

Session 3 Summary

The final session was provocatively titled "Irrelevant and out of touch?". This was a chance to invest in ourselves as leaders, learn from each other and draw on our collective leadership journeys. Simon Cleall (Biogen) and Frank Langer (Lilly) and guest Tim Curry (Five and Co) facilitated a workshop to explore the topic of continued relevance in a changing workplace demographic.

The motivation for this session came from the 14th EFSPI leaders' meeting, where we heard from career young statisticians about what they needed from us. But this raised the question: "what do we need from them?" - How do we make sure we don't become irrelevant and out of touch as leaders?

In the workshop we examined three "big questions":

1. How we would know if we were not being relevant?

Who would tell us?

Do we have people who could say "You know that story you told in the meeting yesterday? I don't think it really resonated with the team".

2. How to balance authenticity with relevance?

It is hard to be relevant if you are not authentic, but it is easy to be authentic but not relevant. How do these two elements interact, and how do we "connect" with a different demographic when we have a different work-life experiences?

3. How do we remain curious throughout our careers?

When is experience a force from good - bringing expertise developed through many situations?

When is experience a force for harm - restricting innovation and "living in the past"?