

**Texas Tech University
Department of Chemical Engineering
Seminar Schedule**



LEADERSHIP AND INNOVATION

Gary E. Frashier
Texas Tech Distinguished Engineer

Abstract

In this discussion, the focus will be on Leadership and Innovation, and the relationship between the two. Recent research has positive implications that may serve to guide organizations to improve their sustained innovation success. There are several positive leadership styles, and several negative leadership styles, and these have a significant effect on innovation within an organization. The Authentic Leadership style, in particular, was found to have a strong positive relationship with innovation.

Innovation is a key driver of growth and profitability in most companies today. Innovation itself is a complex, multi-stage process, with different activities and different individual behaviors at each stage. However, innovation success begins with the organization's culture. Leaders cannot simply decide to promote innovation, they must shape it, and they must learn to use the tools available to enable and encourage it. The metric of Innovative Work Behavior can be used and measured by leaders to improve the innovation success of an organization and to sustain it over time.

Bio

Mr. Frashier has served as a director of Achillion since March 2008. Mr. Frashier, through his company Management Associates, has been a strategic consultant to emerging growth companies in the life sciences field since 2000. From 1990 to 1998, he served as Chief Executive Officer of OSI Pharmaceuticals, Inc., a biotechnology company, and from 1997 to 2000, as its Chairman of the Board. From 1987 to 1990, he served as President and CEO of Genex Corporation, a protein engineering company, and from 1984 until 1987, as Chairman and CEO of Continental Water Systems, Inc., a manufacturer and marketer of equipment to produce ultra-high purity water used by the pharmaceutical, medical, electronics and research industries. Mr. Frashier also served as Executive Vice President of Millipore Corporation, a provider of products and services used in pharmaceuticals, manufacturing, clinical, analytical and research laboratories, and as President of Millipore's Waters Associates chromatography subsidiary. Mr. Frashier also serves on several Boards of Directors of privately held companies, including Xeras, Inc., Metric Medical Devices, Inc., and Cardioate Inc. Mr. Frashier received a B.S. in Chemical Engineering from Texas Tech University, where he is a Distinguished Engineer, and received his M.S. in Management from the Massachusetts Institute of Technology, where he was an Alfred P. Sloan Fellow. Board Committees: Compensation Committee; Compliance Committee Skills and Qualifications: Our Board of Directors believes that Mr. Frashier's extensive managerial, manufacturing and merger and acquisition experience and his experience as a chief executive officer of multiple life sciences industry companies qualifies him to serve on the Board of Directors and allows him to make significant contributions to the Board of Directors. Additionally, as a director with several emerging technology companies, and as a consultant in the industry, Mr. Frashier is able to provide extensive experience in compensation management, alliance management and strategy development, enhancing his value on our Board of Directors.

**Friday, Feb 15
3:00 pm
Livermore 101**