

# Team Training Solutions

*Accelerate your team's performance with professional training solutions*

## Case study

[info@educolifesciences.com](mailto:info@educolifesciences.com)

### Summary

An ongoing in-house (face to face) training for a global regulatory team that needed to standardise its internal processes with a consistent working structure used by employees across multiple regions and levels.

### Scenario

A large pharmaceutical organisation needs to ensure a consistent level of understanding, thinking and processes among their regulatory teams.

The key objectives for the training are:

1. Ensure the training is created specifically with the organisation's products, processes and culture in mind.
2. Develop a training that would ensure standardised regulatory processes across all teams.
3. Ensure all team members understand and buy into changes.

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### Educo life sciences solution

We would work with the organisations leadership teams to understand their culture and learning objectives. Working closely with the trainer we would understand their new structure and process adoptions and identify key messages and objectives that must be met.

We would then design an engaging training that carried the leadership message across the whole division. With theoretical explanations for the changes as well as practical group work to ensure the new processes were understood.

A continuous learning approach would be beneficial whereby post-delivery extra support is provided for middle management to help ensure they could drive the message forward in the future.

### How would this help?

By understanding the key messaging and providing post learning follow up each learner on the course is fully aware of the new processes in place. The course is refined and set up to teach new as a refresher or to new employees to ensure that the changes are now part of the culture moving forward. This will enable the organisation to ensure a much more efficient and global regulatory process.