



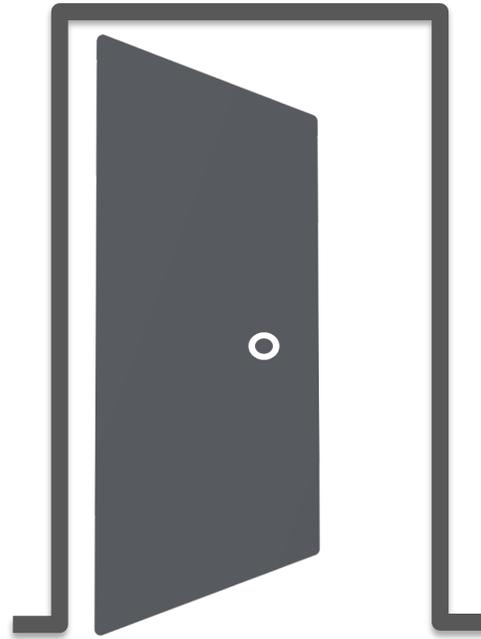
NZ • CHINA • SINGAPORE • UAE • SWITZERLAND • UK • USA

# Training for newbies

John Matthew

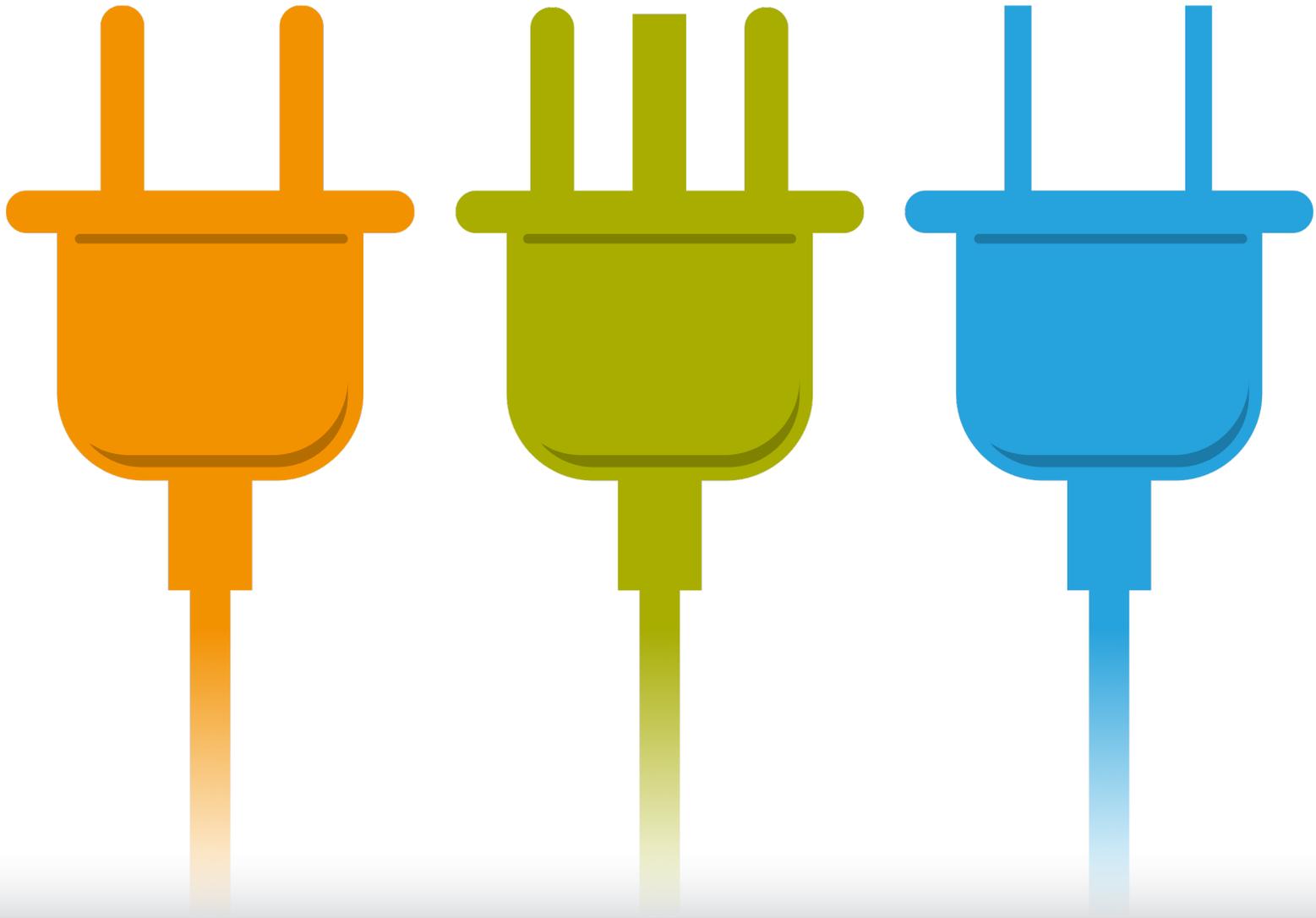
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Schools

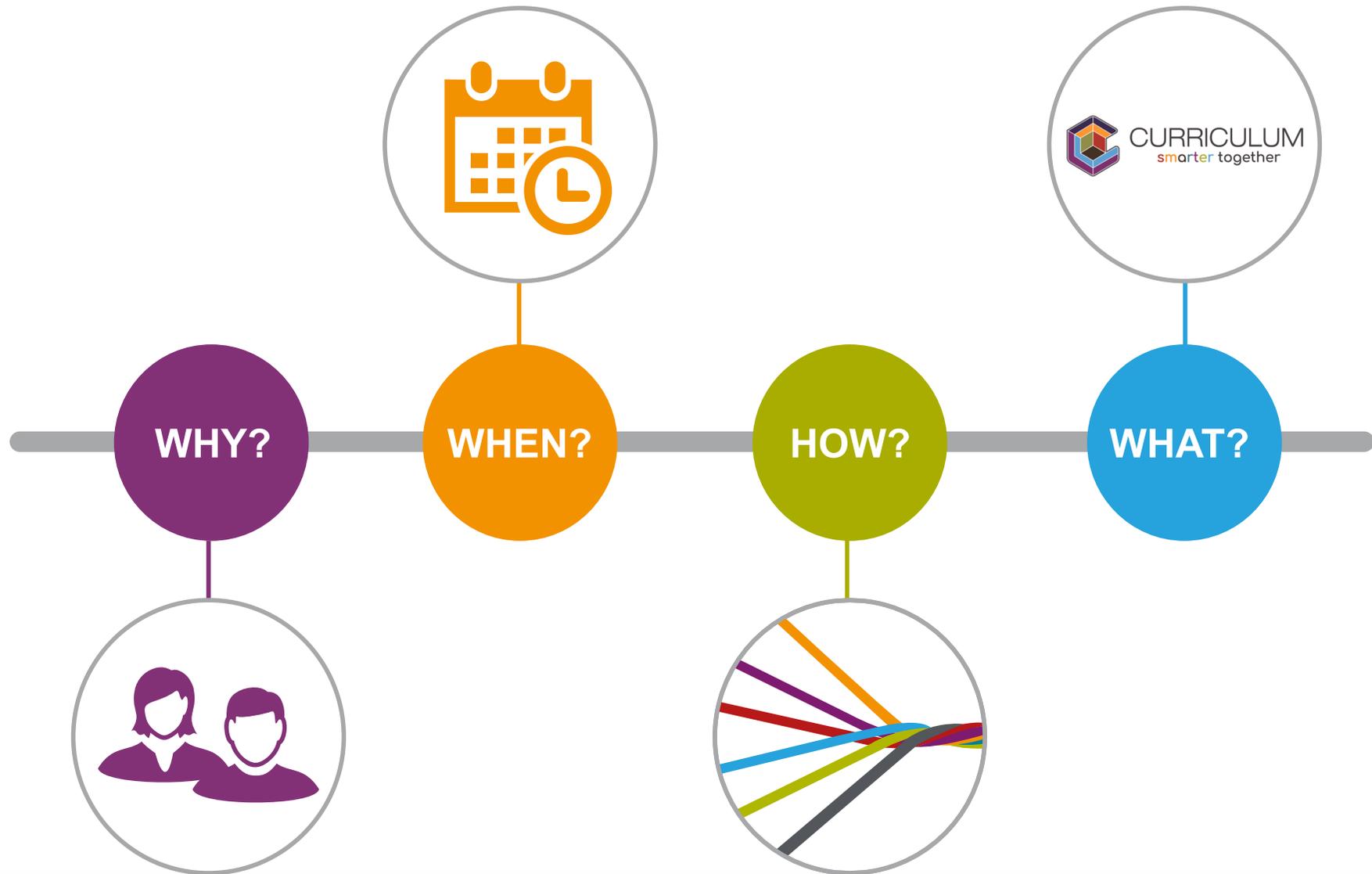


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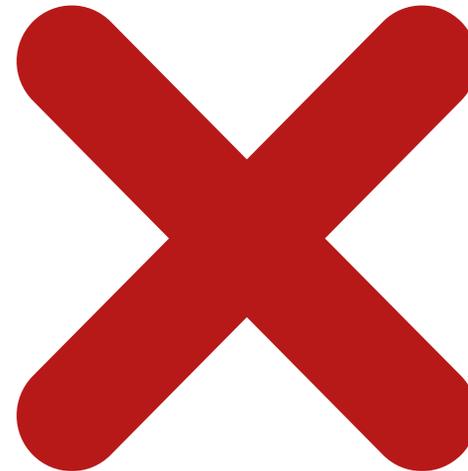
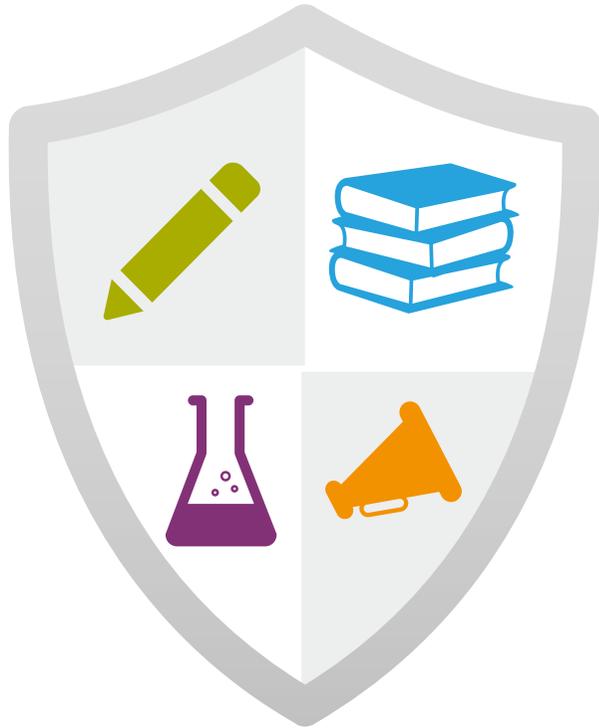
Med comms



# Training for newbies – some considerations



# Agencies are not academic seats of learning



**Training should be aligned with business needs**

# The purpose of training

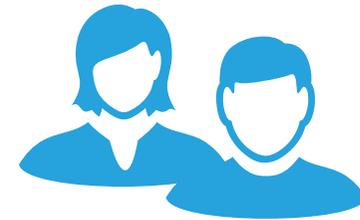
**Newbies**



**Enthusiasm, Curiosity  
Transferrable skills**

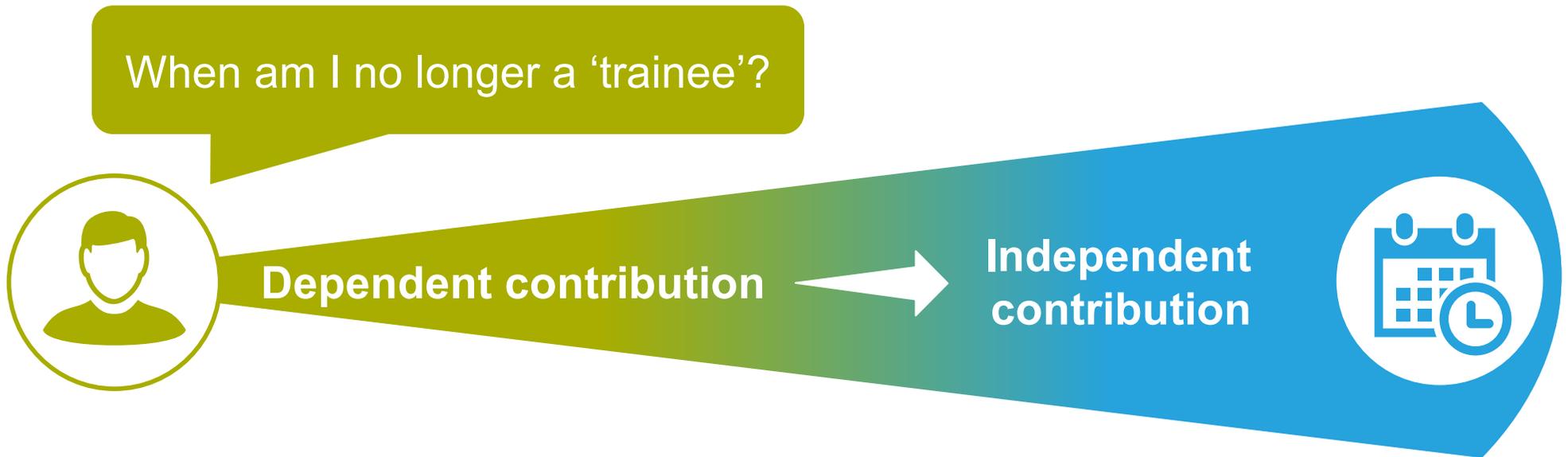
**Relevant and timely  
training can  
help to bridge the gap**

**Not so newbies**



**Experience, Judgement  
Can 'do the Job'**

# Newbie or not newbie – that is the question



# By 6 months?



# How do we learn?



**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

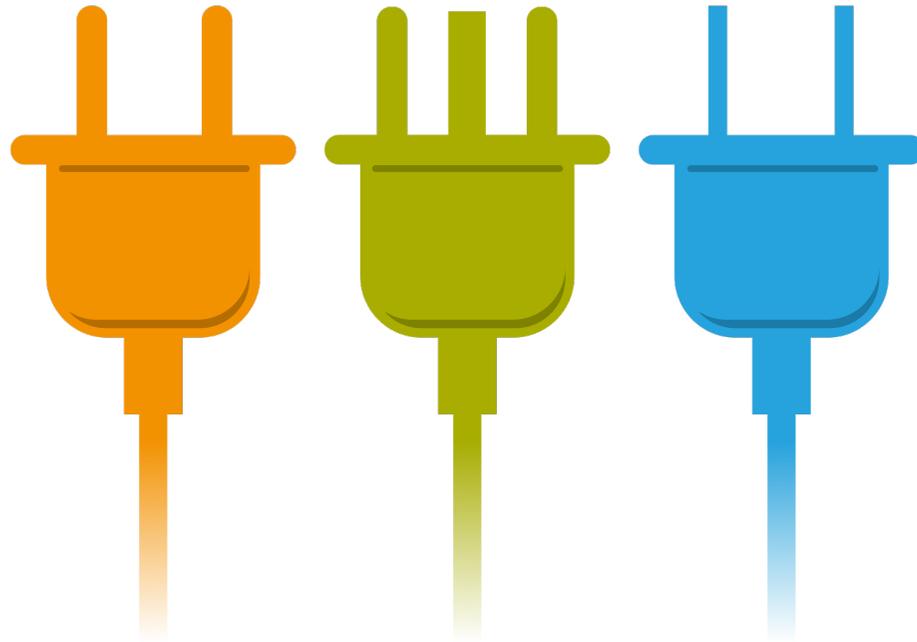
**4** External resources

Supplement/complement  
internal training



Where does a learning journey typically begin?

# End with a plug



CURRICULUM  
smarter together

# CURRICULUM in a nutshell...



**Resources** developed/recommended by subject matter experts



**Master** essentials, develop your skills

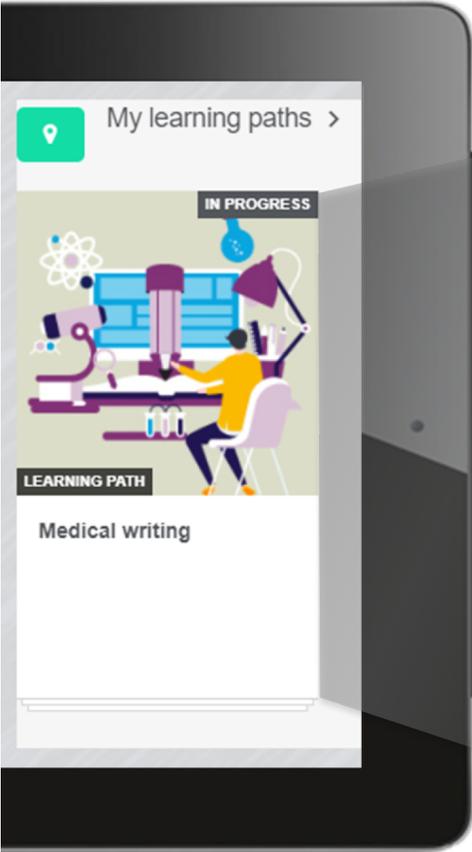


**Enable** self-directed learning and development

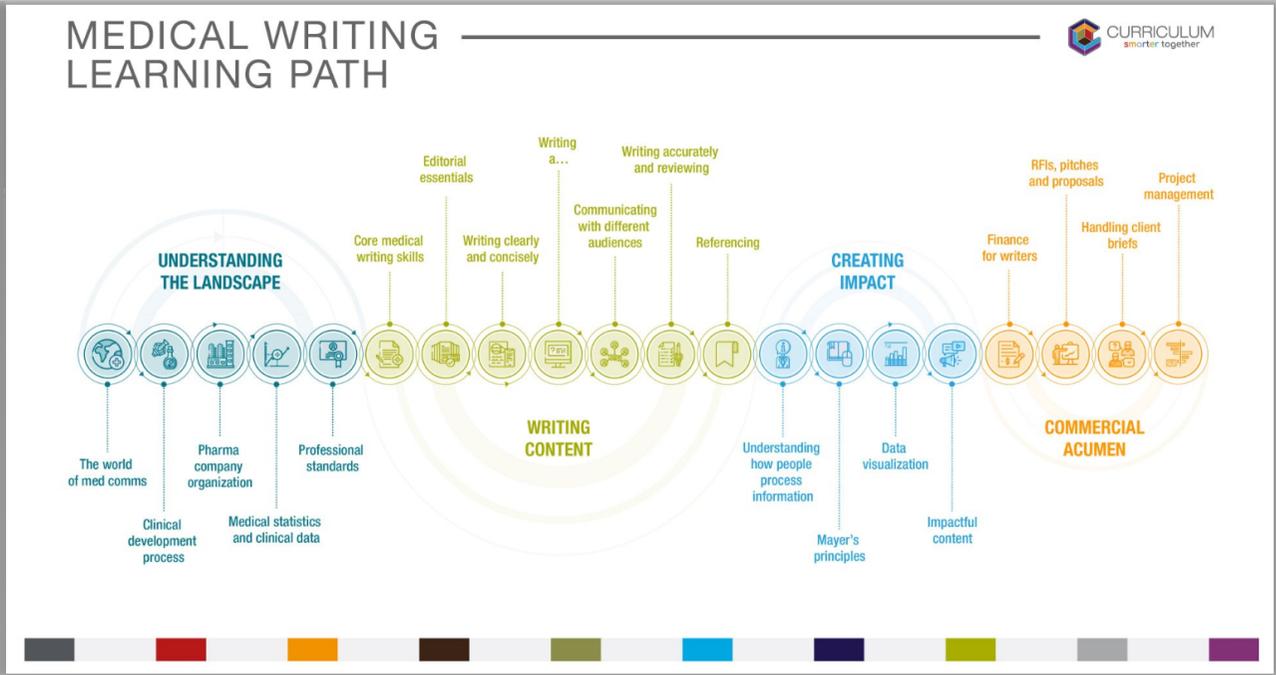


**Opportunity** to explore, share *and contribute*

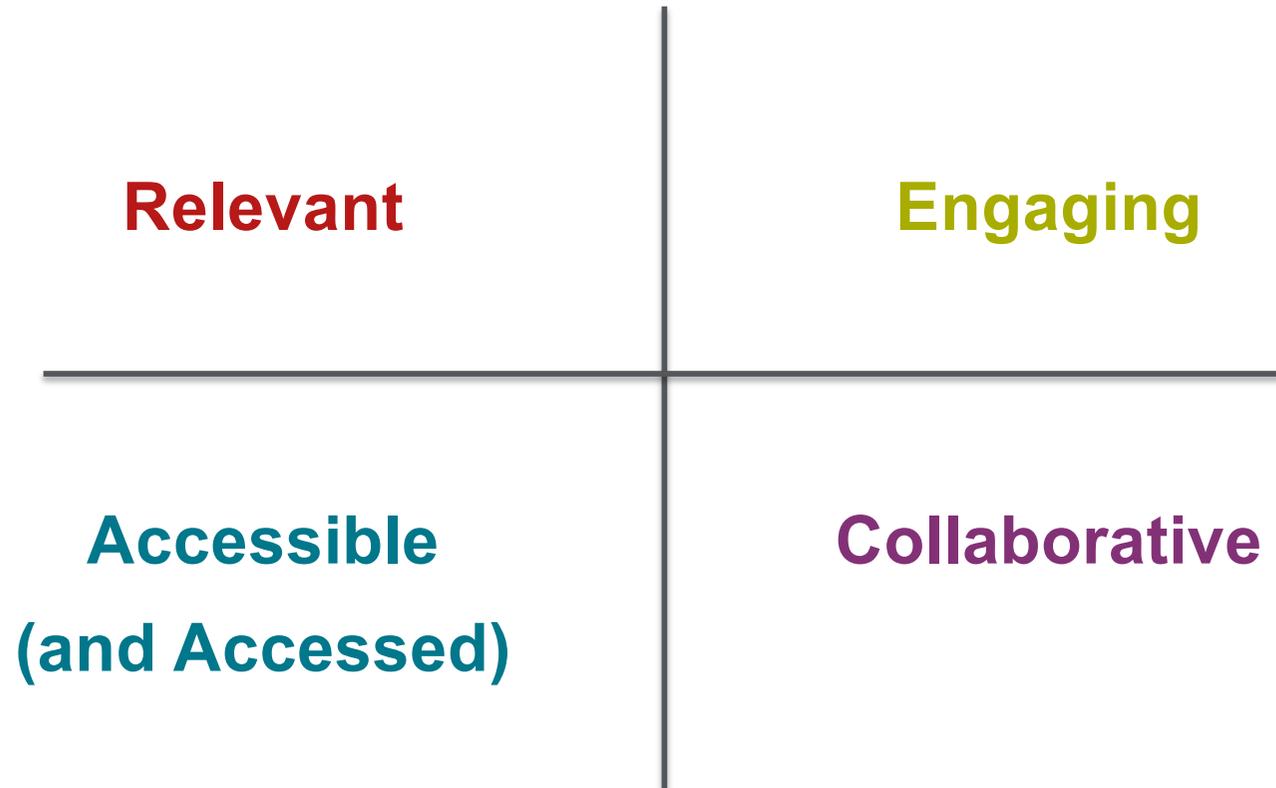
# What does it look like...



An end-to-end learning path of curated content for medical writing



In conclusion, make it ...



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

Thank you

