Leadership for statisticians:
The Time Is Now!

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Missed opportunities
Goals of group discussions around leadership

- Learn from each other
- Identify common challenges
- Learn about ways to improve leadership skills
Q: What would you liked to have known early in your career in terms of leadership skills?

Agree on the 3 most important topics for statisticians to learn about leadership early in their career?
My summary from the survey

What leadership is about and how statisticians become leaders

Big picture thinking
Communication
Relationship building
Coaching/Mentoring
Become a student of leadership

And help others to join
THE EFFECTIVE STATISTICIAN

with Alexander Schacht and Benjamin Piske

www.theeffectivestatistician.com
What does „effective“ mean?

Peter Drucker
Work effectively when

- Right things
- Right way
- Right time
LIKE framework

Leadership

Innovation

Knowledge

Excellence
Leadership definition

The ability to consistently deliver value to an organization or cause by inspiring others to take a specific direction when they truly have the freedom or choice to do otherwise.

Comments?
Leadership as an ability

The *ability* to consistently deliver value to an organization or cause by inspiring others to take a specific direction when they truly have the freedom or choice to do otherwise.
Leadership creates results

The ability to consistently deliver value to an organization or cause by inspiring others to take a specific direction when they truly have the freedom or choice to do otherwise.
Leaders inspire

The ability to consistently deliver value to an organization or cause by *inspiring others* to take a specific direction when they truly have the freedom or choice to do otherwise.
Why statisticians fail to lead

- Mindset
- Bias toward technical skills
- Leadership Failure
- Lack of leadership understanding
- Lack of “big picture” thinking
Mindset

• Advisor vs team member
• Being busy
• Responsibility
Bias toward technical skills
Lack of leadership understanding
Lack of „big picture“ thinking
Q: What do you think are core leadership skills, that statistician need to improve on in your organization to have more influence and how are these different from other functions (e.g. marketing, sales, physicians, regulatory, ...)?

Agree on the 3 most important skills for statistician to improve on and explain in one sentence how they are different (or not) compared to other functions?
My summary from the survey

Strong voice at the table

- Effectively communicating data
- Speaking up beyond just “statistics”
- Being bold
- Winning spirit
- Enjoy negotiations
Q: What are the internal/external barriers in your organization to lift it to the next level in terms of leadership?

*List the 3 most common barriers at your table with a frequency how often they occur over the organizations*
My summary from the survey

- Low visibility in the organization (e.g. compared to medical or data science)
- Perceived “core responsibilities”
- Mindset of statisticians
What can you do about it?

Create Students of Leadership
Specific actions

- Challenging roles
- Non-technical trainings (cultural, communication, leadership, change, presentation, …)
- Books (biographies, leadership, …)
- Podcasts and audio books
- Specific work assignments
- Leadership coach
- Daily routine of driving action
Let’s get statisticians out of their comfort zone
Where could you be in 5-10 years?
Set goals
Develop habits
Q: What 2-3 actions will you take to improve leadership in your organization?

small/medium/big tasks
What works for me to become a better leader?

Becoming a student of leadership by learning
- the right topics
- in the right way
Common challenges with leadership trainings

- Focused on supervisory skills – or supervisors
- Generic trainings for everyone
- One-time efforts
- Costs
  - Time
  - Money
The building blocks of leadership

1. Leadership Basics
2. Communication
3. Trust and Teamwork
4. Understanding the Big Picture
5. Influence and Decision-Making
6. Focus and Action Planning
Features of a good leadership program

- Based on experiential learning
- Includes feedback loops
- Enables discussions
- Creates community
- Fits into usual work
Let’s start now!