

Paper # PD07

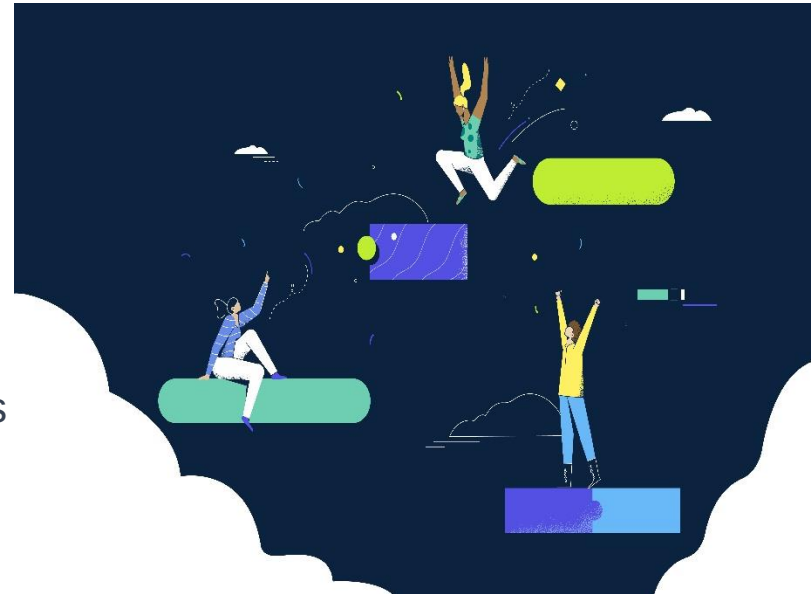
Retain and Grow the Talent in Statistical Programming

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Introduction

- ❖ The successful retention of skilled programmers is vital for both individual and organizational success.
- ❖ Achieving career success requires effective communication between programmers and their managers, with a focus on understanding individual strengths and defining career goals.
- ❖ Programmers play a key role in their own career success, by identifying their strengths and goals, and proactively seeking out opportunities for growth and development.
- ❖ Managers have a critical role in supporting the career success of their programming teams, by aligning individual goals with organizational objectives, implementing effective performance management systems, and providing opportunities for professional development, mentoring, and career advancement.



Retention and Success

❖ Retention:

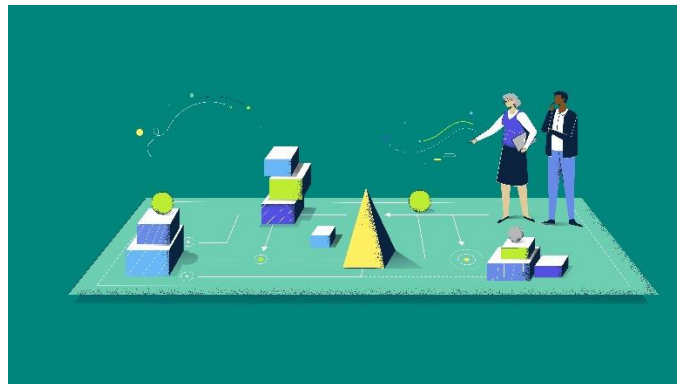
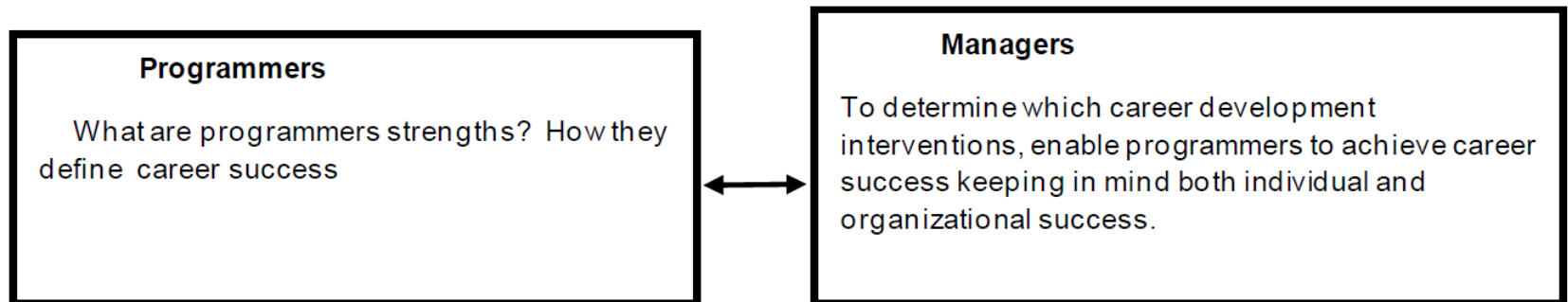
- ❖ The ability to retain employees for longer periods of time
- ❖ High turnover rate can be costly in terms of time and money spent on recruiting, hiring, and training
- ❖ Keeping skilled and experienced workers within the organization

❖ Success:

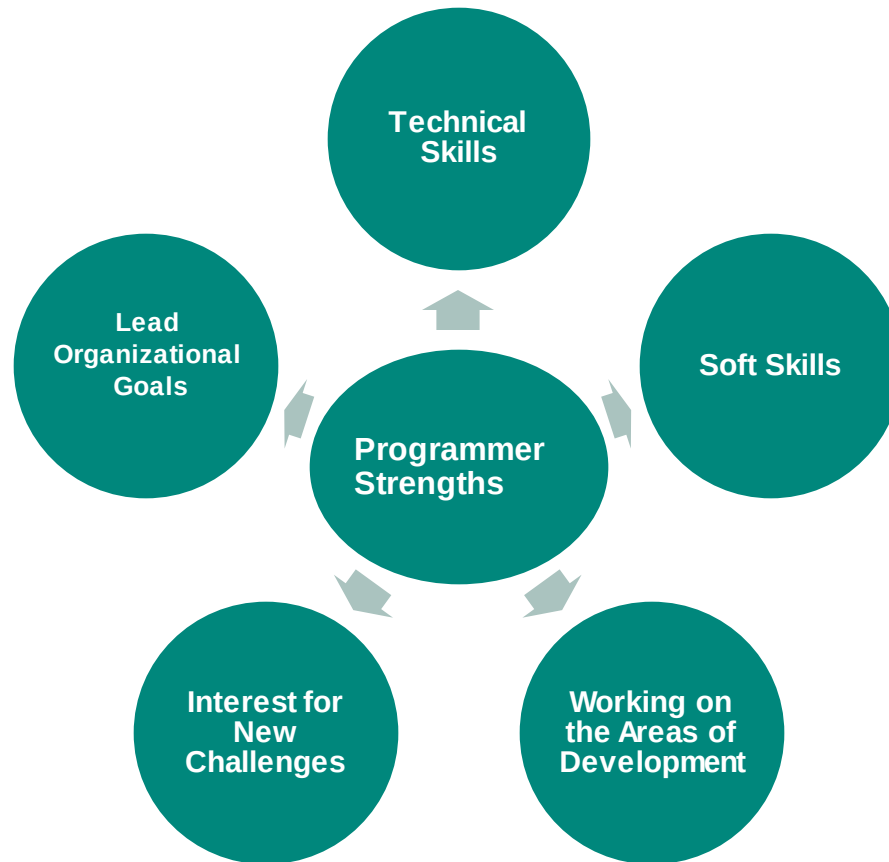
- ❖ **Individual perspective:** feeling of personal fulfillment, achievement, and satisfaction in one's employment or career path
- ❖ **Organizational perspective:** making a significant contribution to the organization or exceeding organizational expectations in some way, contributing to the overall achievement of organizational goals
- ❖ Perspectives of career success may differ between individuals and organizations, but they are interconnected and adapt to changing needs.

Communication between the programmer and the manager

Bidirectional communication between programmers and their managers can provide valuable insights that can be used to tailor career interventions that benefit both the individual and the organization.



Programmer Strengths



Programmer strengths are a combination of technical skills, soft skills, working on the areas of development, interest in new opportunities, and thriving to lead organizational goals

Programmer Strengths

- ❖ As a programmer, it's important to evaluate your competencies and determine if you have strengths and interests that align with pursuing either technical or management career paths.
- ❖ Your organizational structure and available opportunities will determine your potential hierarchical growth and development within the company.
- ❖ Demonstrating your technical and soft skills and expressing enthusiasm for new opportunities requires a coordinated effort to showcase your strengths and interests.
- ❖ The organization's view of the new opportunity and your intention for career flexibility, skill development, and change management are critical considerations in pursuing new opportunities.
- ❖ By taking a proactive approach in evaluating your competencies and pursuing new opportunities, you can achieve career growth and success while contributing to the success of the organization.

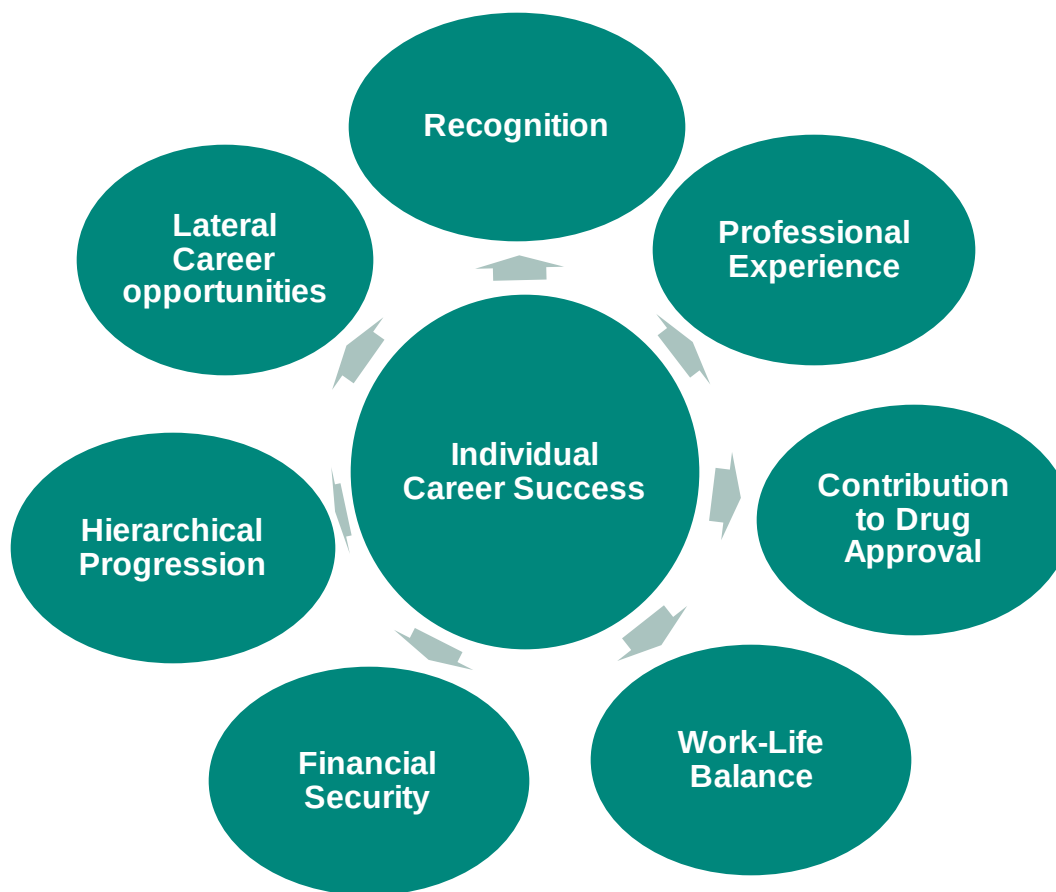


The Role of Programmer in Career Management

- ❖ As a programmer, taking charge of your learning and development is critical to achieving career growth and success in a constantly evolving industry.
- ❖ Actively seek out training and professional development opportunities to enhance your skills and knowledge to align with your career goals and organizational needs.
- ❖ Set individual career goals and regularly assess your progress to ensure you are on track to achieve your desired outcomes.
- ❖ Communicate your professional development needs and goals to managers and seek support and resources from the organization.
- ❖ By shaping your skills and knowledge and having a clear perception of success, you can create a path for your professional development that aligns with your career aspirations and ensures success for both yourself and the organization.



Individual Career Success



The programmer's perception of success can be a combination of factors including the recognition of colleagues and managers, professional experience, contribution to drug approvals work-life balance, financial security, and hierarchical progression.

Individual Career Success

RECOGNITION BY COLLEAGUES AND MANAGERS:

- ❖ Positive feedback and formal recognition can motivate employees and promote healthy competition

PROFESSIONAL EXPERIENCE

- ❖ Enjoyment and engagement in work activities can lead to personal fulfillment and professional growth

CONTRIBUTION TO DRUG APPROVALS

- ❖ Being part of a team responsible for life-saving treatments can create a sense of accomplishment and career success

WORK-LIFE BALANCE

- ❖ Balancing work and personal life is a priority for many programmers and can be supported by offering flexible work arrangements

FINANCIAL SECURITY

- ❖ Competitive wages and benefits can motivate employees to stay longer and make productive contributions

HIERARCHICAL PROGRESSION

- ❖ Moving up in career paths can provide a sense of achievement, personal and professional growth

LATERAL CAREER OPPORTUNITIES

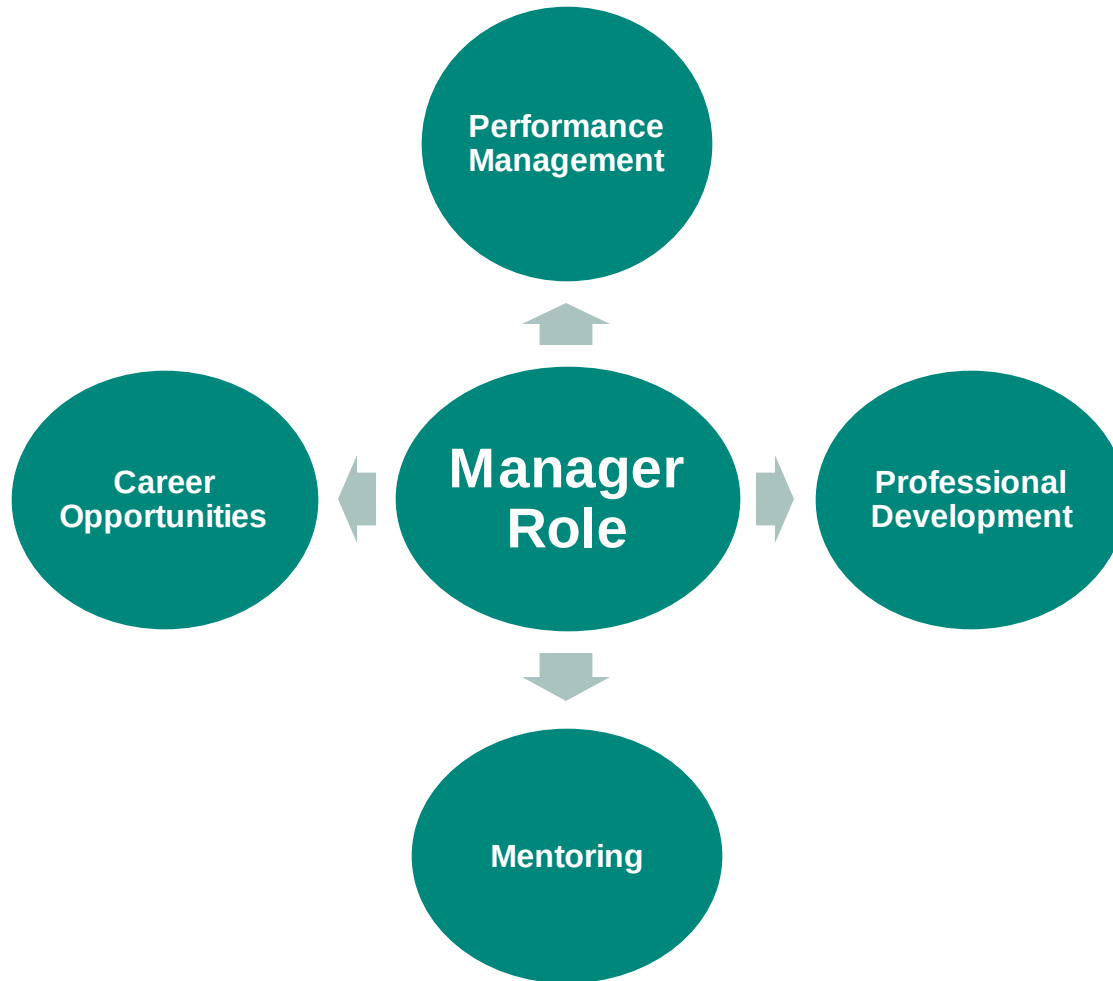
- ❖ Taking on new roles and responsibilities can broaden skills, build networks, and provide continuous learning and growth opportunities.

Managers

- ❖ The managers have the vital role to understand individual definitions of success as well as organizations and providing career interventions to help the programmers to achieve their success in turn contributing to the organizational success.
- ❖ Career Interventions are adopted in line with organizational goals as well as individual strengths and interests.
- ❖ Managers are responsible for implementing performance management systems and providing guidance on opportunities for professional development, mentoring, and career advancement.



Manager Role



Managers play vital role in implementing performance management systems and providing opportunities for professional development, mentoring, and career advancement

Manager Role

PERFORMANCE MANAGEMENT:

- ❖ Aligning individual goals with organizational objectives
- ❖ Collaborative approach to establish clear goals, identify areas for improvement, and provide regular feedback.
- ❖ Should focus on cultivating the culture of continuous learning and development.

PROFESSIONAL DEVELOPMENT:

- ❖ Seek guidance from your manager on learning opportunities such as training courses or pursuing advanced degrees and take advantage of resources that align with your career goals.
- ❖ Proactively join professional networks within or outside your organization to expand your knowledge, build your skills and advance your career, while actively engaging in ongoing professional development in consultation with the manager.

MENTORING:

- ❖ The manager serves as the primary point of contact for guidance, feedback, and support in conducting daily business.
- ❖ This entails helping a mentee develop the skills and networks necessary to be successful in their current roles, as well as to prepare for potential promotions.
- ❖ Mentoring works wonders if strong rapport and trust exist between mentor and mentee.

Manager Role

CAREER OPPORTUNITIES:

- ❖ It is important for managers to be transparent and set the right expectations when providing career opportunities within the organization that align with individual goals and organizational objectives.
- ❖ Foster a culture of ongoing feedback between managers and employees to complement annual appraisals for effective career development.
- ❖ Prioritize effective communication and feedback mechanisms to facilitate career interventions that support the growth and success of both individuals and organizations.
- ❖ By providing guidance on career opportunities that align with individual goals and organizational objectives, managers can ensure that employees are motivated, engaged, and productive in their roles, ultimately contributing to the overall success of the organization.



Conclusion

- ❖ Retaining and developing talent is critical for an organization's success.
- ❖ Individual and organizational objectives must be aligned for success.
- ❖ Programmers should evaluate their strengths/ developmental needs and be proactive in working for their professional development.
- ❖ Managers play a crucial role in helping individuals understand how their strengths and interests can be utilized to benefit the organization, and in providing guidance on opportunities for them to develop new skills and take on new roles that align with the organization's goals.
- ❖ Bidirectional communication between individuals and the organization facilitated by the manager is crucial for this alignment and adapting the definitions of success by organizations and individuals in changing circumstances.

Contact Information

Your comments and questions are valued and encouraged. You may contact the authors at:

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Thank You!

