

## Patricia Rushia



Women in MedTech

**Patricia Rushia** is director of sales and marketing operations for Tegra Medical. She has nine years of experience in the medical device manufacturing industry, preceded by 12 years of manufacturing and 8 years of research and development in other industries. Rushia oversees Tegra Medical's quick wire and tubing business including the operations team, leads the customer service team for the company's Massachusetts locations and manages scheduling in a key production work center. In juggling these disparate roles, she manages financial and business logistics, forecasts revenue and leads supply chain efforts while also serving as a customer advocate between sales, customer service and operations.

When Tegra Medical needed an organized, experienced operations manager to simultaneously oversee two busy lines of business they turned to Rushia, who led the employees, ensured compliance with

good manufacturing practices (GMP) and forged new lines of communication between management and the manufacturing floor. While the company was hiring a general manager for their biggest manufacturing facility, they again turned to Rushia to complete many of the tasks on top of her own during the new GM transition.

Throughout her career, Rushia has never shied away from challenging situations. As a business and operations manager for Polaroid, she led a large manufacturing organization through the upheaval of Chapter 11 bankruptcy, new ownership and numerous changes in direction while preserving the company's ISO certification and maintaining the manufacturing team's performance and morale.

Rushia holds a bachelor of science degree in Chemical Engineering from Rensselaer Polytechnic Institute.



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## Q&A: with Patricia Rushia

Sales and Marketing Operations Director for Tegra Medical.

**MDO: What first drew you to medtech? When did you first know you wanted to be in the industry?**

**Rushia:** I always liked the challenge of manufacturing -- making time-sensitive decisions with available data and putting the puzzle together with team members. Medtech was where manufacturing was growing and seemed a logical fit.

**MDO: What are some of the barriers women face in today's medtech industry, if any?**

**Rushia:** Medtech is a welcoming industry with many opportunities. I believe learning as much as possible from the people you respect helps keep the barriers at bay.

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**MDO: Describe your biggest leadership challenge. How did you conquer it or resolve it, or what was the outcome?**

**Rushia:** Today's challenges are those outside my role – stepping in to resolve unanticipated issues. This entails assessing the big picture, determining the holes that need to be plugged and leading various folks that I may not normally lead – creating an ad hoc team that solves the issue.

**MDO: Talk about your leadership skills. What is the most important lesson you have learned that has guided you in your career?**

**Rushia:** Nothing beats teambuilding. Your team needs players with different skill sets and must keep developing new skills. Grow and cultivate team members through open, constant communication so they're informed and can generate action plans using sound methodology.

**MDO: In your opinion, what more can be done to promote greater participation of young women in the medtech industry today?**

**Rushia:** Get the word out to a younger population about the opportunities for women, including various paths from engineering to operations or supply chain and finance.

**MDO: What career advice would you give to your younger self?**

**Rushia:** Never stop learning because there is always more to learn from others every day. Keep an eye on the big picture, but also get very comfortable with analyzing and providing data.

**MDO: Why is it important for companies to be more inclusive and have more women in charge?**

**Rushia:** Women can bring a different viewpoint to the team. For example, I actively participated in conferences regarding ASD (autism spectrum disorder) and have been a champion for hiring folks with ASD within Tegra Medical while coaching team members how to provide a supportive, inclusive environment. 