

Training Your Training Staff

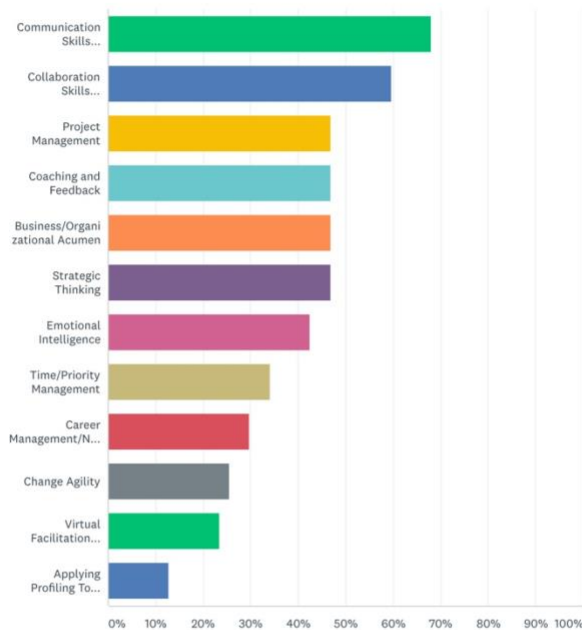
In an October 2019 survey by Impactiviti, over 45 Life Sciences Commercial Training professionals rated the most important developmental skills for those in their department.

(note: these are vital overarching professional skills, excluding training-specific skills such as Instructional Design, Adult Learning Principles, Classroom Facilitation, etc.).

Here are the results:

Please select the Top 5 upskilling opportunities (in your opinion) that are most important for L&D leaders to offer their training teams for their current AND future effectiveness.

Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES
Communication Skills (written/verbal/presenting)	68% 32
Collaboration Skills (internal and external stakeholders, including vendors/agencies)	60% 28
Project Management	47% 22
Coaching and Feedback	47% 22
Business/Organizational Acumen	47% 22
Strategic Thinking	47% 22
Emotional Intelligence	43% 20
Time/Priority Management	34% 16
Career Management/Networking	30% 14
Change Agility	26% 12
Virtual Facilitation (webinar/video)	23% 11
Applying Profiling Tools (Strengths, DISC, etc.)	13% 6
Total Respondents: 47	

It is clear that effective **communication, collaboration,** and **project/vendor management** are extremely important; not only for the time spent in the training department, but for all subsequent roles in the corporation. For people advancing in their career through the training department, these skills should not be left to pick up at random (or through very costly mistakes).

LTEN (Life Sciences Trainers and Educators Network) and other organizations do an admirable job providing courses for new trainers to get up to speed on training-specific skills.

Impactiviti is devoted to providing workshops and other resources to help commercial life sciences employees succeed in these other crucial areas of professional development. We will craft a customized program for your trainers to address your most pressing competencies in a short-term or yearly cycle of hands-on developmental workshops.

Contact:

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"I have known Steve for many years and worked with him on a number of occasions and projects. He has a ton of experience and connections that he can leverage to help make your work together successful. Highly recommended!"

Executive Director, Sales Training; Past-President, LTEN

"My team needed to learn how to work effectively with outside vendors. Steve took the time to fully understand our needs, and deliver a workshop that would best address the learning objectives. Steve is a consummate professional with great knowledge of the training space, a collaborative approach, and fair pricing."

Senior Director, Medical Affairs Global Learning and Development

"Steve brought our team of emerging leaders innovative, yet practical ideas for effectively projecting a personal and professional brand. His Clarity Formula showed us how to identify our unique skills and professional DNA and communicate our message effectively to others in a networked world. By focusing on what we do best and communicating with clarity, our team learned how to truly stand out amongst their peers and competitors."

Senior Manager, Leadership and Organizational Development