the year of investment, innovation and implementation
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- The Gender Parity Collaborative

- HBA “Now” the New Operating Model

## In Appreciation—We Couldn’t Do It Without You

- 2017 Corporate Partners
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- HBA Advisory Board
- HBA Board of Directors

## Letter from CEO Laurie Cooke
letter from the chair

In my long career as a healthcare executive, I have seen firsthand the benefits of diversity in leadership time and again. From gender to ethnicity to age and other factors, the best engagement and the most powerful results always arise when there is a diversity of perspectives in the room.

This is why I joined the HBA board. This year marks the 40th anniversary of the organization’s founding. And though I am a relatively new member, I quickly became a believer in the HBA’s rich history and deep commitment to both the advancement of women individually, and to the achievement of gender parity in healthcare overall.

This is also why I am proud of the HBA’s aggressive—but achievable—strategic plan to move the needle on gender parity through partnership by 2020. This plan, which we started in 2015 and continued to refine throughout 2016 and 2017, keeps us laser focused on our global goal of gender parity and partnership in the healthcare workforce. To achieve this goal, we are moving ahead with bold, consumer-focused activities that not only grow the organization demographically and geographically, but also improve the business results of our Corporate Partners and enhance the value we provide to our thousands of members and dedicated volunteers.

To that end, in 2017, we defined our global growth strategy and added our first physical European office in Brussels, Belgium. We announced the launch of our Gender Parity Collaborative, a unique consortium of healthcare/life sciences companies dedicated to accelerating gender parity, and welcomed our first male board member. We expanded ACE Award categories and consulting opportunities for our Corporate Partners, and piloted new programs for our members, including a co-branded virtual coaching program. And we further refined our governance approach to allow our incredible staff to do what they do best in running the organization and give our passionate leaders and volunteers the room to fully live into the HBA’s purpose and mission.

With these and other accomplishments, we have continued to build upon the work of the HBA’s long line of dedicated leaders, staff, and volunteers to create the next evolution of this organization and ensure that the HBA remains engaged, accountable, and relevant for years to come.

Rhonda Johnson
2017 HBA chair
HBA 2017 at a glance

Growth across the chapters

<table>
<thead>
<tr>
<th>Chapter</th>
<th>Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Southern California</td>
<td>+3%</td>
</tr>
<tr>
<td>Dallas-Fort Worth</td>
<td>+12%</td>
</tr>
<tr>
<td>Indiana</td>
<td>+15%</td>
</tr>
<tr>
<td>Kansas City</td>
<td>+19%</td>
</tr>
<tr>
<td>Ohio</td>
<td>+22%</td>
</tr>
<tr>
<td>Mid-Atlantic</td>
<td>+27%</td>
</tr>
<tr>
<td>Austin</td>
<td>+43%</td>
</tr>
<tr>
<td>Boston</td>
<td>+49%</td>
</tr>
<tr>
<td>Seattle</td>
<td>+84%</td>
</tr>
<tr>
<td>Denver</td>
<td>+88%</td>
</tr>
<tr>
<td>Phoenix</td>
<td>+139%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>8%</td>
</tr>
</tbody>
</table>

Tremendous membership growth

8,653
Total membership went from 7,979 to 8,653 - 8.45 percent growth

19/400+
19 chapters worldwide offering 400+ annual events

42,000+
Network of 42,000+ women and men from leading biotech, healthcare, pharmaceutical and supporting companies

119 working with 119 corporate partners

40 years of HBA milestones

1977 First HBA meeting—Founders: Diane Anderson, Peg Dougherty, Dr. Melissa Gryczka, Sheila Sinkking, Dr. Ruth Smith
1979 HBA incorporated
1990 Woman of the Year award established
1991 302 individual members
1997 First Leadership Conference
1998 Rising Star award established
1999 HBA POWER study (Perspectives On Workplace Environment Realities)
1999 Star Volunteer award established
2000 Atlanta chapter—first HBA chapter—established
2001 First HBA website
2001 Honorable Mentor award established
2001 55 Corporate Partners, 1,200 individual members
2001 San Francisco/Bay Area and Boston chapters established
2003 HBA Attributes & Influences of Leaders (HAIL) survey
2003 75 Corporate Partners, 2,000 individual members
2004 Metro, Chicago, Indiana and Mid-Atlantic chapters established
2005 Leadership Institute launched
2005 85 Corporate Partners, 2,500 individual members
2006 Research Triangle Park and Greater Philadelphia chapters established
2006 First HBA CEO—Laurie Cooke—hired
2007 E.D.G.E. in Leadership Study (Empowerment, Diversity, Growth and Excellence)
2007 Europe chapter established
2007 ACE award established
2007 3,600 individual members
2008 Southern California chapter established
2009 St. Louis chapter established
2009 5,100 individual members
2011 Florida and Ohio chapters established
2011 Star Volunteer award renamed the STAR (Strategic Transformation Achievement Recognition)
2012 6,000 individual members
2014 7,000 individual members
2014 25th anniversary of WOTY
2014 Luminary award established
2015 HBA Next launched
2015 2020 HBA strategic plan
2016 Corporate board of directors strategic realignment
2016 Kansas City and Dallas-Fort Worth chapters established
2016 120 Corporate Partners
2017 Gender parity microsite launch
2017 First male board of director member
2017 ACE award expanded
2017 8,000 individual members
In our annual survey, member volunteers shared that their involvement in the HBA helped...

- 90% built a stronger network
- 57% gained career management insights
- 87% felt the HBA helped them demonstrate their leadership skills to their employer
- 73% fostered new business connections
- 58% agree or strongly agree that volunteering has helped their careers
- 93% impacted their career progression

Of those reporting career advancement...

- 58% have been promoted
- 54% have been promoted

@HBAnet
HBAnet.org
## HEALTHCARE BUSINESSWOMEN’S ASSOCIATION, INC.

### STATEMENTS OF FINANCIAL POSITION
December 31, 2017 and 2016

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current Assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$ 1,267,856</td>
<td>$ 1,179,008</td>
</tr>
<tr>
<td>Investments</td>
<td>249,048</td>
<td>254,624</td>
</tr>
<tr>
<td>Designated investments - deferred compensation plan</td>
<td>104,882</td>
<td>87,722</td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>187,851</td>
<td>125,636</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>18,686</td>
<td>40,056</td>
</tr>
<tr>
<td>Total Current Assets</td>
<td>1,828,323</td>
<td>1,687,046</td>
</tr>
<tr>
<td>Investments, net of current portion</td>
<td>2,021,581</td>
<td>2,301,397</td>
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<tr>
<td>Intangible assets, net</td>
<td>88,615</td>
<td>161,469</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>$ 3,938,519</td>
<td>$ 4,149,912</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LIABILITIES AND NET ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current Liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>$ 898,972</td>
<td>$ 383,004</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>888,277</td>
<td>938,228</td>
</tr>
<tr>
<td>Deferred compensation plan obligation</td>
<td>104,882</td>
<td>87,722</td>
</tr>
<tr>
<td>Total Current Liabilities</td>
<td>1,892,131</td>
<td>1,408,954</td>
</tr>
<tr>
<td>Net Assets - Unrestricted</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Designated for deferred compensation plan</td>
<td>104,882</td>
<td>87,722</td>
</tr>
<tr>
<td>Undesignated</td>
<td>1,941,506</td>
<td>2,653,236</td>
</tr>
<tr>
<td>Total Net Assets</td>
<td>2,046,388</td>
<td>2,740,958</td>
</tr>
<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td>$ 3,938,519</td>
<td>$ 4,149,912</td>
</tr>
</tbody>
</table>

See notes to financial statements.
HEALTHCARE BUSINESSWOMEN’S ASSOCIATION, INC.

STATEMENTS OF ACTIVITIES
Years Ended December 31, 2017 and 2016

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Support and Revenues</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Meetings, workshops and conferences</td>
<td>$2,208,552</td>
<td>$2,104,241</td>
</tr>
<tr>
<td>Individual memberships</td>
<td>1,142,632</td>
<td>1,052,956</td>
</tr>
<tr>
<td>Corporate memberships</td>
<td>1,085,821</td>
<td>906,376</td>
</tr>
<tr>
<td>Special events - Woman of the Year</td>
<td>826,770</td>
<td>699,128</td>
</tr>
<tr>
<td>In-kind contributions</td>
<td>172,019</td>
<td>251,319</td>
</tr>
<tr>
<td>Other revenue</td>
<td>225,181</td>
<td>114,018</td>
</tr>
<tr>
<td>Investment return</td>
<td>117,469</td>
<td>30,731</td>
</tr>
<tr>
<td>Foreign exchange (loss) gain</td>
<td>(145)</td>
<td>101</td>
</tr>
<tr>
<td>Total Support and Revenues</td>
<td>5,778,299</td>
<td>5,158,870</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payroll and personnel related</td>
<td>2,721,637</td>
<td>2,488,842</td>
</tr>
<tr>
<td>Events, meetings, workshops and conferences</td>
<td>1,537,971</td>
<td>1,495,617</td>
</tr>
<tr>
<td>Special events - Woman of the Year</td>
<td>587,753</td>
<td>598,737</td>
</tr>
<tr>
<td>Technology and communications</td>
<td>339,086</td>
<td>252,050</td>
</tr>
<tr>
<td>Donated services, materials and facilities</td>
<td>172,019</td>
<td>251,319</td>
</tr>
<tr>
<td>Travel, meals and entertainment</td>
<td>307,265</td>
<td>226,125</td>
</tr>
<tr>
<td>General and administrative</td>
<td>202,392</td>
<td>178,308</td>
</tr>
<tr>
<td>Professional fees</td>
<td>381,705</td>
<td>131,675</td>
</tr>
<tr>
<td>Research</td>
<td>11,600</td>
<td>67,838</td>
</tr>
<tr>
<td>Marketing and advertising</td>
<td>94,276</td>
<td>63,716</td>
</tr>
<tr>
<td>Amortization</td>
<td>72,855</td>
<td>54,925</td>
</tr>
<tr>
<td>Miscellaneous expense</td>
<td>5,542</td>
<td>26,625</td>
</tr>
<tr>
<td>Printing and postage</td>
<td>21,944</td>
<td>24,158</td>
</tr>
<tr>
<td>Insurance</td>
<td>16,824</td>
<td>10,500</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>6,472,869</td>
<td>5,870,435</td>
</tr>
<tr>
<td><strong>Change in unrestricted net assets</strong></td>
<td>(694,570)</td>
<td>(711,565)</td>
</tr>
<tr>
<td>Unrestricted net assets, beginning of year</td>
<td>2,740,958</td>
<td>3,452,523</td>
</tr>
<tr>
<td>Unrestricted net assets, end of year</td>
<td>$2,046,388</td>
<td>$2,740,958</td>
</tr>
</tbody>
</table>
HEALTHCARE BUSINESSWOMEN’S ASSOCIATION, INC.

STATEMENTS OF CASH FLOWS
Years Ended December 31, 2017 and 2016

<table>
<thead>
<tr>
<th>Cash Flows from Operating Activities</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change in unrestricted net assets</td>
<td>$(694,570)</td>
<td>$(711,565)</td>
</tr>
<tr>
<td>Adjustments to reconcile change in unrestricted net assets to net cash from operating activities:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amortization</td>
<td>72,855</td>
<td>54,925</td>
</tr>
<tr>
<td>Bad debts</td>
<td>-</td>
<td>10,012</td>
</tr>
<tr>
<td>Unrealized (gain) loss on investments</td>
<td>(93,451)</td>
<td>89,760</td>
</tr>
<tr>
<td>Realized loss (gain) on investments</td>
<td>40,697</td>
<td>(34,803)</td>
</tr>
<tr>
<td>Change in value of deferred compensation plan trust assets</td>
<td>(17,160)</td>
<td>(6,056)</td>
</tr>
<tr>
<td>Increase (decrease) in cash from</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>(62,215)</td>
<td>(5,116)</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>21,370</td>
<td>(33,540)</td>
</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>515,968</td>
<td>(204,493)</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>(49,951)</td>
<td>(59,478)</td>
</tr>
<tr>
<td>Deferred compensation plan obligation</td>
<td>17,160</td>
<td>6,056</td>
</tr>
<tr>
<td>Net Cash from Operating Activities</td>
<td>(249,297)</td>
<td>(894,298)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cash Flows from Investing Activities</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Purchase of internal-use software</td>
<td>-</td>
<td>(57,518)</td>
</tr>
<tr>
<td>Proceeds from sale of investments</td>
<td>1,622,647</td>
<td>1,684,600</td>
</tr>
<tr>
<td>Purchase of investments</td>
<td>(1,284,502)</td>
<td>(2,021,626)</td>
</tr>
<tr>
<td>Net Cash from Investing Activities</td>
<td>338,145</td>
<td>(394,544)</td>
</tr>
</tbody>
</table>

| Net change in cash and cash equivalents | 88,848 | (1,288,842) |
| Cash and cash equivalents, beginning of year | 1,179,008 | 2,467,850 |
| Cash and cash equivalents, end of year | $1,267,856 | $1,179,008 |

Supplemental Disclosure of Cash Flow Information:

- Donated and contributed services, materials and facilities  
  $172,019  $251,319
HBA 2017 flagship events

Woman of the Year (WOTY)

<table>
<thead>
<tr>
<th>Nearly 2,200 attendees in New York City</th>
<th>68 women in healthcare honored as HBA Rising Stars</th>
<th>35 Rising Stars who’ve gone on to exceptional careers recognized as HBA Luminaries</th>
</tr>
</thead>
<tbody>
<tr>
<td>17 virtual (live-streaming) viewing sites</td>
<td>1 extraordinary volunteer honored as the HBA STAR</td>
<td>1 inspiring healthcare leader chosen as the HBA Woman of the Year (WOTY)</td>
</tr>
</tbody>
</table>

2017 Honorees celebrate
**2017 woman of the year**

"I am humbled to receive this recognition and to join the distinguished list of HBA Woman of the Year recipients who have come before me, working so tirelessly to improve patient lives. I am proud to say that at MedImmune, about 50 percent of our employees are female and our leadership team is equally diverse. As the HBA Woman of the Year, it is a privilege for me to represent not only these talented female innovators, but also so many amazing women in the healthcare industry."

Bahija Jallal, PhD, executive vice president, AstraZeneca, head of MedImmune

*Click here to see Bahija’s acceptance speech on HBA’s YouTube channel.*

The Woman of the Year is an inspiration to all because of her leadership style, executive presence and business savvy, and is supportive of the HBA and its core purpose to further the advancement and impact of women in the business of healthcare. She serves as a role model for other women to aspire to, as well as for companies to consider how they are supporting the advancement of women within their own organization. It is through the development of women within our healthcare industry that we will move the needle on women’s relevant representation at all levels.

**2017 honorable mentor**

"I am thrilled to be named the 2017 HBA Honorable Mentor. As a recent U.S. citizen, I deeply appreciate the importance of diversity and inclusion in ensuring business success. I am humbled to have had the privilege of working with, and for, some of the industry’s most talented female leaders. I firmly believe diversity of thought, ideas and experience is critical to ensuring Johnson & Johnson remains at the forefront of innovation."

Joaquin Duato, worldwide chairman, pharmaceuticals, Johnson & Johnson

*Click here to see Joaquin’s acceptance speech on HBA’s YouTube channel.*

An Honorable Mentor is a leader who demonstrates long-term support for the advancement of women in the healthcare industry, has a personal dedication to developing, mentoring and promoting women in the industry, and who has been supportive of the HBA’s goals.
“Since the days of carrying the bag, I’ve been in awe of the caliber and talent of women that make up the DNA of the HBA family—like-minded women who are motivated to improve healthcare outcomes while championing each other’s professional and personal dreams. I’m humbled to be a part of this family. Through the leadership roles I have held within the HBA, I recognized my strengths and professional desires, while constructing personal aspirations that I didn’t think possible. These aspirations have led to successes exceeding my expectations and continue to take me on an awesome life journey. Receiving this prominent recognition not only validates the work I’ve done, but inspires me to do more work around women’s leadership development.”

Ceci Zak, principal and chief operations officer, Batten & Co., a member of the Omnicom Group of executive search consulting firm Spencer Stuart

*Click here to see Ceci’s acceptance speech on HBA’s YouTube channel.*

An HBA STAR is a volunteer who stands apart as a truly exemplary role model for others, who has demonstrated a long-term commitment to furthering the HBA’s goals and who has strategically transformed the organization over the course of many years.
2017 HBA luminaries

Luminaries are professionals with at least 20 years of professional industry experience, honored as leaders in the healthcare industry along with other award recipients at our annual Woman of the Year (WOTY) event.

Mary Lou Ambrus
Pfizer Inc.

Heather Attra
Alcon, a Novartis company

Colleen Carter
JUICE Pharma Worldwide

Diana Cucos
inVentiv Health

Claudia Curtis
BD

Belinda Dale
Shionogi Inc.

Fran DeGrazio
West Pharmaceutical Services, Inc.

Les Donworth
McCann Managed Markets

Rossana Gray
Sandoz

Kathy Haines
Deloitte LLP

Marie-Pierre Hellio Le Graverand-Gastineau
Pfizer Inc.

Diane Holman
athenahealth

Julie Iskow
Medidata Solutions

Tina Karunaratne
Astellas Pharma US, Inc.

Duda Kertesz
Johnson & Johnson

Simona King
Bristol-Myers Squibb Company

Laurie Kowalevsky
Eli Lilly and Company

Christine LaFave
Indivior Canada Ltd

Maite Lasmarias
Quest Diagnostics

Beth Levine
Regeneron Pharmaceuticals, Inc

Yolanda Lyle
Pfizer Inc.

Teresa Montes
Knowledgent

Melissa Morrow
Calcium USA

Michelle Parsons
Horizon Pharma plc

Amy Pott
Shire

Cindy Powell-Steffen
Bayer

Kate Priestman
GlaxoSmithKline

Alix Rizzolo
Stryker Corporation

Amy Spears
Walgreens Boot Alliance

Suneela Thatte
QuintilesIMS India

Alexandra von Plato
Publicis Health

Brianne Weingarten
Purdue Pharma L.P.

Debbie Weitzman
Cardinal Health

Ling Wu
Novartis Pharmaceuticals Corporation

Kristie Zinselmeier
Baxter International Inc.
Rising Stars are professionals in the early-to-mid stages of their career, honored as leaders in the healthcare industry along with other award recipients at our annual Woman of the Year (WOTY) event.

Tanya Alcorn
Pfizer Inc

Jasmin Breitenbach
EY (Europe)

Susan Browne
Teva Pharmaceuticals

Neely Burkhardt
Magellan Rx Management

Jennifer Cahill
North Highland

Elena Cant
Takeda Pharmaceuticals

Rui Che
KPMG LLP

Eileen Cheigh Nakamura
Pfizer Inc

Alexandria Cherry
Eisai Inc.

Barbra Churco
Doximity

Crystal Darby, PhD
The Scienomics Group

Jennifer Dee
McCann Torre Lazur

Anisa Dhalla
UCB Inc.

Jennifer Di Benedetto
The Lockwood Group

Monique Dolecki
BD

Megan Fabry
The Bloc

Silvia Freyre
Inovalon

Linda Gray
Health & Wellness Partners LLC

Jennifer Gudeman
AMAG Pharmaceuticals

Libby Howe
Bayer

Amy Jamison
PublicisTouchpoint Solutions Inc.

Sonali Jasmin
Ogilvy CommonHealth Worldwide

Stephanie Krogmeier
Vertex Pharmaceuticals Incorporated

Saré Largay
Sanofi

Bea (Lavery)Leung
Genentech, Inc.

Susan Logan
Amgen, Inc.

Leverne Marsh
Novartis Pharmaceuticals Corporation

Allyson McMillan
Bristol-Myers Squibb Company

April Meijer
Discovery USA

Susana Moreira
Beacon Healthcare Communications

Adrienne Morgan
Havas Health

Elizabeth Murphy
Lundbeck

Casey Myburgh
Ketchum

Maja Nelson
Actelion Pharmaceuticals US, Inc.

Estelle Odet
Merck KGaA, Darmstadt Germany

Lindsay Olson
Giant Creative Strategy
2017 HBA rising stars cont.

Carrie Palmer
Takeda Pharmaceuticals

Nicole Paraggio
Accenture

Neena Patil
Novo Nordisk

Karin Payne
RB

Magdalene Pedersen
GlaxoSmithKline

Megan Persson
McCann Echo

Melissa Pirolli
QuintilesIMS

Els Poff
Merck & Co., Inc.

Alix Rancier
CDM New York

Michele Robertson
Mallinckrodt Pharmaceuticals

Lynn Rochon
TBWA\WorldHealth

Krystle Rodrigues
PwC

Christine Romean
M3 USA

Puja Sapra
Pfizer Inc

Gerianne Sarte
Johnson & Johnson

Fabienne Schulp-Hasselmann
Celgene Corporation

Maggie Smith
Concentric Health Experience

Katharine Spayde
Abbott

Ariane Spidel
Roche Diagnostics

Heidi Spurling
Ironwood Pharmaceuticals

Nicole Sweeny
Shire

Maria Tereno
Boehringer Ingelheim

Lindsey Thompson
Marina Maher Communications - Rx Mosaic

Anna Trudel
EY (Americas)

Lerryn Trzcinski
Daiichi Sankyo, Inc.

René van der Merwer
AstraZeneca - MedImmune

Emily Wert
ISPOR

Adilka White
UPS

2017 HBA RISING STARS AND LUMINARIES
HBA 2017 annual conference

A LEADERSHIP EVENT OF FIRSTS

With more than 1,100 attendees gathered in Philadelphia, HBA’s sold out Annual Conference was accented by a number of association firsts.

▶ First Career Hacks session held in the first-ever Experience Hall.
▶ First look of new bold “United Force for Change” brand.
▶ First recognition of new ACE award honors and honorees.
▶ First time #HBAimpact trended on social media.

Channeling Your Inner Grit panel discussion with Fawn Germer, CEO, Women’s Leadership Network

Attendees enjoying new Experience Hall

Read more about HBA’s Annual Conference in the 2017 December HBAdvantage magazine.

HBA staff and advance committee members: Phil George, Nancy White, LeAnna Carey, Joe DePinto and Lauren Peck celebrate the launch of HBA’s bold and refreshed brand

The HBA proudly debuts the new “United Force for Change” brand to better represent our membership and advance our mission of gender parity in the workplace.

Check out the exciting United Force for Change video on HBA’s YouTube Channel here.
HBA 2017 ACE award winners

Bristol-Myers Squibb Network of Women (B-NOW) and athenahealth’s Women’s Leadership Forum

(left to right) Rhonda Johnson, 2017 HBA board chair, EVP, Market Performance Group; Dr. Mary Christian, head of the Strategic Collaborations Group, US Oncology, Bristol-Myers Squibb; Laurie Cooke, RPh, HBA CEO; Anna Maria Anthony, chairwomen, Women’s Leadership Forum, athenahealth; Brandon H. Hull, co-founder and managing partner, Cardinal Partners, and board of directors, athenahealth; and Shannon Resetich, 2017 HBA board vice-chair, chief commercial officer, ActivCore

To read interviews with the women spearheading Bristol-Myers Squibb and athenahealth’s award-winning programs, view the story in the December HBAdvantage here.

ACE (Advancement. Commitment. Engagement.) awards recognize internal leadership programs that perform by advancing and enhancing the careers of women in their respective organizations.

ACE award winners are selected via a rigorous and independent screening process against five criteria:

- Measurable results and impact on target population; quantitative benchmarks
- Business performance – the degree to which the initiative supports the overall business
- Stewardship – the depth of commitment to the program
- Execution – the effectiveness of program execution
- Sustainability – the survivability of the program beyond initial years
thank you

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Thank you to the companies who make the HBA’s mission of advancing women in the business of healthcare possible with their generous support, both in funding and in the spirit within their own organizations.

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Thank you to the senior executives who provide strategic direction on how the HBA can further the advancement of women’s careers in healthcare worldwide through HBA initiatives. The HBA advisory board is made up of an invited group of senior executives in the healthcare industry who represent a diverse membership and who are willing to support the HBA mission for a three-year term.

**2017 HBA Advisory Board**

Thank you for your support.

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(Back row, left to right) Elizabeth Paulson, Helen Cooke, Julie Ross, Joe DePinto, LeAnna Carey, Taren Grom and Lynda McDermott. (Front row, left to right) Melissa Stahl, Shannon Resetich, Rhonda Johnson, Laurie Cooke and Simona King. Not pictured: Rebecca Vermeulen, RPh
Two thousand seventeen was a year of evolution for this 40-year strong organization.

It was a year that found us deep in the process of change, as we ran both our former operating model and our new HBA Next model in parallel in order to ensure that we move forward thoughtfully in expanding our network of impact. It was a year of continued financial and resource investment, as we worked to solidify our position as the sophisticated, nimble organization that bold progress on gender parity requires. And it was a year of ingenuity, as we worked to implement new technologies and innovations to allow us all to move more quickly toward our mission.

Perhaps most of all, 2017 was a year of seeing beyond ourselves to the greater possibilities of partnership on all levels. As Rhonda noted in her opening letter, we welcomed our first man onto our board of directors, allowing us to live more fully into our mission not just of women’s advancement, but of true gender parity. We also launched our Gender Parity Collaborative to bring together 12 prominent leading healthcare organizations for bold action, allowing us to live more fully into our mission of making gender parity a business priority.

Further, we continued our efforts to improve the experiences of our members and volunteers. In addition to moving ever forward in the implementation of our HBA Next model to support our volunteer leaders, we automated our event digest, and added online workshop registration for our Annual Conference. These changes will allow our volunteers and members to engage more fully with the HBA’s offerings, opportunities, and mission.

This year’s efforts culminated in revealing to a record-breaking crowd of 1,100+ Annual Conference attendees our new brand identity: the HBA as a united force for change. This empowering identity will fuel our core purpose more powerfully and boldly than ever before as we move into 2018.

Laurie Cooke, RPh, CAE
HBA CEO