Quarterly E-Newsletter - Summer 2021

Women In Bio's eMAPS (executive Mentorship, Advisors, Peers, and Sponsorship) program is geared towards executives. If you would like to receive future information for this target audience, please log into your profile and mark yourself as an executive to be added to that marketing distribution list.

Check out the past eMAPS newsletters here.

NATIONAL eMAPS UPDATES – VIRTUAL eMAPS COHORTS LAUNCHING NOW!

National virtual cohorts are open to women in any chapter, but ideal for Executives who do not have an eMAPS program and/or are situated in parts of the country without a WIB chapter. The cohorts will meet online. Apply to join a cohort below.

Executive Round Table

Our national committee would like to acknowledge the following women for their leadership in planning these virtual cohorts to date:

Applications Accepted Through First Meeting
Cohort Size: 20 Executives

Executive Round Table Cohort Facilitators: Jennie Starr, Yasmin Chandrasekher, and Lesley Antoun.

Application: click here

The Executive Round Table is for VP/C-Level professionals for sharing experiences and a safe space for advice and counsel. The meetings are facilitated by two to three participant executives with guest VP/C-Level community members offering guidance on the given topic. The cohort leverages materials in use by Women In Bio across the country in similar programs through meaningful discussions, updating them to suit their goals.

VPs/C-Level: The first national virtual cohort of the Executive Round Table will launch October, 2021. Time of day: 4:00 p.m. PDT, 6:00 p.m. Central, 7:00 p.m. EDT. (Third Wednesdays) by Zoom.

There are five meetings:

- 10/19/2021- Being Strategic and Intentional About Relationships
- 12/15/2021 - Corporate Strategy: Private, Public, and Business Development
- 1/19/2022 - Cash’s Queen: Funding Your Business
- 3/16/2022 - Negotiation, Doing the Deal
To make the experience meaningful for the participants of a cohort, new applicants are not admitted after the first meeting in October and the cohort is capped at 20 executives.

### Executive Development and Mentoring Cohort

Applications are opening soon!

The Executive Development Cohort is a year-long mentoring program designed for senior directors looking to transition into an executive leadership role in the next few (three to five) years. This program is led by three life science executive mentors:

- **Kirsten Anderson** - Senior Vice President, Clinical Development at Presage Biosciences
- **Becki Filice** - Senior Vice President, Portfolio and Product Leadership at CymaBay Therapeutics
- **Alicia Goodman** - Senior Vice President, Human Resources at Aimmune Therapeutics

We will use an application and a short interview to select our cohort of 10 to 12 mentees to make the experience meaningful for the cohort. Mentees will provide insight throughout the program to allow for topics selection and materials to be tailored to suit the group's needs. The program will start with a personality assessment, and then the cohort will dive into topics, e.g., finance and accounting, corporate governance, negotiations, strategic networking, leading change, etc.

More details will be available soon! If interested in being notified when our application goes live, please fill out this [short survey](https://www.womeninbio.org/admin/email/view.aspx?jobId=4587864).

### Medical Doctor eMAPS Cohort – In Development

The MD Cohort has a robust group of advisors and is seeking co-facilitators who are interested in supporting the final work on curriculum and launch of the cohort. If you are interested, please contact us at [eMAPS@womeninbio.org](mailto:eMAPS@womeninbio.org).

**MD Virtual Cohort Advisory Committee:** Neelum Aggarwal, Dr. Anne-Marie Carbonell, Tomoko Maeda-Chubachi, Lisa Danzig, Linda Morrow, Margaret Yu, Amita Rastogi, Cindy Jacobs. (Mentors and facilitators to be recruited)

**MD Virtual Cohort Facilitators:** Jennie Starr, Neelum Aggarwal, Elizabeth Gibson

### CHAPTER eMAPS UPDATES

For more information about chapters with active eMAPS programs and an FAQ, click [here](https://www.womeninbio.org/admin/email/view.aspx?jobId=4587864).
Our first cohort, based on the executive round table model, is off to a great start. We have nine senior, executive women from the Capital Region in the cohort who collectively have more than 200 years of industry experience. We had three meetings already for our first cohort and are currently inviting applications for Cohort 2 to start late summer. The application should be submitted to Capitalregionmaps@womeninbio.org by September 30.

Contact: CapitalRegionMAPS@womeninbio.org

The 2021 eMAPS-RTP cohort kicked off in March with six students. The students have begun working on their personal statements and improvement plans using the SWOT process as their foundation. Our May session highlight included a guest speaker with C-Suite experience, Lora Allemeier, previously President, Ocean Insight, a global company focused on providing optical solutions through technology. Lora discussed her executive experiences and how she created and maintained her personal statement throughout her career. Coming up in August, our students will get a chance to hear from Jane Firth and Andrea Zintz as they discuss their book Grit, Grace, and Gravitas. Stay tuned!

Contact: RTPmaps@WomenInBio.org
WIB-Seattle is halfway through our fourth eMAPS cohort with our fabulous executive mentor team of Janet Andrews, Kirsten Anderson, and Teri Foy. The program started off with developing group rules and expectations to build trust among the 11 cohort members. Janet offered the MTBI assessment to the group and led the group through a discussion and activities centered on behavior styles and work preferences. Next, the group focused on career goal planning and the transition to executive management from being a manager. June and July were focused on navigating organizational politics and strategic networking as an emerging and established executive. The cohort did a midyear survey to assess how the program has gone so far and evaluate potential topics for the remainder of the year. Some upcoming topics include finance and account 101 and negotiations, among others.

Our fifth eMAPS cohort is tentatively planned to launch in January 2022, with applications in fall 2021. WIB-Seattle’s eMAPS program targets emerging executives that are at least director level or higher. If you are interested in participating as a mentor or potential applicant for our 2022 eMAPS cohort, please email SeattleMAPS@womeninbio.org.

Southern California's eMAPS program continues with three active cohorts ongoing in 2021 and an Executive Networking Series. We have more than 50 executive women across our three active eMAPS cohorts. The Executive Round Tables (in San Diego and Los Angeles) meet five times throughout the year. The monthly Director’s Rising cohort meets monthly, working on their personal plan with mentors. While enrollment for the 2021 cohorts closed after the January/February first meetings to new executives for the year, we accept year-round cohort applications for the following year here.

Our second Cohort of the Executive Round Table in San Diego and first Cohort in Los Angeles each held peer-led sessions on Corporate Strategy and a finance and fundraising session, "Cash is Queen." Our inaugural Director's Rising cohort participated in two sessions this spring, centered around Intentional and Strategic Relationships and Leading, Team
Building & Performance Management. These sessions are facilitated by eMAPS leadership and have a rotation of standing mentors. Extended 1:1 mentors also provide additional support and guidance to cohort participants. Our 2021 plans include two additional evening networking series to permit cohort alumni to refresh their relationships and get to know 2021 cohort participants. Southern California's eMAPS leadership team has grown considerably to support the executives across three cohorts. Thank you to our volunteer leaders!

Check out the following resources to connect with career opportunities, support WIB, and keep current with your industry.

Email Address: Info@WomenInBio.org

Young Women In Bio: YWIB@WomenInBio.org

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