

# The Maclaren Memorial Lecture 2023

Wednesday 10th May 2023



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### CHIEF EXECUTIVE OF THE FACULTY OF PHARMACEUTICAL MEDICINE



I inherited the work ethic and belief in the transformative power of education from my parents and that is why I am a black female scientist with a PhD in chemistry who is now the Chief Executive of the Faculty of Pharmaceutical Medicine, an influential body for doctors who develop, regulate and deliver new medicines for global populations.

I gained my BSc Hons and PhD, both in chemistry, from the University of Aston in Birmingham. This was a life changing experience that opened my eyes to a world of possibilities that I did not know existed previously. The third year of my undergraduate degree was spent at Esso's research centre in Oxfordshire and I saw first-hand how the application of my work contributed to improving society. My PhD study was sponsored by BP Chemicals and showed me how science is pivotal in advancing understanding of how we develop new processes and products. I spent over 20 years working for various agencies of the Ministry of Defence in both research and management and gained a Diploma in Management Studies from the

Chartered Institute of Management. It was during that time I became a STEMNET ambassador as I wanted to encourage children who look like me to realise that they could be scientists too. In 2006, I was appointed as a Non-Executive Director of Queen Mary's NHS Trust and this was my first experience of the importance of governance in publicly accountable institutions.

I am a Fellow of the Royal Society of Chemistry (RSC), a Fellow of the Association of Project Management, a member of the Inclusion and Diversity Committee of the RSC and since January 2023, I am the Chair of the Management Interest Group of the RSC. I am also a Trustee of the Amadeus Primary Academies Trust and an assessor for the Advisory Committee on Clinical Impact Awards.

As Chief Executive of FPM, I introduced a core set of values in 2019 which underpin how staff, trustees, members and stakeholders behave towards one another – with respect and care - and discussed this recently on the Purposeful Strategist podcast. During the national lockdown caused by the coronavirus pandemic, I produced a management framework called the House of Agile which empowers staff with a flattened management structure and I spoke about it on the Association Transformation podcast. In 2020 I directed FPM to recognise Black History Month for the first time and I won a grant from the RSC to lead a project to understand the barriers that may hinder female pharmaceutical physicians in their careers, resulting in a report that was published in 2022. I established the EDI Forum and FPM Global to support the breadth of diversity of pharmaceutical physicians who work in industry, academia, NHS and in regulation, both in the UK and internationally. As a result, the diversity of pharmaceutical physicians who chair committees and working groups increased and for the first time in FPM's history, the Chief Executive, the President and the Vice-President are all women and from different ethnicities. I was also a member of the Department of Health and Social Care's Engagement Board for the Therapeutics Task Force from 2020-2022 which was set up to review the emerging treatments for COVID-19. These achievements were contributory factors for me being voted by my peers to win the Highly Commended CEO Leadership Award at the Memcom Excellence Awards 2022 and to be a shortlisted finalist for the Association Excellence 2022 CEO Leadership Award.