Leadership for statisticians:

The Time Is Now!

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UCB & The Effective Statistician

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EFSPI meeting
Ingelheim, Germany

Christer, living with Parkinson's disease

Inspired by **patients.**
Driven by **science.**
ucb

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

in association with

THE EFFECTIVE STATISTICIAN

with Alexander Schacht
and Benjamin Piske
www.theeffectivestatistician.com

What does „effective" mean?

Peter Drucker
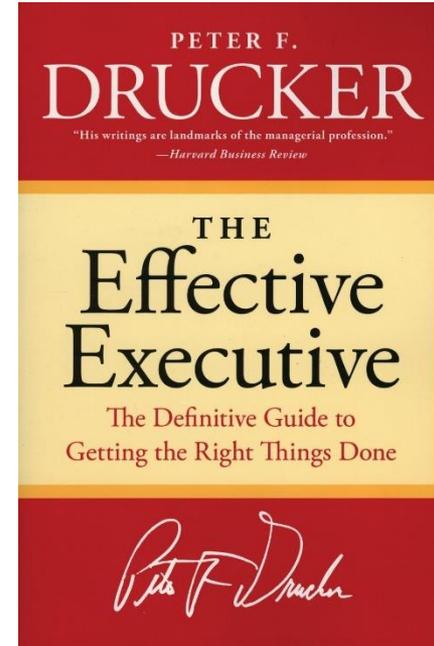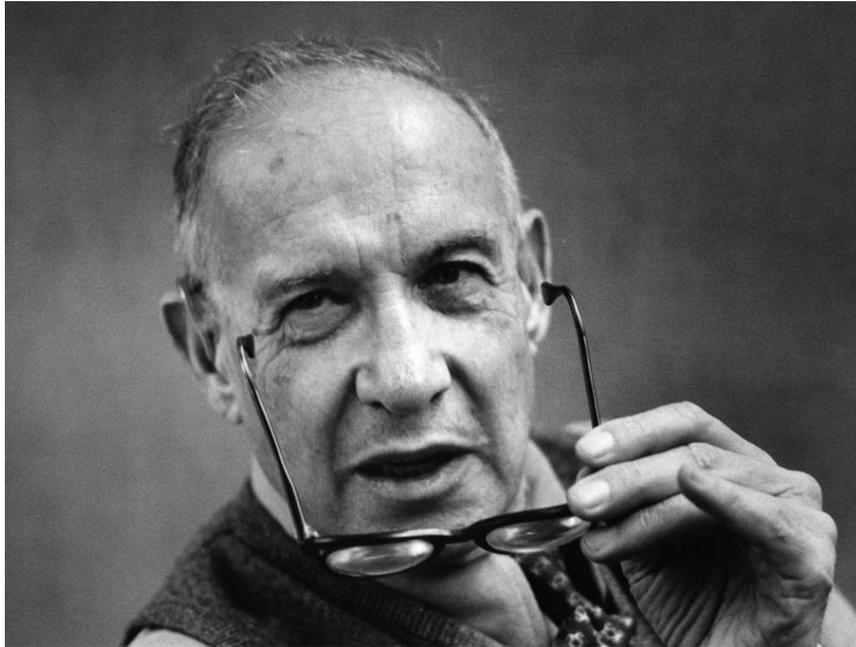
Work effectively when

- **Right things**
- **Right way**
- **Right time**

LIKE framework

Leadership

Innovation

Knowledge

Excellence
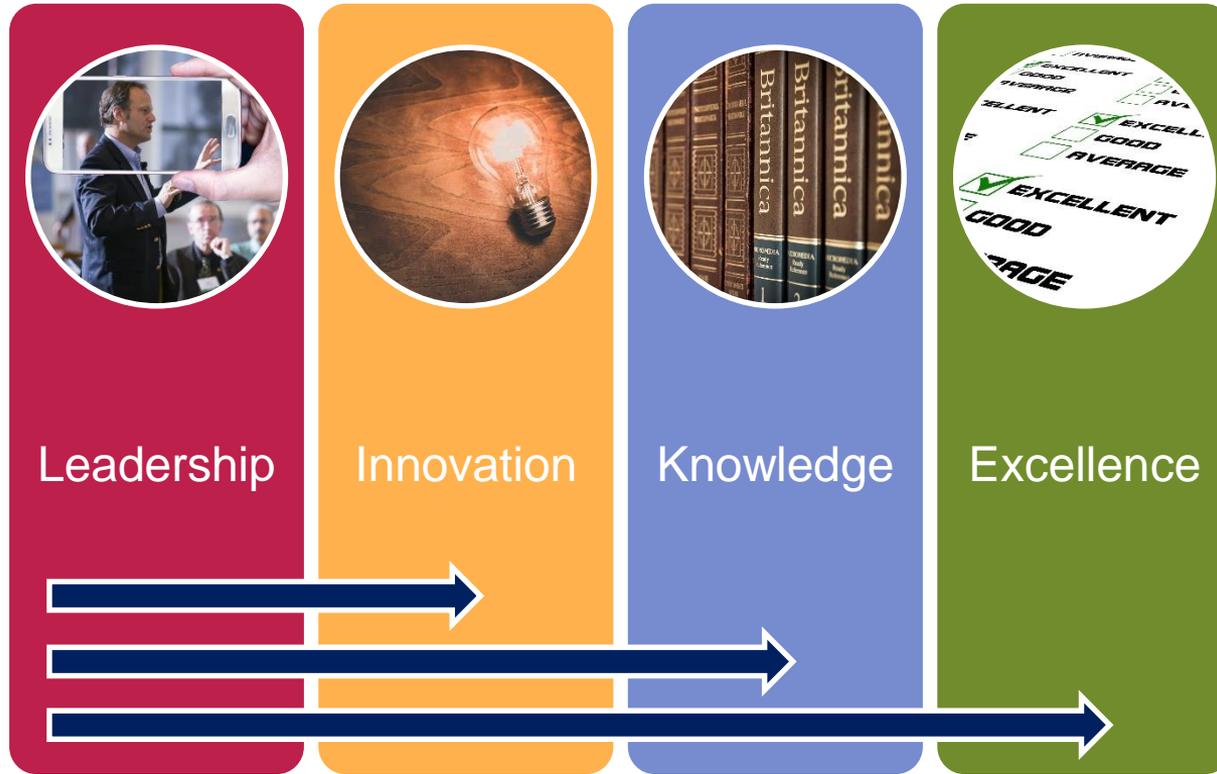
Leadership definition

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
Lack of leadership understanding	Lack of "big picture" thinking

Leadership Failure

Mindset

- **Advisor vs team member**

- **Being busy**

- **Responsibility**

Bias toward technical skills
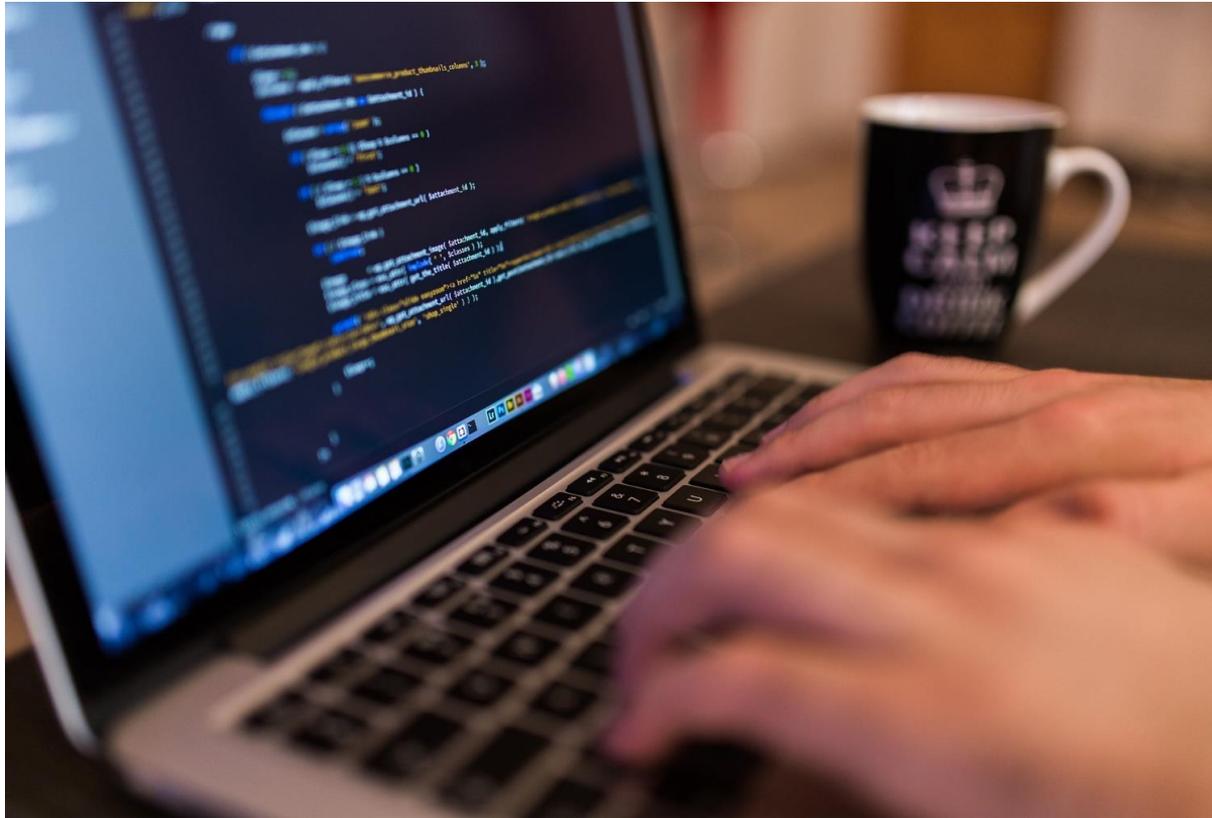
Lack of leadership understanding

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!