



Phaedria Marie St. Hilaire, PhD

Transformational & Collaborative Leader, Coach & Investor

PROFILE

Analytical, strategic, and empathetic Transformational Leader and Executive Coach with 25+ years in global life science and 15+ years in senior leadership roles. My career spans scientific research, innovation, business insight, and organizational leadership; and today I bring that unique, combined experience into my coaching practice. I help leaders, founders, and teams unlock their potential and lead with clarity, confidence, and purpose:

- Expertise in leadership development, executive coaching, and mentoring. Certified TalentPredix strength coach practitioner.
- Decades of experience in setting and executing organizational vision and strategy, driving organizational transformation and leading multicultural teams.
- Experienced Workshop Facilitator and Keynote Speaker specializing in inclusive culture development, leadership, and career development.
- Strong communicator skilled at simplifying complex concepts and pragmatically guiding leaders through growth and transitions.
- Business angel investor and business mentor supporting emerging leaders and underrepresented founders, reinforcing a commitment to long-term leadership, and closing gender and race gaps in entrepreneurship.
- LEAN/Six Sigma Black Belt with strong process optimization, project management, and change leadership capabilities.
- Known for an inclusive, optimistic, and pragmatic coaching style that helps clients uncover possibilities, build resilience, and achieve goals.
- Board and Advisory Board member to various Start-ups.
- Cofounder, former President, and currently strategic consultant to [ProWoc](#).

100+ hours of coaching. 120+ Speaking engagements and workshop facilitation. 25+ years scientific and business experience, sourcing/outsourcing expertise in research and development from biotech and corporate pharma: 40+ publications and 5+ patent applications.

WORK EXPERIENCE- Consultancy

PHAEDRIA MARIE CONSULTING | 2021 – PRESENT | OWNER, CHIEF CONSULTANT, COACH, SPEAKER

Oct 2021 – Present

- Executive coaching of Senior, Mid- & Entry Level professionals in EU & US.
 - *Notably:* Coach at University of Copenhagen Professor Talent Program (2025 – present); Individual and group coaching.
- Mentoring of colleagues and other professionals and STEM Students in USA and Denmark since 1991.
- Leadership Coach and mentor for Danish Start-up (2025 – present) through "[She's Next Visa](#)/Feminvest" Program.
- Global Speaker and Workshop Facilitator on topics of Inclusive Leadership, Mentoring, Career Development, Gender Equality, Entrepreneurship, Research commercialisation, Angel investing (Mentor and Lecturer in angel investing accelerator programs). Spoken in Australia, Colombia, EU, Mexico, Saudi Arabia, Taiwan, USA, Vietnam, & more.
- Provided consultant services in outsourcing of CMC development activities (Oct 2021 – Jan 2023).
- Winner of Investor/Board Pitch (2021), Diversity Impact Award (2024), Angel Investor Award (2024).
- Ambassador for Angella Invest and Global Girls Foundation

CONTACT



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Copenhagen, DK

EDUCATION

TalentPredix Strength
Coach Practitioner, Nov
2023

Executive Coaching,
Henley; CPH, Jan 2022

Board Certification, Niels
Brock, CPH, May 2021

Six Sigma/LEAN,
Novo Nordisk, 2019

HD 1st Part //
Copenhagen Business
School; CPH, Jun 2009

PERSONAL INFO

Languages

English * Danish * French
Kweyol * Spanish

Citizenship

Danish & Dominican

Family

Married; one child

Interests

Travel * Cake Art * Singing
Hiking (Kilimanjaro, July
2019) * Fitness * Running
(Marathon, July 2021)



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WORK EXPERIENCE - Corporate

NOVO NORDISK | 2007 – 2021 |

DIRECTOR OF CMC OUTSOURCING

CMC Development | Oct 2013 – March 2021

Responsible for overall strategic and operational outsourcing of process development and manufacturing of drug substance, drug product, analytical services, and raw materials for clinical trials in cross-functional setting. This included CMO assessment and selection, high value contract negotiation and contract management, CMC outsourcing project management, internal and external collaborations governance, alliance relationship management. Participated in due diligences of early and late-stage assets. Responsible for sourcing of comparator products for clinical trials. Led 11 senior, experienced employees. Collaborated with >8 SVP areas and managed annual spend of ~350 mDKK.

- Made key contribution to development and approval of first Novo Nordisk oral GLP-1 RA peptide drug, Rybelsus® by leveraging outsourcing.
- Transformed set-up of outsourcing in CMC Development to a structured, well-functioning organization with > 95% on-time deliveries and high satisfaction (4.3 of 5) in stakeholder surveys.
- Developed a saving mindset and created up to 8% savings annually on project budget via meaningful KPIs.
- Successful projects that resulted in cross organisational alignment of processes and roles & responsibilities within outsourcing project management, contracts, negotiation, and procurement.
- Obtained high approval in annual employee engagement surveys.
- Employee recruitment and leadership talent assessment.

NOVO NORDISK | 2007 – 2021 |

SENIOR PROJECT MANAGER

Strategic Sourcing, Product Supply | Mar 2010 – Oct 2013

Responsible for development and execution of outsourcing strategies across SVP business units (Product Supply and CMC Development) and preparation/presentation of commercial recommendations to Senior Management. Vendor relationship responsible.

- Developed and executed outsourcing strategies across SVP business units (Product Supply and CMC Development).
- Successful completion of complex cross-organisational project which improved GMP material sourcing across Novo Nordisk in Denmark.
- Negotiated supply and outsourcing agreements with suppliers and CMOs across EU, US, and Japan. Contract values up to 10 mUSD.
- Supply risk reporting.

PRINCIPAL SCIENTIST & ACTING DEPT. MANAGER

Biopharm Research Unit | Mar 2007 – Feb 2010

Responsible for scientific direction and operational leadership of a team of scientists working on a strategic Novo Nordisk project aimed at developing affinity resins for purification of biopharmaceuticals.

- Negotiated and set-up collaboration agreements.
- Supervised PhD and MSc student projects.
- Review of Research applications and student theses.
- Patenting of inventions and publication of articles.

COMPETENCY SUMMARY

Coaching

Mentoring

People leadership

NGO leadership

Recruitment

Communication

Strategy development and execution

Operational leadership

Project Management

LEAN /Six Sigma

Business Process Development

Change management

Collaboration governance

Stakeholder management

Relationship building and management

Alliance management

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COMPETENCY SUMMARY

Drug development and manufacturing (GMP)

Negotiation

Contract management

Budgeting/cost control

Cross functional collaboration

Organizational change

CMC Outsourcing

Supply chain

Comparator Sourcing

Procurement

Pharmaceutical research

Patenting of inventions

SoMe content creation

WORK EXPERIENCE – Research+

CARLSBERG RESEARCH CENTER | 1995 – 2007 |

DIRECTOR OF RESEARCH AND DEVELOPMENT

Versamatrix (VMX) | Denmark | May 2006 – Feb 2007

Biotech spinout from Carlsberg Laboratory | 10 employees | Custom resins

Responsible for the scientific direction and successful execution of chemical and biochemical research for VMX own projects and for external customer projects, in the field of affinity resin development.

As an integral part of VMX Management and Business Development Team, prepared and made presentations to clients and potential investors of VMX.

- Patenting of inventions and publication of articles.
- Secured one deal representing 20% of VMX turnover that year.
- Secured sale of company to Novo Nordisk (Started employment at Novo Nordisk as a result).

GROUP LEADER

Carlsberg Biosector (CB) | Denmark | Jul 2001 – Apr 2006

Biotech incubator at Carlsberg Research Center | 12 employees

Responsible for the scientific direction and research of scientists in the areas of solid phase peptide synthesis, library synthesis and screening, hit identification using MS, protein chemistry, quantification of binding interaction with Biacore, and proteomics. Established collaborations with other labs and researchers.

- Negotiated one of the three external paying deals in CB.
- Conceptualized and enabled an invention, which is now issued.
- Patented inventions and publication of articles.

CARLSBERG RESEARCH CENTER | 1995 – 2007 |

RESEARCH ASSOCIATE

Carlsberg Laboratory | Denmark | Nov 1995 – Jun 2001

Project coordinator of 4-year EU global project comprising 5 labs world-wide. Responsibilities included scientific supervision of four scientists and own research project, monthly reporting to EU and collaboration partners.

- Formulated project idea with commercial potential, which led to promotion to Group Leader and funding for two years.
- The scientific breakthrough developed was part of foundation of the biotech company, [2Curex](#).
- Nominated 2x for ATV (Akademiet for de Tekniske Videnskaber) Award.
- Results of work was part of foundation of biotech company, [Combio \(now Evolva\)](#).
- Received European Peptide Symposium Award for scientific work

CO-FOUNDER OF [PROWOC](#) | 2019 – Present

VICE PRESIDENT AND PRESIDENT *March 2019 – August 2023*

Responsible for strategic direction, organisational development, collaboration agreements and day-to-day management of organisation on volunteer basis.

- Developed ProWoc Mentoring Program in collaboration with [Djøf](#).
- Executed ProWoc Conferences with high profile D&I speakers.
- Secured collaborations with global consulting companies.
- Invited contributor to panel discussions, conferences, and workshops to promote intersectional diversity and inclusion.
- Articles in mainstream Danish media, e.g., [Børsen](#) and [Berlingske](#).
- ProWoc was winner of 2022 Nordic Blaze Award.

STRATEGIC CONSULTANT *August 2023 – present*

- Strategic advisor to ProWoc leadership team, Coach & Mentor.
- Execute short-term projects, strategy and operations workshop facilitation, write thought leadership articles, SoMe content creation.