



Committee Call Notes

Modules for Innovative & Diverse Leaders (MIDL)

Advisory Committee

Conference Call

Thursday, September 21, 2017
2:00 PM Eastern / 11:00 AM Pacific
Conference Line: 712 775-7100
Access Code: 1071934#

The following Committee members were in attendance:

- Todd Fonseca, Medtronic
- Scott May, ICPD
- Walter Offiah, Janssen
- Dustielyn Savage, ICPD

Welcome remarks & introductions:

Scott May welcomed everyone to the call for the Modules for Innovative & Diverse Leaders (MIDL) Advisory Committee meeting. Scott informed the advisory group how they could locate the supporting documents on the committee page by visiting the ICPD website (icpdprograms.org), under the drop-down menu on the top right (Committees). Scott reviewed the agenda for the meeting then introduced the committee members and announced the excused absences.

Overview of MIDL – Program goals, participants, industry coaches and program design

The MIDL program goals are to help ethnically diverse mid-level managers grow to senior leadership positions in industry. The program strives to have representation from not only industry, but also academia, government, or clinical settings. The MIDL program has an orientation towards three industry segments: medical devices/medical technology, consumer healthcare and pharma/biotechnology. The curriculum for MIDL covers the key elements of successful leadership and relies on industry coaches to be the faculty for the program. The program is designed to provide an in-person workshop followed by a virtual learning component. The one-day workshop is an intensive experience where the participants work through modules with the coaches. They also participate in a personal leadership assessment provided by Korn Ferry. The virtual component is made up of a series of modules and webinars. The participants all stay connected through a MIDL web portal and become part of a network of diverse emerging leaders. The goal for sponsoring and participating organizations is to provide ongoing executive development opportunities for those involved and provide them with access to talent of future leaders.

Planning for the 2017 MIDL training session (October 2 in Philadelphia)

- Participant recruitment and selection – Cohort being firmed up, Goal is 14 participants;
Participant orientation call September 26th
Scott explained we are firming up all of the participants for the upcoming MIDL program. They will participate in a 30-minute orientation call on September 26th.
- MIDL coaches and faculty – Orienting them individually as they are confirmed
The faculty and coaches are being individually oriented. Scott mentioned to Walter that Elisabeth is following up with the J&J coaches.



- Program Agenda – Draft agenda posted on Committee page;
Scott reviewed the agenda for the training workshop with the committee. He noted it is being modified to engage all the coaches in all of the modules as opposed to just having a lead coach for each module. Walter agreed that this new change is a great way to keep the coaches engaged throughout the entire day. Walter asked for the bios to be sent to him early next week so the coaches can get to know the candidates.
- Korn Ferry – Agreed to participate
Scott updated the committee that Korn Ferry has agreed to participate again.
- Venue – Confirmed for Convene Commerce Square, 2001 Market St., Philadelphia, PA 19103
Scott explained that Convene is the same space formerly known as The Hub where the first MIDL program took place.

Current Programming

- Virtual support for MIDL participants (The MIDL Portal) – Major focus now on weekly or bi-weekly email digest; ICPD is asking each coach if they want to be standing portal members and visible to all; All completed virtual modules on portal; Videos from training programs to be integrated over next year in support of the various modules; Modules from in-person training to be posted on portal
Scott stated that the weekly or bi-weekly digest is the primary goal to get completed on the portal. The discussions have been on how much information to include in those sweeps. The content for previous modules are on the portal and available. As the workshop on October 2nd occurs, the face to face modules will be added to the portal as well.
- MIDL Webinars and Modules – Staff to ask participants in advance and after webinars to submit questions and staff will post on portal; Last webinar was September 5, “Financial Management”, Kimberly Paris, VP of Quality at B. Braun, Next webinar October 7, 2:00pm edt “Leading Change”, Peter Shen, Worldwide Vice President, Research and Development at J&J Vision Care (participation not confirmed)
Scott shared that the webinar with Kimberly Paris was well received. He mentioned that Peter Shen has not yet been confirmed for the next webinar. Walter and Scott will discuss next week about a possible replacement due to conflicts with Peter’s schedule.
- Communication Strategy – Goals and tactics for strategy being developed in conjunction with meetings with Advisory Committee members and will be discussed in early 2018
Scott explained we are working on a communication plan and would like to put this on the agenda for the November call. The 2018 meeting dates will be posted prior to the November call
- Certificates of Completion for MIDL graduate with “honors” – This program to be implemented fully with new cohort
The new group will be fully on board with the certificate of completion as well as one participant being acknowledged for graduating “with honors” The committee concurred

Partner Support/MIDL Sponsorship

- Sponsorship Page on ICPD Website –
<http://icpdprograms.org/assets/media/docs/programs/midl/2017-MIDL-Sponsorship-Overview.pdf>
Sponsorship page is located on the ICPD website.



- We will begin work on 2018 during November committee call
Scott mentioned we will be starting the discussions for 2018 during the next November committee call.
- Membership on the MIDL Advisory Committee
Scott reminded the committee that we are always welcoming to any new members or suggestions.

ICPD Update

- The Scientist Mentoring and Diversity Program for Medical Technology will be held September 23-27 in San Jose; 2018 SMDP MedTech will be September 22-26 in Philadelphia, PA
- Next SMDP Biotech will be held June 2-6, 2018 in Boston, MA

Other & Action Items

- Scott would like to look at dates for the next MIDL cohort during the next meeting
- Communication strategy will be discussed in January

Scott thanked everyone for participating in the call. He reminded the committee that the next meeting will be held on November 9, 2017.