



Progression Lab

LEADERSHIP DEVELOPMENT WORKSHOPS

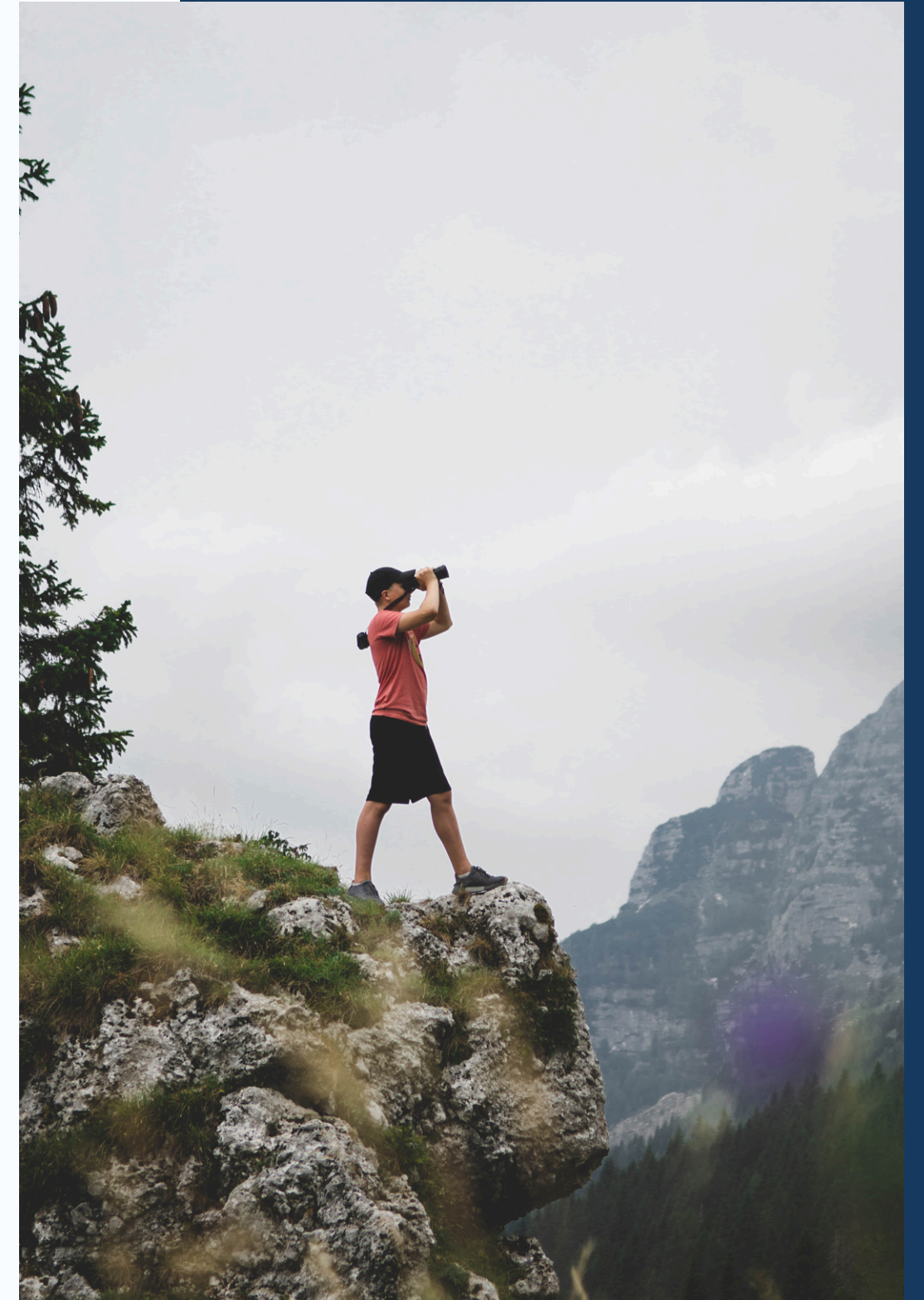


FUTURE-READY STARTS NOW:

We are living in an unprecedented and exciting era of change.

While it's impossible to predict the future, we know that change will accelerate, as will innovation, and the expectations of our customers.

That future will require our leaders to manage and respond to change with a new level of openness and agility.



LEARNING TO THRIVE ON CHALLENGE & CHANGE

MedTech leaders must be able to embrace innovation, build strong connections, manage conflict, and constantly improve.

We are committed to helping you build your present and future.

Our vision is to help you and your teams thrive on challenge and change.

This series of workshops is built from extensive industry experience, and proven success using these methods with top-performing MedTech teams.





WHO: THE FOUNDER

HEATHER PATERSON

In 15 years with Johnson & Johnson MedTech, Heather Paterson has led numerous award-winning teams and worked in four different countries.

She has held practically every position in commercial MedTech, spanning sales, sales management, professional education, marketing and marketing management. As a senior leader she led a variety of business units across the breadth of consumables, capital, loan kits, consignment, implants, and human tissue. She also served on senior leadership teams for nearly a decade.

Heather has a particular interest and talent in developing people. She now specializes in helping MedTech leaders thrive on challenge and change.



TEAM INNOVATION

½ day workshop to develop ideas for growth

Highly interactive work on real-life proposals

- What questions do we need answered before we invest or change?
- How might we test ideas before investing?
- How might we design a low-cost, low-risk pilot to test our ideas?
- Shifts culture from wishing or complaining to ownership, agency, and action.
- Teaches critical leadership skills and decision-making for investment in new ideas.
- Outcome oriented, highly engaging, and solves real problems.



CONFIDENT CONVERSATIONS

Turn Difficult Discussions into Your Superpower

- Build psychological safety & trust
- Design & deliver effective feedback
- Handle objections & conversation derailers
- Get people to co-create solutions
- Take feedback to transform your reputation and career

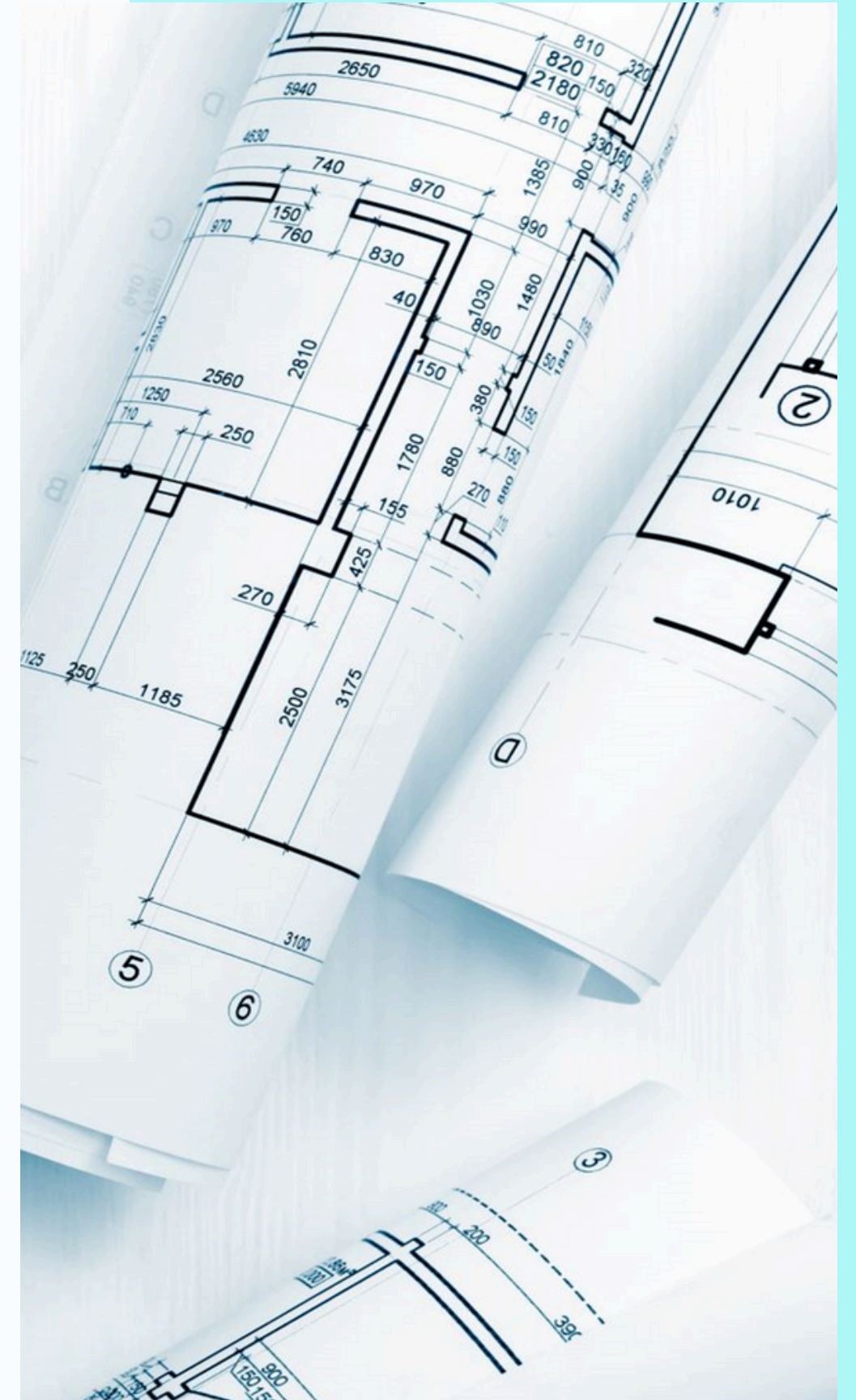
Outcomes:

- Build culture of trust and accountability
- Normalise feedback and difficult conversations
- Build skill in having those conversations & get better outcomes
- Role model how to give and take feedback

ENDURING EXCELLENCE

Develop the habits needed to win the long game of enduring sales excellence.

- ½ day workshop for sales teams to accelerate and sustain growth
- Examine current habits and behaviours
- Examine what is needed to win
- Identify leading indicators of success
- Create objectives around controllable leading indicators
- Redefine goals, milestones, KPIs, and ways of working
- **Outcome:** development of quarterly plan for team, with detailed goals, milestones and KPIs.
- Focus on building consistency of habits instead of relying on lagging indicators of success.



ITERATE & IMPROVE

Learn to lead with agility and respond to change

- Become a well-oiled machine of continuous progress and improvement.
- Learn new ways of working for assessing progress and addressing roadblocks.
- Examine and improve quality of work and team interactions.
- Learn to implement monthly Iterate & Improve (I&I) progress sessions.
- **Outcomes:**
 - Easily measurable new ways of working
 - Immediate implementation
 - Teams run I&I sessions and adopt more productive ways of working each quarter and month.
 - Cultural shift to testing, challenging, and responding quickly to new data.





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CONTACT US

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