



## Benefits.

Over the course of a year, BioDiversity Fellows:

- **Assess** their strengths, weaknesses and opportunities.
- **Work** in cohorts to design and implement a community project.
- **Connect** their leadership potential with core business strategies.
- **Deepen** their contributions to their organizations.
- **Strengthen** their relationships with their managers.

More information:

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## BIODIVERSITY FELLOWS LEADERSHIP DEVELOPMENT PROGRAMS

Engaging Diverse Talent in Core Business Strategies

### Purpose.

When it comes to diverse talent, many outstanding, committed corporations are winning the recruitment battle, but losing the retention war. The Partnership's widely acclaimed suite of Leadership Development programs helps increase retention at every rung of the corporate ladder. **And now, the new BioDiversity Fellows program is tailored to focus on building a pipeline of diverse leadership in the life-sciences industry.**

### Overview.

The BioDiversity Fellows Program trains mid-career professionals on how to strengthen and expand their leadership capacity. This new program was created to develop underrepresented leaders in **the life sciences industry**. The curriculum builds competence in three key leadership areas: self-leadership, relationship skills, and organizational skills.

Each class meets monthly from January-December (except July and August). Between sessions, BioDiversity Fellows meet with their assigned **executive coaches** and in smaller groups where they receive **peer feedback**. Managers of BioDiversity Fellows also have the opportunity to meet throughout the year. During these sessions, managers discuss how to support individual employees in their leadership development and how to lead diverse teams in a way that connects with core business strategies.

### Application.

**Eligibility.** BioDiversity Fellows is open to Blacks, Asians, Hispanics, Native Americans, and South Asians from the life sciences industry. This program has been developed for Director, Associate Director and Senior Manager level professionals who are on a leadership career track.

**Application.** Professionals must submit a completed application and current resume. Materials are available on-line at <https://www.thepartnershipinc.org/contact-us/mid-career/>

**Fee.** \$8,000.



## THE PARTNERSHIP, INC. MODEL FOR LEADERSHIP GROWTH

The Partnership Model for Leadership Growth is a model for individuals actively seeking to develop themselves as more effective leaders in order to make greater and more significant contributions to their organizations. This structure focuses on three major skill areas:

- Self Leadership – the capacity to drive one's own growth
- Relationship Skills – the capacity to build and leverage relationships
- Organization Skills – the capacity to understand and effectively navigate the organization

### Self Leadership

Self Leadership is the internal underpinning for effective leadership of others. Individuals possessing Self Leadership skills demonstrate the following characteristics and behaviors:

- Understanding and Management of Self
- Self-Efficacy
- Learning Approach and Mindset
- Career Growth/Work Orientation

### Relationship Skills

Relationship Skills comprise the ability to build and leverage productive, collegial relationships. Individuals possessing Relationship Skills demonstrate the following characteristics and behaviors:

- Interpersonal/Social Skills
- Strategic Relationship Building
- Influence
- Cross-cultural Communication

### Organization Skills

Organization Skills comprise the ability to understand the needs and culture of the organization and to navigate effectively. Individuals possessing Organization Skills demonstrate the following characteristics and behaviors:

- Organizational Awareness
- Political Skills
- Flexibility
- Tolerance for Ambiguity and Complexity



*“We’re in the infancy in terms of developing the tools, programs and solutions that companies like ours are going to need to meet the gigantic demographic challenges coming our way.”*

**Javier Barrientos**

Senior Director of Global Diversity, Biogen