

Biography: Shawn S. Simon



Shawn Simon is a highly accomplished Biotech/Pharma executive with over 25 years of experience coaching and leading sales, marketing, trade, business development, and managed markets teams at Fortune 500 companies such as Bristol Myers Squibb, Sanofi, and Novo Nordisk as well building successful biotech start-up INSYS Therapeutics Inc. In his roles as Director, VP and SVP Shawn has experienced many of the business, performance and coaching challenges that executives encounter in most industries. Those positions afforded Shawn a number of his considerable career achievements: playing key roles in launching more than a dozen \$100M-\$2B brands; operating a \$1.5B P&L/ portfolio; leading several therapeutic specialty sales teams; negotiating brand to generic authorizations; developing DTC campaigns; contracting with dozens of Commercial and Part

D payers; managing strategic alliances with the C-Suite members; and increasing sales teams performance to meet and exceed corporate objectives.

In his various leadership roles, Shawn has developed and coached dozens of talented people who have since advanced to become Directors, Senior Directors, VPs, SVPs, GMs, and Presidents or owners of small companies. During his tenure he gained experience and has a passion for:

- Coaching individuals for the “changes” desired for improving their leadership, executive presence, interpersonal skills, collaboration, team performance management, communication, followership
- Coaching talent in transition, new to a role, the first 100 days, moving onto their next career.
- “Team Coaching” for leaders who desire to take their teams to the next level of performance.
- “Leadership Development Workshops” on strategy, building trust, collaboration, conflict management, level 3 listening skills, delegation & empowerment, facilitating issue resolution and problem solving.

Shawn has BS Chemistry and Biology from SUNY at Fredonia; completed AHIP’s Executive Leadership Program; and completed Executive Development Programs at the University of Michigan Business School, The Massachusetts Institute of Technology, University of Michigan Business School, Kellogg University, Wharton, and University of Southern California. **Shawn is all about coaching people to achieve their “ideal self” and has completed the ACTP /ICF “Hudson Institute of Coaching” Santa Barbara certification. In addition Shawn has completed the Vistage International CEO/President coach training program, is a “Certified Professional Behavior Analyst” (DISC) and Shawn is also a Certified Bates ExPI Partner/Coach. The Bates ExPI is the only scientifically validated assessment for executive presence and leadership that generates results.**

In his spare time Shawn likes to practice on his gourmet cooking skills and tour the country on his Harley Davidson “Ultra Classic” Anniversary Edition where he has completed a couple of “Iron Butt” 1000 mile plus rides. He is also a PADI certified scuba diver and an avid skier. In addition to supporting the local soup kitchens he was also known to ride his “unicycle” several miles to raise awareness and funding for the American Diabetes Association and help corporations raise senior executive sponsorship and funding to the United Way Campaign. In addition he and his teams have played a key role with volunteerism in supporting the Habitat for Humanity and the building of Musicians Village post hurricane Katrina. He is also the proud father of three children who are all well on their way to completing college and two who fortunately are now in the workforce.