



**Circle of Advisors**  
*Executive*

HBA Canada's  
Premier  
Healthcare  
Leadership  
Program

# Program Overview



**Circle of Advisors** is a leadership development and peer support program for executive women who are HBA members in good standing and meet the required inclusion criteria. Offered by the Healthcare Businesswomen's Association (HBA) Canada Region, the objectives of the program are to:

- Expand each participant's strategic network with like-minded, successful executives
- Serve as a forum for senior leadership development and imaginative problem solving
- Create an inner circle of mutual support, learning and friendship
- Leverage expert executive coaches to foster and facilitate the power of group coaching

## **It starts with YOU!**

While we can't guarantee you'll achieve your wildest dreams, we can promise that joining a circle will give you the support to go for them. Past members have achieved new heights, taken on higher-level assignments, enjoyed expanded roles and transitioned to unexpected and exciting opportunities, all thanks to the encouragement and support of their peer advisors and coaches.



# Program Overview



## The Power of Peer Support

Research shows that we are more confident and can learn and accomplish more in small groups. Peer support occurs when people provide knowledge, experience, emotional, social and practical help to each other over time. This is the priceless benefit of being part of a circle.

Previous circles have helped members work through challenges and opportunities, including navigating politically complex environments, negotiating for their true value, preparing for crucial conversations and navigating demanding travel and meeting schedules. Participants also have found help in managing difficult professional relationships, including interacting with competitive peers, and influencing across the globe without direct authority. Members have benefited from the wisdom of other women, who they respect and enjoy, on these issues as well as the ever-present considerations of self-care and balance.

## The Circle of Advisors

Each circle is comprised of up to eight members representing the highest levels of leadership in pharmaceutical, biotech, medical device, diagnostics, healthcare, charitable, regulatory, academic, service provider and other health-related organizations. Individuals register and then will be sent a Survey Monkey application to ensure appropriate qualifications. Circle members will then be selected by HBA to each be from different industries/sectors to eliminate competitive concerns, optimize trust and enhance network-building. An executive coach, selected based on proven expertise and experience partnering with and supporting top-tier leaders, will be assigned to each circle to facilitate discussions for the entire duration of the program. Topics for Circle discussion include Core Topics, Coach-selected customized to Circle, and member suggestions.



# 2023 Program Schedule

## Program events

A series of **virtual** events will support networking opportunities among the circle over the **6-month program**, totaling 13 hours:

**Program Launch**  
(1.5 hrs)  
In-Person attendance is mandatory.  
**Goal:** Align on the Circle Program structure; meet Coach & Circle members, share individual goals

February

March

April

May

June & August

Sept

October

November

### Monthly Circle Meetings

(5 x 1.5 hrs, virtual):  
Led by Executive Coach, focused on core topic list and Circle-initiated topics (challenges/interests)

### Monthly Circle Coffee Catch-Up

(Optional, 4 x 30 min 8:30-9:00am ET in April, May, July, September):  
Informal monthly networking organized by HBA Canada (virtual, no coach)

**1:1 Coaching Session & Leadership Keynote**  
(1 hr)  
**Goal:** Deeper dive with each participant and completion of leadership profile surveys

**Program Completion Celebration** (1 hr)  
**Goal:** Share key learnings and feedback on the program



# Registration Information



## Application Process

Enrollment in the 2023 Circle of Advisors is a two (2)-step process:

- 1) Interested executives are required to register online through the HBA platform to participate in the program. **The deadline for registration is February 3, 2023.**
- 2) Applicants will be automatically emailed a survey after completing registration that confirms appropriate qualifications, common interests, diversity, company representation, comparable levels of responsibility. This survey must be completed to be considered for participation.

Successful applicants will be notified by **February 17, 2023.**

**Accepted applicants must be in attendance at the virtual Circle of Advisors kickoff event on Tuesday February 28, 2023 from 5:30-7:00pm ET. It is encouraged for applicants to block the evening on calendars now pending acceptance into the program.**



# Registration Information

## Selection Criteria and Process

Members of the Circle of Advisors leadership team will screen all applicants for the circle. Selected participants must be current HBA members and on the HBA-eligible list\* or must join at the time of registration.

If a participant cannot be accommodated into the program or does not meet the eligibility criteria to participate, the applicant's program fee will be refunded in full. Selected participants will be notified and receive invitation information about the kickoff event.

*\*HBA eligible participants must currently be on the senior leadership team of their organization (pharmaceutical, biotech, medical device, diagnostics, healthcare, charitable, regulatory, academic, service provider or another health-related organization). Examples of eligible roles include C-suite, President/GM, VP-level, Country Department Leader or equivalent.*

## HBA Membership

**Accepted applicants must be HBA members to participate in the program.** If accepted and not already a member, participants must join HBA prior to the kickoff event. Please note that HBA annual membership dues are an additional charge, separate and distinct from Circle of Advisors program fees and not refundable. HBA Executives also receive special access to [Bolster](#), an innovative marketplace that matches experienced executives with startup and scaleup companies for interim, fractional, advisory, and board roles!

Check with your executive HBA sponsor at your company to determine if your company sponsors program participation. You are encouraged to consult your manager or HR department to see if reimbursement for the program and/or HBA membership will be provided.

## Registration Cost

The program participation fee is \$1,250 USD and is due at the time of registration. The fee is inclusive of program administrative fees, coaching fees, leadership surveys & development book.

*Note: By registering, you give HBA permission to contact you in the future. If you have questions, please [contact us](#).*



# Corporate Partners

Abbott  
AbbVie Inc.  
AbelsonTaylor, Inc.  
Accenture  
Adaptive Biotechnologies  
Advanced Clinical  
Advanz Pharma  
Alkermes  
Alnylam Pharmaceuticals, Inc.  
Amgen Inc.  
Amplify Health  
Analytical Wizards  
Arcutis Biotherapeutics  
Arrowhead Pharmaceuticals, Inc.  
Astellas Pharma US, Inc.  
AstraZeneca  
Atara Biotherapeutics  
AthenaHealth  
Athira Pharma, Inc.  
Atlas  
Avanir Pharmaceuticals  
Baxter  
Bayer AG  
BD  
Biogen  
Black Diamond Therapeutics, Inc.  
Blueprint Medicines  
Boehringer Ingelheim  
Bristol Myers Squibb  
BTK Communications Group, LTD  
Butler/Till  
Calcium USA  
Capsida Biotherapeutics  
Cardinal Health  
Charles River Associates  
City of Hope Orange County  
Civica  
CMI Media Group  
Cognizant Technology Solutions  
Collegium Pharmaceutical, Inc.  
Compas  
CoverMyMeds  
CSL  
Daiichi Sankyo Global  
Danaher  
Deerfield Agency  
Deloitte LLP  
DKI Health  
Doximity  
Editas Medicine  
Eisai Inc.  
Eli Lilly and Company  
Emergent BioSolutions Canada Inc.  
Endo International  
EQRx  
EVERSANA  
Evoke  
Exact Sciences Corporation

Exelixis, Inc.  
EY (Ernst & Young) - US  
EY (Ernst & Young) - Europe  
Ferring Canada  
Ferring International Center SA  
Ferring Pharmaceuticals, USA  
Fingerpaint Marketing, Inc.  
Frequency Therapeutics  
Gedeon Richter Italia S.r.l.  
Genmab US, Inc.  
Gilead Sciences  
GlaxoSmithKline  
Grant Thornton  
Havas Health & You  
Haemonetics Corporation  
Health & Wellness Partners, LLC  
Hologic, Inc.  
Horizon Therapeutics  
Illumina  
Incyte  
Ingersoll Rand Medical  
Inovalon  
Insigniam  
Integra LifeSciences  
Intouch Group  
Ionis Pharmaceuticals  
Ipsen Bioscience  
IQVIA  
ISPOr  
Jazz Pharmaceuticals, Inc.  
Johnson & Johnson  
JUICE Pharma Worldwide  
The Kinetix Group  
KPMG, LLP  
KVALITO  
Kyowa Kirin USA, Inc.  
Labcorp  
LEO Pharma  
LexisNexis Health Care - Elsevier  
The Lockwood Group LLC  
Lundbeck  
Magellan Rx Management  
MannKind Corporation  
Marina Maher Communications  
Medidata, a Dassault Systèmes Company  
MedPro Systems, LLC  
Merck & Co., Inc.  
Merck KGaA, Darmstadt Germany  
Microsoft  
Millennium Medical  
MiMedx Group, Inc.  
Morphic Therapeutic  
MorphoSys  
Navigating Cancer  
Neurelis, Inc.  
Neurocrine Biosciences  
Novartis International AG & Novartis Pharma  
Novo Nordisk

Novo Nordisk Research Center Seattle, Inc.  
Ogilvy Health  
Omeros Corporation  
Opiant Pharmaceuticals  
Organon  
Otsuka America Pharmaceutical, Inc.  
PA Consulting Services Ltd.  
Parexel  
Pfizer Inc.  
Pharmavite  
PhRMA  
Point of Care Network, LLC  
PPD, a part of Thermo Fisher Scientific  
Providence Health Systems  
PTC Therapeutics  
Publicis Health  
Purdue Pharma L.P.  
PwC  
QuidelOrtho  
Real Chemistry  
Reckitt  
Red Nucleus Solutions, LLC  
Regeneron Pharmaceuticals, Inc.  
Reverba  
Roche Genentech  
RubiUS Therapeutics  
RWS  
Salesforce  
Sangamo Therapeutics  
Sanofi  
Sartorius  
SeaGen Inc.  
Shiongi Inc.  
Sobi Inc. (North America)  
Spark Therapeutics  
Sunovion Pharmaceuticals Inc.  
SwanBio Therapeutics, Inc.  
Syneos Health  
Takeda Pharmaceuticals, Inc.  
TBWA\WorldHealth  
Terumo Blood and Cell Technologies  
Teva Pharmaceuticals  
ThinkGen  
Tolmar Pharmaceutical Canada  
TransPerfect  
Traverse Therapeutics  
Trinity Life Sciences  
UCB, Inc.  
Ultragenyx Pharmaceutical  
Urovant Sciences  
Veeva  
Vertex Pharmaceuticals  
VMS BioMarketing  
Walgreens Boots Alliance  
West Monroe  
Zimmer Biomet  
ZS Associates



## Questions about the program?

Please contact us at  
[hbacanadaregion@gmail.com](mailto:hbacanadaregion@gmail.com) for more  
information or register on our website by  
scanning this QR.

