

PHUSE CONNECT 2020 Strategy and Programming

Feedback to Feed Back

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Introduction slide

- // Harper Forbes is a late phase oncology manager in the Statistical Programming and Analysis department at Roche Canada. During his time at Roche he's served as a Project Lead Statistical Programmer Analyst and Biostatistician before moving into management 4 years ago. Prior to his 8 years at Roche he was a statistical programming consultant for 12 years working with organizations such as Pfizer and Amgen in new drug development and epidemiology across many indications. Harper holds an M.Sc. in Statistics and B.Sc. in Environmental Science from the University of Guelph.
- // Ankur Mathur, as the Head of Oncology Data Analytics for Bayer, is responsible for managing a team of statistical analysts and computational scientists within the area of Oncology. With nearly 20 years of experience in the pharmaceutical industry and 10 years of leadership experience, Ankur has built a center of expertise for statistical programming within the oncology area supporting Phase I thru Phase IV clinical studies and life-cycle management spanning regions in North America, Germany, and India. Ankur earned his Bachelor's Degree in Mathematics from the University of Waterloo, Canada.

Disclaimer

The views and examples described in this presentation are not referenced to any specific Roche or Bayer values. The information shared are the personal views of the presenters for demonstrative purposes only.

Agenda

- // Why is feedback important?
- // Balancing technical and behavioral skills
- // Feedback considerations
- // Summary
- // Q&A

Why is feedback important?

Scenario:

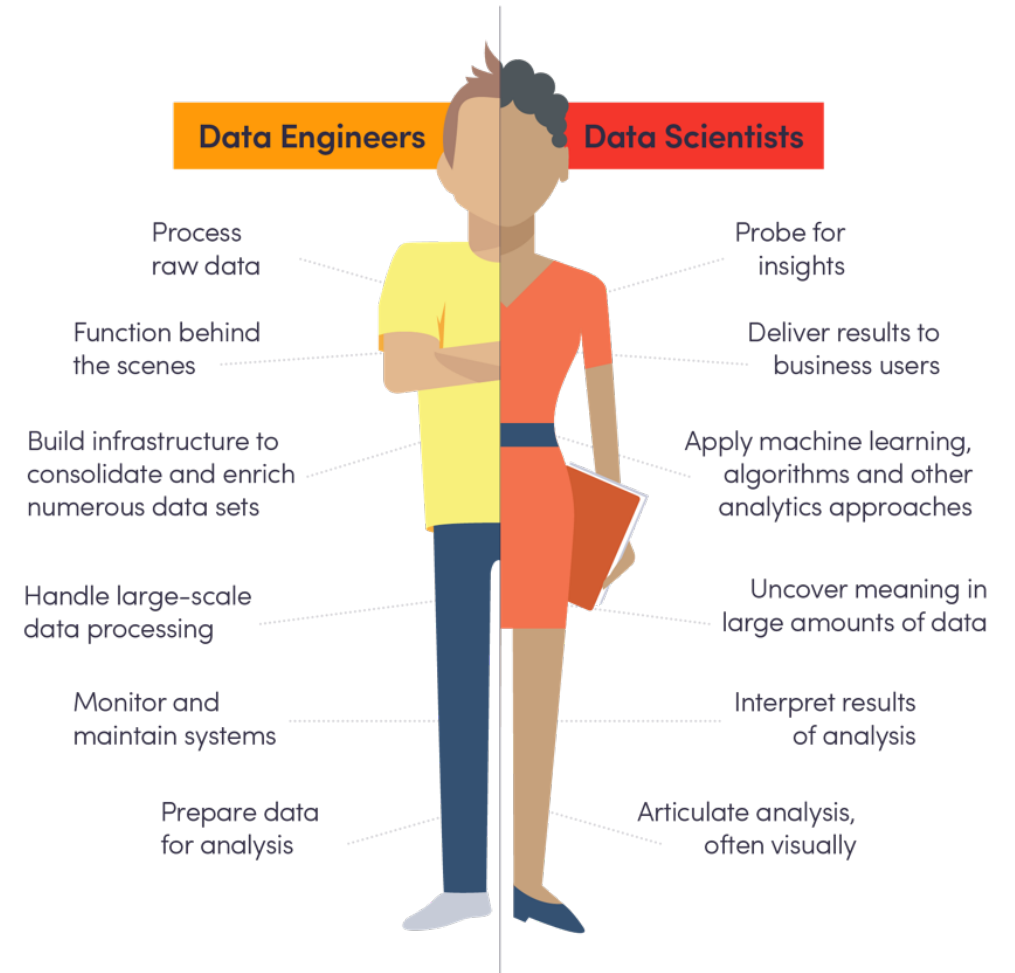
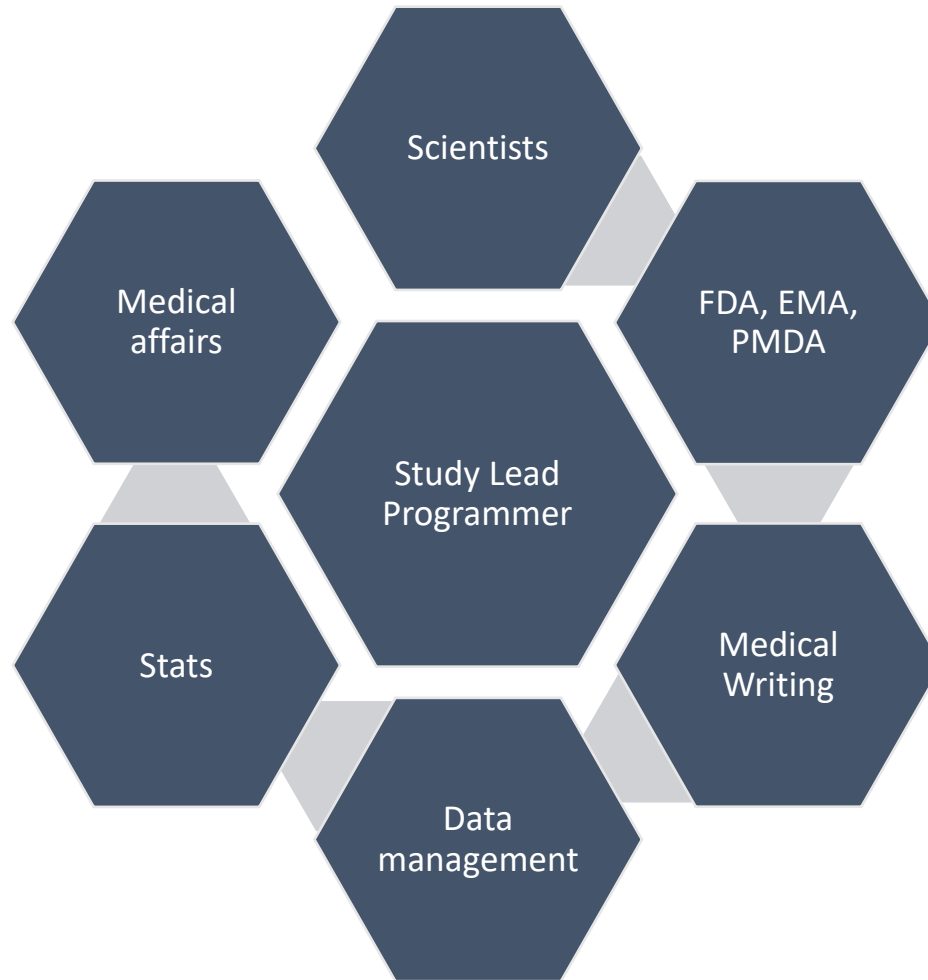
Doug is a project programmer coordinating a data package for an upcoming key new drug submission based on three key studies.



- Lack of collaboration led to inconsistent results
- Feedback given

What happens next?

What environment are we working in?



Source: <https://www.datasciencecentral.com/profiles/blogs/why-every-data-scientist-needs-a-data-engineer-1>

Balance between behavior and technical skills

One key method to optimize growth, nurture strengths and address gaps is through feedback.

Statistical programmer

Behavioral

- Working closely with different stakeholders
- Disseminate tasks to the supporting programmers
- Engage management

Technical

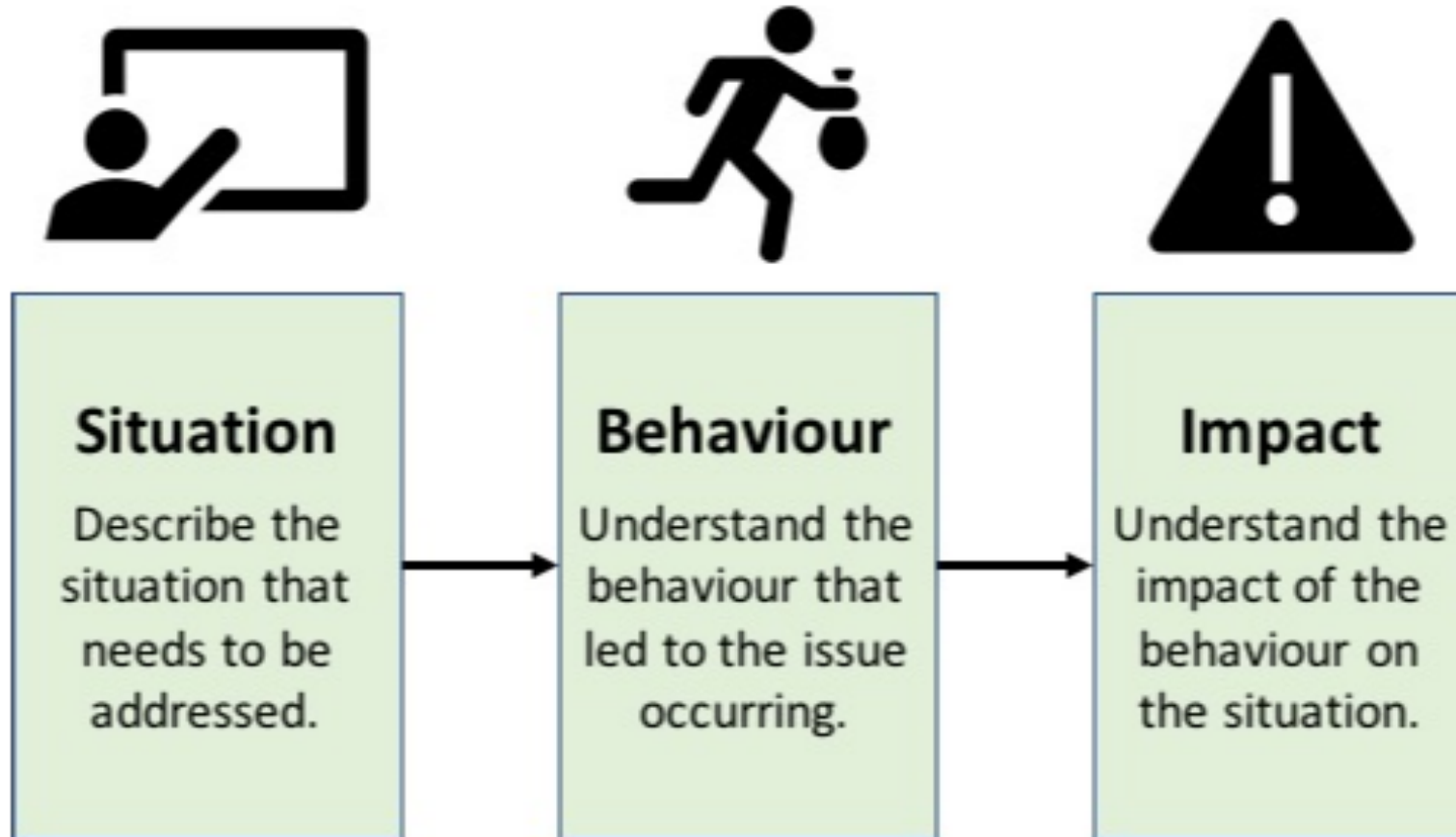
- Evaluate new technology for analysis needs
- Identify root causes
- Develop new skillsets

Feedback considerations

- **Be timely**
 - Just-in-time feedback recommended
 - Suggest recipient(s) digest the feedback
- **Be accurate**
 - Transparency on recommended changes to behavior and performance
- **Be respectful**
 - Create a safe space for discussion



Feedback considerations



Source: <https://www.thoughtfulleader.com/giving-feedback/>

SBI Scenario

Constructive feedback demonstration (upward):

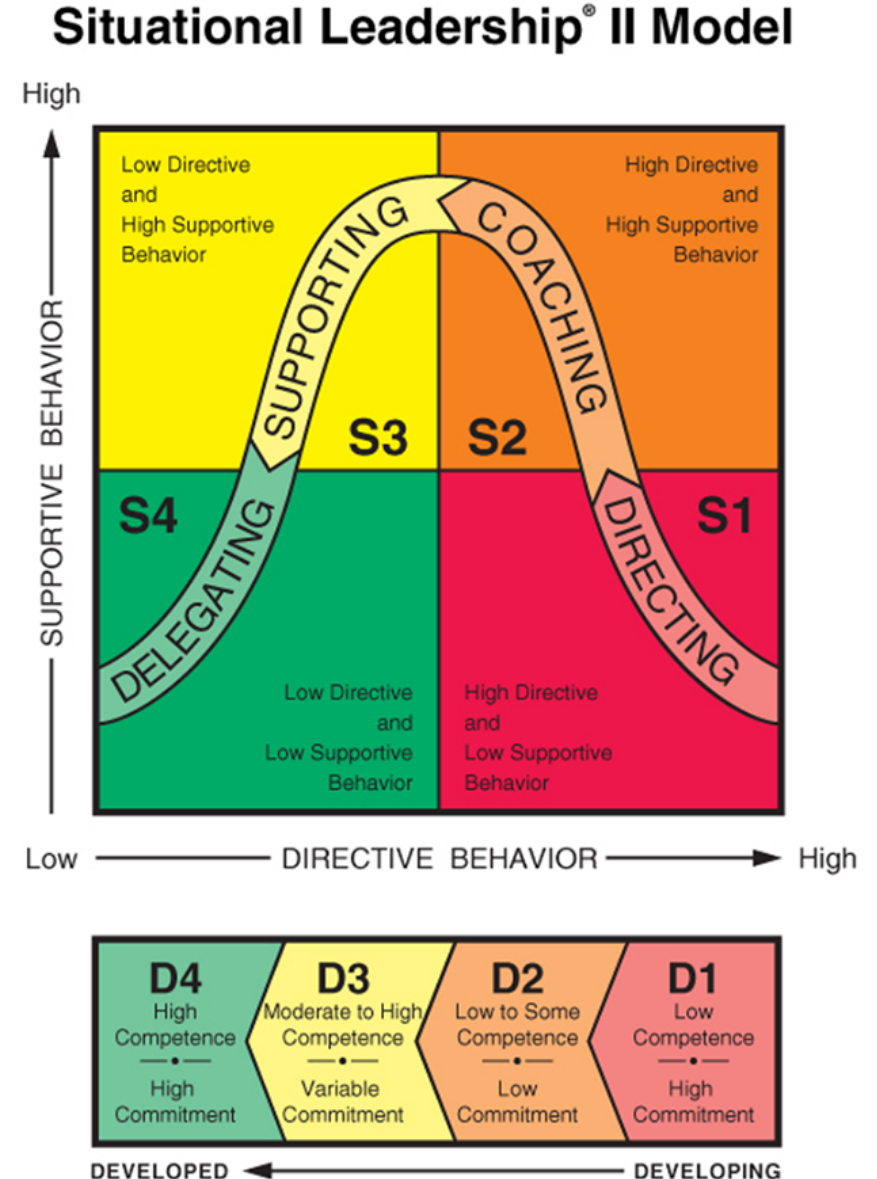
John, the study lead statistical programmer missed an important meeting to finalize the dissemination of workload to the support programmers for a key deliverable without informing anyone on the team.



Feedback considerations

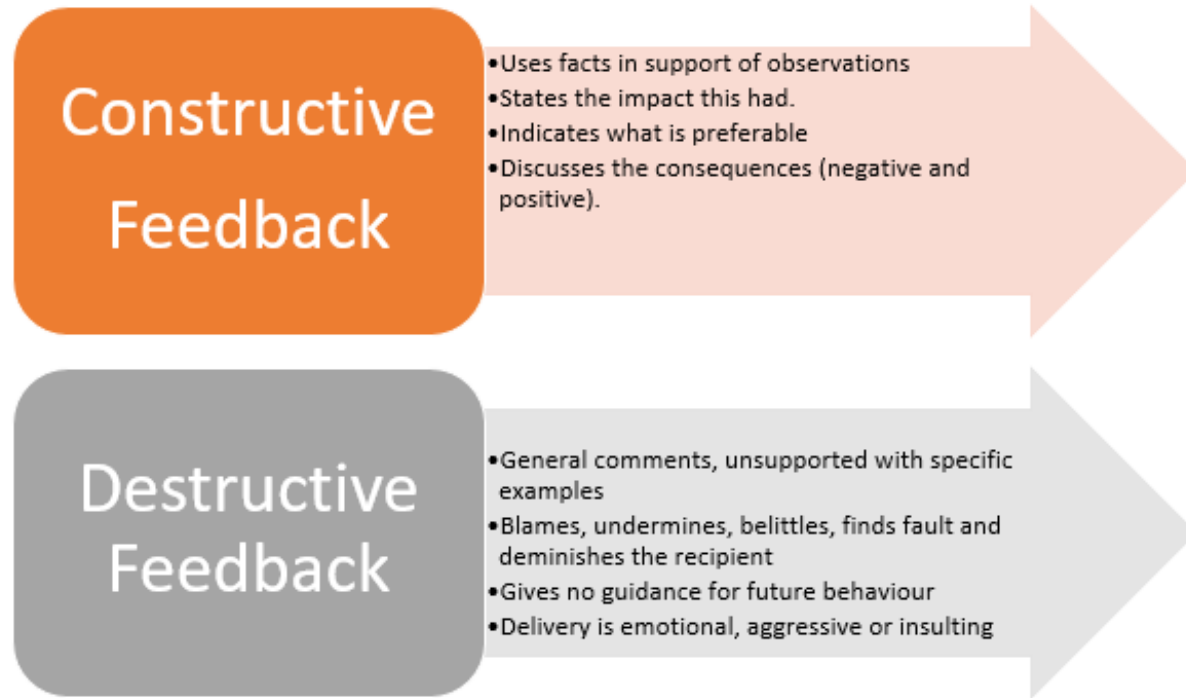
Situational Leadership Development

- Avoid “One size fits all” leadership style.
- Focus on the goal instead the person
- Use real-life examples to support feedback
- Give positive and constructive feedback

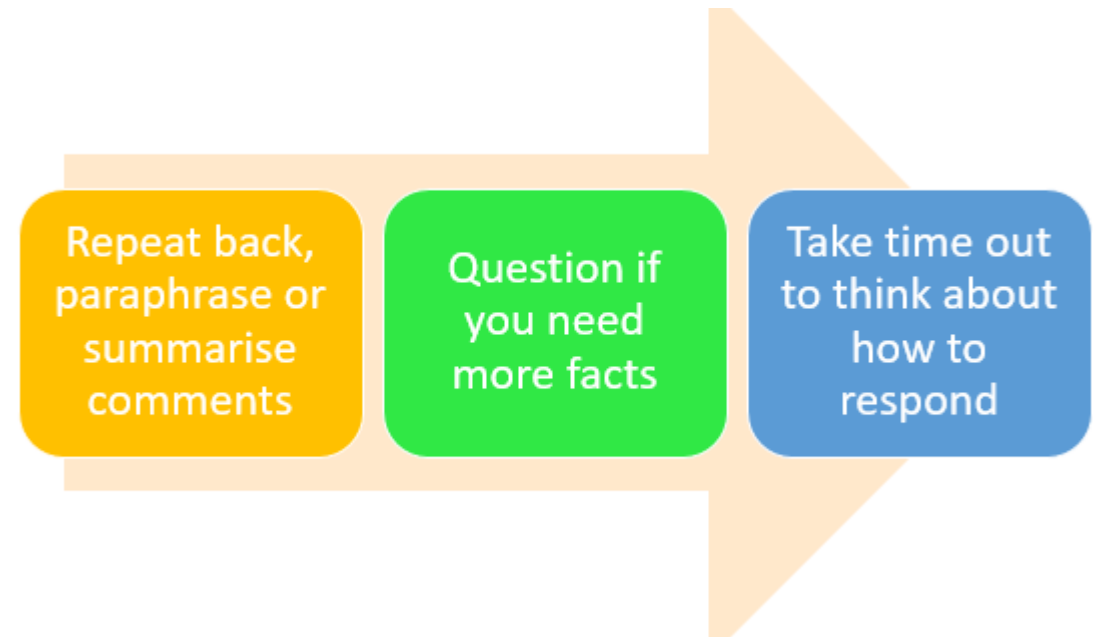


Feedback considerations

Constructive vs Destructive feedback

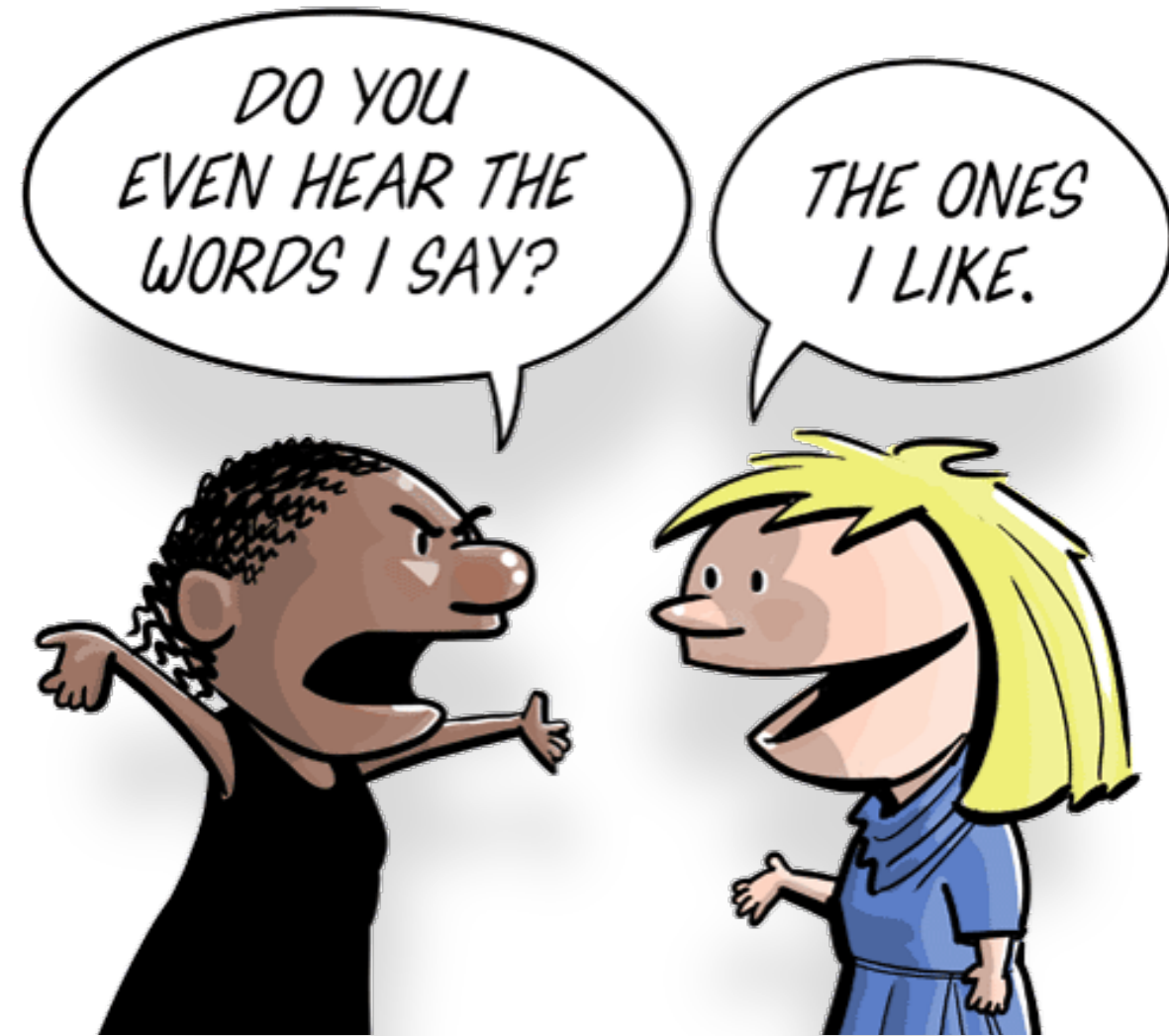


Receiving Feedback



Summary

- Data scientist role evolution
- Create a safe space for discussion
- Techniques available
- Practice makes perfect!



Questions?



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