

Leading Excellence in Biomedical Research: A Leadership Development Program, 1-2-3 March 2027

Organizer: Dr. Maria Kamper

Facilitators: FGB SC members

Duration: 3 Days (Day 1: 12:00 - Day 3: 14:00)

DAY 1 - Foundation of Leadership

Starting at 12:00

12:00-13:00 | Welcome & Registration

- Network with fellow participants
- Registration and welcome materials

13:00-13:15 | Opening Remarks & Workshop Overview

- Welcome by organizer and FGB (Francesco and Eleonora)
- Program objectives and participant introductions (Maria & Jan Bas)

13:15-14:15 | KEYNOTE 1: Foundations of Leadership in Biomedical Research

Speaker: [Paul Evans](#)

- Core leadership principles for knowledge-based organisations.
- Leadership styles and their application.
- Defining leadership vs. management.

45 minutes presentation & 15 minutes Q/As

14:15-15:30 | SESSION 1: Leadership Challenges in Biomedical Research

Speaker: [Jan Bas Prins](#)

Format: 45-minute presentation with case studies

- Real-world leadership challenges in facility management
- **Case Study 1:** Managing a major equipment failure during critical research timeline
- Lessons learned and practical solutions
- 30 minutes presentation + 15 minutes Q&A

15:30-16:00 | Coffee Break

16:00-16:45 | SESSION 2: Ethics and Integrity in Leadership

Speaker: [Maria Kamper](#)

Format: 30-minute presentation with case studies

- Ethical decision-making frameworks in practice
- **Case Study 5:** Balancing research needs with animal welfare considerations
- The 3Rs as leadership philosophy
- 30 minutes presentation + 15 minutes Q&A

16:45-17:00 | Day 1 Wrap-Up

- Key takeaways
 - Preview of Day 2
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DAY 2 - Strategic Leadership & Animal Facility Management

08:30-09:00 | Coffee & Brief Networking

09:00-10:00 | KEYNOTE 2: Strategic Vision and Change Management

Speaker: [Paul Evans](#)

- Creating and communicating vision.
- Leading through change and uncertainty.
- Innovation & adaptive leadership.

10:00-11:15 | SESSION 3: Leadership in academia

Speaker: [Jann Hau](#)

Format: 60-minute presentation with case studies

- Vision setting and strategic planning in academic environments
- **Case Study 3:** Leading a facility expansion project
- Balancing academic mission with operational excellence
- 45 minutes presentation + 15 minutes Q&A

11:15-11:30 | Coffee Break

11:30-12:30 | SESSION 4: Leadership in Industry

Speaker: [Aurelie Thomas](#)

Format: 45-minute presentation with case studies

- Leadership in commercial research environments
- **Case Study 4:** Managing competing priorities between speed and quality
- Performance management and team development strategies

- 30 minutes presentation + 15 minutes Q&A

12:30-13:30 | Lunch

13:30-14:15 | SESSION 5: Animal Facility Operations Leadership

Speaker - [James Bussel](#)

Format: 45-minute presentation with case studies

- Strategic leadership in animal research facility environments
- **Case Study 2:** Implementing new safety protocols across multiple animal housing areas
- Change management strategies and compliance coordination
- 30 minutes presentation + 15 minutes Q&A

14:15-16:30 | SESSION 6: Interactive Case Study Workshop

Facilitators: [Dewi Rowlands & Paul & James Bussel](#)

- Participants work in small groups on comprehensive case study
- **Master Case Study:** "The Perfect Storm" - Multiple simultaneous challenges
- Groups develop leadership response plans using all learned frameworks
- Brief group presentations and peer feedback

16:30-17:00 | Day 2 Wrap-Up

DAY 3 - Implementation & Action Planning

08:30-09:00 | Coffee & Reflection

09:00-10:00 | KEYNOTE 3: Building High-Performance Teams

Speaker: [Paul Evans](#)

- Building Trust & Psychological safety.
- Managing Performance.
- Building resilient teams.

45 minutes presentation and 15 minutes Q/As

10:00-10:45 | SESSION 7: Advanced Animal Facility Leadership Challenges

Speaker: [Dewi Rowlands](#)

Format: 45-minute presentation with case studies

- Complex stakeholder management and multi-facility coordination
- **Case Study 6:** Leading a multi-site animal facility standardization project
- Regulatory compliance and facility harmonization strategies

- 30 minutes presentation + 15 minutes Q&A

10:45-11:15 | Coffee Break

11:15-12:15 | SESSION 8: Leadership Development & Action Planning

Speakers: Academic and Industry leaders: [Aurelie Thomas](#), [Jann Hau](#), [Paul Evans](#) (joint session)

Format: Combined presentation and workshop

- Personal leadership development strategies
- **Case Study 7:** Building a personal leadership development program
- Creating actionable development plans
- Mentorship and continuous learning approaches
- 30 minutes presentation + 30 minutes individual planning workshop

12:15-13:00 | Program Conclusion & Expert Panel Q&A

- All 7 expert speakers participate in final panel discussion
- Final Q&A with all speakers
- Resource sharing and closing remarks by organizer
- Program evaluation

13:00-14:00 | Farewell lunch & Networking

- Informal discussions
- Contact exchange
- Future collaboration opportunities

All case studies are interactive: Speakers present real scenarios and engage participants in problem-solving discussions

Speakers:

Paul Evans: Associate Professor in Leadership Development, Programme Director Senior Leader Apprenticeship programme

Jann Hau: Professor, Department of Experimental Medicine, University of Copenhagen

Jan Bas: Professor of Laboratory Animal Science, University of Leiden, ex Director Francis Crick

James Bussell: Director Animal Facilities, Oxford

Aurelie Thomas: PhD, Executive Director AstraZeneca, Cambridge

Dewi Rowlands: BSc (Hons), MPhil, MBA, PhD Director at The University of Hong Kong

Maria Kamper: DVM, PhD, MBA, Director Biological Services Facility, University of Manchester