

“Successful companies require great leadership.”

Bio-economy Career Profile

Position: Leadership Coach

Name: Karole Sutherland

Company: Sutherland Consulting

Salary Range: \$60,000 to 80,000 per year

What I do:

I work with leaders in biotechnology companies to create teams that get results. I use my experience in drug development and expertise in the area of leadership to help them learn how to leverage their personal strengths and the expertise of the team to improve collaboration, communication, and decision-making.

There are many challenges facing biotechnology companies, including finding talent and retaining good people through the peaks and valleys of the bio-economy. Good leadership is essential to attracting and retaining skilled employees. Coaching is the most effective method for developing organizational leaders. Coaching usually happens in regularly scheduled phone calls, but I also work directly with leaders and teams in the workplace. Managers usually want help in the areas of managing and developing staff, conflict resolution, leading change and other leadership competencies. Teams often need help to learn how to work more cooperatively to take advantage of individuals' skills on the team – especially in areas such as decision-making and conflict resolution.

What education and skills do candidates need for this position?

Like most leadership coaches who work with biotechnology companies, I am certified by the International Coaches Federation. I received my training in Executive Coaching from Royal Roads University and I also trained with the Coaches Training Institute. It is also very helpful if you have some experience in the life sciences in



order to fully understand the dynamics involved in leading teams in the bio-economy.

A good consultant should not be afraid to challenge people and their assumptions. You should be intuitive and perceptive; listening is an essential skill, as is asking the right questions when talking to a leader. It's the questions that provoke the insights that really make the difference.

You need to believe that leadership matters, and be intensely curious, interested and optimistic about people and what they have to say. You also have to be prepared to involve yourself in lifelong learning and continue to be creative in your approach to people and organizations.

What are the best parts of your job?

The best part is working with courageous and committed clients who are not afraid to take chances to better their company and industry.

Working in the biotechnology industry can be very rewarding and supporting someone in their efforts to better their workplace is inspiring. The compounds produced in the laboratory are only part of the process; to get these drugs to the market, these companies require great leadership.