

# PD15

## Future Workforce: How to invest in your team through Innovative transformation!!

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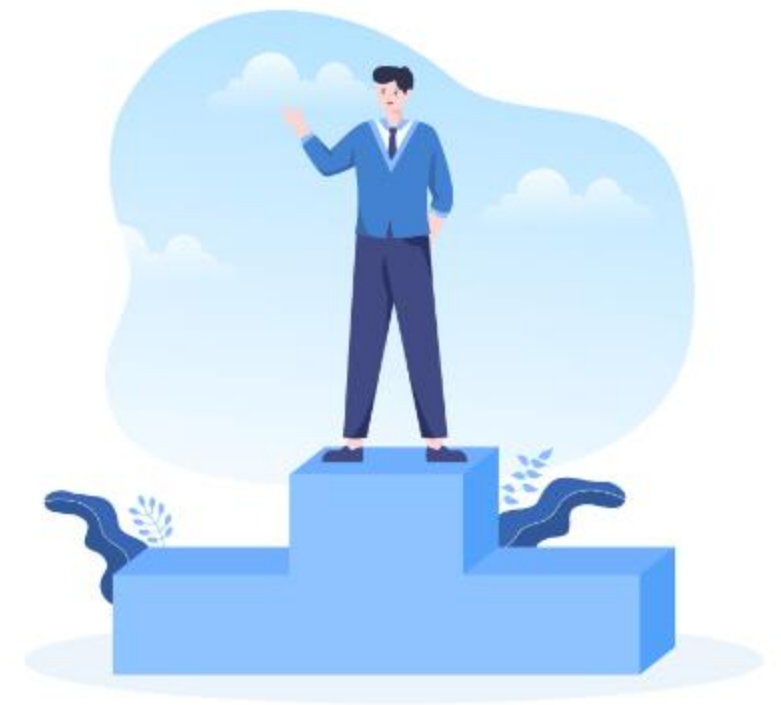
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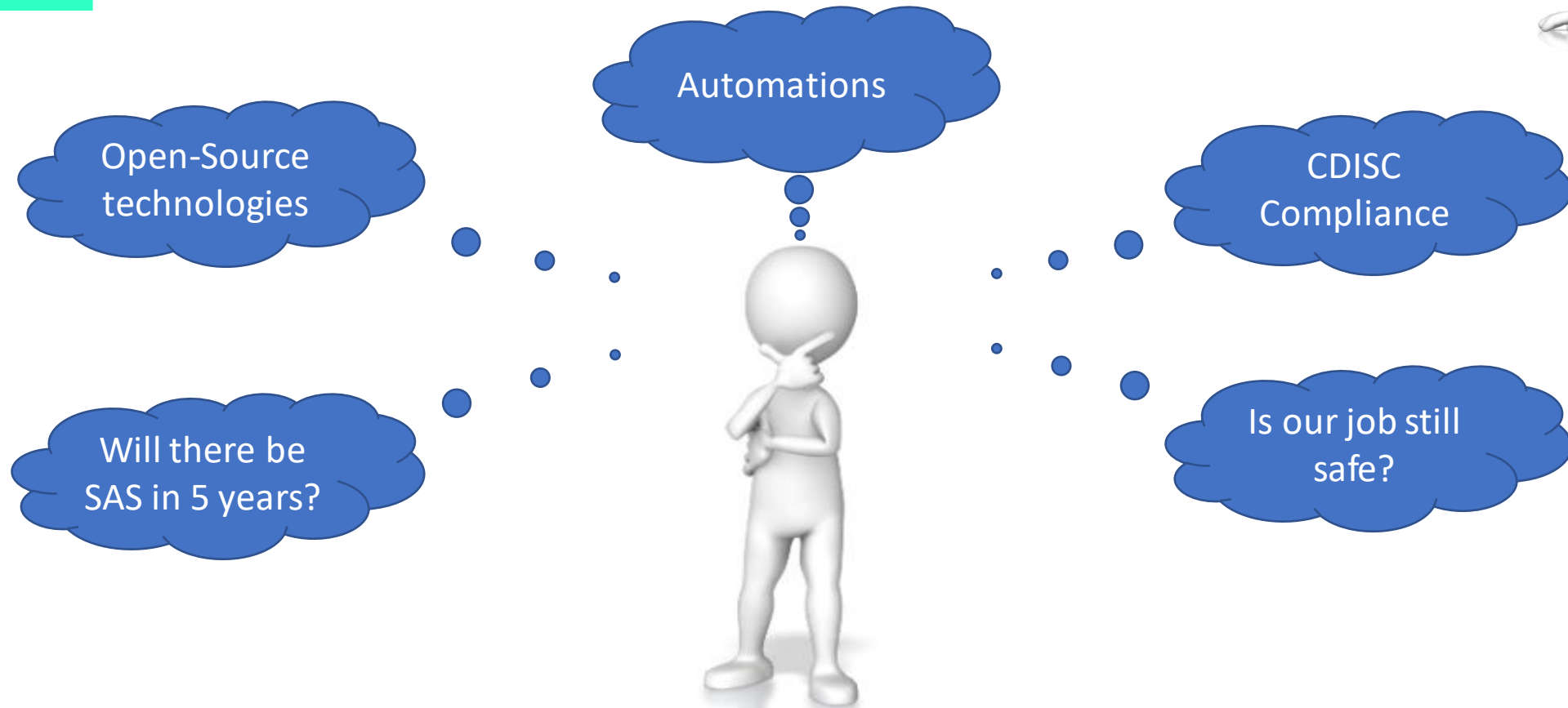
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# CHANGE IS HAPPENING



LEADER

## LEADERSHIP CHALLENGES





# THE FUTURE POSSIBILITIES

## REGULATORY STANDARDS & SUBMISSIONS EXPERT

- ❖ FDA, PMDA submissions.
- ❖ TA specific exposure.
- ❖ Stat prog – Understanding of drug dev process, regulatory submissions, data standards etc.

## STATISTICIAN

- ❖ Performing Analysis
- ❖ Inferencing
- ❖ SAP, TFL shells
- ❖ Stat prog – Solid statistical background required.

## DATA MANAGEMENT

- ❖ Data cleaning
- ❖ Edit check programming
- ❖ CRF & data querying.
- ❖ Stat prog – Data Handling, Analytical skills



# THE FUTURE POSSIBILITIES

## PROJECT MANAGEMENT

- ❖ Project Scoping & Planning
- ❖ Various TA exposure
- ❖ Client interactions, multitasking
- ❖ Stat prog – Understanding of PM roles and working on the needed soft skills.

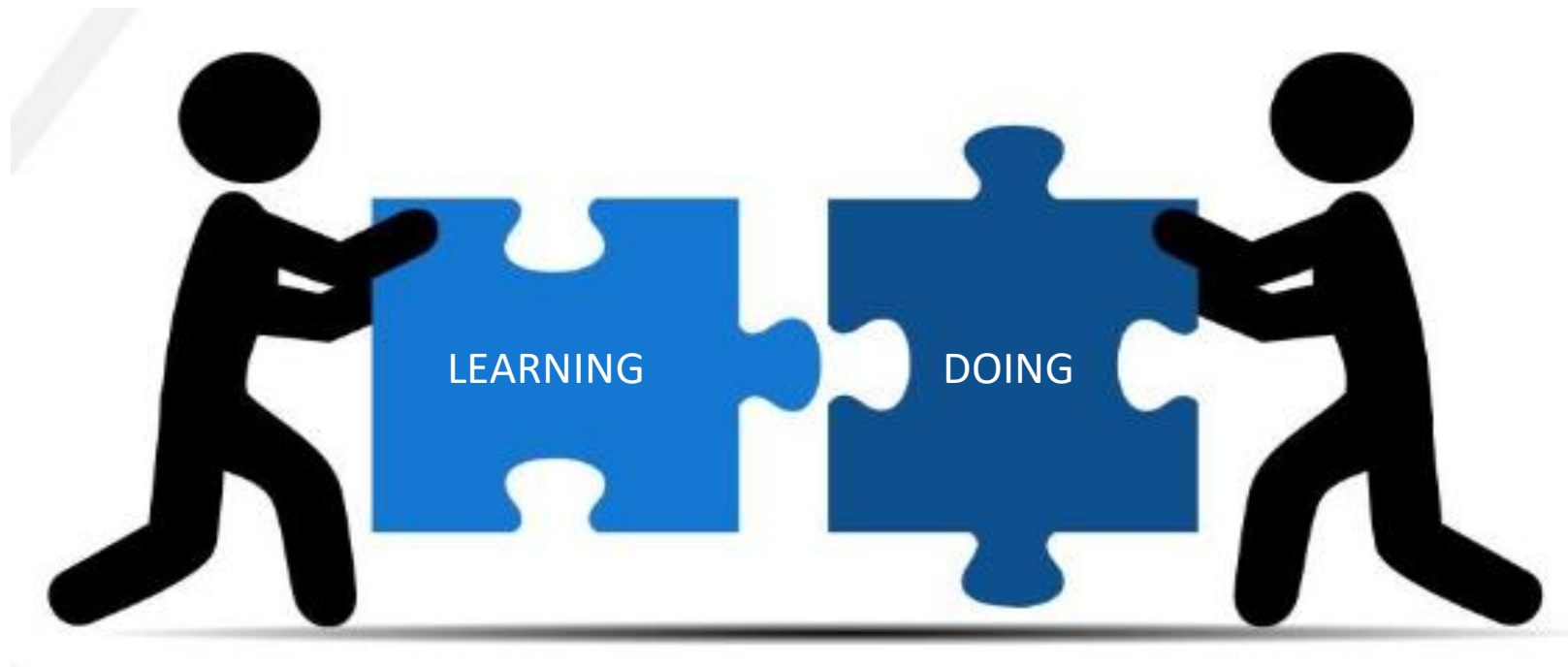
## DATA VISUALIZATION

- ❖ Easy to read reports, graphs
- ❖ Faster drill down
- ❖ Platforms, dashboards in R or Python
- ❖ Stat prog – Build on visualization skills/languages like R.

## OPEN-SOURCE TECHNOLOGIES

- ❖ R & Python
- ❖ Transition comes with challenges.
- ❖ Ready to adapt new technology
- ❖ Stat prog – Upskilling in new technologies especially R.

## BRIDGING THE GAP



## GENERAL COMPETENCIES

**BIG  
PICTURE**



**NURTURE**



**INSPIRE**



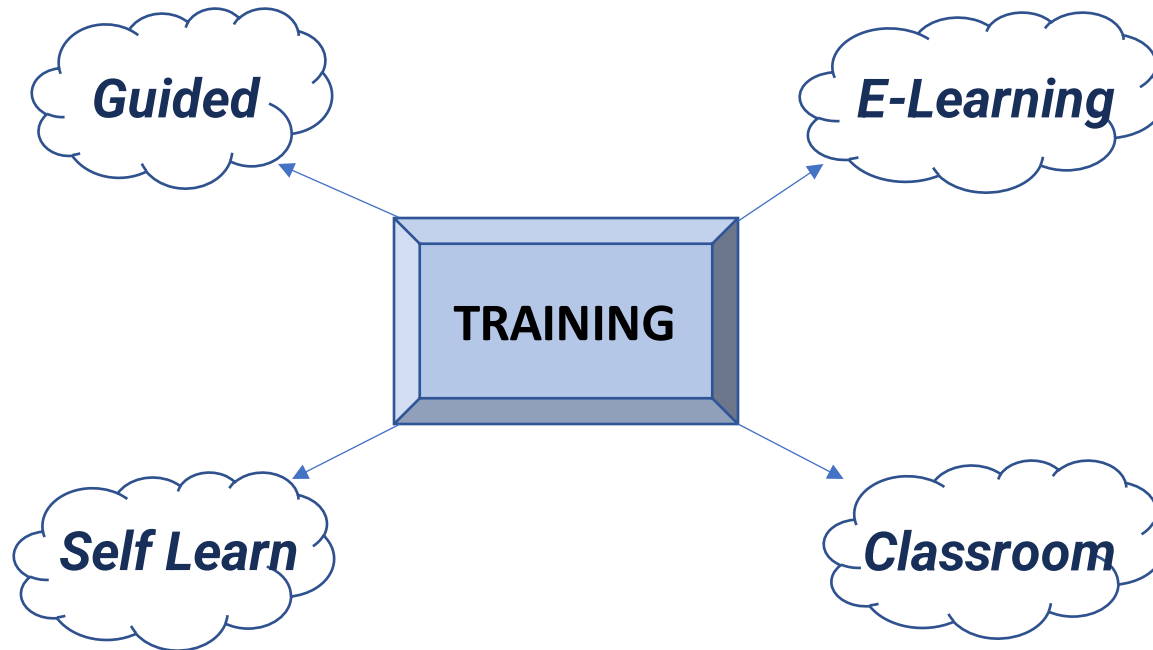
**MOTIVATE**



**COMMUNICATION**



# TECHNICAL COMPETENCIES



# TECHNICAL COMPETENCIES

**TECH SAVVY  
TEAM**

**CERTIFICATION**

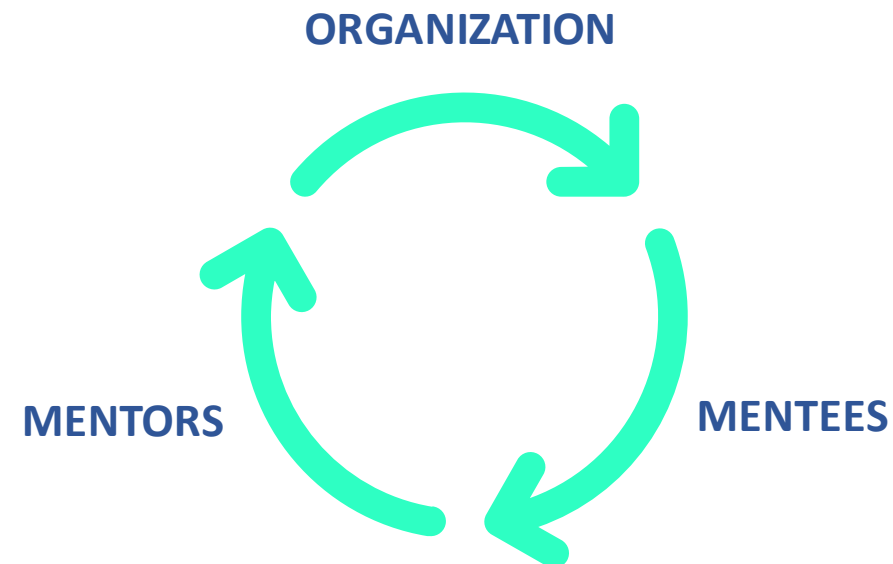
**TECH EVENTS**

**COLLABORATION**

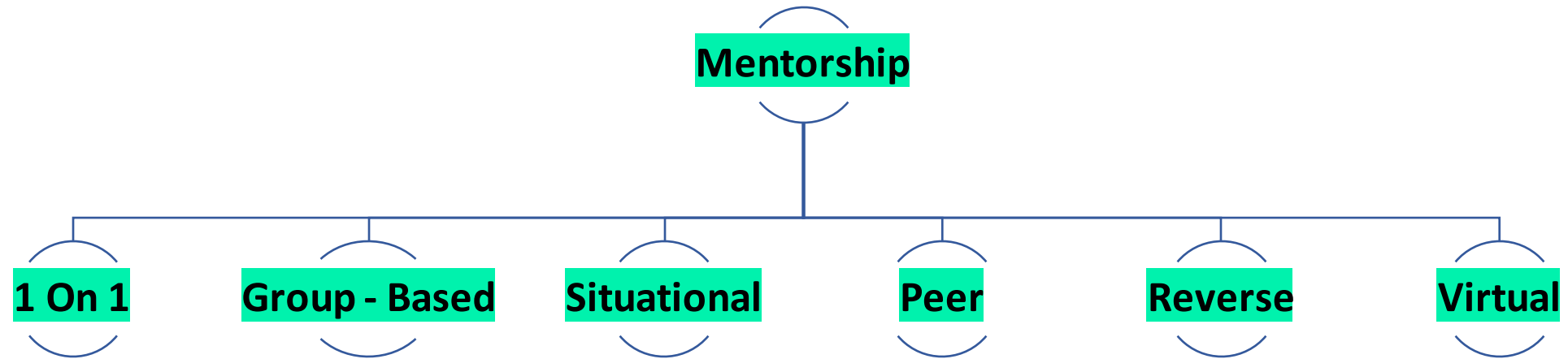


# Mentorship & Benefits

EXPERIENCED MEMBERS GUIDING NEW HIRES IN THEIR PROFESSIONAL JOURNEY TO REACH FULL POTENTIAL.



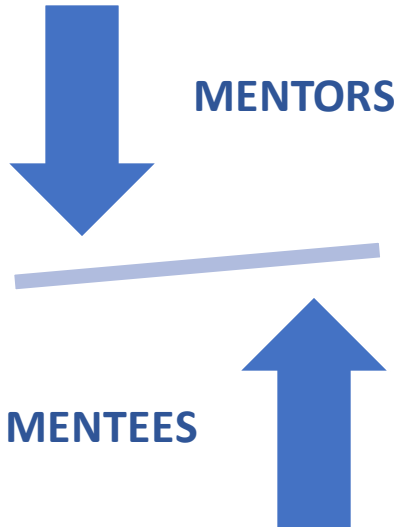
# Mentorship Types





# Mentorship Challenges & Tips

## CHALLENGES



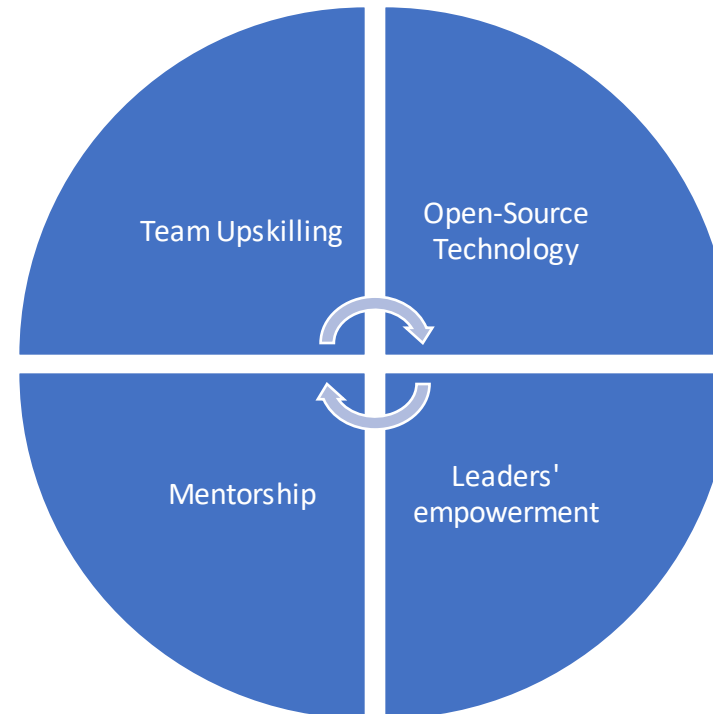
## TIPS

- ❖ Mentor-Mentee pairing
- ❖ Rewards and Recognition.
- ❖ Ownership to mentees
- ❖ Clear structured Goals
- ❖ Open Communications

## TEAM SURVEYS

- Mentorship
- Training
- Live Project
- Certifications

- Overall rating – 4
- Dedicated mentors with domain expertise

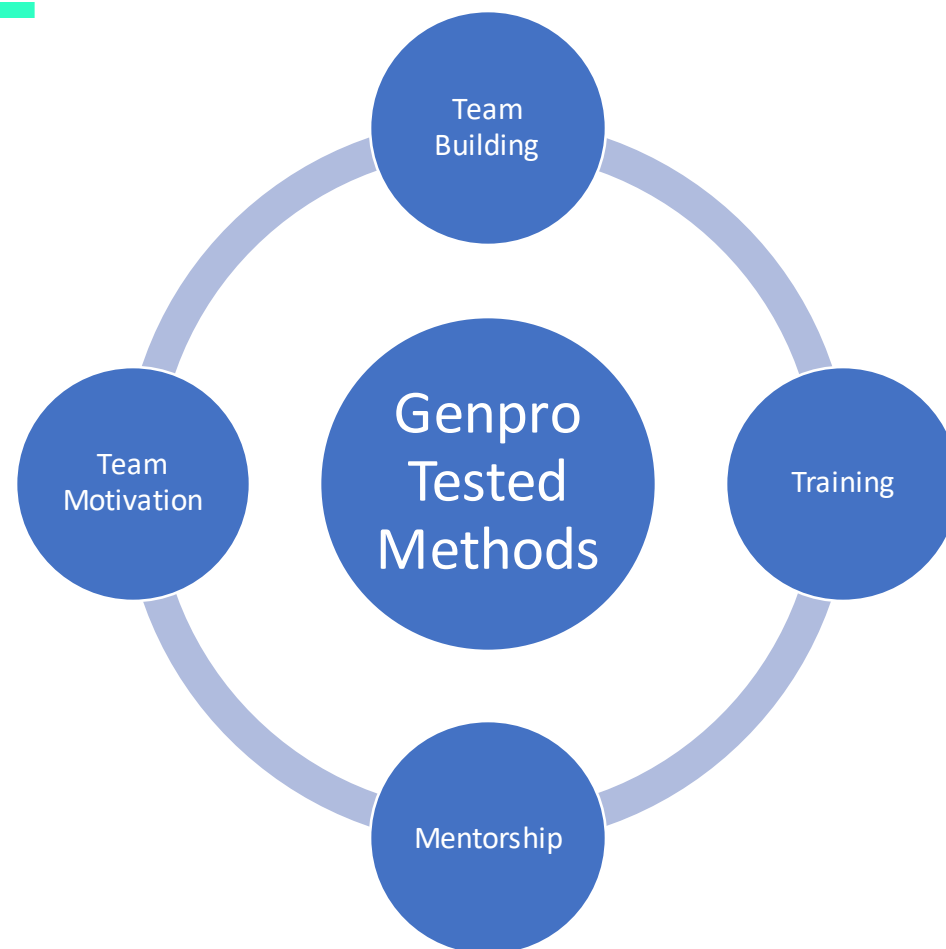


- R & R Shiny
- Python
- Tableau, Power BI

- Training
- Communication
- Opportunities
- Appreciation



## CONCLUSION



THANK YOU

Any Questions ?