

Laura Peronace, PhD

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CAREER SUMMARY

With 15 years of pharmaceutical industry experience and a collaborative problem-solving leadership style, I specialize in developing efficient processes supporting the overall business needs as well as compliance. Recognized for effective communication, analytical skills, and commitment to integrity, ethics, and astute governance management. I am passionate about driving organizational success.

WORK EXPERIENCE

Designed and implemented efficient and compliant governance processes for diverse areas including Clinical Development Trials, Investigator Initiated Research, Local/Regional Studies, Pre-clinical Studies, Innovation Grants, Medical Education Grants, Donations, and Responsible Data Sharing, resulting in streamlined operations, enhanced compliance, and improved stakeholder engagement.

Conceptualized, designed, and implemented a cutting-edge, cloud-based technical solution platform enabling investigators to directly input diverse studies and projects, integrating documentation and tracking, empowering key company decision-makers to make customer-oriented, compliant decisions, resulting in enhanced efficiency and strategic decision-making capabilities.

HEAD OF GLOBAL MEDICAL GOVERNANCE & COMPLIANCE ONCOLOGY BOSTON • APRIL 2021 TO JULY 2022

- Chaired governance boards for the Oncology portfolio, upholding the highest standards of ethics, compliance, quality, strategy, risk assessment, and budget adherence.
- Played a pivotal role in driving organizational success through transparency, integrity, and best practices, including setting up and monitoring performance metrics.
- Developed and trained policies, including Human Research Policy, Investigator-Initiated Research Policy, Collaborative Studies Policy; also conducted Audit team training, resulting in no major findings on any study or project under my supervision.
- Leveraged considerable cultural awareness to successfully setup local governance boards in the USA, and China, as well as Patient Support Programs in Latin America.
- Led virtually a global cross-functional platform implementation team, through influence transforming them into a high performing team and earning them multiple promotions.
- Vetted vendors diligently, imposing data security and ethical practices; elevated industry standards via vendor adoption by other companies.
- Prioritized platform simplicity and features to support diverse users, including academics, medical doctors, and non-English first language speakers, increasing overall engagement.
- Replaced manual, email-based, and inefficient processes with a streamlined approach that is scalable, transparent, automates metrics, and increases user accountability.
- Generated actionable medical insights by rigorously enforcing strategic fit.
- Wrote relevant SOPs and policies following strong collaboration with relevant stakeholders to review, revise, and approve the documentation.
- Directly supervised global high-performing, diverse team with highest retention rates over 5 years, providing virtual support and mentorship.
- Established feedback culture to foster growth and trust through effective communication.
- Implemented cross-departmental trainings to expand internal perception of our team beyond problem solving to proactive prevention, increasing collaboration and impact.

HEAD OF MEDICAL GOVERNANCE PARTNERSHIPS & ALLIANCES APRIL 2016 TO APRIL 2021

- Reviewed, executed, and amended alliance contracts to ensure adherence.
- Designed a robust governance process to meet the needs of two companies, ensuring data transfer security and protection of internal information.
- Chaired alliance board meetings of 60-100 people across two companies, fostering alignment, while imposing effective communication and conflict de-escalation.
- Improved process adherence by extracting and showcasing metrics stressing the correlation between compliance with reduced study start timelines and budget increases.
- Introduced strategic planning to increase program value while also reducing workload.
- Created and delivered innovative compliance trainings via engaging videogame recognized by [International e-Learning Association](#) for lasting positive impact on performance.

During a period of profound organizational transformation, I demonstrated exemplary leadership skills and expertly applied change management principles to successfully harmonize the United States operations with global processes.

ASSOCIATE DIRECTOR COLLABORATIVE SCIENCES

BOSTON • NOV 2012 TO MARCH 2016

- Established comprehensive responsible data sharing process, including controlled documents (SOPs, Principles) with Project Data Sphere; first pharmaceutical company to provide de-identified control data.
- Implemented meticulous data de-identification, quality assurance, secure transfer and storage, legal and ethical compliance, as well as governance and oversight mechanisms.
- Led change management initiative post-major re-organization, fostering collaboration across departments and breaking down silos, resulting in improved working relationships, particularly between Medical Affairs, Operations, Safety, and Legal.
- Optimized processes that expedited study start-up times and mitigated internal frustration.
- Moderated and prepared Global Medical decision boards for Investigator-Initiated Research and Local studies for Fertility, Endocrinology, and Neurology.

INTERNATIONAL STUDY MANAGER/CLINICAL TRIAL MANAGER

GENEVA • NOV 2009 TO NOV 2012

- Led global, cross-functional clinical development trial teams including overseeing CRO management of trials from Phase I to Phase IV including Life Cycle Management.
- Established Post-Approval Commitment Studies for rare pediatric disease, resulting in full regulatory approval.

EDUCATION

With a solid foundation in psychology and neuroscience, I am committed to an evidence-based and holistic approach, constantly seeking out overlooked connections within complex systems.

By leveraging my expertise, I am able to identify novel solutions and strategies that yield meaningful results, providing a well-rounded and comprehensive approach to problem-solving.

POSTDOCTORAL FELLOW • CARDIFF UNIVERSITY • WALES, UK SCHOOL OF PSYCHOLOGY

- Developed Fertility Quality of Life Questionnaire (FertiQoL) which became industry standard translated into over 45 languages.

PH.D. • CARDIFF UNIVERSITY • WALES, UK SCHOOL OF PSYCHOLOGY

Thesis: Interactions between neuroendocrine biopsychosocial stress and fertility, in human and animal models.

- Provided scientific and medical community with a better understanding of stress influences on brain and behavior, especially for infertile males, under-represented in fertility treatment.
- Taught advanced statistical design, helping students understand a difficult topic by breaking it down into simpler, easier-to-digest pieces; my cohort obtained higher grades.

B.A. WITH DISTINCTION • CONCORDIA UNIVERSITY • MONTRÉAL, QC, CANADA

CENTER FOR STUDIES IN BEHAVIORAL NEUROSCIENCE

- Studied behavioral neuroscience and neuroendocrinology of maternal behavior in animal models; most sought-after animal surgeon.

KEY ADDITIONAL ACHIEVEMENTS

CO-CAPTAIN ADAPTIVE ROCK CLIMBING CRG COMPETITIVE TEAM

- Coaching and developing community among adults with physical disabilities or chronic conditions so they may achieve better function and quality of life through sport.

HIGH PERFORMANCE NEGOTIATION MINDSET

- Navigating negotiations, difficult conversations and conflict with evidenced-based methods.

CHANGE MANAGEMENT Supporting and training people through difficult transitions.

INSPIRED COACHING: ALIGNING THE INNER SYSTEM

- Specialized in resolving conflict and enhancing performance in a corporate setting.

My psychology background has equipped me with valuable insights enabling me to excel as a leader. I possess a unique ability to unlock the untapped potential of individuals, enabling them to surpass their own perceived limits.