

Peer Review

Review of: "When Ambition Overshadows Patients: Reflections on Three Pharmaceutical Leadership Personas and the Role of Integrity"

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Sagkriotis's work, "When Ambition Overshadows Patients: Reflections on Three Pharmaceutical Leadership Personas and the Role of Integrity," presents a critical and timely examination of how leadership styles within the pharmaceutical industry can subtly undermine ethical priorities when ambition is prioritized over patient welfare. Drawing upon over three decades of practical experience and leadership theory, the author identifies three distinct archetypes—the Directive Strategist, the Enforcer, and the Corporate Diplomat—and persuasively argues that while each archetype possesses valuable strengths, each is susceptible to the detrimental effects of "convenient integrity," image management, and the erosion of trust. The introduction of the "patient score" metaphor offers a compelling evaluative framework, redefining leadership success not in terms of personal visibility or organizational prestige but in terms of enhancing or diminishing patient-centered value. Sagkriotis's central thesis—that genuine integrity, complementary team dynamics, and patient-oriented ambition should be the core around which pharmaceutical leadership revolves—resonates strongly as both an ethical imperative and a strategic necessity. However, as a preprint, this work would benefit from empirical validation and more in-depth case studies to substantiate its archetypes with measurable outcomes. Nonetheless, it constitutes a provocative and substantial contribution to the discourse on leadership, responsibility, and the impact of healthcare.

Declarations

Potential competing interests: No potential competing interests to declare.