



SGLN Biopharma Leaders Programme

Managed by



Supported by



In partnership with





Contents

Welcome to the SGLN Biopharma Leaders Programme	01
SGLN-BMAC Collaboration	03
Learning Outcomes	06
Programme Components	07
2026 Cohort Profile	08
SGLN Biopharma Leaders Programme Journey	09
Local Leadership Module	11
Global Expedition	12
Communities of Practice (CoPs)	14
Industry Networking & Learning Events	16
Applying to the SGLN Biopharma Leaders Programme	19

Welcome to the SGLN Biopharma Leaders Programme



Programme Duration

1 Year

Jan – Dec 2027



Industry

Biopharma

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 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.



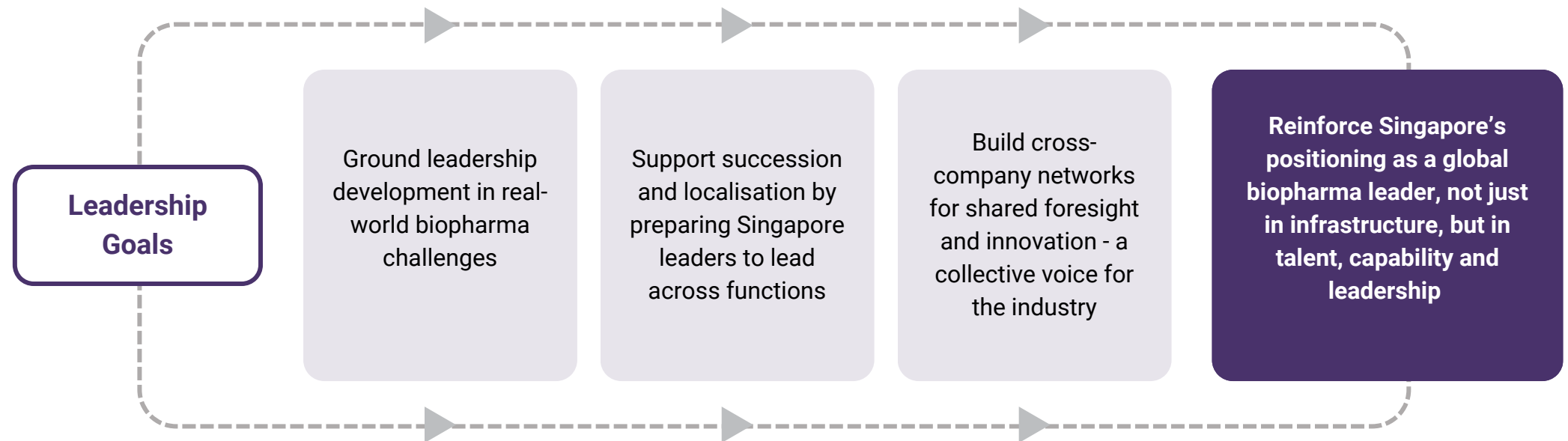


The SGLN Biopharma Programme was a meaningful and energising learning journey that challenged my perspectives, broadened my thinking, and helped me grow as a more effective leader.

Matthias Lim
SGLN Biopharma Leader (2026)
Smart Manufacturing Director, GSK

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 8th 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, 8th September 2025



Singapore's continued success as a leading global biopharma hub rests heavily on the calibre, resilience and depth of our technical and leadership talent. Through this programme, BMAC has worked alongside SGLN to shape a platform where professionals do not simply learn in isolation, but collaborate across competitive company lines on projects addressing pre-competitive and common industry challenges. This collective, unified voice is what drives the innovation and workforce transformation needed to keep our ecosystem vibrant. I invite all peers within BMAC to put their best talents forward for the 2027 cohort, as we build the next generation of site heads and global leaders.

Koh Liang Hong
Head of Site, Modulus, Sanofi
BMAC Co-Chair

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

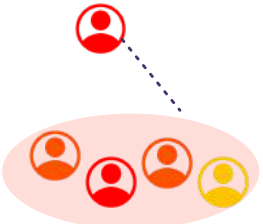
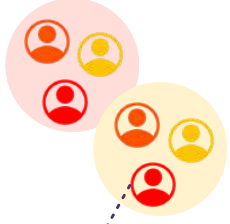
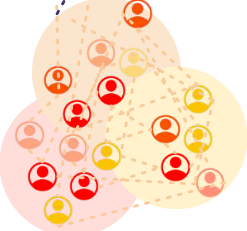
Apply learning through outcome-driven projects that address real industry challenges.

05

Learn global best practices across industries and develop ecosystem thinking

Gain exposure to global best practices and develop the mindset to identify connections and interdependencies that drive long-term impact.

Programme Components

Leadership Levers	Cohort Commitment	Timeline
 01 Leadership Modules Leadership development journey, comprising a local leadership module and a global expedition	7 days in-person module (2 days in Singapore and 5 days overseas)	Commences March 2027
 02 Communities of Practice (CoPs) Cross-company projects tackling industry challenges and shaping its future	Compulsory 7 hours of in-person sessions, complemented by asynchronous work across five months	
 03 Industry Networking & Learning Events Platform to share insights, spark ideas, and explore the future of Biopharma	Strongly Encouraged 3 hours per event, in-person	Up to 4 events/year

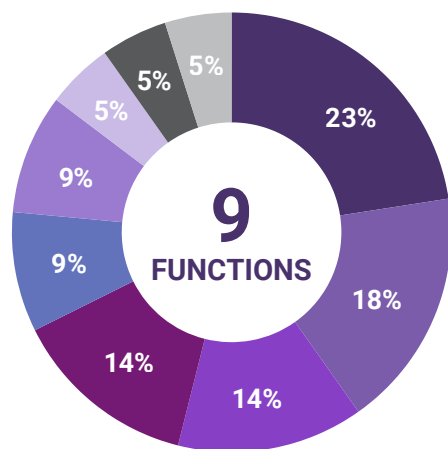
2026 Cohort Profile



12 BMAC COMPANIES

- Abbott
- Alcon
- BioNTech
- GSK
- Kaneka
- MSD
- Pfizer
- Roche
- Sanofi
- Takeda
- Viatrix
- WuXi XDC

Job Function



- Engineering & Maintenance
- Manufacturing & Operations
- Quality & QA
- Supply Chain & Procurement
- Product Management
- MSAT & Technical Services
- Finance
- Strategy & Planning
- Healthcare Service

Job Level



- Directors**
Smart Manufacturing | Quality Assurance | Operations | Packaging
- Heads of Function**
Supply Chain | Engineering & Maintenance | CHO Upstream Operations | Maintenance & Calibration
- Managers**
MNC | Manufacturing | Finance | Production | Procurement | Technical Standards | Quality Services & Improvement | Engineering Services
- Leads & Specialists**
Process Development | Strategic Program

SGLN Biopharma Leaders Programme Journey

An applied learning journey for participants to build capabilities, create connections, and drive collective impact.

Jan-27	Mar-27	Apr-27	May-27	Jul-27	Aug-27	Oct-27	Nov-27	Dec-27
Orientation Onboarding & Pre-engagement 14 th Jan, Thu <i>Virtual</i>	Deepen Leadership Module (Singapore) 30 th - 31 st Mar, Tue - Wed <i>In-person</i>	Expand Global Expedition (Overseas) 12 th - 16 th Apr, Mon - Fri Shanghai, China Connect Communities of Practice Cycle 1 29 th Apr, Thu <i>In-person</i>	Reflect Peer Reflections, Post-Expedition Learnings, Communities of Practice Cycle 2 27 th May, Thu <i>In-person</i>	Apply Communities of Practice Cycle 3 1 st Jul, Thu <i>In-person</i> Sustain & Consolidate Learning Event 29 th Jul, Thu (TBC) <i>In-person</i>	Showcase & Graduation Communities of Practice Showcase and Graduation Event 26 th Aug, Thu <i>In-person</i>	Sustain & Consolidate Learning Events (TBC) Sustain & Consolidate Learning Event 21 st Oct, Thu (TBC) <i>In-person</i>		



A lot of exposure, networking & real-life solutioning for the biopharma industry. I made some great friends and learnt so much along the way. This has truly been a privilege!

Akshaya Deosthale
SGLN Biopharma Leader (2026)
Senior Manager, Alcon

Local Leadership Module

This co-created two-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 strengthening its position as a global biopharma leader. 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.



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 the world's foremost centres of biopharma excellence, with each cohort travelling to a different global hub, examining different models of quality, speed and innovation across Europe, China and the United States.

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

In May 2026, the inaugural cohort undertook the first Global Expedition to Switzerland, with immersive visits to Roche, Novartis and leading research centres across Zurich and Basel, built around the theme of Precision, Quality and Global Scale.



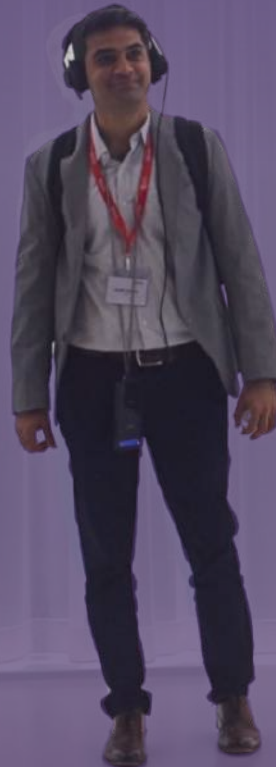
GLOBAL EXPEDITION 2026

Zurich & Basel, Switzerland

VOICES FROM OUR 2026 BIOPHARMA LEADER COHORT

“

It was fascinating to see how Switzerland is finding ways to innovate and thrive despite the different challenges it faces. This trip really opened my mind, especially when it comes to collaboration. It is so easy to walk away and do things alone, but we can never go far that way. Whether within a nation or on the international stage, this spirit of collaboration helps everyone move forward together.



“

The trip was insightful and brought many fresh perspectives on how I should navigate my career in the next 3-5 years.

“

This trip went quite beyond expectations, even for those who may not be used to external-facing meetings and interactions. What stood out to me was the sense that while one person alone might not know much, the curiosity of the full cohort enabled us to grasp, discuss, engage with, and learn many insights together. It made us feel truly involved. I've truly learnt a lot.

GLOBAL EXPEDITION 2027

Shanghai, China

Theme: Speed, Scale, and Innovation

A defining feature of the programme is the global immersion to Shanghai, one of the world's most ambitious and fast-moving biopharma innovation ecosystems. Participants will engage directly with the organisations shaping the next generation of biopharmaceutical manufacturing through curated visits to advanced manufacturing facilities, biomedical innovation districts and research institutes, complemented by dialogues with industry leaders.

Framed around Speed, Scale and Innovation, the immersion examines how AI, automation, digital manufacturing and ecosystem orchestration are enabling China to accelerate the path from scientific breakthrough to global commercialisation.

Beyond exposing participants to emerging technologies, the experience challenges leaders to rethink the strategic capabilities required to compete in an industry where innovation cycles, manufacturing excellence and ecosystem collaboration increasingly determine competitive advantage.

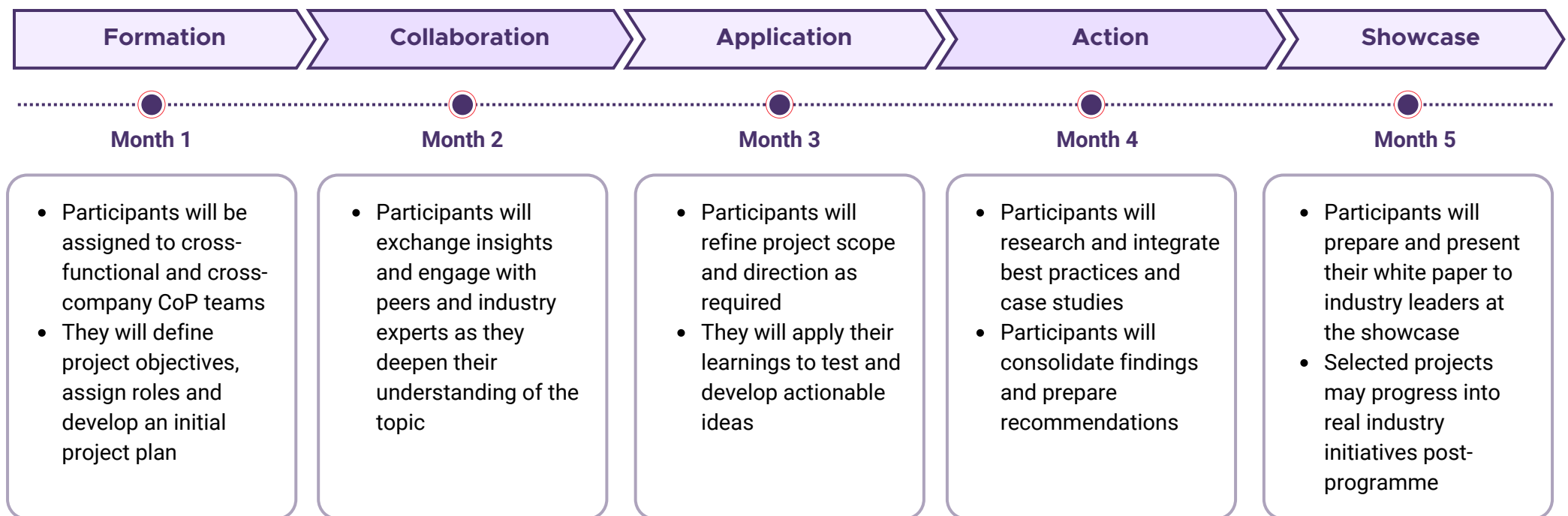


Switzerland showed the group what a mature ecosystem looks like. Shanghai can show the group what a fast-moving, policy-enabled, market-facing ecosystem looks like. That contrast is valuable.

— SGLN Biopharma Leader (2026)

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 a BMAC workstream, professionally facilitated, and supported by 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 sustain momentum throughout the programme journey — ensuring that participants continue to learn, connect, and contribute to shaping Singapore's biopharma leadership landscape all the way through to graduation and beyond.





Learning Event at Roche

On 21st April 2026, the inaugural cohort visited Roche to gain first-hand insight into leadership in a global biopharma organisation. Anna Ng, Head of Global Supply Chain and Product Strategy, shared candid reflections on building an international career, leading across cultures and having the courage to step beyond familiar roles.



The SGLN Biopharma Programme is very enriching and eye-opening. I loved the sharings from senior leaders, which will help me reflect and enhance my own leadership skills.

Chang Xiang Yun
SGLN Biopharma Leader (2026)
Head of CHO Upstream Operations, Roche

Applying to the SGLN Biopharma Leaders Programme



Programme Fee*

S\$9,500 (Subject to GST)

** Does not include airfare, accommodation, and in-country transport for the Global Expedition*



APPLY HERE

Scan the QR code or
click here to apply



Eligibility Criteria

- Working across the biopharma ecosystem, in any function (including research and development, manufacturing, quality, supply chain, process development, regulatory, and commercial and enabling roles), and across companies of all sizes, from established manufacturers to emerging biopharma/biotech.
- Singapore Citizens or PRs
- Currently at a mid-to-senior leadership level, with a 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

Compulsory Attendance

- Local Leadership Module
 - 2 days, 30th–31st March 2027, Singapore
- Overseas Leadership Module (Global Expedition)
 - 5 days (TBC), April 2027, Shanghai
- Communities of Practice (CoPs)
 - Session 1: 29th April 2027
 - Session 2: 27th May 2027
 - Session 3: 1st July 2027
- Leadership Showcase and Graduation:
 - 26th August 2027

Strongly Encouraged

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

Programme Effectiveness Evaluation

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

● **23rd July 2026, Thursday**

Applications Open

● **2nd October 2026, Friday**

Applications Close

● **30th October 2026, Friday**

Successful applicants will be notified

● **30th November 2026, Monday**

Payment of programme fee



Application Requirements



Professional Details

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



Reference Letter

Company-nominated applicants must submit a nomination letter. Self-nominated applicants must submit a professional reference letter.

The reference letter should outline:

- 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.





The SGLN Biopharma Leaders Programme was a highly enriching and eye-opening experience. It provided valuable exposure to global biopharma ecosystems, innovative technologies, and leadership practices.

Thiagu Dharuman
SGLN Biopharma Leader (2026)
Production Manager, Kaneka



LEADERS NETWORK



sgln.siig@hcli.org



sgln.hcli.org



www.linkedin.com/company/singapore-leaders-network



APPLY HERE

Scan the QR code or
click here to apply

