

Chrestos – The green CRO

Debugging Leadership: Cracking the Code of Statistical Programming Teams in Pharma

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Different Leadership Styles

Authoritarian

- Clear instructions and control
- Faster decision-making, limited employee input

Different Leadership Styles

Democratic

- Team involvement in decision-making
- Fosters creativity and engagement, but decision-making can be slower

Different Leadership Styles

Laissez-faire

- Minimal interference, high level of trust
- Encourages team autonomy, but may lead to a lack of direction

Different Leadership Styles

Agile Leadership

- Servant Leader: Puts the team's needs first, providing support and resources
- Promotes adaptability and innovation in dynamic environments, but can lead to ambiguity without clear structure or direction

Different Leadership Styles

Authoritarian

- Clear instructions and control
- Faster decision-making, limited employee input



A good option for standard work with no room for innovation, where deadlines are tight

Different Leadership Styles

Democratic

- Team involvement in decision-making
- Fosters creativity and engagement, but decision-making can be slower



A good option for creative work, for the team itself (e.g. when improving own processes)

Different Leadership Styles

Laissez-faire

- Minimal interference, high level of trust
- Encourages team autonomy, but may lead to a lack of direction



A good option for creative work when the team members are experienced, and capable of working independently, allowing them to thrive without micromanagement (e.g. methodological work in specialised groups).

Different Leadership Styles

Agile Leadership

- Servant Leader: Puts the team's needs first, providing support and resources
- Promotes adaptability and innovation in dynamic environments, but can lead to ambiguity without clear structure or direction



A good option for projects with many interdependent tasks. Helps manage uncertainty and complexity by encouraging iterative progress and continuous feedback.

Different Team Members

Soft Skills

VS.

Hard Skills



Hard Skills

- Programming Languages
- Statistical Methodology
- Software Development Tools
- Regulatory Knowledge



Soft Skills

- Communication
- Problem-Solving
- Teamwork
- Emotional Intelligence

Personality Assessments



Myers-Briggs Type
Indicator (MBTI)



DISC Assessment



Big Five Personality
Traits (OCEAN Model)

Personality Assessments

Myers-Briggs Type Indicator

- **Focus:** Categorizes individuals into 16 personality types based on four dichotomies (e.g., Introversion vs. Extraversion).
- **Approach:** Type-based, offering distinct categories with binary choices.
- **Validity:** Criticized for lack of scientific rigor and reliability.
- **Application:** Commonly used for personal development, team building, and career guidance.



Source: will be exchanged with an 'own picture'

DISC Assessment

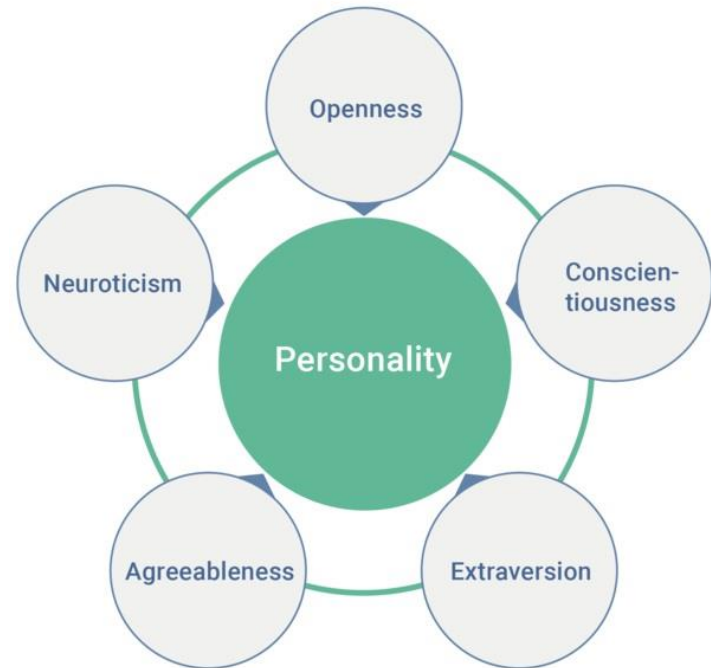
- **Focus:** Evaluates behavior across four primary traits (Dominance, Influence, Steadiness, Conscientiousness).
- **Approach:** Behavioral-based, focusing on observable actions and interaction styles.
- **Validity:** Generally well-received in organizational settings but less empirical backing compared to Big Five.
- **Application:** Primarily used for improving communication, teamwork, and conflict resolution in workplace settings.



Source: will be exchanged with an 'own picture'

Big Five Personality Traits (OCEAN Model)

- **Focus:** Measures five dimensions of personality (Openness, Conscientiousness, Extraversion, Agreeableness, Neuroticism).
- **Approach:** Trait-based, providing a continuous spectrum for each dimension.
- **Validity:** Strong empirical support and widely used in psychological research.
- **Application:** Useful for understanding overall personality and predicting behavior in various contexts.



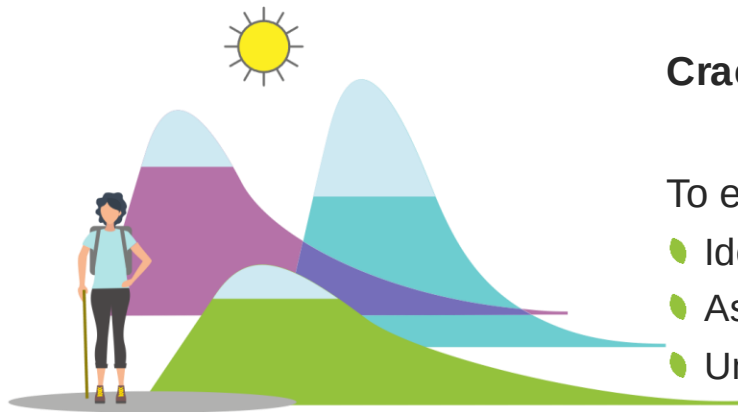
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Conclusion

Cracking the Leadership Code

To effectively lead my team, I must consider the following:

- Identify My Leadership Style
- Assess Team Skills
- Understand Personalities



That's it?



Source: Klopp vs. Tuchel: Man-catcher or football professor? | Bundesliga | sportstudio: <https://www.youtube.com/watch?v=khnYldgTYXc>

Be aware of the
importance of
authenticity.



Take an interest in your
team and never stop
working on yourself.

