

About Roxanne Allaire

President at Roxx Consulting Service Inc.



Now more than ever, it's absolutely critical for biotechnology companies to take their organizations to new heights and **obliterate organizational ineffectiveness** if they are to **grow a prosperous enterprise and attract the market**: top talent, M&A's, capital funding, customers and partnerships.

Roxanne Allaire, an Organizational Development Strategist and Leadership Expert, strongly believes that **improving company-wide effectiveness results in increased attractiveness**.

Only those companies who *consciously* develop a high-level of effectiveness will consistently achieve company goals and attract the eye of the marketplace. **It takes more** than successful marketing!

What exactly *is* org effectiveness? It's your organization excelling in just about every business management function there is, from the top-down. And yes, it is possible to achieve!

When you're ready to have the market knocking on *your* door, Roxanne is the "growth optimizer" you'll want on your team!

Worldly Experience in the Biotech Industry

Roxanne's interest in Organization Development and effectiveness comes from more than 10 years of worldly experience in the biotechnology industry.

Initially a scientist conducting basic research in the area of cardiovascular disease, Roxanne transitioned to biopharmaceutical sales to satisfy her drive for fast results, as well as diversify her opportunities for winning.

Hardworking, competitive and motivated by ROI, Roxanne has earned a successful track record in business development.

Before launching Roxx Consulting Service, Roxanne managed a sales area at Cephalon Inc., a biopharmaceutical company, where she served as a stabilizing force on her sales team in an ever-changing business environment.

Prior to that, she worked as a CNS Sales Specialist at Organon Pharmaceuticals, and then at Cephalon, winning numerous company sales awards and recognition for her personal leadership.

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Past clients and employers include The Medical College of Wisconsin, Prodesse Inc., Akzo Nobel, Cephalon Inc., Advanced Pain Management, Silverhawk Capital Management, and Pravo Wellness Centre.

Roxanne is a member of Resource Associates Corporation (RAC), BioForward, and The Wisconsin Innovation Network (WIN).

A Creative Problem-Solver with Bottom-Line Practicality

Roxanne has a reputation and character for facing challenges head-on. She is skilled at attacking problems with an unyielding passion for success. Her drive for learning and leadership has made Roxanne a highly knowledgeable and credible team asset for project management and development.

The value Roxanne delivers to clients and organizations are the very same qualities that have helped her achieve professional and personal success throughout her career:

- Survivor in the business arena with a good business sense
- Drive for results
- Strong sense of urgency to complete projects quickly
- Hardworking with an ROI mindset
- Profit-driven and wants to win!
- Keeps others on task to maximize ROI of human capital
- Conscious of deadlines
- Ability for seeing problems *early*
- High regard for quality
- Strong performance in the midst of heavy competition
- Quickly develops procedures and tools for org effectiveness
- Looks for the deeper meaning in issues
- Logical, succinct, fair-minded, and analytical in making important, high-risk decisions
- Ability to ask the “right” questions for effective data gathering
- Provides balance to a variety of job-related issues
- Adaptable as a leader or as a supportive team member
- Thrives in a changing environment
- Skilled at handling many activities
- Can maintain a calm effectiveness in worked-up environments
- Capable of taking inconsistent behaviors to new levels of improved performance
- Easily initiates change when called upon

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Always Ready for a Challenging Project

Clients who will benefit the most from working with Roxanne are innovative companies of any size who are experiencing one or more of the following:

- Desire to grow an effective organization, built on purpose and culture
- New initiatives or challenging projects
- High growth and/or organizational change
- Transitioning their workforce
- Need help with modern, cost-effective marketing
- Need sales effectiveness training
- Want to increase their attractiveness in the market
- Negative attitudes impeding performance and results

If you are scientist, business owner, or CEO who is serious about growing a purposeful organization with the intention of notoriety and rapid advancement, contact Roxanne personally. She is dedicated to helping you develop an effective organization that will increase your attractiveness in the market.

Roxanne can be reached directly at Roxx Consulting Service at (866) 455-5552 or by e-mail at roxanne@roxxconsulting.com.

“Improve effectiveness; increase attractiveness!”