

TC1



CLINICAL
TRIALS
TRANSFORMATION
INITIATIVE

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Delivering Effective Training to Investigators and Their Delegates

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Slide 1

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Tina Chuck, 12/12/2017

What is Training?

- A type of active learning; structured and learner-centered
- Effects change (teaches **how** to do something in addition to the **who, what, where, when, and why**)
- Relevant and practical real-world information, concepts, and skills that can be used immediately
- Outcomes driven (i.e. to decrease errors in informed consent documentation)
- Measurable outcomes



Training Needs Analysis

WANTS | NEEDS

- ✓ What do you want investigators/delegates to be trained on vs. what they actually need to be trained on

- ✓ What training is needed and why?
- ✓ Where is training needed?
- ✓ Who needs training?
- ✓ How will training be provided?
- ✓ How much will training cost?
- ✓ What will be the impact on business?

Development, Implementation, and Maintenance of Training Programs

Apply adult learning methodology for all trainings!

Project Plan - Logistics

<i>Who?</i> (Multidisciplinary team)	<i>How?</i> (Format)	<i>Where and When?</i>
Subject Matter Experts	Online	Informal vs. Informal
Instructional Designer	In-person	Continuous vs. Periodically
LMS Administrator	Mentorship	Just-In-Time/On-Demand
Facilitator	Coaching	
Target Audience		

Development, Implementation, and Maintenance of Training Programs

Project Plan – Deliverables

<i>What?</i> (Training Material)	<i>Why?</i> (Purpose of Training)
Pre- and Post- training requirements (pre-test, prerequisite, pre-work, post-test, evaluation, certificate of completion)	Curriculum/Program/Agenda
Handbook	Learning Objectives
Jobs Aids	Expectations
Policies and Standard Operating Procedures	
Website	
Employee App Store	

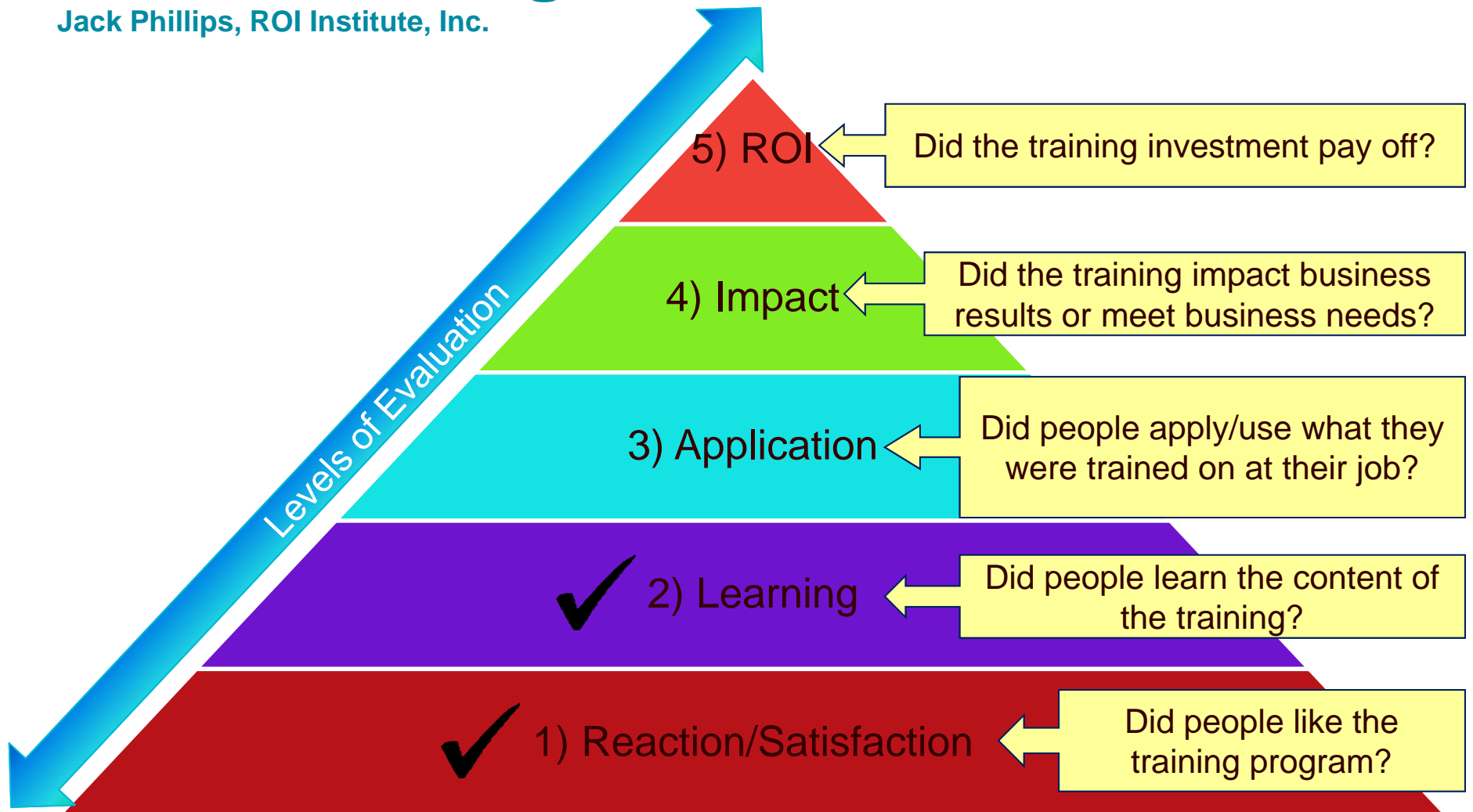
Return On Investment (ROI) of Training

TIME IS MONEY

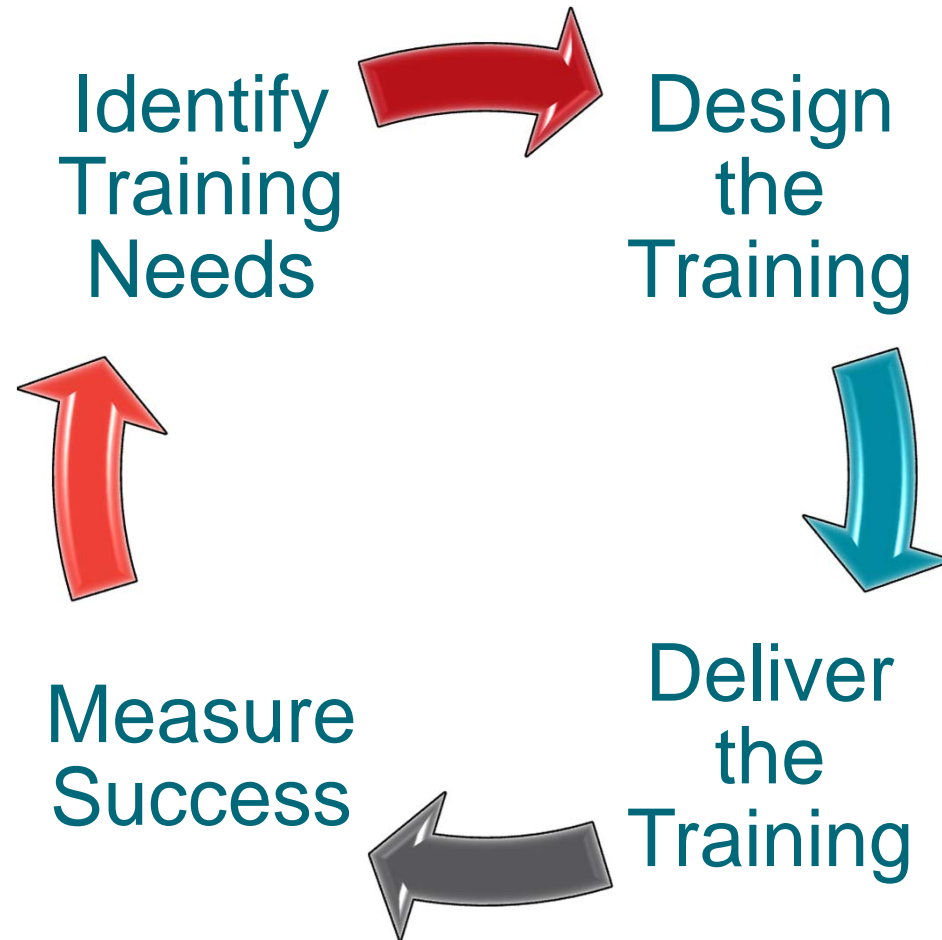
Was the
training
effective?

ROI of Training

Jack Phillips, ROI Institute, Inc.



Training Cycle



THANK YOU.



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