



HBA 2008 WOTY Comments

The Impact of Being an HBA Woman of the Year

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Thank you for having me back again since I didn't have the chance to finish my speech last year.

I would like to share four things with you today:

- First, my experiences over the past year since I was named as last year's Woman of the Year.
- Second, a follow up with each of you to see if you have improved in getting your priorities straight – and living them.
- Third, a way to start to create your own legacy.
- And, fourth, to describe my continued commitment to the HBA and women's leadership.

First, a lot has happened in the last 12 months: Personally, I lost a few pounds, my hair grew a few inches and my son now has his driver's license.

Professionally, it has been a year of tremendous growth for me. I have met many fantastic women through my growing relationship with the HBA and by attending many events.

It started with a joint program with INSEAD Paris -- remember I invited all of you to come with me? -- where I had the pleasure of facilitating a panel of international female thought leaders. I then went to California in August and spent a wonderful evening with the Bay Area chapter. Another highlight of that evening was having my partner, Mel, there with me. The real icing on the cake: Afterward, Mel told me that he didn't think that he could love me more, but now he did. I must have said something compelling!

Still on a cloud following that event, I went to Washington for the annual HBA Leadership Conference where I participated in two workshops and had an opportunity to write my own legacy: What I want to leave behind in the year 2030. I will elaborate further on this and also encourage you to try it. From there, I hosted an HBA Metro Chapter Executive Women's Breakfast and attended local Metro chapter events as well.

The talent, energy and commitment I saw kept escalating as well, multiplying the impact that we have on our members, companies and especially the industry.

How many of you were here last year? Good; at least 10! If there was one thing that I hope I conveyed to you was to leave here and say “no” at least one time when you otherwise wouldn’t. This is important because it gives you the time to say “yes” to something that is important to you. How many did it? Did it hurt too much? Did you miss a promotion or lose your job? Did you do something to help someone else? Yourself? I forced myself to practice this, at least once. In March, I was supposed to go to the UK for a business review after traveling the prior week and I was scheduled to also travel the following week. So I asked my boss if I could pass on the trip. Not only did I get to pass, but one of my colleagues sitting here today also was able to pass. I’ve also opted out of a trip to Switzerland two weeks from now so that I can go to my son’s TV Production Class Awards Dinner. But I won’t deny that I did do a deep-dig analysis on the pros and cons before changing my plan. But, I could not do all of this without the support of my boss, David Epstein, and Novartis Oncology.

I encourage you to make sure that you do it again after you leave here today. I feel like your mother, repeating herself until she gets through to you! In the end, we all know that our mothers were right. I have learned that my mother has lived through it; maybe not in business, but in life.

As I said last year, the takeaway from my experience is this: Get your priorities straight and stick with them. Your career will be one of them, but not always at the top of every list.

Have you met someone new through the HBA? Someone who inspired you to do something new or different? Let me give you a personal example. Last year, I was lucky to be interviewed by Joanna Breitstein, the Executive Editor of *Pharmaceutical Executive* magazine for her annual profile of the HBA’s Woman of the Year. I know that Charlotte is probably shaking her head in agreement after her recent experience as well. It amazed me that someone so young could have such a huge impact on others; I wish I started years ago instead of keeping my head down.

Anyway, in her free time -- we all have a lot of this don’t we? -- Joanna co-founded an organization named “I HUG” that has set up a school in Uganda. She inspired me to volunteer and I am now in the process of planning a trip to Uganda this summer with my son to work at the school.

My third point is about legacy and I often talk about the legacy that we want to leave behind. It always brings me back to think about the big picture and then again the small things that we can do to make an impact. At the Leadership Conference in November, I wrote a letter with the help of the panel facilitator, Susan Torroella, titled “My leadership legacy.” It placed me in the year 2030; I am very old, but hopefully still exercising, traveling and playing with my future grandchildren. Susan has me being honored by *The Wall Street Journal* for the work that I will do to elevate the role of corporate boards to honorably oversee financial and human capital. I can’t wait for that day. They shared some of the nomination letters with me, which is the legacy I hope for. The first letter was from a man who worked for me in the early 2000s. His wife had a brain tumor and I made sure to remind him that she was his first priority and that we

would support him through his difficult times. Someone did this for me once, too. He went on to say that I understood that the family had to be first, that I lived it, and that in the end, the company reaps the benefits of loyalty and innovation.

The second nomination I saw was from a woman I didn't know. I met her in an elevator on her first day on the job, which was back in 2008. Remember: I'm still in the future. She reminded me that I said hello and smiled at her and asked her if she was coming to the HBA event that evening and that she came because of this invitation. I spoke about the "imposter syndrome" and reminded the audience that they are capable of doing what they were doing and, importantly, they deserved the success they will achieve. She thought that I was talking only to her so it was a pivotal moment in her career. She was now going to be the HBA Woman of the Year -- of 2030 -- and invited me as her guest! Now if only Susan could make this all happen! But, I guess that it is up to me.

We have been talking a lot about increasing the presence and influence of this organization and the women members within the healthcare industry. We are not only healthcare professionals, but we are mothers/fathers, daughters/sons, spouses, consumers and patients. Each of us has a vested interest in bringing the best healthcare to individuals and we have the obligation to influence decisions about healthcare in this country and the rest of the world. The biggest change I see in myself as a result of this award is that I know now that I can positively impact others and I want to give back. And each of you can make a difference, too.

I am so happy to share this day with Charlotte and the other past Women of the Year who are sitting up here. Many of us spent last evening together and we have made a commitment to work together on some of the issues that we face as an industry and as women leaders. Charlotte will lead the way.

And now I would like to introduce the man that is lucky enough to work with and introduce Charlotte, a former honorable (mensch) mentor himself, and President of Shire Pharmaceuticals, Matt Emmens.

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