



Leslie Eden Harris, Global General Manager of SkinCeuticals

Leslie Harris sits at the helm of the #1 medical aesthetic skincare brand worldwide. As Global General Manager, she oversees the brand's global vision, innovation, business model development, and international expansion. Under Leslie's leadership, SkinCeuticals has seen the fastest growth in its long, rich history.

She implemented a strict charter for high-potency formulations and testing that adheres to SkinCeuticals' core principles of science-driven, evidence-based innovation to help transform skin's appearance and complement aesthetic procedures. Leslie has been at the forefront of brand breakthroughs, including H.A. Intensifier, Triple Lipid Restore, and CUSTOM D.O.S.E.

Her tenure at the L'Oréal family dates back to 2012 when she held skincare marketing and innovation roles at Kiehl's and then at Garnier. Leslie holds a BA in Economics from Wellesley College, an MA in Fashion History and Theory from the London College of Fashion, an MPS in Cosmetics and Fragrance Marketing and Management from the Fashion Institute of Technology, plus a certification in aromatic plant medicine from the New York Institute of Aromatherapy.

Leslie also devotes time to giving back, serving on the board of ReSurge International, a global non-profit dedicated to increasing safe and timely access to reconstructive surgery. She volunteers for Foster Dogs, Inc., where she is coordinator of Chloe's Fospice Friends.

# WOMEN IN AESTHETICS

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## WT: WHO WERE SOME OF YOUR MENTORS THROUGHOUT YOUR CAREER?

**Leslie:** I have a deep-seated passion for learning and mentors have been crucial throughout my career from a business, as well as a leadership (and human) perspective. I make a distinction in mentorship, particularly for women: mentors are necessary, but we also need champions. Marc Toulemonde and David Greenberg have both been senior leadership mentors and champions for me at points of my career at L'Oréal. They advocated for me, gave me tough advice when I needed it, and invested themselves in my development. Mentorship does not have to come from the top. A key mentor and champion who has been pivotal in my career and self-development is Tina Fair, who over the past 10 years at L'Oréal was my colleague at Garnier, direct report at SkinCeuticals, peer as General Manager of the US SkinCeuticals business, and now President of the SkinCeuticals parent division, L'Oréal Active Cosmetics. I advise other women to seek out those who can be mentors and champions, and to remember that just as you can lead from any seat, you can be a mentor at any level.

## WT: HOW DID YOU GET YOUR START IN THE AESTHETICS FIELD?

**Leslie:** While I have always been skincare obsessed, in my early 30s, I started to notice the lines around my mouth; my friend suggested seeing a dermatologist for dermal fillers. The immediacy, artistry, and science of it intrigued me. I was hooked! Soon after, I was fortunate to have the opportunity to head up SkinCeuticals global marketing and product innovation. The brand saw the need for skincare that complemented vs. tried to compete with the power of aesthetic procedures, offering a real value to patients and physicians alike. As SkinCeuticals is obsessed with rigor and evidence, I have gotten the chance

to develop skincare formulas proven to complement professional treatments, both to support healing as well as to complement overall outcomes. At SkinCeuticals, we call this integrated skincare, with the philosophy that the best results come from the thoughtful combination of aesthetic procedures, advanced cosmeceutical homecare, and expert physicians to deliver on this promise. It is exciting to be a part of the current scientific and commercial development of the aesthetics industry, and to help give women and men the power, choice, and best education in how they age.

## WT: WHAT'S YOUR ADVICE FOR FEMALE RISING STARS IN THIS INDUSTRY?

**Leslie:** As I would say to women in other industries: be bold, speak up, be ambitious, don't be afraid to make waves, and don't forget to pay it forward as you rise in your career. I hope to see more equity in the field of aesthetics and its leadership, not only in gender. We have so much more to do in understanding how aesthetic treatment outcomes can differ according to skin tones and skin types, and this offers a great opportunity for innovation and equity in care.

## WT: HOW WOULD YOUR COLLEAGUES DESCRIBE YOUR MANAGEMENT STYLE?

**Leslie:** The words I hear often are accessible and authentic. I am the same person when presenting to senior management as I am when talking science with our labs and physician partners or working on new concepts with my team. In innovation, you need to give people the freedom to be vulnerable, to be themselves, and to test and learn without fear of failure.

## WT: NAME A QUOTE OR QUOTES THAT BEST DESCRIBE YOUR PHILOSOPHY

**Leslie:** Anais Nin, the early 20th century writer, said, "We don't see things as they are. We see them as we are." ■