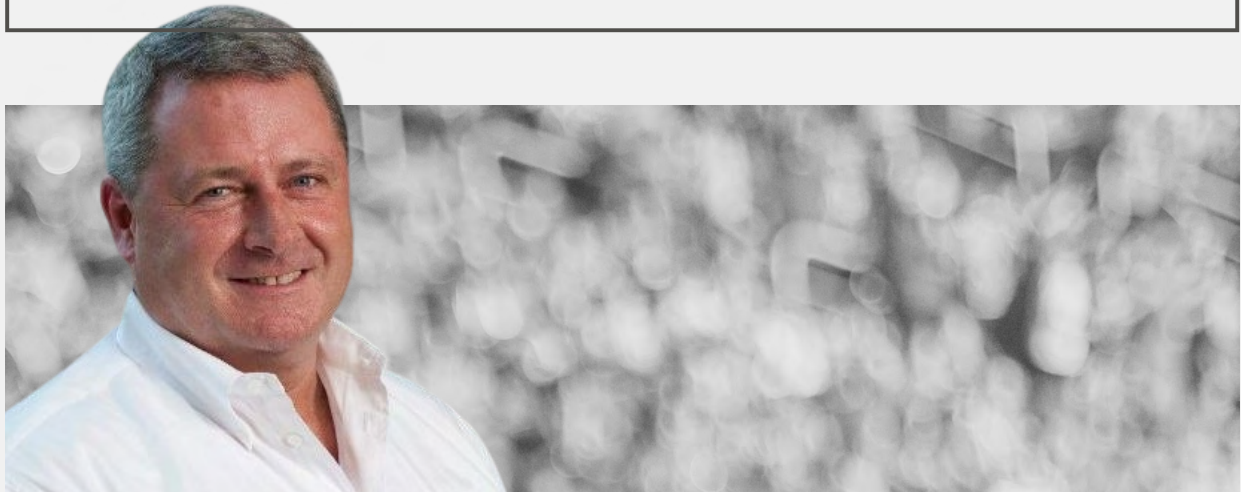


**National Pharmaceutical Congress Winter Webinar:**  
Celebrating the Career of Ronnie Miller



# Advance Briefing

FEBRUARY 9, 2022  
10:45 AM EST

This report has been prepared for the exclusive use of registrants to the 2022 NPC Winter Webinar.

It provides advance and contextual reading.

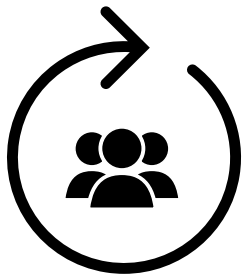


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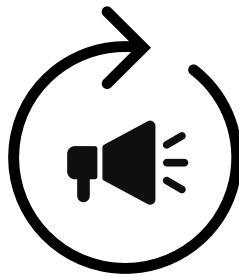
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### Workforce Development



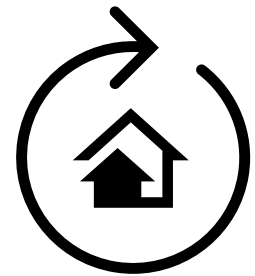
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# Proclamation of *Ronnie Miller Day*

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The Life Sciences industry occupies an essential role in maintaining the health and wellbeing of Canadians, and is a prime contributor to the research economy and the economic vigour of Canada.

As President and CEO of Roche Canada for over 20 years, **Ronnie Miller** has created a significant and enduring legacy to the community and to the nation. Roche's innovative treatments for health conditions including cancer, influenza, multiple sclerosis, cystic fibrosis, and rheumatoid arthritis impact the lives of more than 350,000 Canadians each year. Its facilities in Mississauga, Ontario and Laval, Québec engage a workforce of over 1,500, and its pharmaceutical and diagnostics divisions have supported approximately 5,000 jobs directly and indirectly across Canada.



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During his tenure at Roche, Ronnie has been a champion and advocate for the advancement of the Life Sciences in Canada. He has acted as the Chair of the Board of Directors of Innovative Medicines Canada and has set a commendable standard of leadership by performing as a mentor and an inspiration to many.

Upon the occasion of his coming retirement, the National Pharmaceutical Congress has designated a special day to recognizing Ronnie's impact on the Life Sciences sector and the community.



### *About Ronnie Miller*

Ronnie Miller is President & CEO of Hoffmann-La Roche Limited (Roche Canada), responsible for the growth and success of the Canadian Pharmaceuticals Division.

Ronnie has more than 40 years of extensive and varied experience in the pharmaceutical industry. After completing his BSc at the University of Glasgow, Ronnie worked as a pharmaceutical sales representative in London. He became the National Sales Manager for Roche in the United Kingdom in 1979, and later became Product Manager in Switzerland and Deputy Divisional Director of the Pharmaceutical Division in Japan. Ronnie was appointed President and CEO of Roche Pharmaceuticals in Canada in April 2000.

Ronnie is a member of the Board of Directors of Innovative Medicines Canada (IMC). He was previously Chairman of the IMC Board in 2007 and has since fulfilled two subsequent terms. Prior to this, Ronnie was the Chair of the IMC Prairies Core Team and sat as Co-Chair of the Health Research Foundation. He also served on several committees including the IMC Public Affairs, Stakeholder Relations, and the British Columbia Sub-Committee, and was Chair of the Federal Affairs/FPT Relations Standing Committee. Ronnie is a member of the Swiss Canadian Chamber of Commerce.



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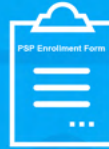
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\* Adapted from Canadian Medical Association Workforce Survey 2019  
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## *In praise of Ronnie Miller*

During his 22 years at Roche, Ronnie has had a profound impact on his colleagues and community. Here are some of the comments people have made about Ronnie in celebration of his retirement.

I couldn't think of anyone more deserving of this recognition than Ronnie. I owe him a great debt of gratitude for his unwavering support. He offered his time and guidance from the first time I met him at my first IMC (it was called Rx&D at the time) meeting and for that, I am extremely thankful.

— **Michael Tremblay**  
*Independent Director*

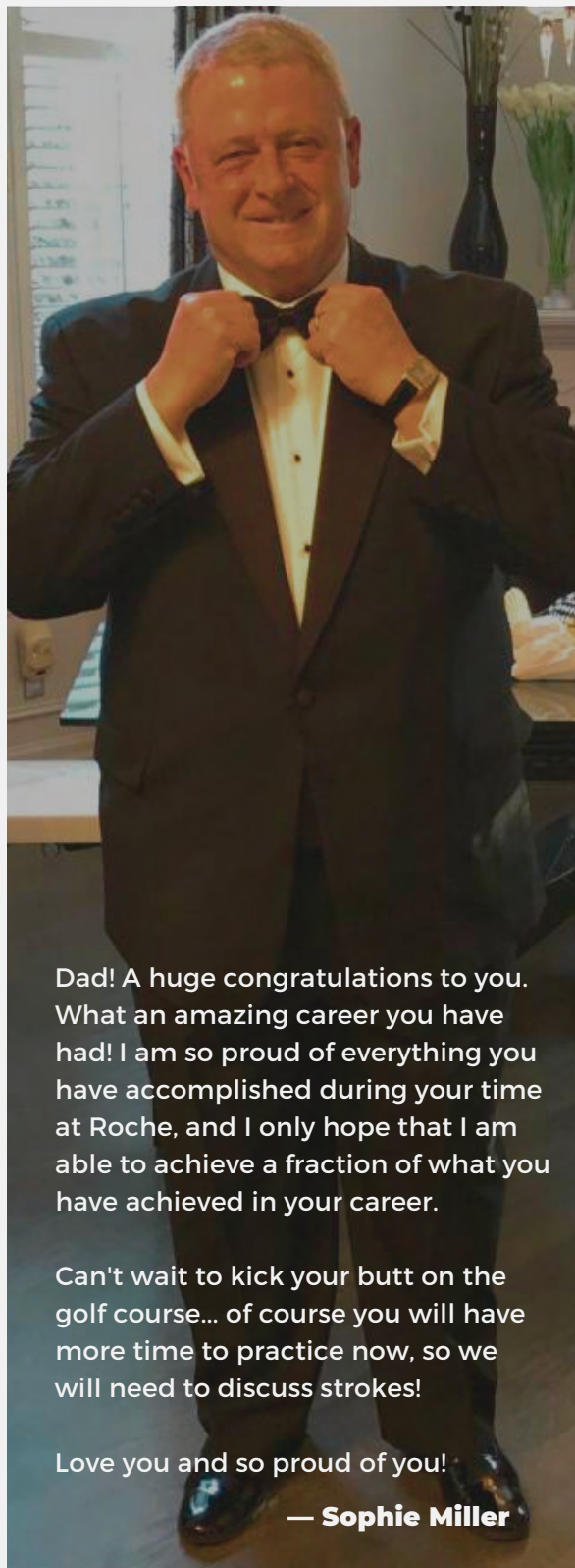
Ronnie, congratulations on a well-deserved retirement.

You have made a positive mark on Canadian healthcare that has been felt by patients, stakeholders and your industry colleagues alike.

My observation above all else, is that your approach is grounded in common sense and the pursuit of good solutions. You have always attacked the big issues without pretense and with a healthy dose of humour that allowed for open dialogue.

This of approach, of course, does not describe your approach to golf wagers. Stay young in your mind and may your retirement be as enjoyable as your career.

— **Pat Forsythe**  
*General Manager, Eisai Inc.*



Dad! A huge congratulations to you. What an amazing career you have had! I am so proud of everything you have accomplished during your time at Roche, and I only hope that I am able to achieve a fraction of what you have achieved in your career.

Can't wait to kick your butt on the golf course... of course you will have more time to practice now, so we will need to discuss strokes!

Love you and so proud of you!

— **Sophie Miller**



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What an amazing and inspiring career! Congratulations on your successes at the helm of Roche and thank you for your enduring and countless contributions to our industry.

I've really appreciated your partnership at IMC. While you were Chair, you guided the organization through the tumultuous years of the pandemic. You led with a calm demeanor and determination in the face of numerous policy challenges. We owe you a debt of gratitude for not only the progress we have made over the last two years, but also the way in which we achieved it.

Your legacy has been an inspiration. We will miss your generous spirit, your pragmatic approach, and your sense of humour. Your insights into the Canadian market and your institutional knowledge will be remembered for years to come. We are grateful for the countless contributions you made as a leader in our industry.

— **Cole Pinnow**  
*President of Pfizer Canada  
 and current Chair of the  
 Board at IMC*

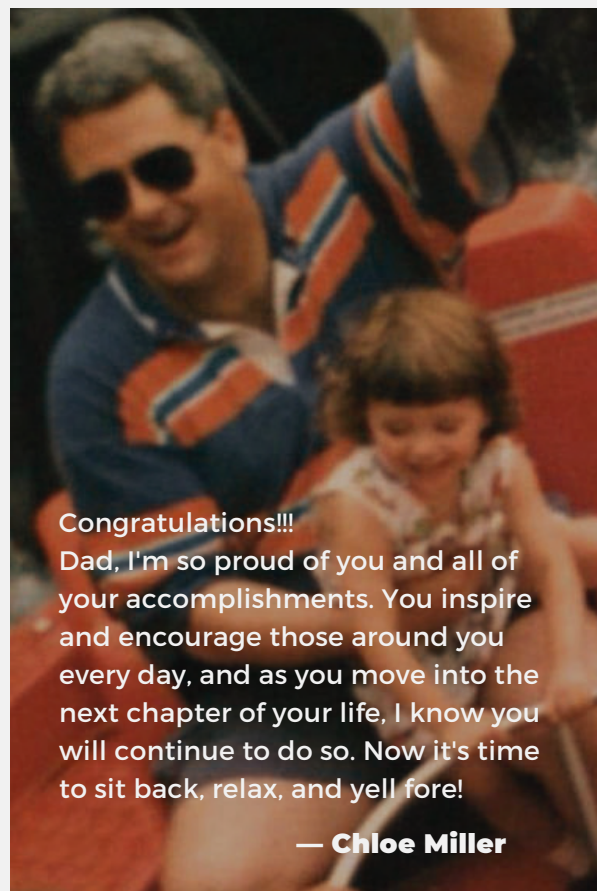
Ronnie, it was a pleasure to cross paths during this last year in Canada.

What is very clear to me is that over the past years you have thrived in making an impact on people's journeys and their lives, through your genuine mentorship or by supporting patients and Canadians. That made your leadership at IMC as Chair of the Board strong.

— **Rute Fernandes**  
*General Manager & CEO  
 of Takeda Canada and  
 IMC Board Member*

Ronnie, your commitment and leadership over 22 years have not only created a cornerstone company in Roche Canada but more broadly, have significantly supported the growth of Canada's life sciences sector. Importantly, while you may be moving on, there are many fantastic leaders in the industry who have worked on your team and benefitted from your mentorship over your 22 years. They will now carry forward with your commitment, passion, and leadership. Thank you and enjoy your well-deserved shift to your next phase (insert golf joke here).

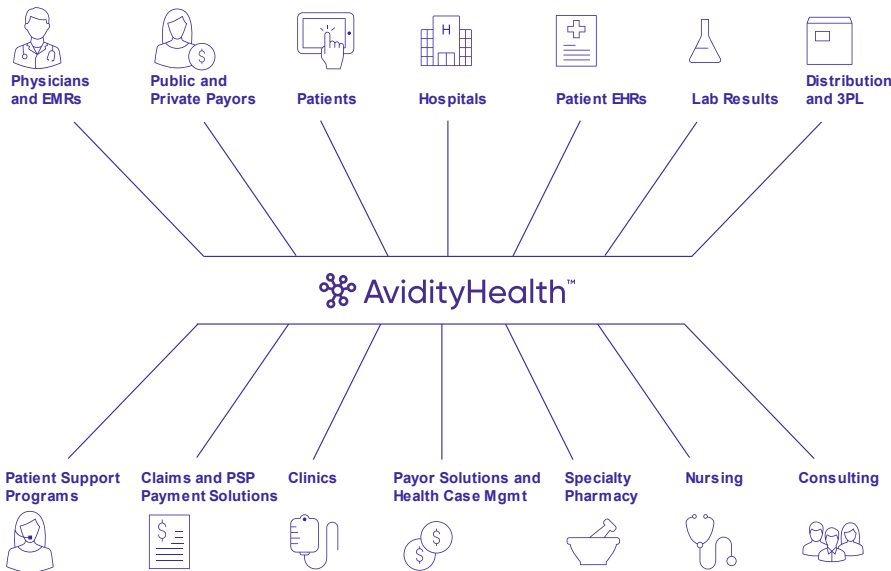
— **Andrew Casey**  
*President & CEO,  
 BIOTECanada*



**Congratulations!!!**  
 Dad, I'm so proud of you and all of your accomplishments. You inspire and encourage those around you every day, and as you move into the next chapter of your life, I know you will continue to do so. Now it's time to sit back, relax, and yell fore!

— **Chloe Miller**

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## *On Pharma Leadership*

The onset of Covid undeniably brought massive changes to the way we all work. But even prior to the pandemic, leadership styles had been constantly evolving to match our ever-changing world.

When Ronnie Miller joined Roche Canada in April 2000, the Internet had just gone mainstream, remote work was virtually unheard-of and Facebook didn't exist. We didn't yet have our hands on our once-beloved BlackBerrys. Britney Spears was in her heyday.

At the new millennium, 'visionary' leadership styles were held up as the ideal, according to one study, with the emphasis on a leader's ability to inspire people to better perform (in lieu of coercing or manipulating compliance for the good of the company). Since 2000, leadership has been evolving toward a more 'organic' model, with the decision-making process shared among knowledgeable workers in specialized roles.

### **Read more: The Evolution of Leadership Models**

An article reflecting on the changes over the past two decades describes this shift as moving away from an "autocratic and task-oriented" model to a "collaborative and people-oriented" one. Management styles of the past made it easy for organizations to identify and develop future leaders and to plan for succession, but that's no longer the world we live in.


In the modern style of leadership, "work is no longer ordered from above but powered from within," encouraging innovation and creativity at all levels. Leaders need to be highly adaptable and attuned to potential disruption as technology changes at an unprecedented pace. With the rise of remote work, it's more important than ever for leaders to empower their employees and to trust people to work towards organizational goals without constant monitoring or guidance.

### **Read more: How leadership has changed from 2000 to 2020**

Over the past two years, the Covid pandemic has spurred Pharma companies to rethink their organizational strategies at all levels. Suddenly, meetings with colleagues and healthcare providers are digital by default, and existing plans have had to be reassessed in this new context.

A recent study conducted by McKinsey found that over the past two years, Pharma companies doubled down on building digital capabilities, and that those companies "already accustomed to agile ways of working were able to adapt faster to the pandemic." Realities of the pandemic called into question the value of other initiatives; 70 percent of senior executives surveyed believe that organizational structures will be radically simplified over the next five to ten years.

### **Read more: A new operating model for Pharma: How the pandemic has influenced priorities (McKinsey)**



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**Au Revoir Ronnie!**

energi PR is proud to sponsor the *National  
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iconic career. It has been a privilege working with you.



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# Meeting Agenda

<b>10:45am</b>	<b>Welcome and Proclamation of Ronnie Miller Day</b>	<b>Mitch Shannon</b> CEO & Publisher, Chronicle Companies <b>Ben Parry</b> Managing Director, The Pangaea Group
<b>10:55am</b>	<b>Part One: The Impact of Life Sciences on the Canadian Community</b>	<b>Doug Ford</b> Premier of Ontario <b>Bonnie Crombie</b> Mayor of Mississuga <b>Hazel McCallion</b> Fmr. Mayor of Mississauga <b>Zal Press</b> Patient Advocate <b>Dr. Keith Stewart</b> VP Cancer, University Health Network
<b>11:20am</b>	<b>Part Two: The Evolution of Leadership in the Life Sciences</b>	<b>John Haslam</b> VP & GM, Horizon Pharma Canada <b>Pat Forsythe</b> General Manager, Eisai Inc. <b>Frank Stramaglia</b> GM, Astellas Pharma Canada <b>Robin Hunter</b> General Manager, Tolmar Canada <b>Kevin Leshuk</b> President & CEO, Forus Therapeutics <b>Brigitte Nolet</b> Incoming CEO, Roche Canada

(continued)



**11:40am****Part Three: The Human Element in the Life Sciences****Pamela Fralick**

President, Innovative Medicines Canada

**Andrew Casey**

President &amp; CEO, BIOTECanada

**Michael Tremblay****Anne Swan**

Global Project Lead, EpiCX, Roche

**Sarah Clegg Yundt**

National Sales Manager, AstraZeneca

**Padraic Ward**

Head of Roche Pharma International

**Bill Burns****Ted Witek****George Abercrombie****12:00pm****Keynote: Lessons from Leadership****Ronnie Miller**

President &amp; CEO, Roche Canada

**12:15pm****Acknowledgements and Closing Remarks**

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To mark Ronnie's 22 years at Roche, we're inviting NPC delegates to make a donation of \$22 to the Darling Home for Kids in Milton, Ontario.

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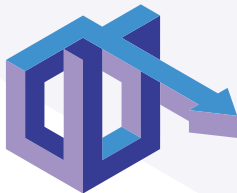
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