



Circle of Advisors
Manager/Director

HBA Canada's
Premier
Healthcare
Leadership
Program

Program Overview



Circle of Advisors is a leadership development and peer support program for 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 women
- Serve as a forum for leadership development and imaginative problem solving
- Create an inner circle of mutual support, learning and friendship
- Leverage expert 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 mid-senior level 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. A 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 10.5 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

Sept

October

November

Monthly Circle Meetings

(5 x 1.0 hrs, virtual):
Led by 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
(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 individuals 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 Monday February 27, 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 in the mid-senior leadership section of their organization (pharmaceutical, biotech, medical device, diagnostics, healthcare, charitable, regulatory, academic, service provider or another health-related organization) with direct reports. Examples of eligible roles include Manager, Senior Manager, Associate Director, Director 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 members also receive special access to HBA Member-Only content, HBA Community and Affinity Groups – each a part of an innovative marketplace that matches individuals with career accelerators.

Registration Cost

The program participation fee is \$900 USD and is due at the time of registration. The fee is inclusive of program administrative fees, coaching fees, leadership surveys & development book.

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.

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
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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 [HBA Canada](#) for more information or register on our [website](#).

