

YBP Conversation Guide - Onboarding Manager/Company Advocacy to Attend the Young Black Pharma Conference & Gala

Before You Meet With Your Manager:

Before your 1:1 takes place, your manager should know:

1. How the meeting will run:
[Express your desire to enhance your career development]
2. What topics will be discussed:
[Introduce YBP as a career development outlet you are ACTIVELY using. What's key is that you are already leveraging the YBP platform. Informing your manager of this and telling them the organic story of YBP's inception will establish a base of why his/her support of your attendance is valid.]
3. What needs to be accomplished:
Respectfully and boldly ask. Don't not shy away from the fact that you are looking for financial support to support your career development. Extend an invitation to share openly what you will learn at YBP. Being transparent with sharing demystifies what YBP is and invites your manager to join you on your career development journey.

If this is your first time having a 1:1 conversation on career development in this capacity, it is a good idea to send your manager an email outlining your expectations and the purpose of the meeting. Otherwise, managers might feel intimidated or as if the meeting is due to poor management or leadership. Making sure that your manager is on the same page ahead of time can really help the meeting and your request to stay positive and productive.

What To Do If Your Request Is Denied Or Support is Lacking:

Before responding to a rejection, make sure you know:

1. Define your why
[When asking for support, there is always the possibility of rejection. In the event that your manager is not onboard, it's important to remain positive. Remember, you are the owner of your career development. Remember to stay calm, don't show frustration, and curiously inquire why. The answer can vary. If the rejection is based on budget constraints or your company's spending restrictions, ask for ways to amend those policies if possible. At a last resort, ask to speak with the financial decision maker and advocate for yourself with that individual. Lastly,

convey that you fully understand and your response could potentially be worded as such:

“Thanks for taking the time to allow me to voice my passion for my career development. I understand that at this time, our organization is not in a position to support initiatives like this. I feel so strongly about this forum that I will pay the total cost of attending. I would love to continue discovering ways we can partner together to make opportunities like these a reality for myself and other colleagues. It’s important to me that in addition to work success pillars, that we are effectively developing people. I’m happy to work with you as a thought partner to move the needle forward on the front”

2. Demonstrate how your request aligns to company goals, strategic objectives, and annual outcomes

It’s important to always align the work you’re doing back to the overall strategic objectives of your organization. It is something that can not be ignored. It’s important to convey how your career development aspirations will allow you to fulfill those objectives. This shared vision will strengthen your case for support and allow you to fortify your executive presence.

3. Stay curious and ask for repeated follow-up

Remember to pay it forward. If there are individuals at your organization who embody the membership principles of YBP, then invite them to join. Additionally, YBP is not exclusively for “young” pharma professionals. It’s important to convey that black pharma colleagues/leaders across the generation spectrum are encouraged to join and engage. Lastly, share your YBP story. Share what it means to you and what the membership brings. Sharing your story helps to amplify the reach and impact of YBP’s influence and your own.