



WOMEN IN LEADERSHIP



What was your path into leadership?

My path into leadership has been shaped by perseverance, self-reflection and learning through experience. As a minority woman, I didn't have much mentorship. At the start of my career, I wasn't bold enough to ask for what I needed, which meant I often had to navigate challenges by using my mistakes as opportunities to learn and improve. Each setback taught me something valuable about resilience and the importance of staying true to my values.

At Eisai, I found a place where I could truly belong: where growth was not limited by conventional expectations, and leadership potential was recognized and nurtured. One impactful experience was participating in our Building Transformative Leaders Program, which reflects Eisai's belief that leadership is about unlocking the unique strengths each individual brings to the table. It helped me refine my leadership style, deepen my strategic thinking and connect with peers across the organization.

How has your leadership philosophy evolved?

My leadership philosophy is centred around "walking my talk." I believe leadership starts with modelling the behaviour I want to see, whether it's integrity, empathy or accountability. I used to think I had to mimic the styles of other leaders to be effective. It wasn't until I embraced my authentic self that things fell into place. I realized people respond best to leaders who are genuine, and that authenticity builds trust and connection.

Over time, my philosophy has evolved to include the principles of "servant leadership." I see my role as one of service — creating space for others to grow, listening with intention and removing obstacles so my team



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Laveena Kamboj

Senior Director, Value Access & Policy
Eisai Canada

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Why is it important for women to speak up?

It's imperative that women speak up as employees, leaders and advocates for the health of themselves and others. Silence doesn't protect us — it only delays progress. Our voices carry insights that are essential to creating more inclusive, responsive systems, whether in the workplace or in health care. Speaking up is an act of courage and leadership.

Chronic insomnia is a good example of an area where our voices need to be heard. Research has shown that more than two-thirds of women aged 45 to 64 experience poor sleep at least three times a week. One-third suffer from it daily. Yet many endure this in silence, assuming it's something women have to cope with on their own. We need to break that silence, raise awareness and drive change.

How does Eisai's focus on human health care support women?

Eisai's human health care (hhc) mission is rooted in the belief that all health care is about people first. In Canada,

that means putting patients and their families at the centre of everything we do by listening to and learning from people with lived experience. This philosophy has had a profound impact on how we support women, whether they're patients or caregivers.

An example is the work we've done in early Alzheimer's disease. We know women make up nearly two-thirds of those diagnosed with Alzheimer's disease, and more than three in five unpaid caregivers for people with Alzheimer's are women. We also understand that patients' and caregivers' concerns about mild cognitive decline are often dismissed, which means missed opportunities to prevent progression of the disease.

Eisai's hhc mission empowers us to bring the voices of patients and their families forward, challenge the status quo and build solutions that reflect the realities of those we serve. By listening deeply and acting intentionally, we're working to create a more compassionate and inclusive health-care environment.

