Training for newbies

John Matthew
10:1 Schools

100:1 Med comms
Training for newbies – some considerations

WHY?  WHEN?  HOW?  WHAT?
The purpose of training

- **Newbies**
  - Enthusiasm, Curiosity
  - Transferrable skills

- **Not so newbies**
  - Experience, Judgement
  - Can ‘do the Job’

Relevant and timely training can help to bridge the gap.
Newbie or not newbie – that is the question

When am I no longer a ‘trainee’?

Dependent contribution → Independent contribution
By 6 months?

- Therapy area knowledge
- Content with impact
- Relationship development
- Industry awareness
- Medical writing
- Organization and prioritization
- Commercial awareness
How do we learn?

Listening

Reading

Looking

Talking

Optimal learning employs a blended approach
A blended approach to training?

1. ‘On the job’
   - The most important training
   - learning by doing/experience

2. Informal
   - Support network (mentors, peers)
   - learning from others

3. Formal
   - Assigned materials developed/presented by internal experts

4. External resources
   - Supplement/complement internal training
Where does a learning journey typically begin?
End with a plug
CURRICULUM in a nutshell...

- **Resources** developed/recommended by subject matter experts
- **Master** essentials, develop your skills
- **Enable** self-directed learning and development
- **Opportunity** to explore, share *and contribute*
What does it look like…

An end-to-end learning path of curated content for medical writing
In conclusion, make it ...

**Relevant**  
**Engaging**

**Accessible**  
(and Accessed)

**Collaborative**

Take an active role – training is not ‘done to you’
Thank you