

## Strategic Training Needs Analysis: Strategic Partner Proactively Meeting the Business Needs

### Problem:

Tired of functioning in a reactive mode to training requests and wanting to develop a strategic partnership with the business, a Training Manager in a top U.S. biopharma company identified a need to create a relevant, targeted 2015-16 strategic training curriculum. An Impactiviti vendor/partner was engaged to conduct a strategic training needs analysis.

### Approach:

This partner conducted a thorough review of the business operation, competencies and objectives, then developed and analyzed targeted assessments to uncover the team's specific training needs.

They segmented the assessment to ensure that they were addressing the needs of the multiple functions represented within the division. To ensure alignment, an executive summary of the data and rank-ordered recommendations were developed and presented to the leadership team and field advisory board.



### Solution:

An entire curriculum from foundation to advanced-level training was developed in two months. Leveraging an executive summary of the data and prioritized training recommendations, buy-in was easily obtained from the leadership team and field advisory board. The client and vendor/partner then began vetting providers and started to execute on the strategic training plan.

### Result:

After this process, the Training Manager was viewed as a strategic business partner who developed training that met the business needs. The "fire drills" subsided significantly. The training budget was expanded. The business was positively impacted because the teams had the knowledge they needed to address important business issues. This built credibility with their customers.

For more information about this partner (or for any other needed vendor recommendations), please contact Steve Woodruff at Impactiviti ([asksteve@impactiviti.com](mailto:asksteve@impactiviti.com); 973-947-7429)