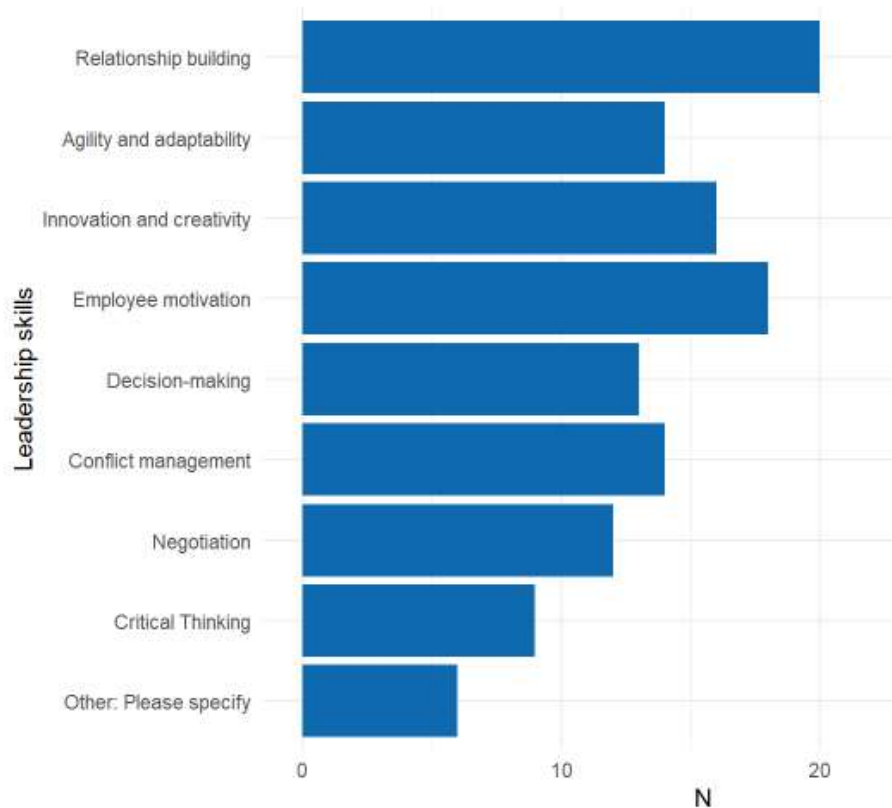# Session 3

Survey Feedback

Many of you are developing a range of leadership skills as part of your career development

Open answers for "Other: Specify"

Answer	N
Authenticity	1
Business insights + stakeholder engagement	1
Listening, curiosity	1
coaching, mentoring, business acumen and political savvyness, transforming a vision	1
stakeholder management	1

Majority of attendees have a coaching management style
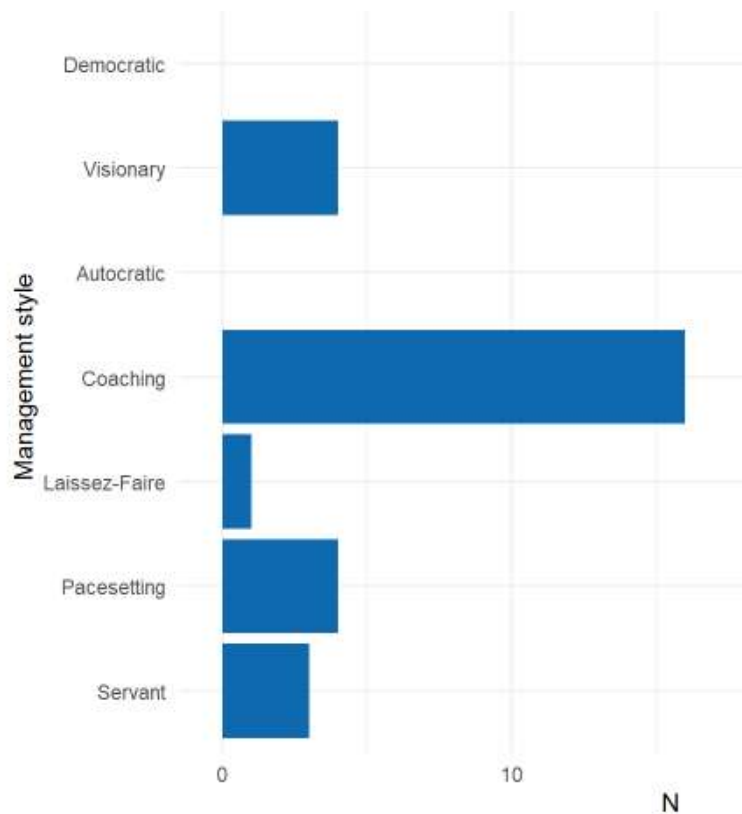
Democratic: the decision-making process is left up to the entire unit

Visionary: they trust their employees to handle the logistics while they hone in on things like a company vision and future goals

Autocratic: give precise orders, leaving little room for creativity or employee growth

Coaching: fostering employee growth, encouraging development, and providing mentorship

Laissez-Faire: Employees are encouraged to make their own decisions, with management acting as a guide, if and when needed

Pacesetting: goal-oriented, high performing individuals – and they expect the same from their team

Servant: They care deeply about the relationships and dynamics of their team and do their best to foster a harmonious environment

75% noted their Biostatistics function, is going through or is planning to implement any major organisational transformations
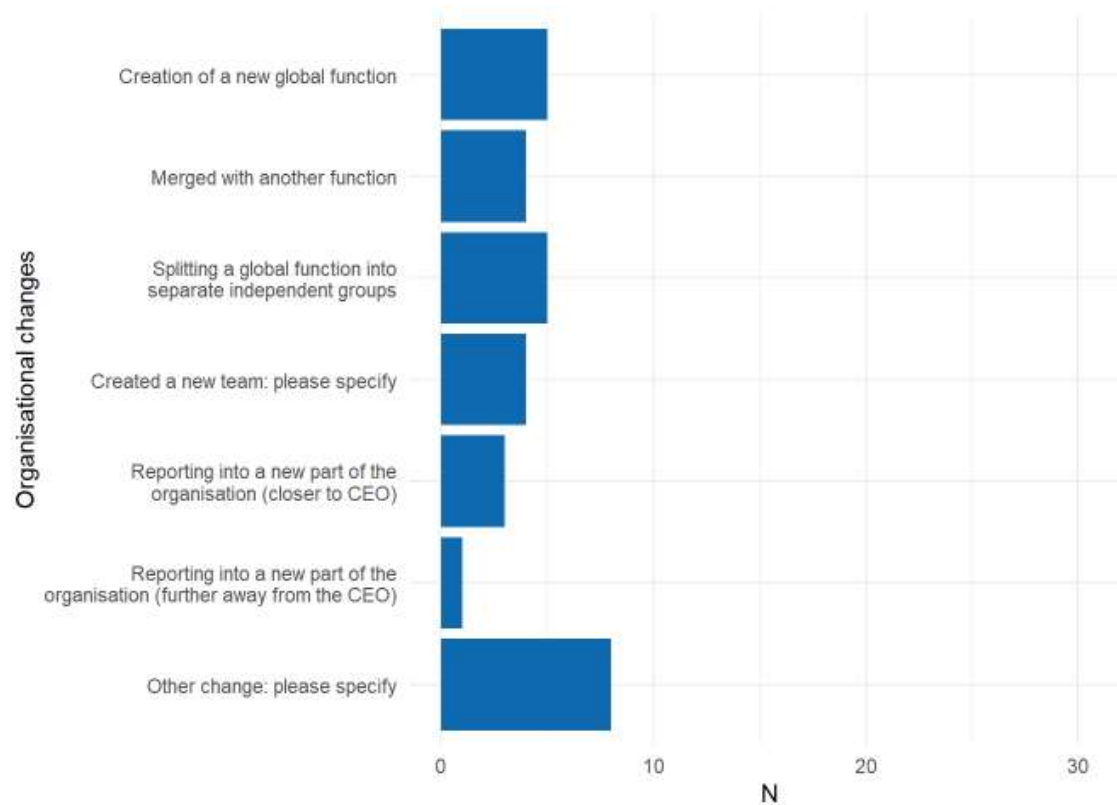
Created a new team: please specify

Answer	N
Data Center team	1
Stat specialized for rare diseases and gene therapy	1
Statistics and Data Science Innovation Hub	1
structure the teams differently (smaller, more mixed)	1

Other change: please specify

Answer	N
Adapting constantly to new requirements with merging or creating new teams and groups	1
Biostatistics is now part of a larger organisation which combines all major quantitative science departments within R&D.	1
Head of Stat is also Chief Data Officer (CDO) and hence closer to CEO	1
Part of a newly established SVP-area with DM, Pharmacometrix, Epidemiology, Advance Analytics and AI	1
Reduction of department	1
Various merges and splits within Biostatistics over time	1
moving up and down and between Clinical and Medical Affairs in a constantly changing environment	1

~50% have created or planning to create new role(s) in your organisation

If yes, please specify the new role(s) and grade

Full question: please specify the new role(s) and grade (e.g. below Director, Director, Senior Director, Executive Director, Vice President)

Answer	N
Evidence Leads, Product Owners, Advisors; these roles are independent of positions	1
Executive Director and Director roles.	1
Head Patient Data Center, below Director	1
Innovation Heads (Senior Director), Data Science Head (Senior Director), Data Scientists (Director and below)	1
Lead research Biostat (Director); Head of Stat & Progr Rare diseases (VP); Head of Data Office (SD)	1
PRO statistician, AMNOG statistician (below Director)	1
Senior Technical Biostatistics Roles	1
Statistical Innovation Hub, Visualization, R development, Safety, etc.	1
Submission expert (below Director)	1
Trial statistician (title tbd) due to moving to an in-house model. Building an expert team and inovation cluster	1
VP	1
now: below Director recent past: new Senior Director	1

Future evolution of Biostatistics

Thanks Armin Schueler & Pascal Kieslich for leading the survey and compiling the results