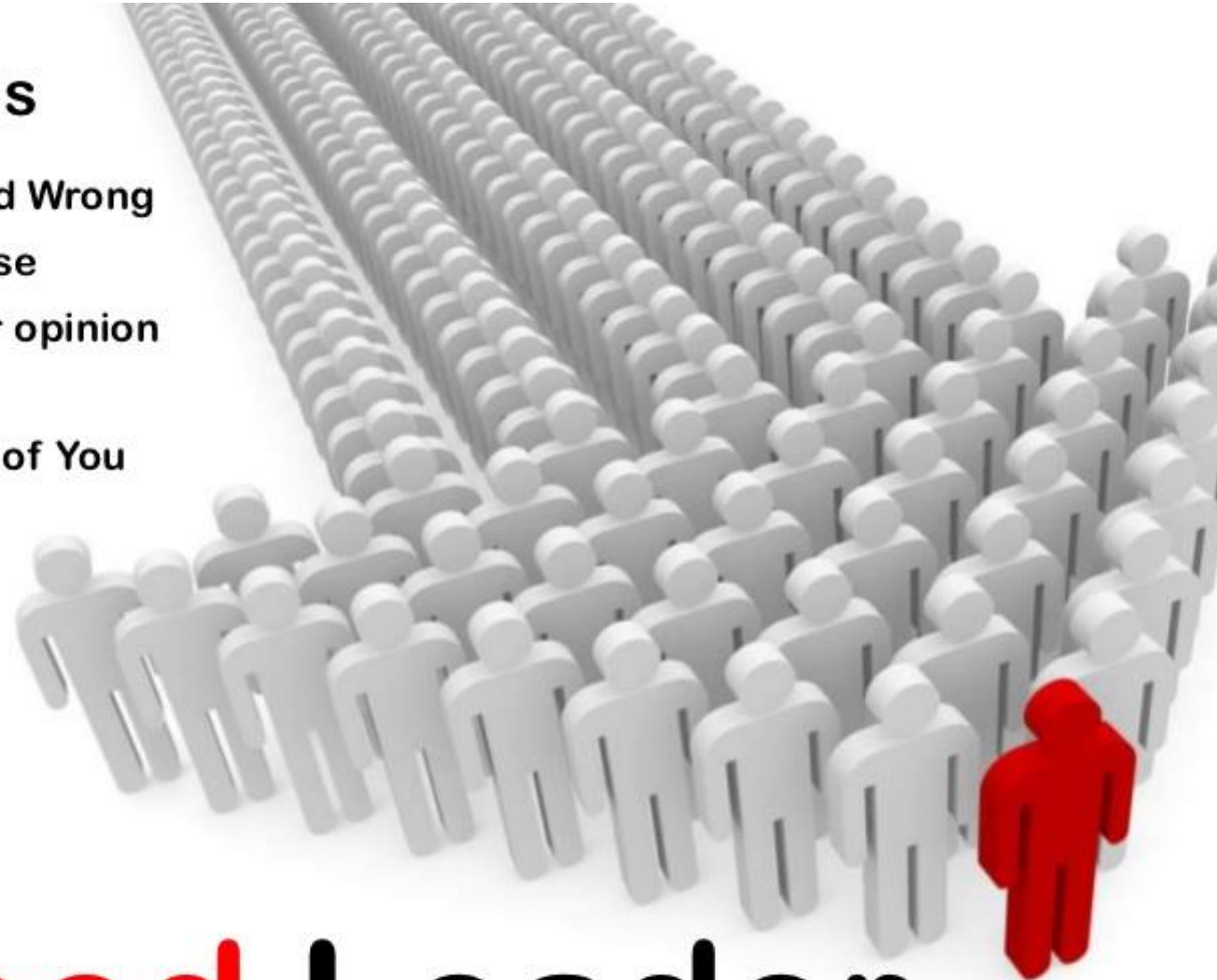
If you Please

Whats your opinion

Thank you

I am proud of You

We



Good Leader

Questions?

Upcoming Meet-the-Expert Webinar

“CV and Cover Letter Writing: Academia vs Industry”

Thursday, April 16, 2020, 1:00-2:00 p.m. ET

Moderator:

Ravi Patel, MD, PhD – *University of Pittsburgh*

Presenters:

Tahi Ahmadi, MD, PhD – *Genmab*

Christian Capitini, MD – *University of Wisconsin-Madison*

To register and view past Meet-the-Expert Webinars visit:

<http://www.sitcancer.org/mtewebinar>



sitcancer.org/careerconnections

Career Connections Online Job Board

The Career Connections Online Job Board gives job seekers the key information on talent seekers and the job openings they need to make the next step in their career, including:

- Search jobs by location
- Set personal notifications and preferences
- Learn more about talent seekers
- Directly apply for open positions

Questions/Comments: connectED@sitcancer.org

WIN Leadership Institute

Two Programs:

Seattle

July 13-14, 2020

Chicago

August 3-4, 2020

- Learning to break through the glass ceiling
- Exploring negotiation techniques
- Mastering the art of saying no
- Surviving in a political world
- Developing leadership skills, including conflict resolution strategies and public speaking

Applications due March 23

sitcancer.org/win

FREE to accepted applicants!

SITC Women in **CANCER**
IMMUNOTHERAPY NETWORK
LEADERSHIP INSTITUTE

