



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

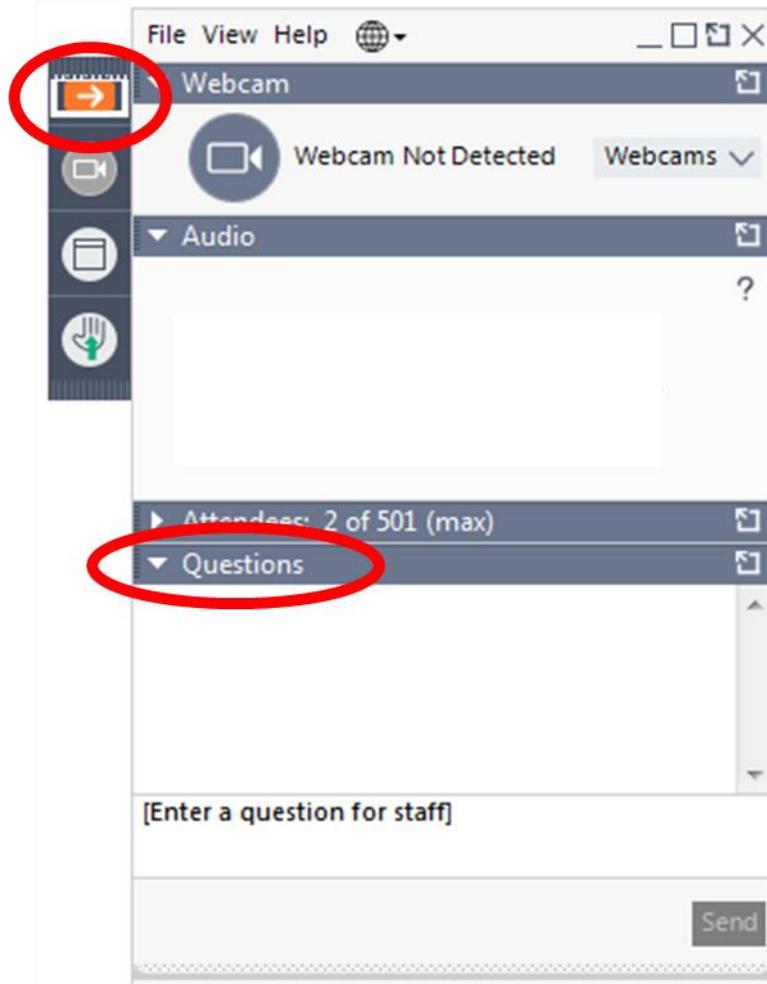
3:10-3:40 p.m. ET Leadership Presentation

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

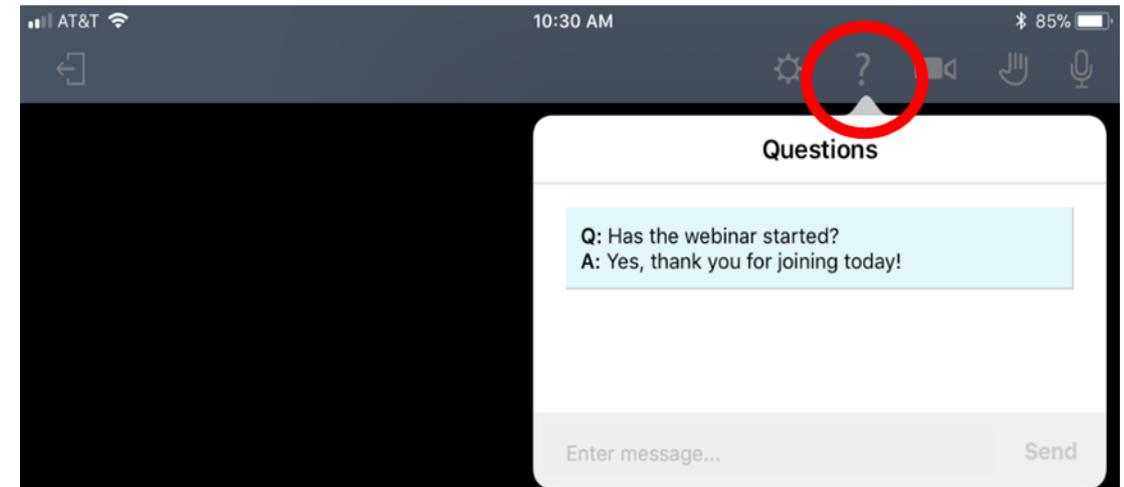
3:55-4:00 p.m. ET Closing Remarks

# How to Submit Questions

Computer



Mobile Phone



# Webinar Faculty



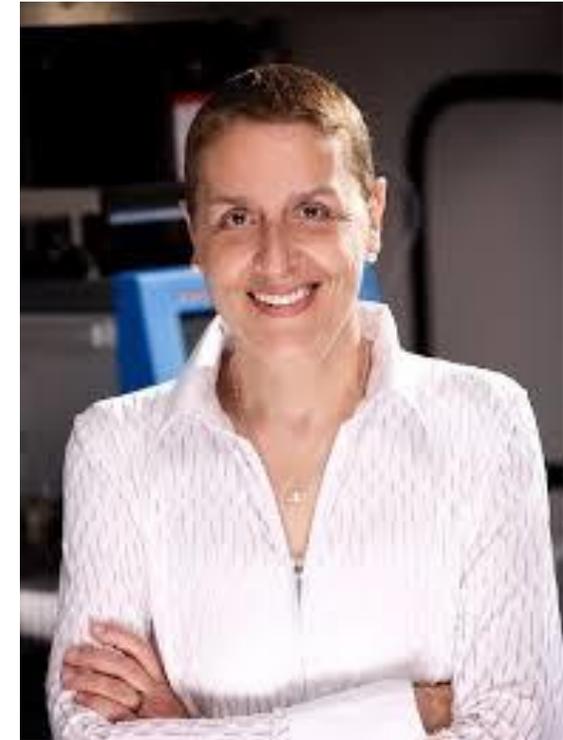
Alessandra Cesano, MD, PhD –  
*ESSA Pharma Inc.*



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



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RESULTS DRIVEN  
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COMPETENT MEMBERS  
WITH RIGHT NUMBER  
AND MIX

# Factors of successful team building



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UNIFIED COMMITMENT

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COLLABORATIVE  
CLIMATE

# Factors of successful team building



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EXTERNAL SUPPORT

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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

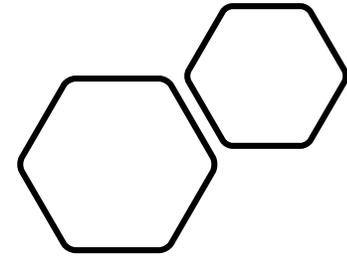
**Dysfunction #2:** Fear of Conflict

**Dysfunction #3:** Lack of commitment

**Dysfunction #4:** Avoidance of accountability

**Dysfunction #5:** Inattention to results

Lencioni, 2002



## 6 Words

I Admit I did Wrong

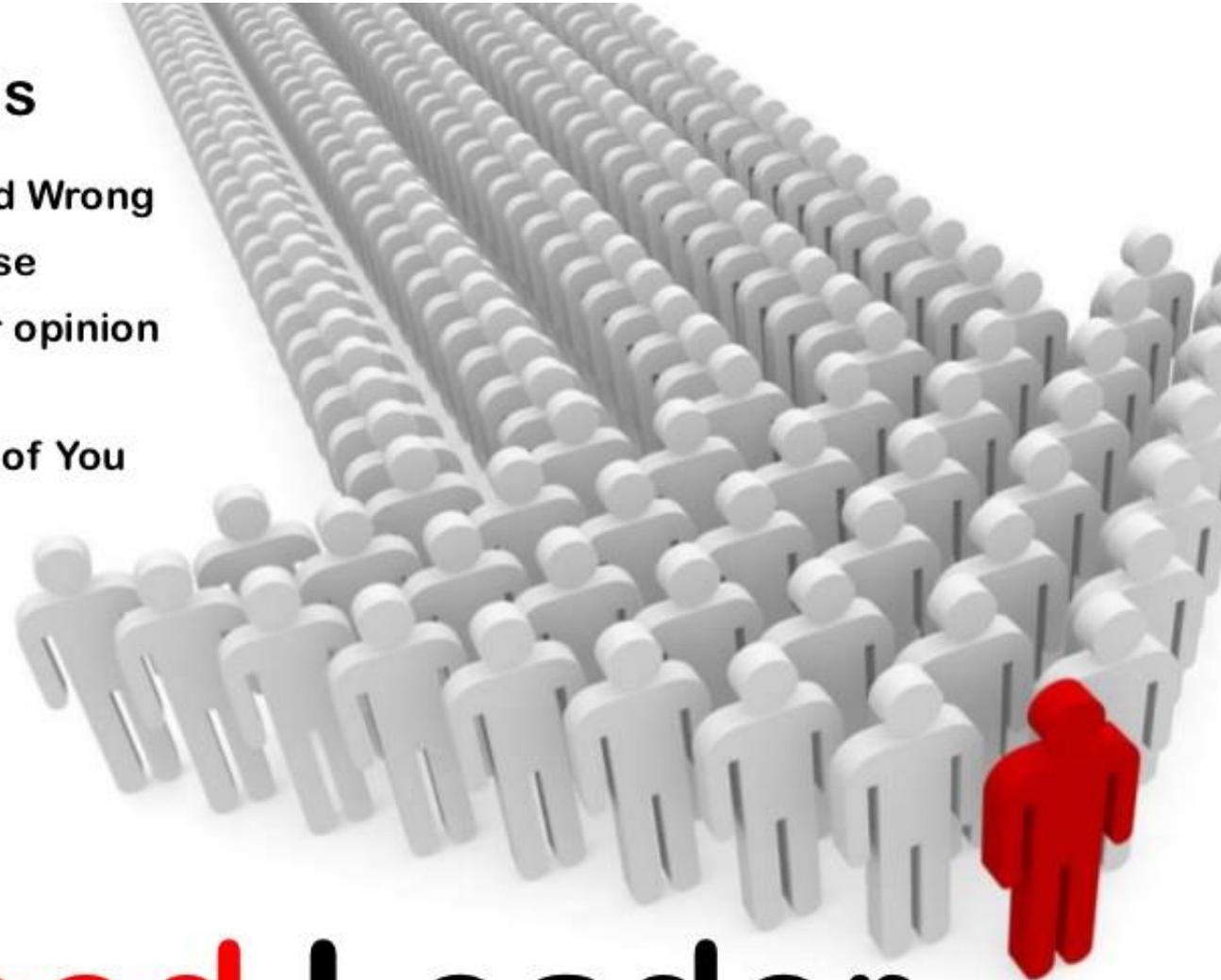
If you Please

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>

# Career Connections Online Job Board



[sitcancer.org/careerconnections](https://sitcancer.org/careerconnections)

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

# 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](https://sitcancer.org/win)

FREE to accepted applicants!

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

