



TRAVELING DOWN YOUR CAREER PATH

LESSONS LEARNED
ALONG THE WAY

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The Road Not Taken- Robert Frost

Two roads DIVERGED IN A WOOD,
AND I, I TOOK THE *one*
LESS TRAVELED BY.
And that HAS MADE *all the difference.*
R O B E R T F R O S T

STARTING THE JOURNEY:

TECHNOLOGY CHANGES.....WHAT CARRIES
YOU THROUGH YOUR CAREER?



Since Technology Changes: what skills carry you down the path....

- **Maintain your Personal Integrity**
- **Ability to Communicate**
- **Ability to Learn**
- **Ability to Change**

Maintain your Personal Integrity

INTEGRITY
IS DOING THE
RIGHT THING.

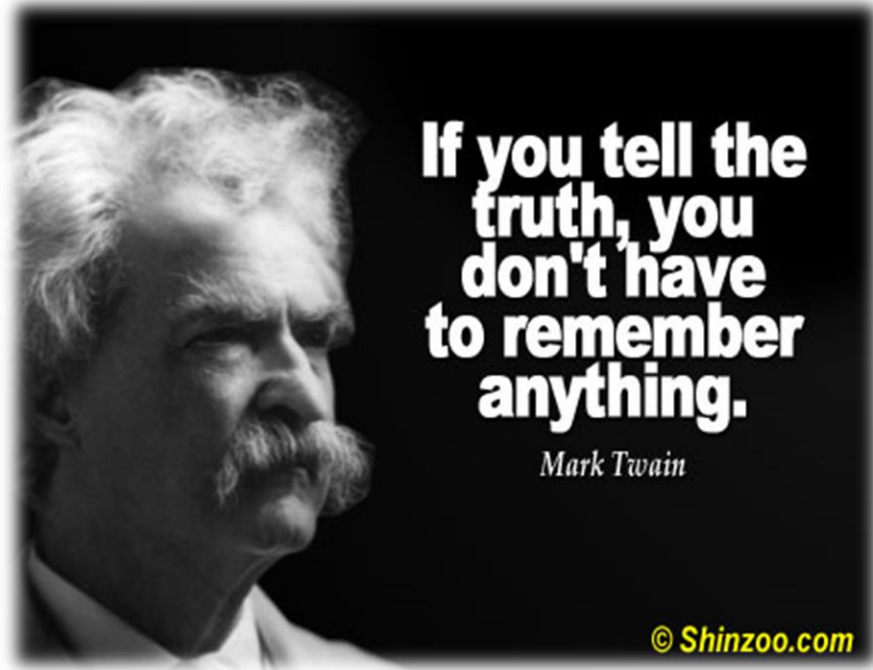
EVEN WHEN
NO ONE IS
WATCHING.

C.S. LEWIS

“**INTEGRITY,**
THE CHOICE BETWEEN
WHAT'S CONVENIENT
AND WHAT'S RIGHT.”
-Tony Dungy, *Uncommon*

AllProDad.com

Honesty

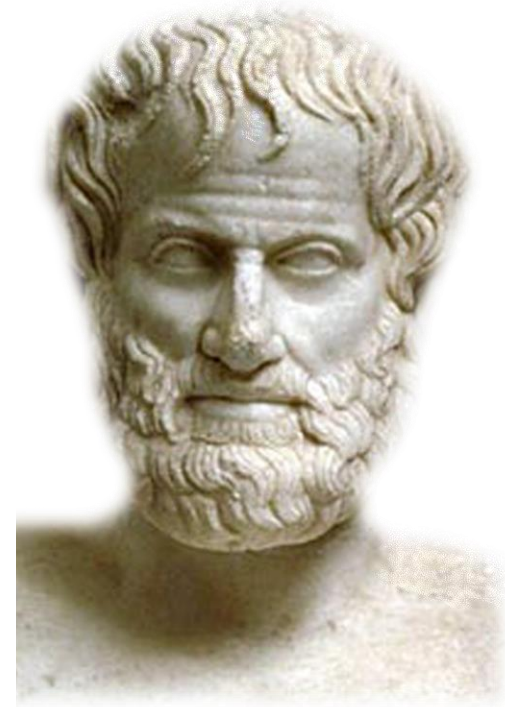
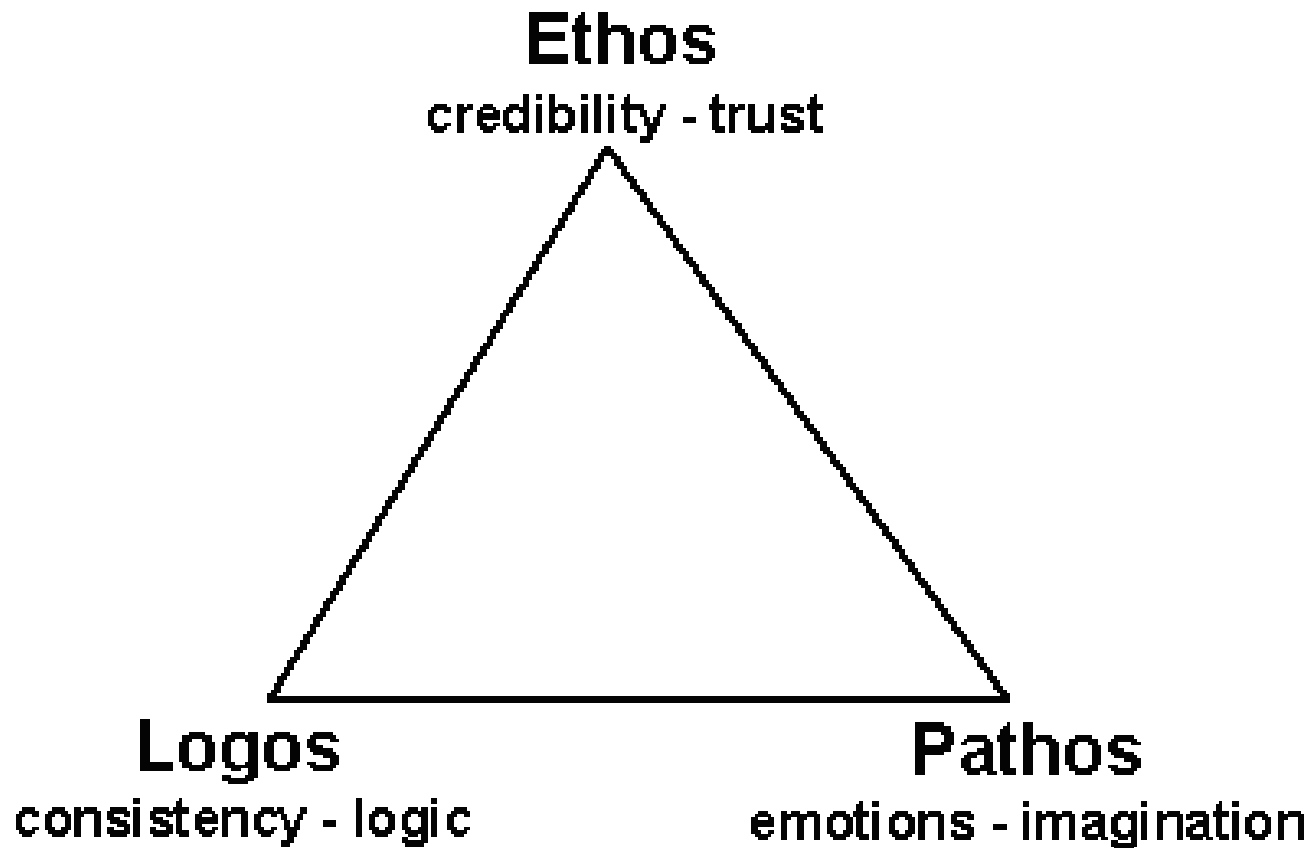


honesty is hard work.

Spider Robinson

QuoteAddicts

Aristotle Rhetorical Triangle



Ability to Communicate

Oral Communication

- Ethos- Logos- Pathos
- Know your audience
- Focus on the point
- Show respect
- Be yourself



Ability to Communicate

Written Communication

- **Technical Writing**

- Know your audience
- Get to the point and return frequently
- Don't skip the outline!
- Good logical flow- "tell a story"
- No slang
- Proof read



- **E-mails**

- Title should include requested action
- Read it over before sending
 - Out loud is OK!
- Avoid bCC

Ability to Learn

“Anyone who stops learning is old, whether twenty or eighty. Anyone who keeps learning stays young”.

- Henry Ford

If you're not learning, you are not growing

Your knowledge and experience increases your value to the company

Your knowledge and experience broadens your opportunities or promotions

Make learning a lifestyle



Ability to Change

Prepare each day for a possible change

- Schedule change
- A new task
- Unforeseen circumstance
- A problem



Enjoying success
requires the ability
to adapt. Only by
being open to change
will you have a true
opportunity to get
the most from your
talent.

- Nolan Ryan

“The measure
of intelligence
is the ability
to change.”

Albert Einstein

Prepare yourself for the big changes

- A new promotion
- A new company

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TIPS FOR THE JOURNEY



Know your Regulations

FDA, Safety, Environmental

ICH- International Conference on Harmonization

cGMP- ICH Q7, 21 CFR parts 210/211

“cGMPs provide for systems that assure proper design, monitoring, and control of **manufacturing** processes and facilities.”

www.fda.gov

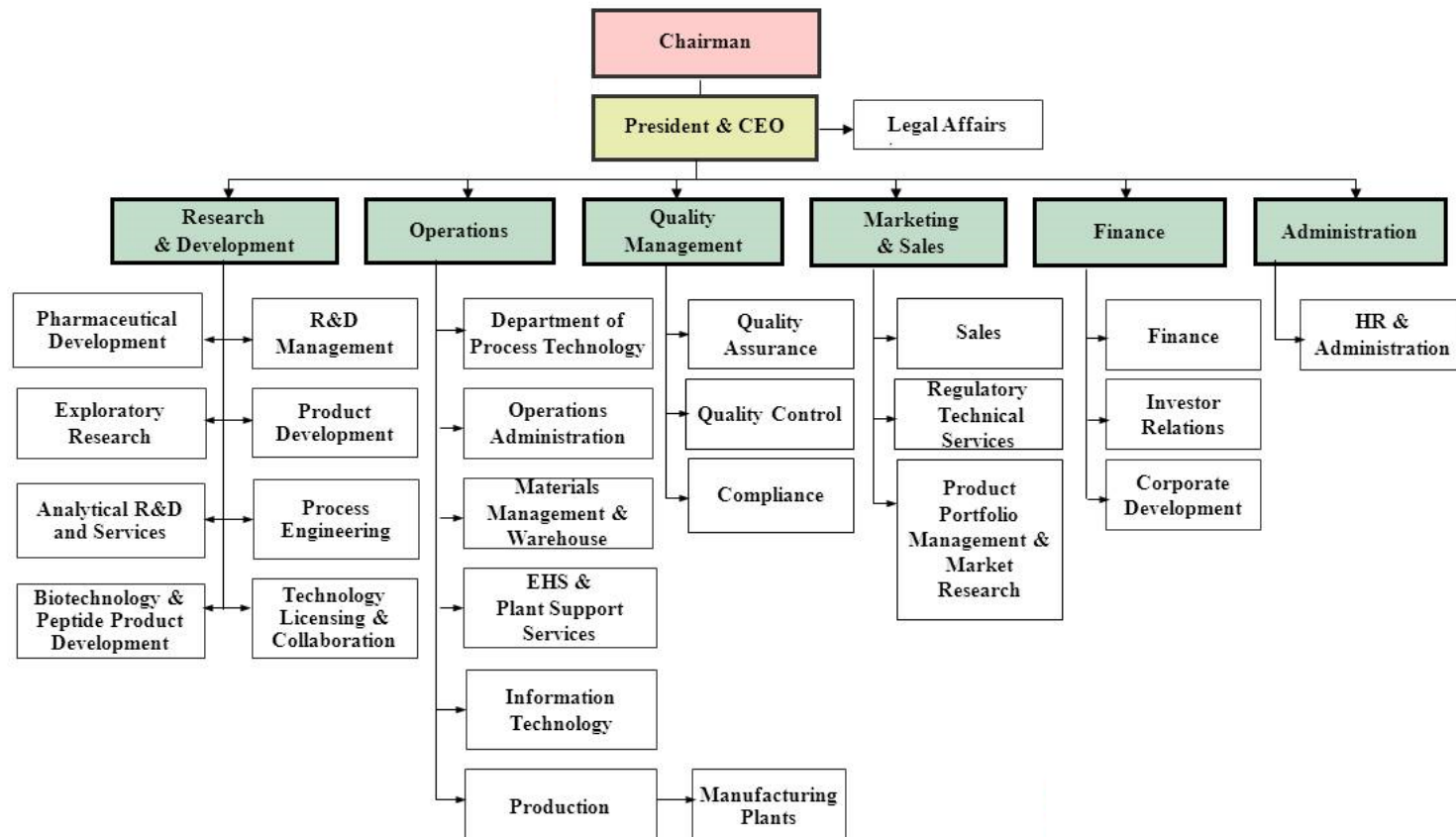
Q7 Good Manufacturing Practice Guidance for Active Pharmaceutical Ingredients

Guidance for Industry

U.S. Department of Health and Human Services
Food and Drug Administration
Center for Drug Evaluation and Research (CDER)
Center for Biologics Evaluation and Research (CBER)
September 2016
ICH

Revision 1

Understand and Respect Roles



Learn to use an organizational chart
Learn the proper channels to get things done

Approach at same organization level if possible
Understand approval process

Know how to work as a team

Trend toward specialization

Teamwork is critical to business success

“To me, teamwork is the beauty of our sport, where you have five acting as one. You become selfless.”

Coach Krzyzewski



“Talent wins games, but teamwork and intelligence wins championships.”

Michael Jordan

Experience in Operations/Manufacturing is Invaluable



All departments depend on operations

Operations is where the money is made

Experience in operations will help you in any job within the organization



Learn Problem Solving Skills

DMAIC – Define, Measure, Analyze, Improve, Control

Define

Identify the true problem (what, when, where, what extent)

Measure

What is the extent. What told you there was a problem.

Analyze

Use appropriate problem solving tools

- Fishbone Diagram
- 5 Whys
- Fault Tree Analysis

Improve

Identify appropriate countermeasures

- Benefit vrs Effort

Control

Have a control plan

Measure after implementation of countermeasures



Pointers:

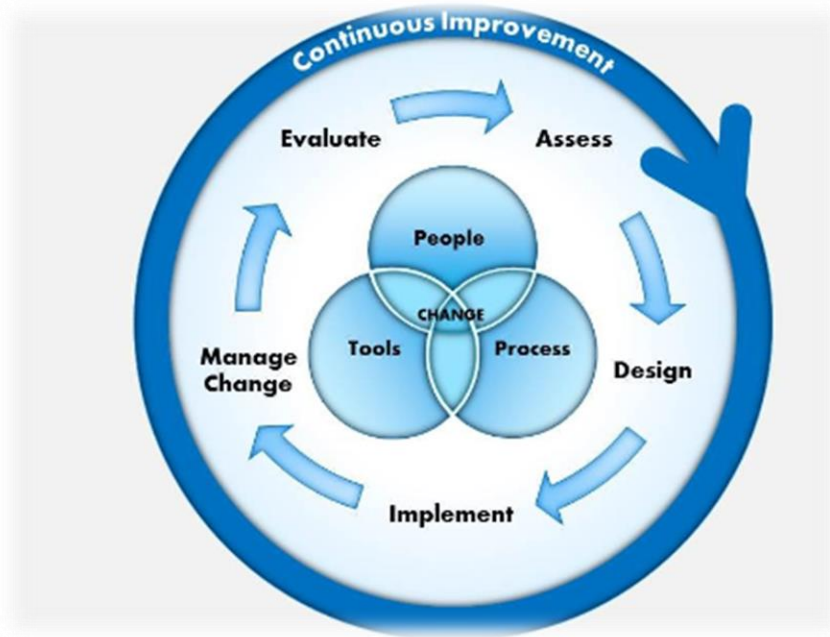
Stuck in the corral or looking beyond

GEMBA, GEMBA – Get up and GO SEE!!

Break it down in small manageable pieces

Zoom Out – Does my solution apply to other problems or Potential Problems?

Know the Proper Route for Change



Need to “Manage” change

- Change Control Procedures
- Proper path for introducing change
- Proper methods for validating the change

Know the targets for change

- Structured process and tools to lead people through change
- Communication Plan
- Why is the change needed?
- How will the change affect the target?

Seek Good Leadership/ Learn from Bad Leadership

10 Leadership Lessons from George Washington

- 1) He believed in his men
- 2) He was a man of exemplary character
- 3) He treated other with the utmost respect
- 4) He held men accountable
- 5) He loved his men
- 6) He placed the welfare of his men ahead of his own
- 7) He was personally invested in the cause
- 8) He did not waver from his guiding principles
- 9) He was a man of deep faith who demonstrated that via his actions
- 10) He took his responsibilities seriously



“ The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy.”

Martin Luther King Jr.

Maintain Confidentiality

Internal

- Reviews and HR protected
- Patient information
- Information told to be confidential
- If you do not need to know
.....do not seek



External

Client information
Financials

Watch social media



Learn to Teach

**You never really know anything
until you have to teach it!**

**“To teach is to learn twice over.”
Joseph Joubert**

**“Who dares to teach will never
cease to learn”**



*Professor Zheng Ji
Nanjing University*

*Founder of Nutritional
Science in China*



Networking is Essential

Helps you in:

Developing in your current job

Getting into new jobs

Remember we are a small industry

Do not burn bridges

Types of Networking:

On-line- Linked-in

Professional Associations- **ISPE**

Email assistance

Manage your contacts!



Taking a position is not always about money or if you are good enough...

“Begin with the end in mind”

Stephen Covey

First Question: Does this fit my professional goals?

What are your professional goals?

As you begin your career, assess what you enjoy doing.

Do not say an automatic “no” to an opportunity (even if you do not consider yourself a Subject Matter Expert)

“Take healthy risks!”

my lovely wife

“Take risks: if you win, you will be happy; if you lose, you will be wise.”



“If somebody offers you an amazing opportunity but you are not sure you can do it....Say Yes....then learn how to do it later!”

Richard Branson

Anchors Aweigh

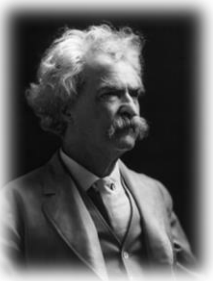


20 years from now you will be more disappointed by the things you didn't do than by the ones you did. So throw off the bowlines, sail away from the safe harbor, catch the trade winds in your sails.

Explore.

Dream.

Discover.



Mark Twain