BIA MAC LeaP

Background
The development of managers in the biopharmaceutical and cell and gene therapy industries is an important!part of the training landscape to deliver senior leaders of the future. Two key aims of the project are:

1) To offer an overview of the work of other companies in the sector by seeing them in action.
2) To develop a network with peers.

In scope
UK companies
BIA members
Graduates / post graduates with 5-10 years’ experience in the industry

Approach
A group of ~10 companies would offer to undertake a site tour along with a seminar on a relevant topic for a
group of ~10 staff, one from each of the companies that will be visited (these individuals need to commit to be
involved for the duration). There will be a pre-dinner the evening before the site visit to encourage networking.
This same group meet at each company they visit to develop their relationships. This would involve one visit
every two months and involve travel to each site along with accommodation for each visit.
Seminar should be a grounding in the biotechnology with some technical content but accessible to a range of
disciplines. It would be good to explore some of the company’s unique characteristics.
Each company would build their network of contacts within other companies and enable better business
exchanges, sharing best practice, joint projects and possible collaborations in the future.
The staff on the exchange would benefit from a broader view and an ability to challenge their current business
with new ideas and approaches. This could be used in conjunction with their internal staff development and
progression programmes to retain and build their future senior managers.

Funding
Each company would fund the transport and expenses of their staff. The seminars would be hosted and
speakers chosen from the company being visited so they would need to provide this in addition. BIA will
provide some funding for additional activity.

Confidentiality
Individual companies will need to work with the participants and the visit to agree how confidentiality is
managed.