



Committee Call Notes

Gallus Advisory Committee

Conference Call

Thursday, November 12, 2020

2:00 PM Eastern / 11:00 AM Pacific

<https://icpdprograms-org.zoom.us/j/81964263809?pwd=TzdERFEwRFNpMDNEbHVpdk4yNXUyZz09>

Meeting ID: 819 6426 3809

Passcode: 970626

The following Committee members were in attendance:

- Malik Lewis, PhD, EvolveImmune Therapeutics
- Scott May, ICPD
- Dustielyn Savage, ICPD
- Elisabeth Valerio, ICPD

Welcome remarks & introductions: **BOLD ITEMS WILL BE COVERED DURING THE CALL.**

For a more in-depth briefing contact Scott May at smay@icpdprograms.org or +1 (202) 441-7370

Scott May welcomed the committee members to the 2020 Gallus Advisory Committee call. Scott mentioned that the agenda was sent via email. Scott reminded the committee members that they could locate the agenda, past meeting notes and supporting documents for the meeting on the website www.icpdprograms.org, select "Committees" from the "Select an ICPD site" drop-down menu at the top right side of the page. Scott then invited everyone on the call to introduce themselves. Scott reviewed the agenda for the meeting.

Scott gave a special thank you to Mark Brager and AdvaMed for across the board involvement in programming. Scott noted that AdvaMed hosts SMDP at The MedTech Conference. Recently Scott Whitaker, CEO and President of AdvaMed, invited Scott and Elisabeth to attend their virtual board meeting, during which Elisabeth made a presentation on ICPD Programs. In addition to that, AdvaMed is sponsoring a scholar/mentor team as part of the 2020 SMDP MedTech program.

Partner Support

- Corporate sponsorship - **Edwards Lifesciences has just joined as a sponsor; engagement of sponsor senior leaders and rising talent with moderated learning teams; participants are visible to portal users from sponsor company and are not visible to general Gallus members; employees of sponsor companies receive free annual membership; sponsorship page on website**

Scott announced that Edwards Lifesciences, in addition to providing their traditional support of SMDP MedTech, will now be a sponsor for the Gallus program. Scott and Elisabeth will be meeting with Mike Mussallem, CEO of Edwards Lifesciences, to discuss his ideas and determine who will be leading the team. This is an inaugural sponsorship for Gallus. As a sponsor, the Edwards Gallus members will have access to each other in their "smaller community" and all of the employees will have access without having to pay an individual fee. Scott asked for clarification on whether the Edwards Lifesciences employees will be regular Gallus members or if they will only be able to join the Edwards Lifesciences partitioned area of the Gallus portal. Malik answered by explaining that if an employee in an early management position should be on the partitioned section for their company, but the Leader of the group should be a full Gallus member. Once the sponsored membership term has ended, they will



have the opportunity to become an individual member on Gallus. Scott then asked if we are ready to sign up the Edwards Lifesciences employees in their partitioned area. Elisabeth stated that we are not quite ready for, that but it will be a priority to get it set up.

Dustie asked for clarification on memberships within Gallus. Her main question was if an employee of a company becomes a Gallus member through a sponsorship, does that mean they do not have the ability to network or interact with regular Gallus members across the portal. She explained that her understanding of Gallus was so all the members could interact and learn from each other no matter who their company was.

Elisabeth agreed with Dustie that giving a company their own "sandbox" does limit their interactions and that originally that was not the purpose of Gallus, however the reason Gallus now has partitioned areas for each sponsored company is to protect the employees of that company from possible being "recruited" by other companies within Gallus. Dustie shared that she understands that Gallus should not be used to "headhunt" but asked for clarification of the benefit of a company just having their own "sandbox" area because they could do that within their own company without using Gallus. Malik explained that if an individual member is paying to become a Gallus member, they will have access to everyone and everything. If a company decides to be a sponsor of Gallus, that's where the partition becomes important because they would not necessarily want to take their top 50 rising employees and put them in the general population. Dustie acknowledge that it made sense. Malik went on to discuss the connection between leadership and relationship. Leadership comes from relationships within the community. He agreed that the environment is exactly what Dustie was speaking to, that it should be encouraging and fostering relationships regardless of where people come from. For those that are looking to rise within a company, they need to foster the relationships within that company. The reverse of that is, if a company is interested in keeping talent that is on the rise, sponsoring a Gallus program within their company is actually the best way to support rising leaders. Dustie agreed completely because those rising leaders will feel supported by their companies.

Scott directed everyone to the Gallus portal where they could find the sponsorship page. Scott pointed out some of the sponsorship highlights in the presentation such as the mission statement, CONFABS and Project Pages. We will take a deeper dive on this topic as well as what individual memberships look like during the next meeting.

- Sponsorship packages - **Gallus sponsorship presentation is available on the Gallus portal <https://gallus.icpdprograms.org/sponsors-and-partners/>:**

The Gallus sponsorship presentation is available on the Gallus portal.

- Non-profits and professional societies sponsorship - unique benefits for this sector: Gallus as technology platform for association diversity initiatives; receive same benefits as companies but at a 50% discount
- Advisory Committee - **Committee Roles and Responsibilities**

This was postponed to the next meeting due to time constraints.

Current Programming

- Feature updates - **CONFABS are in place for general members; committee members can receive online tours by contacting Elisabeth Valerio at evalerio@icpdprograms.org; update on contact management tool;**



- membership ecommerce functionality on portal; Gallus community questions; Electronic publications – weekly email summary

Elisabeth explained that the Community CONFABS will change slightly. We will now have a speaker or guest in the beginning of the meeting and then everyone will be randomly put into virtual breakout rooms for the CONFAB discussion. They will be on a more scheduled calendar as opposed to as the system pushing them out. Elisabeth started a discussion regarding Gallus Gateway members having access to the CONFABS. Everyone on the call agreed that the Gallus Gateway members should NOT have access to the CONFABS. Malik shared an idea he has to allow SMDP Scholars and previous MIDL members to be grandfathered in as Gallus members and use CONFABS as a way to reconnect. Elisabeth stated that the only issue with that is there are CONFABS within SMDP as well. Her concern is that there would be redundancy. Scott noted that the previous MIDL participants and those on the advisory committee WILL be grandfathered into Gallus.

- Curriculum Development - leader learning development and engaging a writing team; process for review of user generated content; podcast launch schedule and topics; plans for data gathering during beta launch period
- Marketing and communications - **member benefits are here:**
<https://gallus.icpdprograms.org/membership/> **mass email and social media campaign promoting Gallus with an emphasis on the importance of virtual communities given the pandemic; update on hiring a Membership Coordinator;** membership ecommerce functionality on portal; marketing Gallus to SMDP mentors and scholars; SMDP scholar alumni to volunteer for marketing outreach
This was postponed to the next meeting due to time constraints.
- Gallus activities at events and meetings - **what professional meeting should Gallus be affiliated with?; Gallus activities at SMDP (Gallus members as panelist, presentation at opening events); Should Gallus present annual awards for companies that make the most progress with diversity of senior leaders, and if so, would The MedTech Conference be a good venue to present such an awards event?**
This was postponed to the next meeting due to time constraints.

ICPD Update

- 2021 ELISA Summit will be held April 27-29 in Hwange, Zimbabwe
- 2020 SMDP Biotech training session will be held June 12-16 in Boston, MA
- 2020 SMDP MedTech training session will be held September 25-29 in Minneapolis, MN

Other & Action Items

Scott reminded everyone that the next meeting will be Thursday, February 18, 2021. Please plan on 30-minutes for this call. Visit www.icpdprograms.org for more information about Gallus.

Upcoming Calls

Thursday, February 18, 2021, 2:00 PM Eastern/ 11:00 AM Pacific

Thursday, April 15, 2021, 2:00 PM Eastern/ 11:00 AM Pacific

Thursday, July 8, 2021, 2:00 PM Eastern/ 11:00 AM Pacific

Thursday, September 2, 2021, 2:00 PM Eastern/ 11:00 AM Pacific

Thursday, November 4, 2021, 2:00 PM Eastern/ 11:00 AM Pacific

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