



Elma Kurtagic

Principal Scientist at Momenta Pharmaceuticals

Elma was a participant in November 2016 IBE Program

I had the opportunity to attend Institute for Biomedical Entrepreneurship (IBE) class in 2016. I was exceptionally excited to be a member of the inaugural class! This was by far the best class I ever took, which focused on helping the scientists transition their ideas to building successful business. I often struggle to understand the basics of entrepreneurial skills that are required to successfully implement ideas to innovation. To that end, I attended a couple of MIT Sloan executive courses, but in the end, I was sitting in a class and not really taking home anything practical. By stark contrast, IBE course that Curtis and his team designed not only introduced business basics but every attendee had the opportunity to practice their idea from the first day of the class and culminating in a real, 10-min pitch to actual VCs! I got to take my idea from the very infantile stage and every day, with the help of seasoned coaches, refine it to the point that I was ready to give a 10-minute pitch successfully. It was a very satisfying experience. In addition, Curtis performed in-depth behavioral assessment that gave insight into how I function at work and what areas I can improve on. Similarly, knowing my co-workers profiles helps how we interact to make the best out of our interactions.

Overall, this was a well-rounded course; the type of course I had not experienced before and highly recommend to anyone interested in expanding their skill set beyond science.

Silva Krause

Senior Scientist in Translational Medicine at Momenta Pharmaceuticals

Silva was a participant in the March 2017 IBE Program

I was fortunate to be given the opportunity to attend the class of the Institute for Biomedical Entrepreneurship (IBE) in 2017. It was one of the best courses I have attended recently as it taught us about entrepreneurship from creating a business plan, to IP and introduction to financing. The presenters were excellent and had many years of experience. We also went through an in-depth behavioral assessment followed up by an individual coaching lesson. It was very helpful and went beyond the Myers Briggs as it assessed behaviors in professional settings rather than just personality. Finally, the class included a team work assignment creating a VC-like pitch for a start-up business which allowed us to apply what we had learned. Through these assignments and the way that the course was structured, the attendees and facilitators got to know each other well and I really enjoyed meeting so many fascinating individuals. I highly recommend the IBE program to anyone interested in biomedical entrepreneurship!

Philippe-Alexandre Gilbert, Ph.D.

Head of Flu Cell-Based Development Platform at Sanofi Pasteur

Philippe-Alexandre was a participant in the March 2017 IBE Program

I had the opportunity to attend the class of the Institute for Biomedical Entrepreneurship in 2017. It was a unique opportunity to network with the entrepreneur world in the core of Boston Biotech as well as being exposed to a real case of idea business development (from start to pitch). The IBE approach is unique, it's the first time I had the opportunity to go through a behavioral assessment in the context of being an entrepreneur. This is definitely a must and an oversight of many other courses. The business plan exercise was demanding, stressful, challenging and tough. It simply shows the value of the exercise and definitely prepares the entrepreneur for the most important meeting of his career, e.g. the pitch to the investor. I would absolutely recommend the IBE course to everyone interested to have a fast introduction and experience to the ABCs of entrepreneurship in biotech.

Matthew Leming

Commercial Translation Program Manager at sciVelo

Matthew was a participant in the November 2016 IBE Program

I was very excited to have been a member of the inaugural class of the Institute for Biomedical Entrepreneurship in November of 2016. This course provided me and my cohort with three major advantages as we all move to develop our careers and bring great ideas into real world applications. 1. Excellent education and training on how to organize, develop and execute a startup 2. Behavioral assessments and coaching on best practices on managing our personality types (strengths and opportunities for growth) and working in teams 3. We refined our new skill sets in teams working on independent projects, some of which continued beyond the course and have become startups. This whole process gave us a sense of community and built a network of individuals who are all passionate about entrepreneurship. The IBE provides a great resource for technical specialists to develop their ideas into real world applications.

George Prpich

Assistant Professor

George was a participant in the November 2016 IBE Program

All scientists generate ideas, but rarely do these ideas transition into successful innovations. A lack of entrepreneurial training is often blamed for explaining why scientists struggle to innovate their ideas. Curtis and his team identified this skills gap and have responded with the novel IBE training program aimed at scientists keen to develop their entrepreneurial skill-set. I was a participant on the inaugural IBE accelerator and the quality of the program, the depth of the network, and the talent level of the attendees blew me away! Over the course of the week Curtis and his team fostered innovation through experiential training, challenging us to scale raw scientific ideas into pragmatic business proposals. Curtis has shown that when you combine creative ideas with motivated scientists and experienced entrepreneurs, the results will be innovation. I highly recommend the IBE program to anyone interested in biomedical innovation and entrepreneurship!

Michael Tadros

Senior Manager - Botin Foundation

Michael was participant in IBE Strategic Sessions, he is also a member of the IBE Faculty for Paris, August 2017 Program

I consider myself fortunate to have had the opportunity to work with Curtis Sprouse through the Eureka Connect Behavioral Dynamics (ECBD) program and the Institute for Biomedical Entrepreneurship (IBE).

Curtis has a unique capacity in engaging and working with multidisciplinary stakeholders in executive global programs. He is a performance-driven professional and delivers real results in real time.

My experience with ECBD and IBE has been exceptionally positive. It not only allowed me to self reflect, but was also actionable and provided for a personal executive development which I was able to apply in parallel in a real setting leading to the formation of the IBE.

The IBE is truly one-of-a-kind and hands-on. It offers an unmatched combination of curriculum, behavioral development, and an extraordinary network of engaged and committed professionals. IBE has been able to produce unprecedented results in the biotech start-up & investment arena in a very short time period – its numbers speak for itself!

Ying Chou

Chemical Biologist, MSc.

Ying was a participant in the March 2017 IBE Program

I am currently with a biotech start-up company based in Alberta, Canada. I met Curtis during the Institute for Biomedical Entrepreneurship (IBE) program in March 2017 as Curtis was the main organizer. The program serves to give the attendees the essential tools in order to develop and manage a venture, which can effectively address some challenges in the biotech/pharma industry. Coming from a science-focused background, I am extremely appreciative of Curtis' continuous support, leadership, and patience throughout the program. The program was comprehensive; the invited speakers were well-balanced among industry, government, and venture firms. Within a week of training, attendees used the learning resource to direct their ideas to commercialization, and presented to a wide audience at the end of the program. Curtis has been very helpful, encouraging, and guided our team whenever we had questions or doubts. This learning experience was invaluable and I highly recommend attending the program, not only to gain tremendous insights in entrepreneurship, but also to network with people around the world within the field.

Zoltan Maliga

Research Associate in Therapeutic Science at Laboratory of Systems Pharmacology, Harvard Medical School

Zoltan was a participant in the March 2017 IBE Program

Hi Curtis,

Thank you once again for including me in the IBE workshop. I wanted to provide written feedback in case you might find it useful for promotional material, at the board meeting

The lectures were topically informative and engaging. The scope of Don Rose's presentation might have been ambitious, none of the 1-2 hour lectures were dull and the speakers clearly invested time, mental effort and heart to prepare thoughtful surveys of their field of expertise (or experiences). I can't over-emphasize how they set examples of positivity to create a safe and collaborative tone for the students. That, in turn, drove student communication and cross-pollination.

Early framing of behavior as a critical component to entrepreneurial success clearly set this course apart. I may have been primed for the 'word choice' exercise from a project management course the previous day, but it was clear how the students adjusted their behavior as the word-choice enterprise scaled with some students adopting leadership positions consistent with their strengths - from note-taking to mediating. The meta-level feedback on group dynamics, primarily from you and Gregg, primed me for constructive self-reflection and an 'attitude adjustment' entering the final day that helped cement relationships with future colleagues (possibly), friends (definitely) and mentors (hopefully). Finally, I'm proud that members of our team added real value to Michael Munker's company by providing a growth-driven business plan, investor pitch and cross-pond perspective.

My only benchmark is a probably for-profit 4 day 'Drug Development Boot-Camp' with a broadly similar price point (3-4K). In several ways, the DDBC was a foil to the IBE workshop: class size (3-5x), structure (didactic lecture with a few practical break-out sessions) and speakers (positioning for consulting positions). It was successful in conveying information to drug company executives, of which there were many, and provided network opportunities for extremely driven and focused individuals. However, I did not receive the space or structure for reflection, collaboration and cross-pollination as the IBE workshop.

Your workshop is clearly designed for the open-minded participants to look over the walls of their organizational silos for fresh ideas, opportunities and best practices. The presentations helped tie together the diverse threads of the course - but given the time and preparation, I'd call it a useful exercise in team building, communication and creative failure. If the goal is to

build a dynamic ecosystem of companies, I feel this IBE workshop is a great structure to identify, develop and deploy talent.

My \$0.02,

Zoltan
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Ronald Nanninga

[Entrepreneur](#) | [Healthcare](#) | [Biotech](#) | [IT](#) | [Startups](#) | [Business Development](#)
[Ronald was a participant in the March 2017 IBE Program](#)

I was fortunate to attend the class of the Institute for Biomedical Entrepreneurship (IBE) in 2017. Having seen a few of these course over the last years, this was one of the best courses I have attended. The combination of topics covering entrepreneurship, creating a business plan, IP and financing presented by a team of speakers with many years of experience. The in-depth behavioural assessment followed up by the individual as well as group coaching lessons was precious. The assessment based on a large reference group was very to the point assessing behaviours in professional settings rather than just personality. The very experienced coaching team and motivated classmates delivered a valuable (future) network.

I highly recommend the IBE program to anyone interested in biomedical entrepreneurship!

Vanessa Orr

[Sr. Director, R&D Site Manager at Sanofi Pasteur Ltd](#)
[Vanessa was a participant in the March 2017 IBE Program](#)

I was fortunate to be a participant in the Eureka Connect Behavioral Dynamics (ECBD) program as well as the Institute for Biomedical Entrepreneurship (IBE) training, which focusses on the development of entrepreneurial skills for biomedical scientists and others working in the field. Many people have innovative ideas but they often do not have the breadth of skills required to develop their idea from start-up through commercialization and successfully navigate through the complex world of investors and funding, intellectual property, regulatory bodies, licensing

and legal agreements. With an engaging and experienced faculty, the IBE program takes participants through the whole process from idea to commercialization, demystifying the entrepreneurial process and developing a deeper understanding of the process and many of the challenges one can encounter along the way.

My interest in this program was not as an innovator myself, but as someone who supports and develops innovation in my organization. I gained much more from this program than I initially anticipated due to the unique combination of presentations by multidisciplinary faculty, the hands-on experience of developing a project in a group setting and the in-depth behavioral assessment. I am much more knowledgeable regarding the entrepreneurial process as a result of the course but even more impactful was the opportunity to work in a team and develop and refine a “pitch” to a panel of investors. The insights as to what a real investor would look for in a funding opportunity has application far beyond a “pitch” situation and has positively impacted my day-to-day interactions. The insights I gained from the ECBD assessment and how my profile translates into behaviors at work also identified concrete areas of strength and development.

Overall, the combined IBE and ECBD workshop is a unique offering which combines knowledge acquisition, skills development and personal development to enhance your effectiveness as a leader and in a team environment. I highly recommend this program for people interested in biomedical innovation and entrepreneurship.

Sanjay Phogat

Director, New Vaccine Project leader at Sanofi Pasteur

Sanjay was a participant in the November 2016 IBE Program

My experience with Eureka Connect Behavioral Dynamics (ECBD) program and the inaugural course of the Institute for Biomedical Entrepreneurship (IBE) in Nov 2016, was unique and positive. It not only allowed me to self reflect, but provided for actionable development opportunity. The IBE is unique in that it's engaging, hands-on and offers an unmatched combination of curriculum, behavioral development, and an extraordinary network of engaged and committed professionals. As per my understanding, since its start IBE has been able to produce unprecedented results in the biotech start-up & investment arena in a very short time period.

My personal experience for coming up with an idea, working in teams to develop business plan and pitching it to investors for potential funding was very rewarding and I strongly recommend

the IBE course to everyone interested in experiencing a well defined, easy and engaged introduction and experience to the key aspect of entrepreneurship. I have applied learning from this course in my day to day job and find it very effective and useful.

Samantha Kwok MSc.

Employee at the [University of Alberta](#)

[Samantha was a participant in the March 2017 IBE Program](#)

The experience I had at the March 2017 Institute for Biomedical Entrepreneurship certificate program was life changing. The in-depth behavioral assessment and one-on-one discussion of the assessment provided insight into understanding “what makes us tick”. This is especially relevant because how we think plays out into how we act in the work place. As a recent graduate at a crossroads in career paths, this experience opened the doors to what it means to be entrepreneur and provided the tools to be a successful entrepreneur. Some of the biggest lessons I learned are: 1) the importance of networking 2) the power we hold when we make a conscious effort for change 3) we must continue to learn and constantly grow and 4) the courage to create something new.

Tanmoy Ganguly

[Sr. Director Research](#)

[Tanmoy was a participant in the March 2017 IBE Program](#)

I had the privilege of attending the last IBE course and I would highly recommend it for anyone who has the biotech entrepreneurial bug-whether you want to go out on your own or pitch ideas/project in your current job.

The course is both intense and fun - a mix of lectures by "real entrepreneurs/original thinkers/business builders" talking about the pieces required such as building high performing team based on skills as well as behavioral profiles, setting up partnership agreement, how and what to do in market research, legal and regulatory issues (yes, there is more than having a good idea) and actively developing a business plan/pitch to be presented and critiqued by a panel of experts/ peers at the tail end.

The sessions are run very well (lots of real world examples), plenty of opportunities to ask

questions, get feedback and network with participants and course conductors. Lot of this is what you would get in business school but condensed into a boot camp for three days!

I would highly recommend participants to take on building a business plan on an idea they have - a good way to flesh out the merits of your ideas, solicit feedback from peers and people who have done this before, learn to keep polishing the ideas and the list goes on and on. I came back with armed with both how to develop new ideas into projects, do better diligence on business opportunities, and better preparation on FDA interactions.

Great course, wish I had this earlier in my biotech career. Several of my reports are signing up as part of training to help with career development.

Nicholas Bennett

Research Associate, Derda Lab

Nicholas was a participant in the March 2017 IBE Program

I met Curtis at the Institute for Biomedical Entrepreneurship (IBE) program in March 2017. I am a university researcher that has become involved in the very early stages of a biomedical startup. I have never been involved with commercialization before and I found it to be quite a daunting prospect. I attended the March 2017 IBE program in Boston and it was an incredible experience. It has helped both clarify and focus my thoughts towards understanding the process of getting a biomedical startup running. Coming from an academic background the IBE course highlighted numerous things that I had not considered and helped change my thinking. The IBE course is fantastic and I highly recommend it to anyone who has an interest in becoming involved in biomedical research commercialization

Carrie Cook

Senior Director, R&D Business Development at Takeda

Carrie was a participant in the March 2017 IBE Program

I participated in the March 2017 IBE Certificate Program and highly recommend it to others who are interested in creating or being part of new ventures within the pharmaceutical and biotech industry. The program was extremely comprehensive, covering topics such as government funding, venture investment, IP, market analysis, business plan development, etc. Additionally, Curtis provided individualized leadership skills advice based on the results of the EurekaConnect Behavioral Dynamics test, which each participant completed. The feedback he

provided me was extremely insightful and actionable. Another critical component of the program was project work to develop business ideas and pitch them to potential investors. Advisors were available over the course of several days to evaluate and provide invaluable feedback on each group's business plan and pitch. Overall, it was an extremely valuable experience and a great opportunity to meet and connect with others in the local area in academia and industry. Highly recommend!

Marcelo Paez-Pereda

Director, Molecular & Cellular Endocrinology at Ipsen Bioscience

Marcelo was a participant in the November 2016 IBE Program

The IBE Certificate Program organized by Curt is an excellent opportunity for networking in the Boston and Cambridge area for people in the industry as well in academia. Curt, with his long experience and personable style, created the right atmosphere for stimulating discussions. His network includes some of the best people in the Boston area and covers all the areas of expertise that entrepreneurs might need. Many of them are regular speakers at the IBE Program. In addition to networking, this program gives concrete and useful information and advise for entrepreneurs, including how the business angel and VC strategies are currently changing in a fast evolving market. I strongly recommend connecting with Curt and attending the IBE Certificate Program.

John McKinney, MA

Clinical Trials Operations Manager at Neurovance, Inc.

John was a participant at the March 2017 IBE Program

In November of 2016, I had the opportunity to attend the inaugural IBE in Cambridge, MA. I really had no idea what to expect when I arrived and was completely blown away by what I experienced. I had been in the industry for only a couple of years before I attended the IBE. Luckily, the instructors touched on several different topics from basic knowledge to very specific points and were also open to answering any and all questions throughout. The depth of each session and the strong preparation by the instructors was obvious. I learned just as much from the instructors as I did from listening to all the answers from the students' questions. The knowledge I gained from these conversations was invaluable to further my development within the industry and gave me a strong spark of confidence and understanding that I took back with me to my company.

The instructors varied greatly in their experiences and even within the field, from tiny biotech startups to large pharma. Neither point of view was lacking in any way and as stated earlier, the instructors were great with all the students. It was valuable to hear how different sized companies from different fields dealt with similar problems across the industry. Some of the most intriguing points came from instructors who currently work or used to work with the FDA. These specific sessions aided me greatly in understanding how the FDA thinks and works, what their expectations were and the strict guidelines companies must follow in order to stay within their good graces.

Besides the many instructors that gave their unique testimonies to the class, the students within the IBE were fantastic as well. It was a pleasure to meet so many forward-thinking, exceptional individuals from all over the world.

ECBD was a tool all students used prior to attending the class to really understand our strengths and weaknesses throughout the course. Curt was able to walk us through the rigorous analyses and tests that make up the ECBD and had exercises set up for us to engage in with each other to fully flesh out and talk about those weaknesses if we desired. These exercises brought us closer together as a class and were very fun to be a part of.

Overall, I thoroughly enjoyed my time at the IBE and made many great and important connections with some amazing people in the field and outside of it. The IBE along with the EBCD program are invaluable tools for developing talent in the industry and allowing people to truly reach their potential.

Amanda Lanser, PhD

Licensing Associate at Partners HealthCare Innovation

[Amanda was a participant in the November 2016 IBE Program](#)

I am thankful to have participated in the inaugural Institute for Biomedical Entrepreneurship (IBE) in 2016 during which I gained practical knowledge and established meaningful, lasting connections.

Curt's passion for team building and company creation were the foundation for an extremely effective and motivating course. We learned directly from CEOs, VCs and diverse experienced professionals about the regulatory and commercial processes related to the analysis, development, fundraising and execution of ideas. Not only that, participants received personalized coaching based on data collected through the Eureka Connect Behavioral Dynamics program.

The background I obtained during IBE helped me transition from the bench to a business setting and also helped demonstrate my interest in the healthcare commercialization during interviews. Importantly, the IBE course material still resonates with me and I utilize it on a daily basis.

Finally, all members of my IBE class were extremely interesting, successful, enthusiastic and brilliant individuals to whom I am equally grateful. It is always a pleasure to reconnect with IBE members and follow their journeys! I would enroll in the course again without any hesitation and highly recommend it to anyone interested in learning more about themselves, organizational behavior or biomedical entrepreneurship.

Natalie Mirutenko

Senior Director, Transactions and Due Diligence at Takeda Pharmaceuticals

Natalie was a participant in the March 2017 IBE Program

I know many factors go into the success of an entrepreneur, however as a biopharmaceutical senior manager, I was wondering what can I work on and cultivate in myself to be a more productive and effective entrepreneur. Enrolling in the Eureka Connect Behavioral Dynamics (ECBD) program and the Institute for Biomedical Entrepreneurship (IBE), provided me insight into my personality and behaviors as well as practical advice on how to improve my leadership style. The program is not the usual executive business fare of case studies or lectures. You are your own case study. Through a series of self-assessments, Curtis brings you through a very accurate deep-dive introduction to yourself; personality traits responsible for your success and behaviors that need work and practical advice on how to improve. The real value of this program is revealed in the unmatched opportunity to practically apply real-time feedback into developing a pitch deck and presenting to VCs as well as networking with engaged and committed professionals and facilitators. I would definitely recommend the IBE course to everyone interested in improving the overall effectiveness of entrepreneurs and teams.

Paul Gillespie

External Drug Discovery Director at Roche Innovation Center New York

Paul was a participant in the March 2017 IBE Program

I attended the IBE training in March 2017. I have been fortunate to attend many training opportunities over the years, and this was the best.

I found four key aspects to the training; each was valuable and they are well-integrated.

First was the behavioral assessment and feedback. If you have ever been through Myers-Briggs, this may feel familiar at the beginning. I soon found that it is much more valuable. Myers-Briggs tells you about your communication style and helps you understand others'. Curtis' behavioral program blows this away. It gives you information on many more dimensions, shows the impact of different combinations of behaviors and provides a roadmap for improving your effectiveness.

The core of the class is about learning the multiple aspects involved in starting a biotech company. Most of the presenters were really knowledgeable, knew who the audience was and what they needed to know, and delivered this in a really engaging way.

A third aspect of the course is the pitch. You work with a team on an idea for a start-up. At first, the concept is nebulous and the challenge is daunting. Over four days, with lots of discussion and lots of advice from wise advisors with huge amounts of experience, the idea takes shape, you develop a pitch deck and present it to investors on the last day. Even if you will never found your own business, this is a great experience and you learn a lot about effective communication and how to structure a presentation.

The fourth aspect of the course is the opportunity for networking. Curt has a great network of lecturers and advisors for the course so you start with a wonderful group of people with lots of experience and a willingness to help others develop. And then there are your fellow attendees. They span the spectrum from highly experienced to people just starting out on their career paths, and from academia to tiny start-ups to large companies.

If you get a chance to take the IBE training, grab it! You won't regret it.

Nicholas Kwiatkowski

Scientist II at Dana-Farber Cancer Institute

Nicholas was a participant at the November 2016 IBE Program

In November 2016, I had the good fortune of being picked along with other DFCI colleagues to attend the inaugural IBE entrepreneurship seminar. I really had no idea what to expect going into the experience, as I had never attended such an event. But when I left, armed with the knowledge and connections gained, I felt empowered and determined to find ways of commercializing my science.

The syllabus:

The 5-day interactive seminar walked us through the process of starting a company. We discussed topics spanning everything from “how to test your idea and develop a team” to “developing a business plan” and “how to structure licensing deals”. These basic concepts and principles were expanded upon through lectures from industry that gave their own testimonials detailing how they navigated these challenges in their own work. The subject matter was surprisingly interesting and extremely well presented, fostering a lot of vigorous debate and discussion. The layout of the lectures provided an excellent top to bottom view of what goes into commercializing a product and starting a company. As a complete business novice who trembled at the mere thought of starting the commercialization process, the information was incredibly accessible and gave me a roadmap for pursuing my commercialization goals. Additionally, understanding that a good team is an essential element to building a company we did leadership and teamwork exercises and received behavioral and leadership assessments. All of which were invaluable to evaluating my own leadership style and understanding my own strengths and weaknesses.

The people:

The organizers and guest lecturers were all top-notch. Curtis Sprouse and Gregg Fairbrothers worked tirelessly to bring in the best industry minds to talk to us. Curtis’s lectures on teamwork, leadership, and behavioral dynamics were incredibly informative and inspiring. He is an amazing speaker and able to make an immediate connection with his audience. Gregg is just fantastic. His lectures on business plans and financing were great, and his ability to engage the audience on these often dry and highly technical topics is a testament to his skill and a product of the depth of his experiences. The industry leaders came from all corners of science and medicine including MDs, academic technology transfer officials, pharmaceutical scientists and leaders, and biotechnology CEOs. Their testimonials dove-tailed nicely with the lectures, providing accounts of how these business and science challenges have been tackled in real world business situations.

The proposal:

Just as valuable as receiving that information was the opportunity to put it into practice. As part of the program you get to take your own research, the research of others, or a random idea and “build” a company around it. During the five days you’re given opportunities to build teams with other participants and work on formulating ideas, business plans, and companies.