

## Stepping into leadership: How will I manage?

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### **Catherine Dixon**

#### **Please provide a brief biography for the Presenting author(s)**

Catherine (Katie) studied for BSc in Mathematics and Statistics, and MSc in Statistics, both at Lancaster University. After leaving academia in September 2020, Katie moved to Phastar, where she is now a Senior Statistician, primarily working as a study statistician in oncology.

### **Single topic, multi-speaker session, Workshop or Single presentation submission**

A single presentation/poster

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Whether it's becoming a line manager, or leading a study for the first time, stepping into leadership can be daunting. With progression, priorities can shift, and more emphasis is placed on interpersonal and organisational skills. Tailoring your management style to suit the needs of your client, direct report or team can be difficult. For individuals who are used to being hands-on, it can also be a challenge to recognise how and when to delegate. It is important to understand the skill set of those around you, but also to have self-awareness of your own strengths and weaknesses, and be open to new learning.

Phastar are trying to smooth this transition, with shadow-lead roles being one key way for junior statisticians to gain exposure to responsibility, within a supported environment. More recently, Phastar have also developed lead specific training material, focusing on collaboration, organisation, client interactions and many other important characteristics for an effective team leader.

In this presentation, I will discuss my own experience, starting as a graduate in a contract research organisation, and progressing to both line manager and study lead. I will highlight some of the most valuable pieces of learning I've had along the way, with the aim to help others navigate this shift more easily.