

KennedyFitch

FROM SCIENTIFIC EXPERT TO PEOPLE LEADER

A leadership journey for
first-time leaders in scientific
environments

In partnership with:



THE LEADERSHIP SHIFT

You were promoted because your scientific judgement is trusted. This next step is about amplifying that impact through others. Great first-time leaders in science create the conditions for clear thinking, high standards, productive debate and real ownership, even when the evidence is still emerging.

We offer you a practical, cohort-based development journey for scientists stepping into people leadership. You build the capabilities that make scientific teams perform: clarity, ownership, strong communication and confident decisions under uncertainty.

Designed for first-time leaders in science

This journey is designed for:

- Newly appointed team leads, group leaders, lab managers, principal scientists with people responsibility
- Scientists leading project teams across R&D, Quality, Clinical, Regulatory
- Experts transitioning from individual contribution to shared ownership and team delivery
- Leaders who want to stay evidence-led and need practical tools for leading people

The Journey at a Glance

- **Format:** blended journey, in-person plus virtual, modular and flexible (can be adapted to maturity and context)
- **Cohort:** 6 to 10 participants
- **Duration:** 8 months
- **Time:** 1 day in-person session + 2.5 to 3 hours per virtual session
- **Rhythm:** modules every 4-5 weeks plus active learning application between sessions
- **Support:** peer group coaching, buddy partnerships, curated inputs

The shift we work on throughout this journey

Scientific leadership is not about choosing one side. It is learning to lead with both:

- **Expertise & empowerment**
- **Precision & experimentation**
- **Individual contribution & collective ownership**

CAPABILITIES YOU BUILD DURING THE JOURNEY

After this journey you will walk away with:

Lead with confidence, clarity, and stronger leadership presence

Enable ownership in others, instead of carrying the work yourself

Build high-trust teams where candor and accountability coexist

Make decisions and communicate direction when the data is incomplete

Navigate tension and complexity with more intention and less reactivity

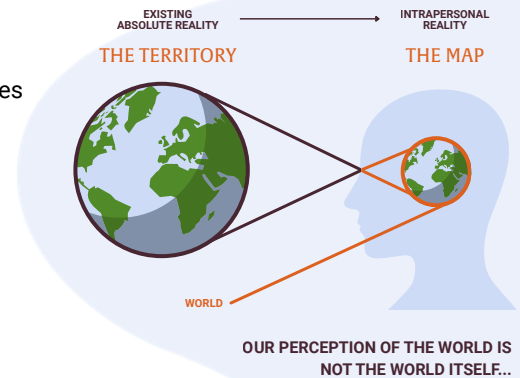
Align cross-functional partners through a shared leadership language

THE MAP IS NOT THE TERRITORY

Our Approach to Leadership Today

We don't have a leadership model with a fixed set of skills and capabilities we think are the most important. Why? Because the skills and competencies needed to be successful differ in each context and you know best what you need to thrive in your organization and within the changing context.

Instead, we approach Leadership with the perspective that "The Map is not the Territory". What do we mean with that? This somewhat odd sounding expression was coined by Alfred Korzybski, a mathematician and philosopher, with which he wanted to reflect the importance of acknowledging the gap between our perception of reality (the map) and the actual world (the territory). This means that we aim to enable leaders to develop their own sustainable and authentic leadership approach through a greater awareness of themselves and the world around them.



The Journey Design

This is a modular leadership journey across 8 months. We start with a kick-off and Leading Self (half to one day, ideally in person) and continue with four focused modules, delivered virtually. To support first-time leaders, we work with different leadership frameworks that fit the reality of modern organizations. We use these tools to surface what is really happening in your team, compare perception with evidence, and enable the conversations that close the gap. Between modules, we translate learning into action through individual action learning. We apply the tools to live leadership situations in your team or project context, supported by peer group coaching, buddy conversations, and curated inspiration materials. The rhythm is flexible and we can adapt it to your cohort's learning objectives, maturity and context.

LEADERSHIP JOURNEY

This journey design can be adapted to maturity and context

Kick-off + Leading Self

Month 1

Action Learning

Module 1: Leading Scientific Teams

Month 3

Action Learning

Module 2: Decision-Making + Difficult Conversations

Month 5

Action Learning

Module 3: Leading in the System

Month 7

Action Learning

Module 4: Developing Others + Sustainable Leadership

Month 8

ACTION LEARNING

Here are examples of action learning support included in this program

Peer Group Coaching

1 facilitator | group of 4-5 participants | 3 hours, virtual

A facilitated space to unpack real leadership situations, get perspectives and convert insights into next actions.

Buddy Conversations

no facilitator | pairs of 2 | virtual or face-to-face
Structured check-ins to support focus, accountability and reflection between modules.

Inspiration Materials

no facilitator | individual, self-paced
Curated articles, videos, and expert inputs to offer fresh perspective and an outside-in view.

THE MODULES

Each module is built around a real leadership question in your work context. You leave every session with tools and concrete output you can apply immediately.

Each module follows a simple rhythm:

- **Learn:** practical frameworks and tools
- **Apply:** one leadership experiment in your team or project setting
- **Reflect:** peer coaching and buddy conversations
- **Integrate:** adjust your approach based on what you see working

You leave each session with a clear action and you return with evidence from practice.

Kick-off

Leading Self

(Month 1 | 0.5 to 1 day | ideally in person)

How do my perceptions, patterns and expertise shape how I lead?

Focus: identity shift from scientist to people leader, self-awareness under pressure, trust and psychological safety starting with self

Tools you use: transition model, stages of growth, stress and hot button mapping, trust matrix

Output: a clear personal leadership map and a shared cohort language

Module 1

Leading Scientific Teams

(Month 3 | 2 to 3 hrs | virtual)

How does my leadership behaviour land with highly skilled scientists?

Focus: psychological safety in teams, delegation without micro-management, feedback to experts and former peers

Tools you use: micro-practices for safety, delegation matrix, feedback and expectations framework

Output: a practical delegation and ownership approach you can apply immediately

Module 2

Decision-Making + Difficult Conversations

(Month 5 | 2 to 3 hrs | virtual)

How do I lead when the data is incomplete and opinions differ?

Focus: decision-making under uncertainty, ownership versus consensus, courageous conversations, productive disagreement

Tools you use: decision model under uncertainty, ladder of inference, conversation structure

Output: clearer decision and communication patterns, more confidence in tough moments

Module 3

Leading in the System

(Month 7 | 2 to 3 hrs | virtual)

How do system dynamics beyond my team influence outcomes?

Focus: leading without formal authority, informal influence and power, information flow and meeting effectiveness

Tools you use: stakeholder and influence map, role and relationship tension model, meeting effectiveness framework

Output: a stakeholder map plus one concrete collaboration improvement you implement

Module 4

Developing Others + Sustainable Leadership

(Month 8 | 2 to 3 hrs | virtual)

How do I enable others to lead, without burning myself out?

Focus: coaching mindset for scientists, developing talent without forcing management paths, energy and sustainability

Tools you use: coaching conversation model, talent development lens, leadership brand canvas

Output: a clear approach to developing others, plus a personal leadership brand plan

INTERESTED IN THE NEXT COHORT?

Registration

Registration will open soon via the **Swiss Biotech Academy**.



If you would like to be notified when enrollment goes live or explore an in-house cohort for your organisation, we would be happy to discuss fit and timing. Feel free to reach out to annett.zippel@kennedyfitch.com

- Cost: **CHF 7,500 excl. VAT per participant**
- Costs for Swiss Biotech Association members: **CHF 6,000 excl. VAT per participant**
- In-house programs: **costs upon request**

Meet the KennedyFitch partners who will run the cohort



Annett Zippel
PARTNER

Annett is a global HR leader with 20+ years of experience, with a core focus on life sciences, biotech, and pharmaceuticals. She has built and scaled HR functions in both large corporations and high-growth startups, including leading the HR function for a biotech company through rapid expansion and a successful IPO. Her work consistently connects people strategy to evolving business goals and she also supports innovation in the field through HRTech investments.



Wouter van Hunnik
PARTNER

Wouter is a transformation leader and executive coach with a strong organizational development background. He combines conceptual depth with strong stakeholder management and is a certified Move a Mountain personal coach and a McKinsey-certified Team Effectiveness facilitator. His experience includes strategy consulting at Boer & Croon, 11+ years leading transformation work at Philips, and serving as Chief People Officer at LAVA Therapeutics, where he helped scale the organization while safeguarding culture.

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