

November 2023



ON eNews



Welcome to our November 2023 eNews

November already! Post the slowly shortening days of early Autumn and the scariness of October, we head into a time of coming together, counting our blessings and time to reflect and plan for the year ahead. Thoughts may be with those in the world who currently have less to be thankful for at this time, compared to ourselves. We wish them better times ahead.



It is a time of coming together in the Life Sciences industry as the leading bio-partnering event of the year, EBD Group's Bio-Europe lands in Munich. One Nucleus will be exhibiting, with some of our members (Booth 209B) and we will be delighted to catch up with existing and new contacts throughout the show. Looking just a few weeks further ahead to December, we will be assembling for our own leading conference in the form of Genesis, Genesis Fringe and the online Innovation Workshops.

In this issue of our eNews, there are articles from team members along the theme of 'connecting'. Whether networking locally or globally, and following on from last month's theme of 'engagement', the team share their thoughts on how familiarity enables innovation, deal flow and personal development. We also welcome a new member of staff to the growing [One Nucleus team](#) in the form of Amanda Slote who has joined us as Research & Communications Administrator. The additional resource is being deployed initially to enable us to get to know our members and wider network at the company, team and individual level to facilitate:

- input on key policy areas.
- evolution of our One Nucleus activities.
- greater familiarity and connectivity among our ecosystem for improved signposting and support.

It's been an exciting month of looking forward at One Nucleus. Not just because Genesis is on the horizon (although that is reason enough to be excited,) but we continue to develop the new initiative plans. Keep watching this space as One Nucleus unveils three new and exciting initiatives to support and showcase our members in the form of a [Boston Bootcamp](#), [Annual Awards Dinner](#), [all-new Annual Review](#), and [Training Sat Nav](#).

As ever, you can keep up with the news from our members via our [website](#), [LinkedIn](#) or [X](#) pages. The [News stream](#) contains numerous updates from our community.

Tony Jones, CEO, One Nucleus

Harness the Power of Networking

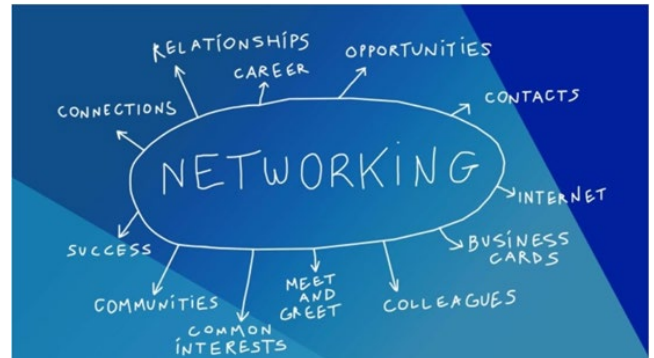


By Natalie Keuroghlian, Marketing Manager, One Nucleus

In a LinkedIn article from March 2023, [Robert Ford](#) set out the importance of business networking for individuals and organisations.

The often lengthy, complex and necessary B2B dealmaking required to create innovative solutions in biomedicine means the life science sector as a whole relies heavily on networking for success and deal flow. There is such a strong people factor involved which requires the building of relationships and trust to facilitate investment, R&D collaborations, recruitment and the giving of expert advice.

Networking is often the first step in sharing knowledge to aid innovation, connecting for career development and awareness of new business opportunities when accessed and utilised appropriately. Some will refer to '[Value Networks](#)' or '[The Network Effect](#)', in adding value to a product or service and driving sales. Often confused, and to the detriment of the perceived value of networking per se, is the difference between networking and sales. The underlying motivations and hence behaviours to engage others can be very different, explained more fully by a useful [Money & You publication](#) for reference.



Making the Most of Membership Groups and Associations



The role of industry membership groups, such as One Nucleus is to nurture an effective environment for deal flow in life sciences. Whether those transactions involve investment, B2B collaborations, out-sourcing, recruitment or other, they all represent forms of deal flow that are all essential for success. Not focussed on just One Nucleus or life sciences industry to

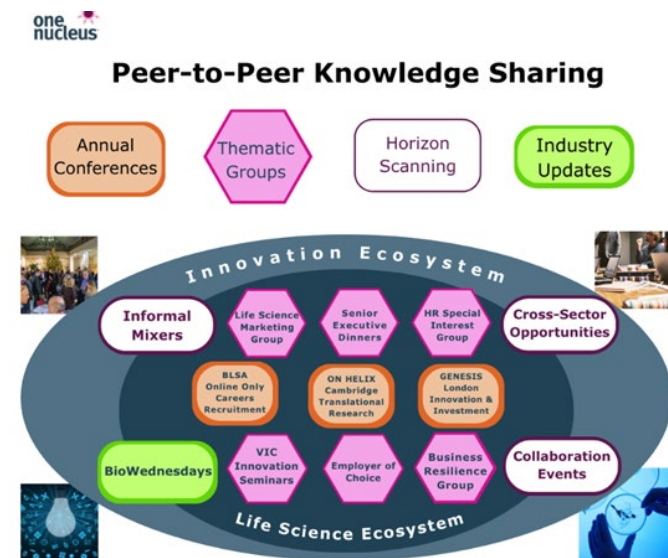
illustrate it's not just us, a good read is from the [Data Centre Trade Association](#) that positions networking as the most common and obvious benefit. The bringing together of the ecosystem is therefore an important aspect of these organisations where being as inclusive as possible of members and non-members, encouraging attendees to be open to others' interests and respectful of networking compared to selling behaviours is the key to success beyond the very short-term.

Unravelling the Benefits and Insights of One Nucleus Events

Given events provide the ideal opportunity for networking, which as described above is the cornerstone of professional and business growth and development, it's rewarding for One Nucleus to see individuals from the ecosystem join our events again and again. Their repeated harnessing our gatherings to build and develop meaningful connections is taken as a key indicator of the efficacy of the networking provided.

Harness the Power of Networking

In an increasingly interconnected world, where the exchange of ideas and collaborations are crucial for progress, these events serve as pivotal platforms for fostering meaningful connections, gaining valuable insights, and expanding one's reach. Among the diverse myriad of events provided are larger conferences such as the annual [Genesis](#) and [ON Helix](#) conferences. Running for over two decades, Genesis stands as a testament to the power of networking in shaping the landscape of the industry by assembling a critical mass of industry opinion leaders and stakeholders to share their views. More recent years has seen the delegate interface at Genesis and ON Helix now include using a conference app, enabling delegates to connect, [arrange 1-2-1 meetings](#) and continue networking in the virtual as well as physical world.



Size is not everything however, and there is much to be said for a variety of networking options to meet the interests, budgets and diaries of all. The array of One Nucleus events is represented in the image opposite where it can be seen in addition to the conferences the following formats are delivered:

Focused Meetings Including Innovation Seminars and Thematic Groups:

Structured with a strong, technical, business or operational focus of content, hosted and facilitated by experts in their field, these sessions gather participants to delve into depth on their key areas of responsibility.

Whilst engaging in what are more intimate numbers and settings than a large conference, participants are able to learn and engage in focused discussions on the latest trends, challenges, and opportunities affecting their role directly.



Keeping Updated on the Ecosystem and Landscape Including BioWednesdays

One of the primary benefits of networking events is the opportunity to gain real-time insights into the ever-evolving industry ecosystem. Whilst perhaps not needing to be a subject matter expert for their day-to-day role, most working in the sector do benefit from knowing at least the headlines, trendlines and key considerations across the biomedical innovation landscape in order to engage effectively with colleagues and partners to develop the optimal strategies for success. Events such as the BioWednesdays have provided such opportunities for the past 23 years. The format has always been conducive to these short, digestible updates on topics as varied as 'China: Where are we now?'; 'Building a sustainable life science future'; and 'The impact of ESG in life science investing'. The formal parts of the events sandwiched between ample networking time over drinks to enable that all important connecting, relationship building and onward deal flow.

Harness the Power of Networking

Informal Mixers including Pub Socials

Throughout the year, One Nucleus hosts a number of less structured sessions which focus purely on the networking. Often held in a suitable pub, as a dinner or similar, the events are free to attend and provide those gathering with the ideal chance to catch up with known acquaintances, new faces and potential business partners or employers. No fixed agenda, a simple and accessible format to harness the human factor of a successful journey.



Genesis 2022 Eve Social

To summarise:

To round out this article, a quick recap on the immense power of networking available through One Nucleus.

Learning - Networking events serve as valuable hubs for continuous learning and professional development. Through interactive and informative sessions, participants can acquire new skills and insights, fostering a culture of continuous learning and improvement.

Profiling - Networking events provide a unique opportunity for professionals to build their personal and professional profiles. Attending and actively participating in events allows individuals to showcase their expertise, establish their presence in the industry, and elevate their professional profiles. Networking with industry influencers, potential collaborators, and decision-makers facilitates the building of strong and enduring professional relationships, which could potentially open doors to new opportunities and collaborations.

Extended Reach through Promotion and Social Media - In an era dominated by digital connectivity, networking events offer a vast scope for extending one's reach through effective promotion and social media engagement.

Through a mix of strategic social media campaigns, recording of key sessions for wider dissemination, and interactive online discussions, One Nucleus events successfully expand its influence beyond physical boundaries, reaching a global audience and fostering a vibrant online community.

In conclusion, networking events such as the Genesis Life Science Conference play an instrumental role in shaping the trajectory of the industry. Beyond mere networking, these events offer a valuable platform for fostering collaboration, sharing knowledge, and cultivating a vibrant community of professionals dedicated to driving innovation and progress in the life science sector. As professionals continue to recognise the immense value of networking events, it is clear that they will remain integral in shaping the future of the life science industry across the globe.

Join the Life Science Thought Leaders Today!

genesis 2023

one
nucleus

7 December 2023
1 Wimpole Street, London

Connecting for Knowledge



By **Jasmin Bannister**, Member Engagement Manager, One Nucleus

A phrase often used in many circles where a competitive edge is sought is 'knowledge is power'. It is often accredited to Francis Bacon (*Meditationes Sacrae* 1597) although records also show Thomas Jefferson using this phrase in relation to the establishment of the University of Virginia in the 19th century, clearly alluding to the empowerment that comes from knowledge but also to knowledge leading to feelings of safety and happiness. In more recent times, The British Academy has initiated using the activity of '[Connected Knowledge](#)', celebrating how interdisciplinary research and learning shapes the world when STEM (science, technology, engineering and mathematics) and SHAPE (social sciences and arts for the people and the economy) come together. With the emergence of the TechBio phenomenon, sub-sector terminology used more heavily in UK and



[*Image from StartUS Insights 'Top 10 TechBio Trends in 2023' blog](#)

Europe more so than the US, perhaps there has never been a time when the benefits of interdisciplinary knowledge-sharing, ideas exchange and trusted relationships across such divides have been more relevant. For people in such different fields to connect requires some facilitation since it's unlikely to be the comfort networking or even social playground for most involved. Innovators, entrepreneurs and those that seek to support them however appear at their most invigorated when just outside of that comfort zone and on the edge. The best

environments for these drivers and sector experts to build the awareness, confidence and trust to bridge the gap to their counterpart connections is a goal of anyone seeking to enable others to be game-changing disruptors for the greater good. One Nucleus is one such stakeholder who aspires to provide such environments.

The power of the life sciences industry to change lives revolves around the type of interconnectedness described above. It may not always be as obvious as bridging between technology and arts and more likely be realised more between scientists connecting to engineers connecting to lawyers and financiers in order to practically translate a great idea into a great product. One Nucleus is committed to creating an environment that fosters such connectivity, ideas-sharing and collaboration. Underpinning that ability to support our members and wider stakeholders in gaining the knowledge, skills, confidence and teams to stimulate such progress is the understanding of both the companies and their employees in our ecosystem.

Investing in Understanding You and Yours

Whilst the knowledge of One Nucleus and its collaborators is strong, there is always room to improve as a membership group and get to know our stakeholders at an even deeper level in order to bring the best support ideas forward. This ambition to evolve to be even better is illustrated by the growth of the [One Nucleus Team](#) with the recruitment of Amanda Slote.

Connecting for Knowledge

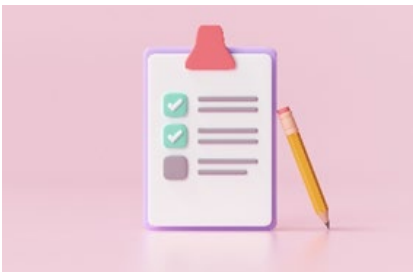


Amanda Slote

[Amanda](#) has joined us as Research and Communications Administrator to provide One Nucleus with the resource to get to know our members and network at a level that enables One Nucleus to develop the best support offerings; consult members on key policy matters affecting their businesses or staff and mapping out further resources accessible outside of the One Nucleus offer. It means it will be even easier to answer questions when you or a colleague have a problem, or notice something strange in your neighbourhood and the first thought is '[Who you gonna call?](#)'

Tell Us About You

To get started on deepening the knowledge, One Nucleus has just launched its [Getting to Know You](#) survey 2023. The initial research is focussing on the people issues on matters affecting



teams' productivity and aspirations. The short survey includes questions about any perceived Learning & Development gaps, challenges experienced around work and longer-term career drivers. We are in an incredibly fortunate position to work with people from all corners of the life sciences industry and recognise the critical role each individual plays in ensuring success of the sector, irrespective of their role, discipline (lab and non-lab based) and career plans.

The Training Sat Nav Call To Action



Monalisa Breazu

In parallel with the survey above, the [One Nucleus Training](#) team is creating a new tool to help support life science companies develop their teams. Whilst One Nucleus offers a portfolio of first class formal courses, there is an array of technical and softer skills that staff may need to develop outside of that portfolio. Yet the portals through which to search for such training provision can be limited. To address this, One Nucleus is researching and developing a [Training Sat Nav](#), reflecting the needs that we are made aware of by our member companies and the onward research to identify credible providers of such courses. To further this endeavour, we are launching a Call to Action to our network to alert One Nucleus to any:

- Training needs you experience, no matter in what volume.
- Training providers you currently use to fill those needs (if available)
- Training courses you offer and would like listed on the platform

Our aspiration for the project is to help empower employers, team leaders and individuals interested in developing their skills, knowledge and interests to navigate the many resources available through One Nucleus and our broader network. Whether a scientist, entrepreneur, administrator or seasoned professional, the aim is for this to be the tool to guide you on your Learning & Development journey.

For more information or to respond to the Call to Action, please [email Monalisa Breazu](#) who will be happy to hear from you.

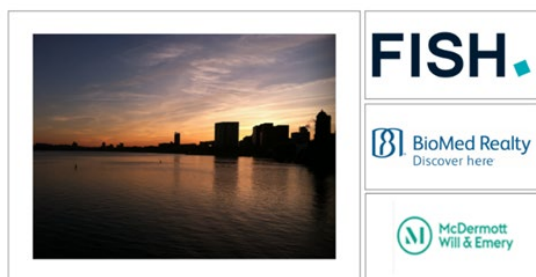
The Importance of Being Globally Connected



By Alicia Gailliez, Business Development Manager, One Nucleus

International connectivity in the field of Life Sciences fosters the exchange of insights and knowledge, leading to the acceleration of innovative new treatments against unmet medical needs globally. A recent prominent example of this was the collaboration across academia, industry, regulators and Governments to combat Covid-19. Open innovation among research scientists and expert advisers accelerated the roll out of the Covid-19 vaccine immensely. This sort of connectivity also enables the advantage of knowledge transfer from nations with a particular expertise to those with fewer resources, bringing benefits to all. For example, this was evident during the Covid-19 pandemic where the UK led the world in virus and human genome sequencing. [The UK represented 24% of all samples uploaded during the pandemic to the Global Initiative on Sharing Avian Influenza Data \(GISAID\) database](#). More recent examples include the second [Malaria vaccine](#) to be approved and the approval of for Alzheimer's disease. These two examples, not open innovation on the scale of Covid-19 response, but equally highlighting the importance of cross-border collaboration.

International connectivity can be important from an innovation, business, and operational perspective. Whether within teams or within expert areas of focus, it is generally accepted that diversity drives innovation. Accessing innovative peers in multiple locations and environments should contribute to this phenomenon. As explained by [Sylvia Ann Hewitt et al](#) in Harvard Business Review; 'diversity unlocks innovation and drives market growth'. Not simply about being innovative, but global connectivity allows companies to access larger international markets, strategically outsource functions to reduce operating costs and access skills and talent that can be more restrictive in one location compared to another. How one nurtures and facilitates such cross-border connectivity can be a challenge, as discussed at the June 2023 One



Nucleus Breakfast 'Building a Bridge to Boston' session among other satellite events to the BIO International Convention. The perceived low hanging fruit mechanism raised was an alumni network or diaspora – in this case life science executives who have spent time in both locations and could now act as a form of advisory and introductory function. Everyone is human however, building relationships and connections that last is in

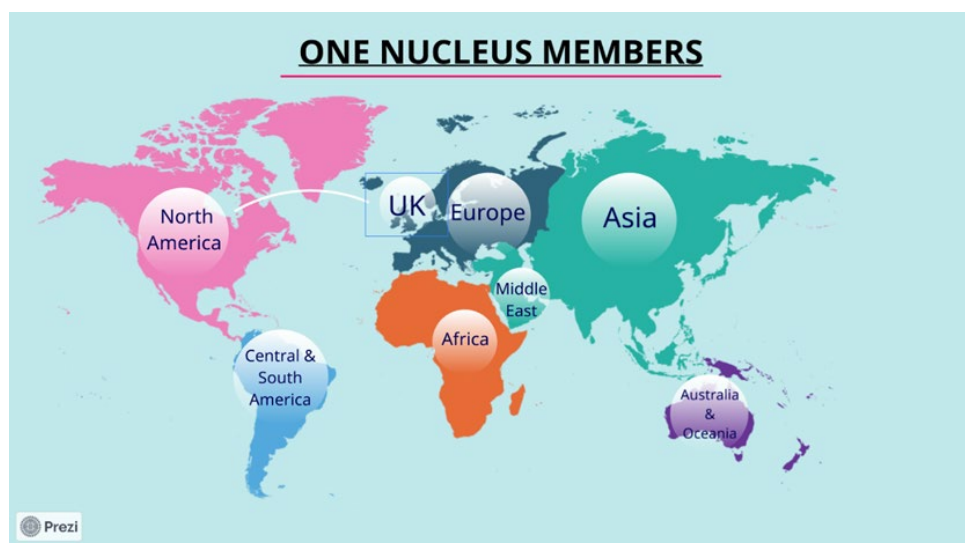
their nature and most are generous with making connections. However, it is a personal thing about who you wish to connect, so the idea of formalising this process may seem a little onerous. Moreover, we work with a very mobile workforce. This means whilst an individual may be conveniently located today, nothing says they remain there, so maintaining the dataset becomes a challenge once moving beyond an individual's own trusted network.

The Importance of Being Globally Connected

Global Network of One Nucleus Members

As a membership organisation based on corporate rather than personal membership, One Nucleus elected to consider how we could facilitate such a cross-border connectivity at the company level. Compared to contacts on a personal level, this is less onerous and generally more stable in terms of connectivity. One of the major characteristics of World City locations such as London and New York as business hubs is that via their businesses, they are very globally connected on a 24/7 basis. A local contact in one location can serve as the most effective bridge to introduce you to a credible contact in your target market.

Looking at the global presence of One Nucleus members, it reflects this wide geographic connectedness of the Life Science industry [as illustrated here](#). One Nucleus members are present in a collective of 591 locations within the UK.



Data analysis and visualisation by Monalisa Breazu, One Nucleus

play its part in supporting our members, and indeed the UK, in developing a more effective growth interface with the Greater Boston cluster, leveraging the connectivity enabled by such transatlantic presence of members is a key attribute.

Boston Bootcamp 2024

Building on the foundations of the scoping work undertaken by One Nucleus over the past 1-2 years, the understanding of the existing connections for One Nucleus members to the Boston cluster, One Nucleus is launching a new initiative to introduce and prepare emerging life science company members for doing business in the Greater Boston cluster – [The Boston Bootcamp](#). Supporting our members that have ambitious growth plans for the US, this competition is aimed at early-stage UK companies that are past the initial start-up phase. The winners will benefit from a sponsored bootcamp experience of two-days of intensive boardroom-style sessions with Boston-based experts covering topics such as investment, intellectual property strategy, lab leasing, building leadership teams and more. Participants will have the opportunity to network and connect with key contacts in the Boston ecosystem, further opening doors for finance, R&D partnerships and business growth opportunities.

In a [2021 JLL report](#) Boston, MA was labelled as the 'indisputable centre of the Life Science world'. The distribution of our members' physical presence in the US correlates with this statement, with 54 members having an office in MA also. In total there are 394 One Nucleus member offices in the US.

For One Nucleus to

The Importance of Being Globally Connected

Continuing the Global Conversation

One Nucleus has delivered several events over recent months which has kept the conversation and facilitation of international expansion front of mind. This ongoing dialogue has allowed members to ask their own questions and seek assistance from those who understand the common pitfalls, help to dispel myths and stay informed of international trade agreements. These events have included:

[Accessing the US – Understanding and Navigating Your US Expansion](#) with [RSM](#); [China – Where are we now?](#) with [CMS](#); and [Innovaud Life Sciences UK Mission](#) with [GTM Global](#). The outputs from these recent events highlighted several important key messages:

- The recommended approach was to get “under the headlines” when researching opportunities in other markets. For example, businesses should not let concerns about Intellectual Property protection deter them from engaging with China, as China’s IP regime is becoming increasingly aligned with global standards.
- Getting the right expert advice can really help a company to steer clear of potential pitfalls. For example, expert guidance regarding tax and employment laws which vary from one US state to another.
- Engaging in frequent dialogue with key stakeholders is valuable for growing networks and showcasing opportunities on offer that can assist a company with future development in a region. For example, this may be in the form of an international soft-landing program, such as [StartLab](#) offered by life sciences campus in Lausanne, Switzerland.



Supporting Your Next Overseas Steps...

As well as staying informed, building a strong global network by attending international events helps to open doors for cross-border partnerships. To some extent, gaining insights and understanding the challenges in advance in a ‘safe environment’, such as those examples highlighted above, can help companies to improve their chances of success when engaging in their next steps, partnering deals, expansion or investment pitching. Through our partnership with [EBD Group](#), One Nucleus provides members with discounts on registration at key international partnering conferences such as [BIO Europe](#), and to assist with connectivity in different regions.

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Additionally, One Nucleus provides support on travel and budgeting via our cost savings on [United Airlines](#) airfare and [Jewel Airport taxi services](#).

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