

Compare and Contrast the Leaders of Pfizer Pharmaceutical Company

Posted on July 1, 2018

Pfizer and the Importance of Executive Leadership

Pfizer is one of the leading pharmaceutical companies in the world. The ability of the company to make a positive contribution to wealth creation in America makes it stand out in the business paradigm. The company not only focuses on human pharmaceuticals but also on multiple aspects related to consumer healthcare, healthcare products as well as confectionery. Due to the ability to offer various elements, the company can raise a significant amount of revenue. Diversity is critical in every instance since it provides a broader scope regarding revenue collection. According to the various leadership experiences in the company, the focus has been on marketing, with the company spending a substantial amount annually. The approach is critical in fostering scalability as well as profitability. The essay compares essential leaders of the organization since they are behind its success and failure in various instances.

Comparative Leadership Across the Executive Team

The top leadership at Pfizer plays a crucial role in its success. Therefore, it is imperative to explore the critical attributes depicted by these leaders. Comparing and contrasting these leaders illustrates the strengths and weaknesses that will foster further scalability of the enterprise. Ian C. Read is the overall manager on the premises. Ian is up to the task since he served as a Senior Vice President in a worldwide biopharmaceutical business. In the highlighted capacity, Ian managed to help in five global units. They include oncology, emerging markets, established products, specialty care, and primary care. Like Maslow's hierarchy, Ian began at the lowest level possible as an operational auditor. The position was to serve his personal needs and enable him to grow to the level of self-actualization (Harrigan & Commons, 2015). Rising through the level takes time and requires the necessary skill, which Ian acquired along the way. Ian has the best educational background, with a B.Sc. in [Chemical engineering](#). The accountant's certification also adds to his credentials, which makes him suitable for the position (O'down, 2014). Ian mostly depicted the visionary style of leadership that saw him rise through the various levels and positively impact the organization. He understood the vision of the company and that promoted teamwork. The directive part of the [leadership style](#) is also crucial since it enables Ian to oversee various aspects of the organization.

Frank D'Amelio and Operational Leadership

Frank D'Amelio serves as the executive vice president. Moreover, he incorporates the roles of the business operations and the company's chief financial officer. Frank serves various departments in business development, finance, and business operations (Anwar, 2016). Depicting a participating leadership style enables Frank to minimize the possibility of conflict that can still compromise essential performance within the organization. Maslow outlines esteem needs as a significant contribution to success in leadership. Frank controls his ego, and that enables him to foster success within the organization. Just like Ian, he is a visionary, which further promotes the success of the team.

Rod Mackenzie and Scientific Strategy

Rod Mackenzie is also a significant leader focusing on developing and advancing various areas, including metabolic disease and cardiovascular risks. The ability to serve in the portfolio strategy aligns with his visionary leadership style to foster the [organization's success](#), just like Ian. Nevertheless, Rod depicts aspects of participatory leadership that enable him to lead the investment Committee (Maak, Pless & Borecká, 2014). The main aim of the Committee is the ability to maximize all the returns related to research and development within the enterprise.

Angela Hwang and Global Market Leadership

Another crucial team leader is Angela Hwang, the president of Essential Health. The position is demanding since she has to lead a global organization with outlets in over 160 countries. The department also deals with over 600 products, accompanying diverse personalities with different demands. The international portfolio makes it demanding and requires a collaborative approach to leadership, which Angela wholesomely articulates in her leadership approach.

Visionary and Participatory Leadership at Pfizer

Most leadership styles in Pfizer are visionary and participatory. The approaches enable the management to scale performance. Moreover, there is a drastic reduction of conflict, which contributes to the failure of any other organization. Pfizer has a global dimension that encompasses different realities and personalities. It requires leaders who can unite people and serve a common goal of prospering. As Maslow outlines, it is imperative to help in five key categories in every process. Every persona, at any given instance, will strive to be at the apex of the hierarchy. Even though every leader within the organization passes through every stage, they never place their interest at the top, enabling them to serve the group best. Having a sense of personal potential as well as self-fulfillment not only results in price but also especially motivates a person. Every leader at Pfizer is indeed

motivated.

References

Anwar, S. T. (2016). Corporate inversions and mergers: The case of Pfizer. *Global Business and Organizational Excellence*, 36(1), 56-69.

Harrigan, W. J., & Commons, M. L. (2015). Replacing Maslow's needs hierarchy with an account based on stage and value. *Behavioral Development Bulletin*, 20(1), 24.

Maak, T., Pless, N. M., & Borecká, M. (2014). Developing responsible global leaders. In *Advances in global leadership*(pp. 339-364). Emerald Group Publishing Limited.

O'dowd, A. (2014). Merger with AstraZeneca will create a scientific" powerhouse," says Pfizer. *BMJ: British Medical Journal (Online)*, 348.