



LEADERS  
NETWORK

# SGLN Biopharma Leaders Programme

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# Welcome to the SGLN Biopharma Leaders Programme



*Programme Duration*

**12 months**

**Nov 2025 – Nov 2026**



*Industry*

**Biopharma  
Manufacturing**

*Partner*

**Biopharmaceutical Manufacturers'  
Advisory Council (BMAC)**



The SGLN Biopharma Leaders Programme is designed to prepare Singaporeans for global leadership roles within the biopharmaceutical industry.

Developed in partnership with the Biopharmaceutical Manufacturers' Advisory Council (BMAC), this co-created programme brings together senior biopharma manufacturing leaders to collectively shape how Singapore develops and grows its next generation of biopharma leadership talent.

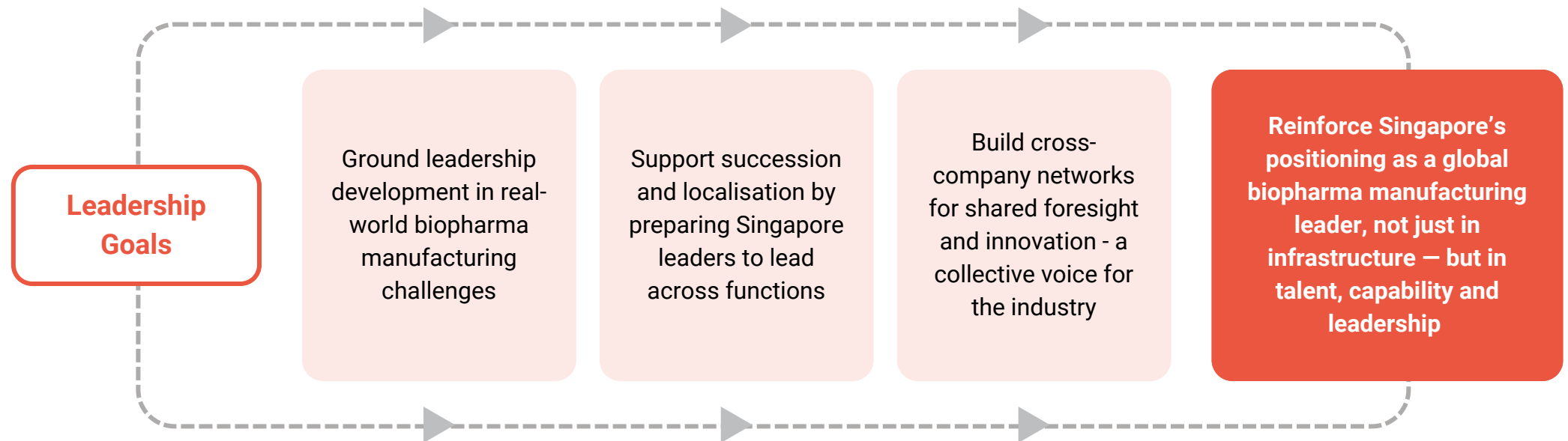
This is part of the SGLN Industry Interest Groups (SIIG) initiative launched by DPM and Minister for Trade & Industry Gan Kim Yong in September 2025.

The Singapore Leaders Network (SGLN) is managed by the Human Capital Leadership Institute (HCLI) and supported by the Singapore Economic Development Board (EDB). BMAC is an initiative by leading biopharmaceutical companies in the world to establish Singapore as the country of choice for global biopharma manufacturing.



# SGLN-BMAC Collaboration

The SGLN Biopharma Leaders Programme builds on the Biopharmaceutical Manufacturers' Advisory Council's (BMAC) pioneering groundwork and aligns with SGLN's mission to prepare Singaporeans for global leadership roles in the biopharmaceutical industry. Through this partnership, SGLN and BMAC embarked on a co-creation journey – shaping a programme designed for the industry, by the industry.



## Who is it for?

Singapore Citizens and PRs with 10 or more years of experience – high-potential leaders already trusted to deliver, and now ready to step into regional or global leadership roles within the next 5 years. These are our next-generation site heads, functional leads, and ecosystem connectors.



LEADERS  
WORK



## THE STRAITS TIMES

**New programme to lift aspiring S'porean leaders in biopharma, energy and other sectors**



Deputy Prime Minister Gan Kim Yong (fourth from right) launching the next phase of the Singapore Leader's Network new initiatives on Sept 8.  
ST PHOTO: SHINTARO TAY

### **Deputy Prime Minister Mr Gan Kim Yong at the Launch of the SGLN Industry Interest Groups (SIIG)**

*On 8 September 2025, the Singapore Leaders Network (SGLN) celebrated its third anniversary, marked by the official launch of the SGLN Industry Interest Groups (SIIG) by Deputy Prime Minister and Minister for Trade and Industry Mr Gan Kim Yong. The launch highlighted the national effort to strengthen Singapore's leadership pipeline in key industries such as biopharmaceutical manufacturing, energy, and chemicals. In his address, DPM Gan underscored the importance of overseas exposure for Singaporean leaders, noting that even firms based locally must be equipped to collaborate and compete globally.*

**Excerpt from The Straits Times, 8 September 2025**

# Learning Outcomes

Co-created with BMAC leaders and grounded in SGLN's leadership expertise, the SGLN Biopharma Leaders Programme enables participants to build the capabilities and mindsets needed to lead with global impact.

## SGLN LEARNING OUTCOMES

## THROUGH THE PROGRAMME, PARTICIPANTS WILL:

**01**

**Thrive in a complex and ambiguous environment**

Build executive presence, influence, and sponsorship to lead with clarity and confidence across boundaries.

**02**

**Create and leverage strategic networks, and communicate with clarity and authenticity for impact**

Strengthen collaboration across the biopharma ecosystem through strategic networks and peer exchange.

**03**

**Demonstrate cultural flexibility for inclusive leadership**

Develop cross-market fluency and cultural agility through global immersions and experiences.

**04**

**Gain new perspectives, mindsets, and inner motivation to courageously step outside the comfort zone**

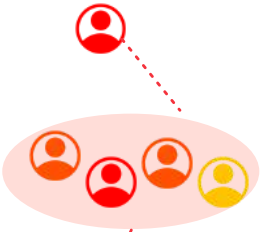


Apply learning through outcome-driven projects that address real industry challenges.

**05**

**Learn global best practices across industries and develop ecosystem thinking**

Gain knowledge of leading practices in the world and develop the mindset to see connections and interdependencies that drive sustainable long-term impact

# Programme Components

Leadership Levers	Cohort Commitment	Timeline		
 <p><b>01 Leadership Modules</b> Leadership development journey, comprising a local leadership module and a global expedition</p>	<p><b>Compulsory</b></p>	<p><b>6 days in-person module</b> (1 day in Singapore and 5 days overseas)</p> <p><i>Cohort Size: Capped to 30 exceptional leaders</i></p>		
 <p><b>02 Communities of Practice (CoPs)*</b> Cross-company projects tackling industry challenges and shaping its future</p>		<p><b>7 hours in-person &amp; asynchronous working across 5 months</b></p>	<p><b>Starts February 2026</b></p>	
 <p><b>03 Industry Networking &amp; Learning Events</b> Platform to share insights, spark ideas, and explore the future of Biopharma Manufacturing</p>	<p><b>Strongly Encouraged</b></p>	<p><b>3 hours per event, in-person</b></p>		<p><b>Up to 4 events/year</b></p>

# SGLN Biopharma Leaders Programme Journey

A year-long applied learning journey for participants to build capabilities, create connections, and drive collective impact.



# Local Leadership Module

This co-created one-day leadership module in Singapore sets the tone for an inspiring leadership journey, bringing together leaders from across the biopharma ecosystem to explore how Singapore can continue to lead on the global stage. Participants engage in rich dialogues with senior industry voices, exchange perspectives on the forces reshaping biopharma, and build a shared sense of purpose anchored in collaboration and national ambition.

They also form smaller cross-company Communities of Practice (CoPs) groups that spark trust, collaboration, and shared learning. These early bonds set the stage for the months ahead, laying the foundation for a transformative journey of growth, insight, and collective impact.



# Global Expedition

The overseas module is a transformational 5-day immersion that broadens perspective and benchmarks Singapore against global excellence. Participants engage with leading biopharma companies and innovation hubs across Basel/ Zurich (Switzerland), Boston/ Cambridge (United States), and Greater Bay Area (China), where they will gain first-hand insight into the quality of Europe, innovation of the United States, and speed of China.

Through site visits and dialogues with global leaders and Singaporeans shaping the industry abroad, participants build global perspective, confidence, and networks - returning inspired with actionable ideas to strengthen Singapore's biopharma leadership on the world stage.



# Global Expedition

## 3 Countries over 3 Years

Co-selected with BMAC and EDB partners, participants will visit one destination each year chosen for its unique leadership and innovation strengths, connecting global excellence to Singapore's biopharma future, and deepening collaboration across borders. In 2026, the inaugural SGLN Biopharma Leaders cohort will embark on their global expedition in Switzerland.



### Basel/ Zurich, Switzerland

*Theme: Precision, Quality, Global Scale*

The Switzerland expedition visit will showcase how quality, reliability, and sustainability define Switzerland's role as a global hub for pharmaceutical innovation and scale-up.

Participants will gain insights into Europe's leading biopharma and life sciences ecosystem, observing R&D-manufacturing integration, modular biomanufacturing models, and precision engineering practices.



### Greater Bay, China

*Theme: Speed, Scale, Regulatory Experimentation*

The Greater Bay, China expedition will highlight how regulatory pilots and large-scale experimentation are accelerating innovation and production agility across the region.

Participants will explore China's rapidly advancing biomanufacturing landscape – including fast-cycle industrial parks, smart factories integrating robotics and digital systems, and emerging MedTech and Biomed clusters.



### Boston/ Cambridge, United States

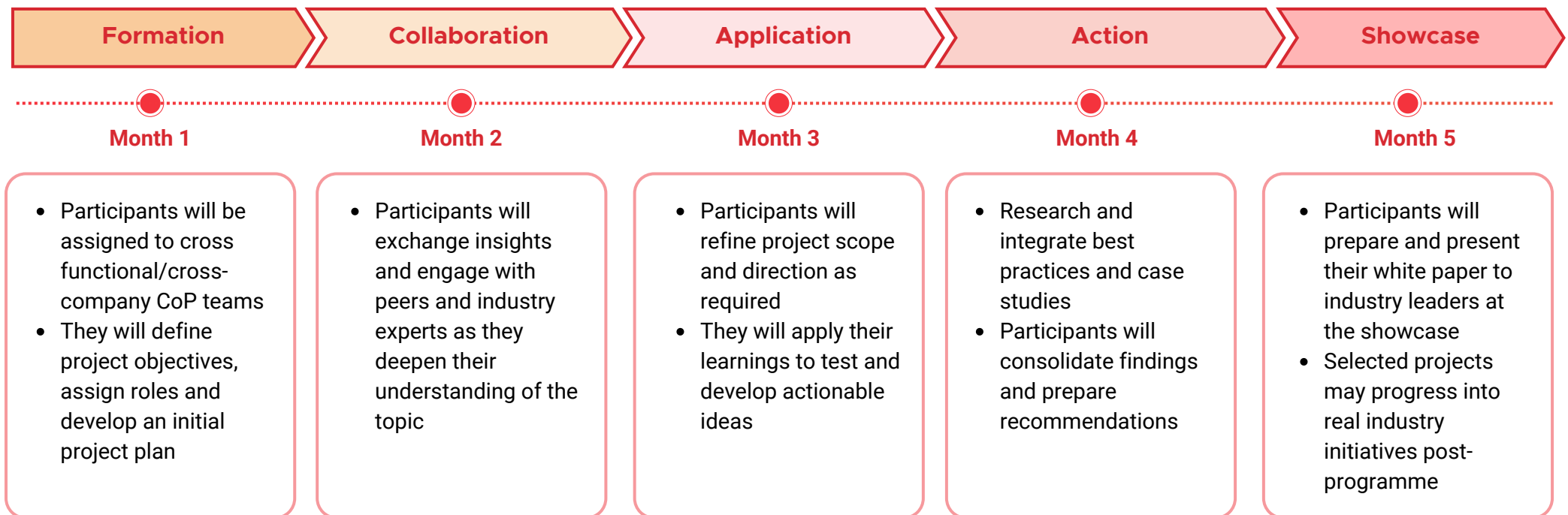
*Theme: Innovation-to-Production and Venture Ecosystems*

The Boston/Cambridge, US, expedition visit will demonstrate how collaboration between academia, investors, and industry leaders drives the transition from scientific discovery to global-scale production.

Participants will examine one of the world's most dense innovation and venture ecosystems, featuring research-driven incubators, biotech start-up clusters, and advanced bioprocessing facilities.

# Communities of Practice (CoPs)

Communities of Practice (CoPs) are focused, cross-company learning groups that extend the programme beyond the classroom. Over five months, participants collaborate to tackle real industry challenges and co-develop actionable recommendations. Their insights culminate in a Leadership Showcase, where CoP teams present white papers to senior industry leaders – sparking dialogue, strengthening collaboration, and shaping initiatives that drive tangible impact for Singapore's biopharma ecosystem.



Each CoP will be aligned with BMAC workstreams and professionally facilitated alongside an Industry Expert.

# Industry Networking & Learning Events

These events bring together industry leaders to share insights on emerging challenges and opportunities through engaging talks and discussions that turn ideas into actionable takeaways. Participants deepen alignment, strengthen cross-industry connections, and amplify a unified leadership voice.

The industry networking and learning events keep the momentum of the programme journey alive between programme cycles – ensuring that participants continue to learn, connect, and contribute to shaping Singapore's biopharma leadership landscape all the way through to graduation and beyond.



# Applying to the SGLN Biopharma Leaders Programme



Programme Fee \*

**S\$9,500 (Subject to GST)**

*\*airfare, accommodation, and in-country transport for the overseas leadership module (Global Expedition) are additional*



Secure your spot

SCAN/CLICK  
TO REGISTER



## Eligibility Criteria

- Singapore Citizens or PRs
- Currently at a mid-to-senior leadership level - Minimum of 10 years of work experience
- Executives with identified potential and strong aspirations to take on global leadership roles within the next five years
- Overseas work experience will be an advantage
- Open to both company-nominated and self-nominated applicants, with priority given to the former



# Commitment Expectations

## Attendance Requirements

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### Compulsory Attendance

- Local Leadership Module
  - 1 day, 5<sup>th</sup> March 2026, Singapore
- Overseas Leadership Module (Global Expedition)
  - 5 days, 4<sup>th</sup> - 8<sup>th</sup> May 2026, Switzerland
- Communities of Practice (CoPs)
  - Session 1: 13<sup>th</sup> March 2026
  - Session 2: 12<sup>th</sup> May 2026
  - Session 3: 12<sup>th</sup> June 2026
  - Leadership Showcase: 23<sup>rd</sup> July 2026
- Graduation
  - November 2026

### Strongly Encouraged

- Up to 4 industry networking and learning events held during the year-long programme

## Accountability Partner (Senior Leader/Sponsor) Commitment to Support Participant

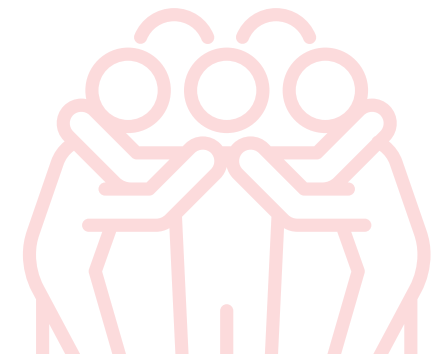
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Participants are required to secure the commitment of a senior leader within their organisation who will act as their Accountability Partner during the course of the year-long programme.

## Programme Effectiveness Evaluation

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All participants are required to participate in the evaluation of programme effectiveness which will be conducted at the end of the programme.



## Selection Criteria

01

### Current Leadership Performance

Do you exhibit outstanding leadership and work performance?

02

### Global Leadership Potential

Do you have global career ambitions and potential?

03

### Growth Mindset

Do you exhibit a growth mindset to continue learning and growing as a leader?  
Do you have potential to give back to the community?

04

### Diversity of Cohort

We are committed to building a diverse community of participants

## Important Application Dates

**3<sup>rd</sup> Nov 2025, Monday**

Applications Open

**12<sup>th</sup> Dec 2025, Friday**

Applications Close

**17<sup>th</sup> Dec 2025, Wednesday**

Successful applicants will be notified

**16<sup>th</sup> January 2026, Friday**

Payment of programme fee



## Application Requirements



### Professional Details

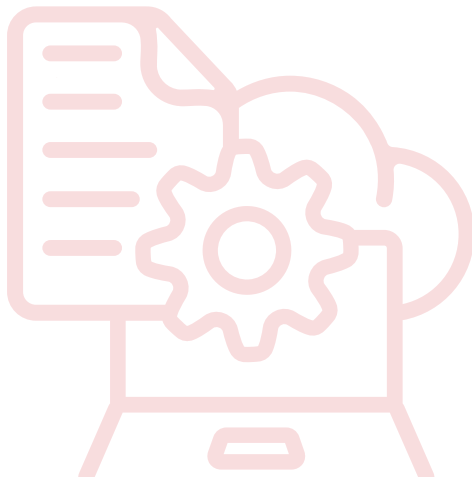
- Personal information
- Professional and work information
- LinkedIn details
- CV



### Reference Letter

We require a reference/nomination letter from the nominating organisation that outlines:

- Why the candidate is best suited to participate in the programme.
- From your perspective, does the candidate have the potential to take on regional/global/site leadership roles within the next 5 years?
- Please elaborate and share specific examples of the applicant's qualities and potential.



# Frequently Asked Questions

## QUESTION 01

### **What is the SGLN Biopharma Leaders Programme?**

The SGLN Biopharma Leaders Programme is a national initiative created by SGLN, supported by EDB, and developed with BMAC. It brings together senior and emerging biopharma leaders to strengthen Singapore's talent, leadership, and global competitiveness. Singapore's biopharma industry is world-class in infrastructure – this programme focuses on building the leadership and ecosystem foresight needed to secure its global edge for the future.

## QUESTION 02

### **Who should companies nominate, and how are participants selected?**

This is an exclusive opportunity – only 30 participants will be chosen for the 2026 cohort. Companies are encouraged to nominate Singaporean Citizens or Permanent Residents with 10 or more years of experience, who are already trusted to deliver results and have the potential to take on regional or global leadership roles in the next 3–5 years. Nominations are reviewed to ensure a diverse and high-calibre cohort representing different companies, functions, and perspectives. Strong candidates are those who combine subject-matter depth with curiosity, influence, and a desire to lead beyond their organisation – individuals ready to shape not just their company's future, but Singapore's future too.

## QUESTION 03

### **What will participants gain from this experience?**

Participants embark on a transformational journey that builds clarity, confidence, and credibility as leaders of Singapore's biopharma future. They will engage directly with senior industry leaders, learn from global best practices, and form powerful cross-company networks that last well beyond the programme year. More than a learning experience, it is a platform to grow visibility, voice, and influence within the ecosystem – enabling leaders to step up, be seen, and make a difference in shaping Singapore's next chapter of biopharma leadership.

# Frequently Asked Questions

## QUESTION 04

**How is this different from company-led leadership programmes?**

Most corporate programmes strengthen leaders within an organisation. The SGLN Biopharma Leaders Programme develops leaders who can lead across the ecosystem. Backed by EDB and co-created with BMAC, it connects leadership development to Singapore's national strategy for talent competitiveness. This is an industry-owned, nationally supported initiative that builds cross-company collaboration, visibility, and shared foresight. It allows Singaporean leaders to benchmark against the world's best, engage directly with peers and policymakers, and gain access to a senior network shaping the industry's future.

## QUESTION 05

**What does the programme include?**

A year-long journey featuring:

- Local Leadership Module: 1 day in Singapore
- Overseas Leadership Module (Global Expedition): 5-days overseas
- Communities of Practice (CoPs): cross-company projects solving real challenges
- Industry Networking and Learning Events: ongoing peer learning and thought leadership

Together, these experiences help participants translate learning into action, driving impact for both their organisations and the industry.

## QUESTION 06

**Where will the overseas module take place?**

The 2026 cohort will travel to Basel/Zurich, Switzerland – home to one of the world's most advanced biopharma and life sciences ecosystems. Participants will experience first-hand how precision, reliability, and sustainability define Switzerland's leadership in pharmaceutical innovation and scale-up. Through exclusive site visits, leadership dialogues, and exchanges with both global leaders and Singaporeans working abroad, participants gain unique insights into how excellence is built and sustained – and what Singapore can learn to remain at the forefront of global biopharma manufacturing.

# Frequently Asked Questions

## QUESTION 07

**How much time will participants need to commit?**

The programme runs from November 2025 to November 2026, with participants expected to commit approximately 2–3 days per month across different components. The local leadership module, overseas leadership module (Global Expedition) and Communities of Practice are compulsory. Other engagements such as the industry networking and learning events are strongly encouraged. Companies often find that the return on investment is immediate: participants bring back insights, global benchmarks, and ideas that benefit their teams and business strategies.

## QUESTION 08

**What is the programme fee and what does it cover?**

The fee is S\$9,500 (before GST) for the full year. It covers all programme design, facilitation, local transport, and selected site activities. Airfare and accommodation for the overseas leadership module (Global Expedition) are borne by the participant's company. This investment represents access to a year-long leadership journey, national ecosystem exposure, and an international learning experience that few programmes globally can match.

## QUESTION 09

**How can companies and individuals apply?**

Applications open on 3rd November 2025 and close on 12th December 2025. Companies can submit nominations via the official registration link or contact [sgln.siig@hcli.org](mailto:sgln.siig@hcli.org). Self-nominations are also welcome, though priority will be given to company-sponsored participants. Successful applicants will be notified by 17th December 2025. The programme begins after Chinese New Year 2026.

## QUESTION 10

**How does participation benefit the company?**

By participating, companies contribute to shaping a stronger, more connected leadership ecosystem for Singapore's biopharma industry. They gain access to new insights, a network of peers across the ecosystem, and increased visibility in national talent development efforts supported by EDB and BMAC. Nominees return to their organisations with renewed perspective, confidence, and global networks – amplifying not just their own leadership, but their company's reputation and readiness for the future.



# LEADERS NETWORK



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