



Celebrating the United States' National Gratitude Month

grat·i·tude /'gradə, t(y)ood/- noun - the quality of being thankful; readiness to show appreciation for and to return kindness.

World Knowledge— Women in Pharma Edition

The word gratitude is derived from the Latin word gratia, which means grace, graciousness, or gratefulness (1)

Source: [Harvard Health Publishing](#)

Welcome Leaders

Welcome to the November 2021 issue of **The Bridge**, an ISPE Women in Pharma® monthly newsletter developed to open the lines of communication among ISPE Chapter and Affiliate Women in Pharma® leaders, to provide news of importance, share ideas and best practices, and ensure Women in Pharma® leaders are kept informed of helpful information as well as updates in ISPE policies and procedures.



A Moment in History

“Mrs Penicillin”

[Read more...](#)



Affiliate Chapter Highlight

ISPE Member: Oxana Pryanichnikova

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November Events

Women in Pharma® Events

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The Science Behind Gratitude

By Edyna Miguez, Membership Acquisition Manager, ISPE

The very definition of gratitude seems lovely—be thankful, show appreciation, and return kindness.

It's a concept we often hear about, and much like happiness, it's sort of a mirage. We are conditioned to believe it is something we will feel once the stars align, or our laundry lists of goals manifest—when really, gratitude is all about the present. By being grateful for all that you have at this moment in time, you can drastically improve your future, your state of mind, and physical being. All you must be is grateful.

Science backs this theory. Research suggests that a daily gratitude practice taps into neuroplasticity, “the brain’s ability to modify, change, and adapt both structure and function throughout life and in response to experiences.” (1) This means we can condition our brains, through gratitude, to attach a more positive emotion to memories and current events and, in doing so, live a happier life.

I recently watched a [2012 TedX Talk with Jane Ransom](#)—an American science writer who published *Self-Intelligence: The New Science-Based Approach for Reaching Your True Potential* in 2018. In her 20-minute session, she discusses the importance of gratitude and presented it as a form emotional intelligence—a way of freeing ourselves from limiting beliefs and old traumas. She cited brain plasticity as the main link in practicing gratitude and its direct impact on our happiness, which got me thinking...this all comes back to self-talk.

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A Moment in History: Women in Pharma® Edition



Zinaida Yermolyeva, "Mrs Penicillin"

One of the founders of Russian microbiology, Zinaida Vissarionovna Yermolyeva (1898-1974) didn't choose her profession by accident. In 1915, she decided to become a doctor after learning that her favorite composer, Pyotr Tchaikovsky, had died of cholera. Zinaida decided to devote her life to fighting the disease and entered Donskoy State University from which she graduated in 1921.

During a 1922 cholera epidemic, Zinaida almost died after she conducted an experiment on herself: Researching ways of contracting the infection she deliberately drank water containing choleroïd vibrios. Thanks to her bold and life-threatening experiment, modern standards of water chlorination were created.

In 1939, she was sent to work in Afghanistan where she invented methods for the rapid diagnosis of cholera and an effective drug, not only against cholera, but also against typhoid fever and diphtheria. And during World War II, Zinaida succeeded in preventing the spread of a cholera epidemic at Stalingrad. The disease broke out among German troops and posed a threat to city residents and the Soviet army, but thanks to Yermolyeva, the production of bacteriophage was launched and mass vaccinations and chlorination of wells were carried out, measures that helped stop the epidemic.

One of the major achievements of the Soviet microbiologist was the development of the first Russian antibiotic, crustosin, which was similar to penicillin. The creator of penicillin, Howard Florey, who visited the USSR with a delegation in 1944, compared the two antibiotics. It turned out that crustosin was not only no worse than penicillin, but actually more effective. Florey was so impressed that he nicknamed Yermolyeva "Mrs Penicillin".

SOURCE: [5 outstanding female scientists in Russian history - Russia Beyond \(rbth.com\)](#). ❖

The Science Behind Gratitude

Continued from page 1

Self-talk is directly correlated to how we view the world, how we feel, how we present ourselves, and how free we feel. By speaking positive thoughts in a conscious state, we communicate positivity to our subconscious, which does not think for itself, but rather, takes directives from the conscious lobe. If we attach gratitude to real-time experiences, even in moments of adversity, we internalize the experience with positivity, which will have tremendous long-term benefits for our mind, body and soul.

In short, Jane Ransom was right, "gratitude is gold," and here are some benefits to prove it:

Health Benefits of Gratitude (2):

- » Promoting better sleep
- » Lowering blood pressure
- » Improving one's sense of mindfulness
- » Increasing energy
- » Improving one's mood and feelings of happiness
- » Decreasing stress

Credit

1. <https://www.frontiersin.org/articles/10.3389/fpsyg.2017.01657/full#:~:text=Neuroplasticity%20can%20be%20viewed%20as,and%20in%20response%20to%20experience>.
2. <https://bit.ly/3DY8q27>.



Donate to the ISPE Foundation Women in Pharma® Fund

Any donations your Chapter or Affiliate obtains for the Women in Pharma® Fund will be 100% earmarked for Women in Pharma® Initiatives! Visit [ISPE Foundation - Women in Pharma® Initiative](#) to learn more. ❖

We are so grateful for ISPE's Affiliates and Chapters. With your help, we are able to drive our mission across borders. Thank you for all you do as we continue to take collaboration and thought leadership to a global level. Together, we will shape the future of the pharmaceutical industry! In this month's WIP Affiliate Highlight, we celebrate Oxana Pryanichnikova, Vice Chair of the EEU Affiliate, and the efforts of the Eurasian ISPE Affiliate to engage pharmaceutical professionals in Russia, Armenia, Belarus, Kazakhstan, and Kyrgyzstan.

Мы очень благодарны международным отделениям ISPE. С вашей помощью мы осуществляем нашу миссию во всем мире. Спасибо за все, что вы делаете, поскольку мы продолжаем развивать сотрудничество и интеллектуальное лидерство на глобальном уровне. Вместе мы формируем будущее фармацевтической индустрии! В этом месяце в выпуске WIP Affiliate Highlight мы приветствуем Оксану Пряничникову, заместителя директора Евразийского филиала ISPE и усилия Аффiliationи по укреплению присутствия ISPE в России и Евразийском Союзе.

The English version is a translation of the original responses in Russian. In case of a discrepancy, the Russian original will prevail.



ISPE Member: Oxana Pryanichnikova

Position / Занятие: Vice Chair of ISPE's Eurasian Economic Union Affiliate AND Chief Business and Operating Officer of DXDO

Origin: Russian

What are you grateful for in this last year, personal or professional?

I am grateful for my life, fate and the events that have led me to where I am today. Despite the high external uncertainty, all professional and personal plans were realized this year, we traveled a lot with our family and, as it seems, have made more friends. I also strive to find a balance between personal, professional and volunteer activities and I am grateful that over time I manage to do this more efficiently and intentionally.

Я посвящаю благодарность своей жизни, судьбе и событиям со мной. Несмотря на высокую внешнюю неопределенность, все профессиональные и личные планы в этом году реализовались, мы много путешествовали с семьей и стали, как мне кажется, особенно дружны. Я стремлюсь находить баланс между личной, профессиональной и волонтерской деятельностью и благодарна себе, что со временем мне это удается все осознаннее и лучше.

When looking back on your experience as an ISPE member and your time being a part of Women in Pharma, what are you grateful for?

I am grateful for the opportunities I have had and the progress we have made in the last 3.5 years.

I started off as a part of ISPE's Steering Committee in June 2018 and now continue as an officially recognized Affiliate - ISPE's Eurasian Economic Union Affiliate. We continue to go through the stages of formation and development, including holding our own events and participating in ISPE international events, while also developing a local

ISPE Emerging leaders project intended to attract active volunteers and new members.

In April, we held an offline event dedicated to solving the problem of staff shortages in the pharmaceutical industry - the formation of the "school - university - pharmaceutical industry" ecosystem, to which we invited representatives of leading pharmaceutical manufacturers and universities. We also plan to conduct an offline pharmaceutical hackathon for graduate students in the spring of 2022 in cooperation with one of the leading pharmaceutical universities in the Eurasian Union.

As for WIP, we are just beginning to scratch the surface. I've participated in global sessions to better understand that wealth of information and experience that exists within this group of professional women, and I can see this being in demand locally. In Russia, we have several female professional communities in the pharmaceutical industry, we are trying to join the local conversations through participation, and hopefully, one day, join efforts and unify these women groups under the ISPE brand.

Я начала свою деятельность в Steering Committee ISPE в июне 2018 и продолжаю сейчас в статусе официально признанной организации - Евразийского отделения ISPE. Мы продолжаем проходить стадии становления и развития как организации в целом, так и ее отдельных направлений. Помимо реализации основных задач, связанных с проведением собственных мероприятий, так и участия от ISPE в партнерских фармацевтических мероприятиях, мы занимаемся развитием локального проекта ISPE Emerging leaders и стараемся привлекать в команду активных волонтеров. В апреле мы провели оффлайн мероприятие, посвященное решению проблемы кадрового голода в фарме - формированию экосистемы «школа - вуз - фармпроизводство», на которое пригласили представителей ведущих фарм производителей и университетов. В планах нашей работы проведение весной 2022 года фармацевтического оффлайн Hackathon для студентов-выпускников в сотрудничестве с одним

Affiliate Chapter Highlight *Continued from page 1*

из ведущих фармацевтических вузов Евразийского Союза. Что же касается WIP, то это направление мы только начинаем понимать, я участвую в глобальных сессиях, чтобы видеть все разнообразие движений и решений, которые женщины-профессионалы, члены ISPE формируют глобально и конечно, данный опыт отчасти может быть востребован локально. В России существует некоторое количество отдельных женских профессиональных сообществ в фарме, мы пробуем совместное участие и сотрудничество и одним из возможных решений, может быть объединение данных женских сообществ под «флагом» ISPE в будущем.

What advice would you give a woman in pharma as it pertains to practicing gratitude in a professional setting?

I see the importance and the need for mentorship opportunities amongst women. The systematic and involved support of successful female professionals for young female professionals is key in driving professional and personal development.

At one time, it was from women leaders that I received my most valuable life lessons and I see that ISPE is doing everything possible to surround its members with care – providing valuable content, promoting professional development and global industry communication.

I would like to wish women to take an active position – receive, share experience and then we will have many reasons to thank others and ourselves for a conscious attitude and contribution to a quality life and the formation of the future.

Я вижу, что именно в женской среде активно выражена потребность в реализации функции наставничества, системная и вовлеченная поддержка женщин-состоявшихся профессионалов для молодых девушек – будущих профессионалов отрасли является одним из драйверов профессионального и личностного развития. В свое время именно от женщин-лидеров я получила свои самые ценные жизненные уроки и вижу, что ISPE делает все возможное, чтобы окружить заботой своих членов, давая ценный контент, способствуя профессиональному развитию и глобальному отраслевому общению, я бы хотела пожелать женщинам занимать активную позицию, получать, делиться опытом и тогда у нас появится много поводов благодарить других и себя за осознанное отношение и вклад в качественную жизнь и становление будущего.

If you could issue a statement of gratitude for your Affiliate members, leaders and those in ISPE international, what would it be?

During my volunteer work at ISPE, I am grateful that I have had the opportunity to manage projects and strategic activities while collaborating with local and international

colleagues and specialists. I want to say that the interest in ISPE in general and the development of the local branch from the industry is growing.

At first, people, even with an understanding of the importance of social work, were surprised by our willingness to devote our time to activities aimed at implementing volunteer industry tasks and implementing projects for the pharmaceutical industry. As we continue to work to expand our reach, and interest in ISPE International is growing.

There are several people that have been involved in projects that expand ISPE's reach, including translating materials, coordinating ISPE events, providing valuable feedback and industry insight as we've built out the Eurasian Affiliate. I would especially like to highlight Vladimir Orlov, Director of the Eurasian Affiliate, who's long term goals have made this possible. I would also like to thank Thomas Zimmer, Director of Dach, for his mentorship and leadership along the way.

I am grateful to people who, in addition to their business tasks, are ready to do something more for other people, for their professional industry, and I am glad that, as part of my work at ISPE, I manage to get acquainted and cooperate with such great professionals.

За время моей волонтерской деятельности в ISPE мне удалось в рамках проектов или стратегической деятельности поработать с многими локальными и международными коллегами и специалистами и я хочу сказать, что интерес к ISPE в целом и развитию локального отделения со стороны отрасли растет. По началу, людей даже с пониманием важности общественной работы удивляла наша готовность посвящать свое время деятельности, направленной на реализацию волонтерских отраслевых задач и реализации проектов для фармы. Но сейчас вовлеченных людей становится больше, мы это также видим по растущему интересу к членству в ISPE. Мне бы хотелось назвать порядка 10 имен, которые участвуют в проектах по переводу материалов, подготовке и проведению мероприятий ISPE, дают ценную обратную связь по отраслевым вопросам, но для становления Евразийского отделения я бы особо хотела выделить: директора Евразийского отделения ISPE Владимира Орлова, в команде с которым реализация долгосрочных целей стала возможной, а также наставническую и лидерскую поддержку со стороны Директора DACH Affiliate Thomas Zimmer. Я благодарна людям, которые помимо своих бизнес задач, готовы делать что то больше для других людей, своей профессиональной индустрии и рада, что в рамках своей деятельности в ISPE мне удастся знакомиться и сотрудничать с такими специалистами. ❖



ISPE Women in Pharma® November Sunrise to Sundown



Gratitude and Thankfulness: The Importance of Positive Mindset to Soar.

Nov 16, 2021 at 11 am EST | 8:00 AM Pacific Time (US and Canada)

SPEAKERS:

Vivianne J. Arencibia
Independent Consultant
Arencibia Quality
Compliance Associates

Kerren Bergman
CEO
Hyde Engineering +
Consulting Inc

Michelle Batz
Associate Director
Merck & Co Inc

Register Today: ispe.org/women-pharma/events/women-pharma-november-sunrise-sundown

ISPE International Updates

ISPE fall membership drive is still going! Available to all membership within 90 days of expiration, lapsed memberships and new members, enjoy a two-year membership bundle complete with competitive pricing and access to ISPE's professional development resources! For more information, contact Xundai or Alexis at ask@ispe.org. Offer expires 31 December 2021. ❖

Gratitude In The Workplace

5 Benefits of Gratitude in the Workplace (And How To Show It)

1. It acknowledges people, not talents
2. It creates better leaders
3. It has something for everyone
4. It builds relationships
5. It has a positive impact on company culture

5 Easy Ways to Show Gratitude in the Workplace

1. Greet your employees when they arrive each morning
2. Surprise your team with lunch, coffee, or another treat
3. Be respectful of each other's time
4. Recognize efforts even when things go wrong
5. Say 'thank you' often

Read the article in its entirety here: <https://bit.ly/3BWilsT>. ❖

We Need Your Participation to Make This Newsletter Successful!

Please send **Jessie Hardy** (jhardy@ispe.org) the following information regarding your current and upcoming events and activities by the **15th of each month**:

- » Name of your Chapter or Affiliate
- » Current (or very recent) events (conferences, meetings, Mentor Circles, panels, networking events, or other activities)
- » Events planned within the next two months (conferences, meetings, Mentor Circles, panels, networking events, or other activities)
- » For current or very recent events' challenges and outcomes, please provide examples of successes such as metrics (number of people that attended, panelists, any other information of note) and challenges you may have encountered
- » For upcoming events - challenges and important planning aspects
- » Questions you would like answered
- » Any other information you wish to provide.

We look forward to hearing from you! Let's work together to make **The Bridge** a great forum for sharing, communicating, and collaborating! ❖

Thank You!



Jennifer Lauria Clark
ISPE Women in Pharma®
Steering
Committee Chair



Stephanie Thatcher
ISPE Women in Pharma® Chapter
and Affiliate
Liaison

DID YOU KNOW?

You can represent Women in Pharma everywhere you go?

Visit Merchandise Store!



This virtual storefront offers a variety of shirts that feature fun graphics and inspirational messages. Proceeds benefit the ISPE Foundation's Women in Pharma initiatives. Purchase your shirt and spread the word! Here is the link:

<https://www.bonfire.com/store/the-ispe-wip-store>

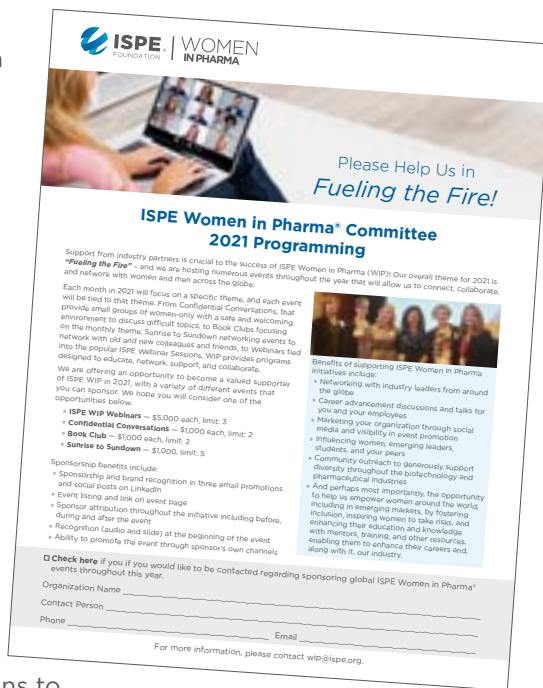
Please share with your Affiliates and Chapters, Mentor Circle participants, and anyone else who might have an interest in proudly wearing a Women in Pharma® shirt! ❖

2021 is the year that ISPE Women in Pharma® will **FUEL THE FIRE!**

To help Fuel the Fire, Women in Pharma® has identified Monthly Themes for 2021! They are:

- » January – Accountability
- » February – Diversity & Inclusion
- » March – Entrepreneurship
- » April – Self Care
- » May – Balance
- » June – Confidence
- » July – Recognition
- » August – Mentoring
- » September – Data
- » October – Giving
- » **November – Gratitude**
- » December- Joy

Activities held by ISPE Women in Pharma® International throughout the year will include Webinars, Confidential Conversations, Book Clubs, and Sunrise to Sundown; each will focus on the theme of the month in which they are held. Stay tuned for dates and invitations to upcoming events! ❖



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Every little bit helps the ISPE Foundation furthers its mission and supports initiatives like Women in Pharma®, the Diversity Internship Program, and sponsoring event registrations for our Student, Recent Graduate, and Emerging Leader members.

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If you wish to donate directly to the Foundation, you can do so by clicking [here](#). ❖

Thank you for joining us at ISPE's 2021 Annual Meeting! We enjoyed connecting with each one of you through the various events, and look forward to meeting once again in 2022! For those who couldn't make it, you were greatly missed, and we look forward to making up for lost time next year. —Warm Regards, The Women in Pharma Committee.