

Training for Professional Growth in Life Sciences

In Life Sciences, professionals face unique challenges that demand more than technical expertise. The ability to communicate effectively, lead teams with confidence, make impactful decisions, and collaborate across cultures is essential for driving innovation, improving organizational efficiency, and achieving meaningful results.

MG Life Science has developed trainings and workshops, which are designed to equip professionals with the critical skills needed to thrive in complex, fast-paced environments. Whether participants are seeking to enhance their communication, leadership, decision-making, or cross-cultural collaboration skills, these programs offer actionable insights and practical strategies tailored to the unique needs of the life sciences and technology sectors.

Each training or workshop is based on extensive industry experience and evidence-based methodologies, providing participants with the tools they need to navigate challenges, foster collaboration, and make a greater impact.

The sessions are interactive, engaging, and adaptable to both online and face-to-face formats, ensuring an optimal learning experience.

Our Trainings Include:

- 1. The Basic Principles of Effective Communication**
Lay the foundation for success by mastering communication skills that build trust, enhance collaboration, and resolve misunderstandings.
- 2. Effective Team Leadership**
Empower emerging leaders to navigate organizational complexities, inspire their teams, and drive exceptional results.
- 3. Unlock your Team's Potential with DISC**
Discover how understanding personality and behavioral styles through the DISC model can transform communication, collaboration, and teamwork within your organization.
- 4. Decision-Making in Teams**
Equip professionals with frameworks and strategies to streamline decision-making processes, build consensus, and deliver better outcomes.
- 5. Working Across Cultures**
Develop the cultural intelligence needed to collaborate effectively in multicultural teams, leveraging insights from *The Culture Map* by Erin Meyer.
- 6. Mastering your inner critics**
Learn how to silence your inner critics, activate your strengths, and achieve more personal and professional success.

Target Audience:

These training modules are designed for ambitious professionals eager to enhance their skills, whether they are new to leadership roles or seeking to refine their abilities. Together, they provide a comprehensive approach to professional growth, enabling participants to excel individually and as part of high-performing teams.

Methodology

The trainings combine theoretical insights with practical exercises, ensuring participants can immediately apply what they learn. Methods include:

- Presentations to introduce key concepts.
- Interactive group discussions to explore challenges and solutions.
- Role-playing scenarios to practice new skills.
- Case studies tailored to the life sciences industry.
- Insights from a seasoned expert with 25+ years of experience in the life sciences industry.

Customizable

The content of each training will be tailored to address specific challenges or scenarios faced by your organization or team. Pre-training discussions help to identify these needs, ensuring maximum relevance and impact.

Investment

A tailored fee will be provided for each custom-made training. For reference, estimated rates are as follows:

- 2-hours : ± €2,000
- Half-day : ± €3,500
- Full-day : ± €5,000

Additional Information

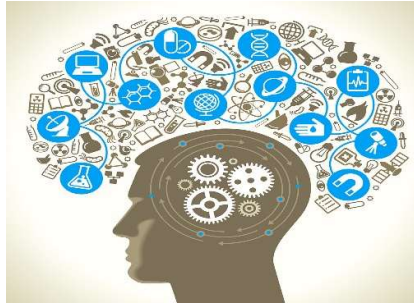
- These fees include preparation time, materials, and any applicable assessments.
- Travel time (if exceeding 2 hours), travel costs, venue hire, and catering are charged separately.
- Prices are exclusive of 21% VAT.

About the trainer

Trainings will be given by Marleen Gaillard, PhD. Marleen is a seasoned professional with over 25 years of experience in the life sciences industry. Her career spans diverse roles in clinical operations, drug development, regulatory affairs, operational excellence, and leadership. With this extensive background, Marleen brings a unique blend of technical expertise, practical leadership insights, and a deep understanding of team dynamics to her training sessions.

As a certified Neuro-Linguistic Programming (NLP) Coach and Team Coach, Marleen specializes in helping professionals unlock their potential, overcome obstacles, and transform their approach to leadership and teamwork. She is particularly adept at working with scientifically-minded professionals, offering tailored, practical solutions that resonate in technical and high-pressure environments.

The Basic Principles of Effective Communication



Introduction

Effective communication is the foundation of successful teamwork and organizational achievement. Professionals in the life sciences often face unique communication challenges due to the technical nature of their work and the diverse range of stakeholders involved.

This training module is designed to equip participants with the skills and understanding required to overcome these challenges, enhancing their ability to collaborate and drive impactful results.

This is basic training module for any professional with a life science background who is working in an organization or team.

Training program and objectives

- Understand how our brains work when we communicate
- Understand why communication sometimes fails and what you can do to improve it.
- Understand how “filters” drive your perception, behavior and actions.
- Gain insight into your personal communication style and those of your colleagues and stakeholders.
- Learn how to improve your listening skills.
- Learn how to adjust your communication to others.

Training Format

- **Duration:** 2 hours
- **Delivery Options:** Online or Face-to-face (F2F)
- **Maximum number of participants:** 15

Outcomes

By the end of the training, participants will be able to:

- Communicate more effectively and confidently in professional settings.
- Navigate and resolve misunderstandings within teams or with stakeholders.

Effective Team Leadership



Introduction

Leadership in the life sciences sectors presents unique challenges. Navigating complex organizational structures, managing team dynamics, and driving effective decision-making are critical skills for professionals preparing for or stepping into leadership roles.

This training module gives ambitious professionals with the tools and insights needed to excel as leaders, fostering effective team collaboration and enhancing organizational impact.

This training consists of two parts:

1. The basic principles of effective communication
2. Effective team work

This training is designed for professionals with a life sciences background who:

- Have experienced challenges working in complex, hierarchical organizations.
- Are seeking strategies to improve decision-making, team collaboration, and are looking for ways to have more impact in the organization.
- Are currently in or aspiring to have team leadership roles.

Training program and objectives

Part 1: Basics of Effective Communication (same as above)

- Understand how our brains work when we communicate
- Understand why communication sometimes fails and what you can do to improve it
- Understand how “filters” drive your perception, behavior and actions
- Gain insight into your personal communication style and those of your colleagues and stakeholders
- Learn how to improve your listening skills
- Learn how to adjust your communication to others

Part 2: Effective Teamwork

- Get insight into group processes and team dynamics and what it takes to work effectively in teams
- Learn to work more effectively in cross-cultural teams
- Learn how to guide decision making in the team
- Learn how to delegate effectively and empower your team members
- Learn how to interact more successfully with senior management

- Master the art of giving and receiving constructive feedback
- Get practical tips for organizing more effective team meetings

Training Format

- **Duration:** 2 hours
- **Delivery Options:** Online or Face-to-face (F2F)
- **Maximum number of participants:** 15

Outcomes

By the end of the training, participants will:

- Communicate more confidently and resolve team challenges efficiently.
- Be equipped to lead teams effectively, even in complex and hierarchical organizations.
- Navigate organizational politics and engage with senior management successfully.
- Enhance their leadership impact, driving better results for their teams and organizations.

Effective Decision-Making in Teams



Introduction:

In today's fast-paced and complex work environments, making effective decisions as a team is crucial for achieving success. This training module equips team leaders and members with the skills and strategies needed to enhance decision-making processes, improve collaboration, and drive better outcomes. Designed for professionals in life sciences, this module focuses on overcoming common challenges, streamlining decision-making, and fostering a culture of accountability and innovation within teams.

Training program and objectives

- Understand common barriers to effective team decision-making and strategies to overcome them.
- Learn proven frameworks and tools for structured and inclusive decision-making.
- Explore techniques to build consensus and manage conflicts during decision-making processes.
- Develop skills to facilitate productive discussions and align team members on shared goals.
- Enhance accountability and follow-through on team decisions.

Training Format:

- **Duration:** 2 hours
- **Delivery Options:** Online or Face-to-face (F2F)
- **Maximum number of participants:** 15

Outcomes:

Participants will leave the training with a clear understanding of how to make better decisions as a team, ensuring efficiency, collaboration, and alignment with organizational goals. They will gain practical tools and insights to address decision-making challenges, leading to improved team performance and greater overall impact.

This training provides a hands-on, interactive experience tailored to the unique needs of professionals in the life sciences and technology sectors.

Working Across Cultures



Introduction:

In today's globalized world, professionals often collaborate with colleagues, stakeholders, and teams from diverse cultural backgrounds. Understanding cultural differences and effectively navigating them is essential for fostering collaboration, avoiding misunderstandings, and achieving shared goals. This training module leverages insights from *The Culture Map* by Erin Meyer, offering participants a structured framework to decode cultural differences and adapt their approaches to communication, decision-making, and leadership in multicultural environments.

Training program and objectives:

- Explore Erin Meyer's eight dimensions of culture (e.g., Communication, Evaluating, Leading, Deciding).
- Understand how cultural preferences vary across these dimensions and their impact on workplace interactions.
- Recognize and address unconscious biases and cultural assumptions.
- Develop strategies for building trust and rapport in cross-cultural teams.
- Learn practical tools for adapting communication styles and behaviors to diverse cultural contexts.
- Enhance the effectiveness of virtual, global, and cross-functional teams.

Training Format:

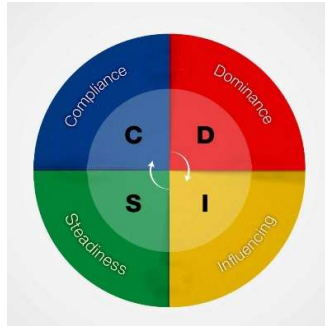
- **Duration:** 2 hours
- **Delivery Options:** Online or Face-to-face (F2F)
- **Maximum number of participants:** 15

Outcomes:

Participants will develop a deeper understanding of cultural diversity and its impact on professional interactions. They will gain practical skills to communicate, collaborate, and lead effectively in multicultural teams, ensuring stronger relationships, enhanced team performance, and better organizational outcomes.

This training offers a highly interactive experience with real-world examples, case studies, and actionable strategies tailored to professionals working in the life sciences.

Unlock your Team's Potential with DISC



Introduction:

DISC is a personal assessment tool that provides valuable insights into personality and behavioral styles. It does not measure intelligence, capabilities, mental health, or values but focuses on describing how individuals behave in various situations—for example, how they respond to challenges, influence others, prefer to work, and interact with rules and procedures.

The DISC model highlights four primary personality profiles:

- **Dominance** – Direct, strong-willed, and forceful
- **Influence** – Sociable, talkative, and lively
- **Steadiness** – Gentle, accommodating, and soft-hearted
- **Conscientiousness** – Private, analytical, and logical

Training program and objectives:

- Gain insight into individual behavior styles and natural responses to different situations, fostering self-awareness for personal growth.
- Understand and identify the behavior styles of colleagues, team members, and others to improve communication and collaboration.
- Learn practical tips and strategies to adapt communication styles for better interactions with different behavior profiles.
- Participate in team-building exercises that leverage the diversity of behavior styles within the team, promoting cohesion and productivity.

Training Format:

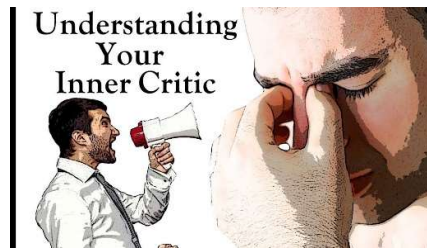
- **Duration:** Half-day or full-day
- **Delivery Options:** Online or Face-to-face (F2F)
- **Maximum number of participants:** 15

Outcomes:

Participants will gain a deeper understanding of their own and others' behavior styles, enabling more effective communication, collaboration, and teamwork. By fostering mutual understanding and adaptability, teams can enhance their dynamics, strengthen relationships, and boost overall performance.

This interactive workshop includes a mix of theory, activities, group discussions, and exercises to bring the DISC model to life. It can also be customized to align with specific team needs and objectives, ensuring a relevant and impactful experience.

Mastering your Inner Critics



Introduction:

In challenging situations, our minds often default to self-sabotaging patterns that hinder performance, collaboration, and well-being. Positive Intelligence, developed by Shirzad Chamine, introduces the concepts of Saboteurs and Sages—mental forces that either weaken or strengthen our ability to thrive.

This workshop helps participants identify their internal Saboteurs, cultivate Sage powers, and develop a mental fitness framework to respond to challenges with clarity, empathy, and resilience.

Training program and objectives:

- Understand the concepts of Saboteurs and Sages within the Positive Intelligence framework and their impact on mindset and behavior.
- Learn to identify your personal Saboteurs, such as the Judge, Hyper-Achiever, Pleaser, or Avoider, and their influence on thoughts and actions.
- Explore Sage powers, including empathy, curiosity, and innovation, and how to activate them to counteract Saboteurs.
- Develop mental fitness techniques, such as mindfulness-based PQ (Positive Intelligence Quotient) reps, to strengthen Sage responses.
- Practice applying Sage powers to common professional challenges, such as conflict resolution, decision-making, and leadership.

Training Format:

- **Duration:** Half-day or full-day
- **Delivery Options:** Online or Face-to-face (F2F)
- **Maximum number of participants:** 15

Outcomes:

Participants will gain a clear understanding of their own mental Saboteurs and learn strategies to quiet these inner critics. By activating Sage powers, they will build resilience, improve decision-making, and enhance collaboration.

The workshop give participants practical tools to foster a positive mindset, overcome challenges, and achieve greater impact in both personal and professional settings.

This interactive workshop blends theory with hands-on exercises, self-assessments, and group discussions to create a transformative learning experience tailored to professionals in diverse fields, including the life sciences.