About OMICS Group

* OMICS Group is an amalgamation of Open Access Publications and worldwide international science conferences and events. Established in the year 2007 with the sole aim of making the information on Sciences and technology 'Open Access', OMICS Group publishes 500 online open access scholarly journals in all aspects of Science, Engineering, Management and Technology journals. OMICS Group has been instrumental in taking the knowledge on Science & technology to the doorsteps of ordinary men and women. Research Scholars, Students, Libraries, Educational Institutions, Research centers and the industry are main stakeholders that benefitted greatly from this knowledge dissemination. OMICS Group also organizes 500 International conferences annually across the globe, where knowledge transfer takes place through debates, round table discussions, poster presentations, workshops, symposia and exhibitions.

OMICS International Conferences

OMICS International is a pioneer and leading science event organizer, which publishes around 500 open access journals and conducts over 500 Medical, Clinical, Engineering, Life Sciences, Pharma scientific conferences all over the globe annually with the support of more than 1000 scientific associations and 30,000 editorial board members and 3.5 million followers to its credit.

OMICS Group has organized 500 conferences, workshops and national symposiums across the major cities including San Francisco, Las Vegas, San Antonio, Omaha, Orlando, Raleigh, Santa Clara, Chicago, Philadelphia, Baltimore, United Kingdom, Valencia, Dubai, Beijing, Hyderabad, Bengaluru and Mumbai.

Components of a Successful Training Model for Statistical Reporting in the Pharmaceutical Industry

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Agenda

* Introduction
* Working Training Model
* Organizational Learning Theory
  * Organizational Learning
  * Team Learning
  * Individual Learning
  * Leadership impact
* Components of Success

Current Market Conditions

* Competition in the global market
* Adapt to current conditions or perish
  * Global Presence
  * Virtual Workforce
  * Increased regulatory oversight

Joint organizations (Experis and Intego) responded

Specialized Training Program

Why Do We Care About Learning?

* Research suggests that organizations that have the ability to learn have improved performance
* Organizations need to
  * Respond quickly to market forces
  * Have leadership in place to promote change
  * Have viable learning tools / systems

→Resulting in Success for the organization

Components of the Learning Model

* Started with a question:

"How to meet client requests for lower-cost offshore clinical statistical programming to support a clinical research team globally".

* Followed by research of viable off –shore sites

Formulation of the Learning Model

* Joint venture between academia and industry
* Engendered training model with students
  * Who are highly trained in mathematics/statistics
  * Who are motivated
  * With strong technical aptitude for learning
  * With expert problem solving skills
* SAS Programing Training
* Statistics
* Mentoring by team
* Job Placement as a Junior SAS programmer

Why Ukraine ?


Belarus
Russia
Poland
Kiev
Kharkov
Lvov
Dnepropetrovsk
Donetsk
Slovakia
Hungary
Moldova
Russia
Sea
of Azov
Odessa
Romania
Simferopol
Sevastopol
Yalta
Black Sea

Selection of Site

* Eastern Ukraine
  * Intego Group had a working group in place, Kharkov
    * Mentoring opportunity
    * Paid internship opportunity
  * Kharkov University
    * Strong mathematics curriculum
    * Strong cultural and historical which is imbedded in scientific and mathematical emphases

Criteria to Join the Group

* Recruited at the university
* 38 students applied initially
  * 26 selected by the university after taking entrance exams
    * Interviews
    * Assessment of interest in Biostatistics
    * Capacity for additional academic work load
    * Communication skills
  * 18 accepted into the program
  * 16 completed both semesters
  * 12 recommended to take SAS certification
  * 8 selected for paid Summer internships

Challenges in Implementation

* Communication between the sponsoring groups (Experis/Intego Group)
* Bureaucracy in Ukraine
* Inflexibility in the education system
* New technologies required:
  * Computer Lab upgrade needed to increase the speed of the internet
  * Communication challenges (within and among groups)
* Personnel issues
* Cultural differences

Internship

* 4 interns placed with Ukraine Intego Group
  * Shadowing
  * Mentoring
* 4 interns were paired with US-based senior SAS Programmers at Experis
  * Assigned applicable project work
  * Mentoring
* All interns met with his/her mentor 2 time a week.

Success

* June, 2014 class of interns are 100% engaged in employment with either Intego Group or Experis
* 2015 interns being placed this Summer
* Reasons for Success
  * Commitment from CRO hiring organization
  * Established relationship with the university
  * Technical leadership
  * Incentives built into the program

Organizational Learning

* A Learning Organization has three blocks:
  * a) A supportive learning environment
  * b) Concrete learning processes and practices
  * c) Leadership that reinforces learning

Garvin (1993)

Garvin, Edmondson, and Gino (2008)

Organizational Learning (Training Model)

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Grow your Resources

* Sirkin (2008) suggested that with
  * Intense competition for skilled workers
  * Increase in employee mobility

→Organizations need to "grow" their talent
- →Education
- →Training
- →Mentoring
- →Motivation

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  →Motivation

Learning in Teams

* Team Structure and Shared Team beliefs
  * Antecedents to learning
  * Support integrative perspective of leaning

  Edmondson (1999)
* Team outcomes
  * Context
  * Leader support
  * Shared beliefs

  Senge (1996)

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Adult Learners

* Prefer active learning strategy
* Preference for immediate application of knowledge
* Prefer opportunities for self-direction

Ross-Gordon (2011)

Adult Learners (Training Model)

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Leadership

* Successful learning depends upon leadership
  * Strategic
  * Envision and implement learning plan
  * Strategic management with plan
  * Tactical management implement plan
  * Technical management for mentoring
  * Product development (team) leadership

Leadership (Training Model)

* Successful learning depends upon leadership
  * Engine going
  * All on board
  * Strategic management with plan
  * Middle management implement plan
  * Technical management for mentoring
  * Product development (team) leadership

Conclusions

* Market forces fierce
* Leadership
* Created workforce with specific skills
* Relationship
  * Between two formulating organizations
  * With SAS
  * With University
  * With client
* Research findings

References

* See Handout

Let us meet again..

We welcome you all to our future conferences of OMICS International

7th Annual Global Pharma Summit

On

June 20-22, 2016 at New Orleans**, USA**

http://american.pharmaceuticalconferences.com/