

Great expectations



Stacy Collins | Director, Study Start-Up and Feasibility at Bionical Emes

Leadership

At Bionical Emes, nine of our 15 Executive Leaders are women. It is inspiring to work with so many female leaders that share the same drive to bring new treatments to patients across the globe and bring a huge variety of experiences.

Difference

Listening to all perspectives is vital, as we all come from different backgrounds. In healthcare, you must 'think outside the box' to reach certain goals and listening to all voices brings about new opportunities to problem solve and collaborate.

Perspectives

At Bionical Emes, there is a consistent drive to recognise diverse perspectives and we have created a series of networks that encourage an all-encompassing culture of inclusiveness.

Ideas

Women bring with them a desire to seek new opinions and ideas. We aren't used to being the only voice in the room and we look to others for their perspectives. It was previously the norm that men were the leaders in healthcare but that is changing, paving a way for future generations of women in pharma.

Career

I gained a degree in psychology but had no idea what to do next. After working in customer support at a pharmaceutical company, I started at a CRO. I have worked closely with my managers – almost all of whom have been women – to gain leadership skills. When you have great support behind you, great things can happen!



Diversity

While it is wonderful to see female faces in positions of leadership, we have to see more women of colour, as well. I have enjoyed the recent celebration of diversity in our industry and am excited to see all the initiatives and company groups dedicated to amplifying diverse voices. ▲

Inspiring change

Becky Coates | Organisational Development Manager at Bionical Emes

Pride

We are proud of our employee talent and know that, regardless of demographic, positions are filled by the best possible candidate for the role.

Perspective

Diverse gender perspectives facilitate critical thinking and better decision-making capabilities. In challenging each other to think differently based on our own unique perspectives, we enhance creativity.

Influencers

Research indicates that women are more likely to embrace diversity, equity and inclusion (DEI) in their leadership principles, acting as catalysts for change and innovation.

Networks

At Bionical Emes, we have recently established a variety of employee networks to inform education pieces, policies and initiatives across the organisation. Our 'Women in the Workplace' and 'Men's Wellbeing' networks seek to identify and implement improvements and promote equality.

Change

Any fundamental change begins with education and this involves inspiring students to achieve a career in pharma. I am keen to dispel the exclusionary mentality that certain educational backgrounds and qualifications are a prerequisite for a career in our industry. As organisations, we must look beyond our biases and welcome all candidates who demonstrate potential.



Future

It is so important for pharmaceutical organisations to consider historical barriers to research participation – which extend further than gender equality – by working on outreach projects and forging cross-institutional partnerships that strive for widespread improvements. ▲

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