



Building High-Performing Biometrics Teams: The SELF-REINFORCING LOOP and Leadership in Clinical Trials

Company: STATECS

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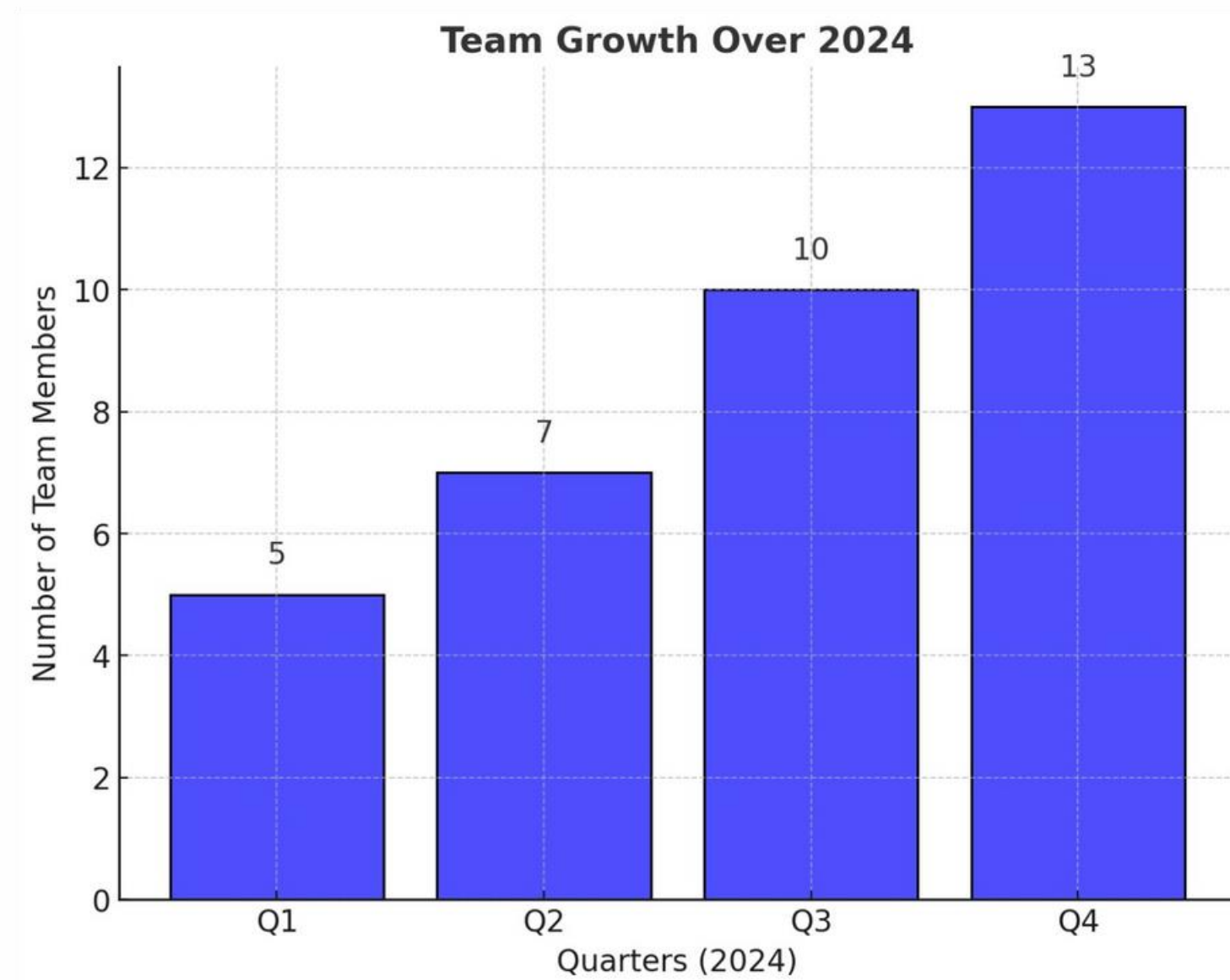
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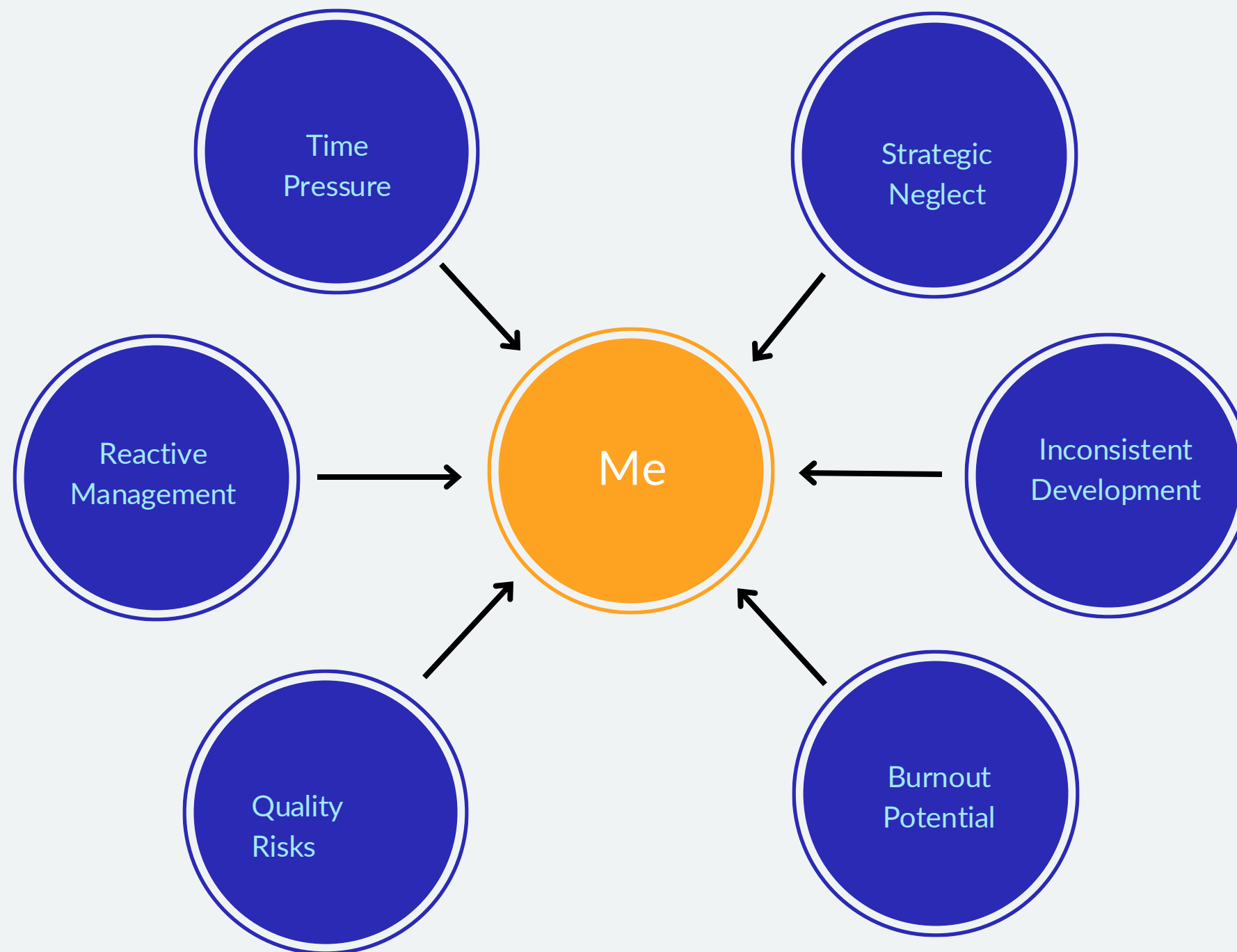
INTRODUCTION

Building and sustaining high-performing **biometric teams** is essential in clinical trials, where **precision, teamwork, and continuous development** drive success.





FROM CHALLENGE TO SOLUTION: THE ORIGIN OF THE SCHEME





FROM CHALLENGE TO SOLUTION: THE ORIGIN OF THE SCHEME

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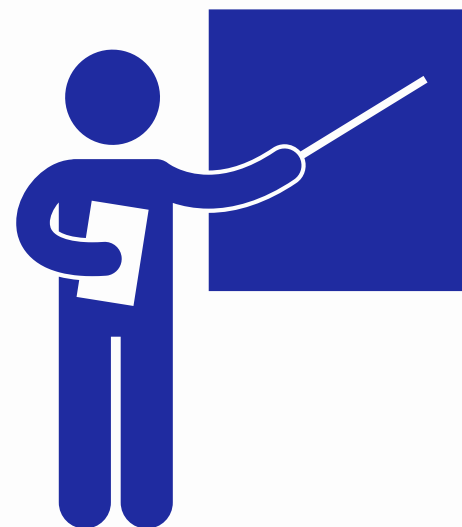
THE CORE OF THE TEAM DEVELOPMENT PROCESS

- **TRAINING:** BUILDING A STRONG FOUNDATION
- THE KEY ROLE OF **INTERVIEWS**
- THE ROLE OF **FEEDBACK** IN TEAM DEVELOPMENT
- **MENTORSHIP:** CULTIVATING GROWTH AND PRACTICAL EXPERIENCE





TRAINING: BUILDING A STRONG FOUNDATION



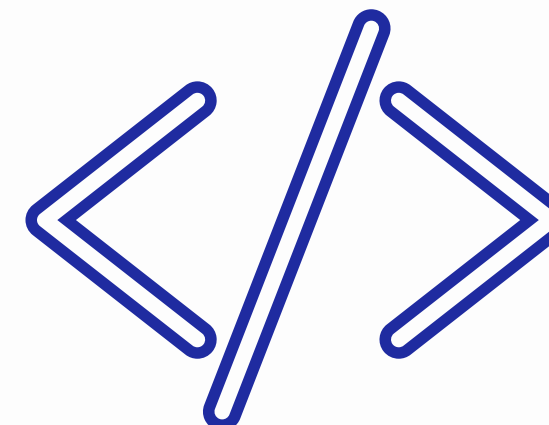
Week 1

Introduction and Fundamentals



Week 2

Industry Standards and Practical Work



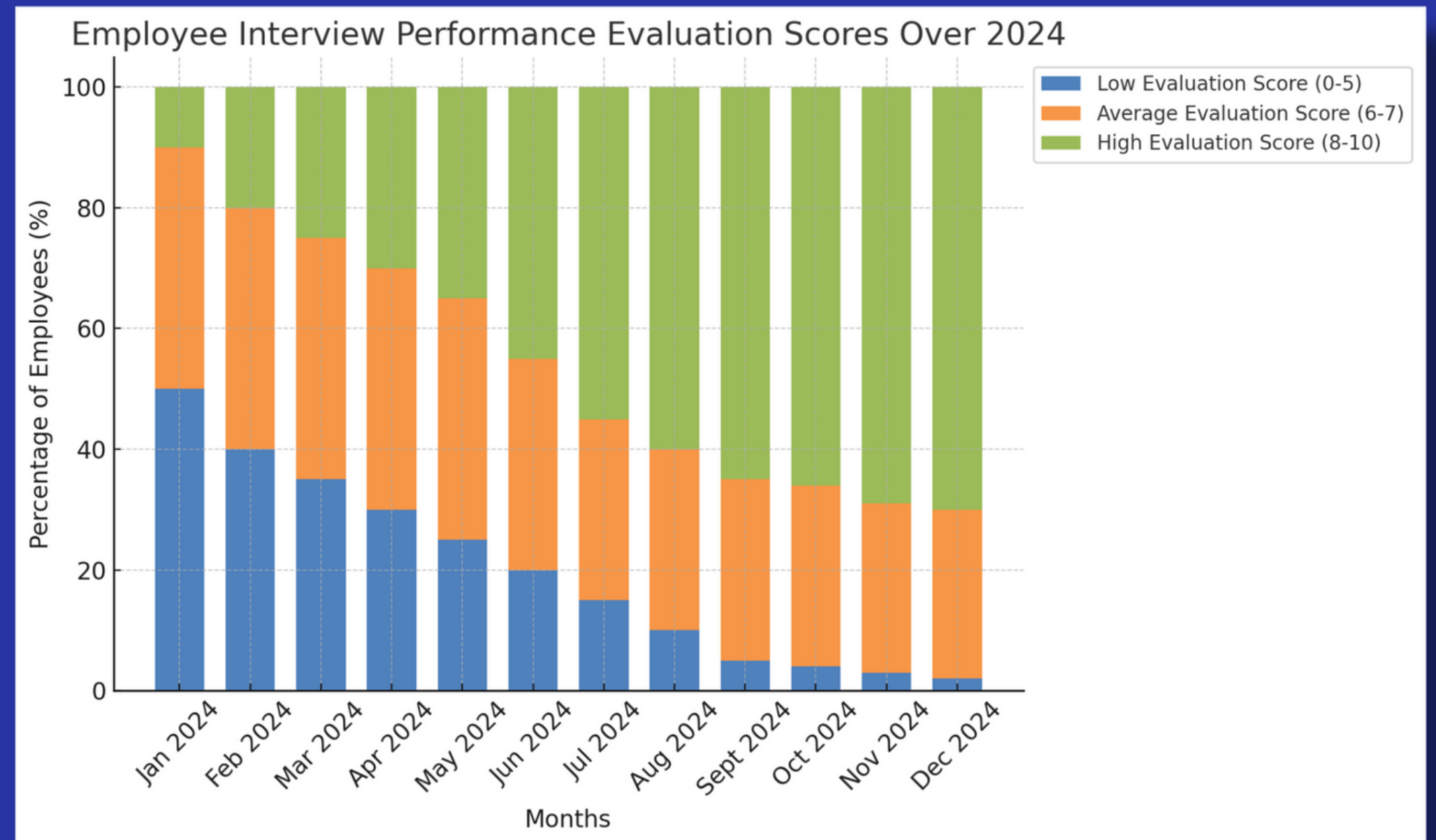
Week 3

Programming Practice



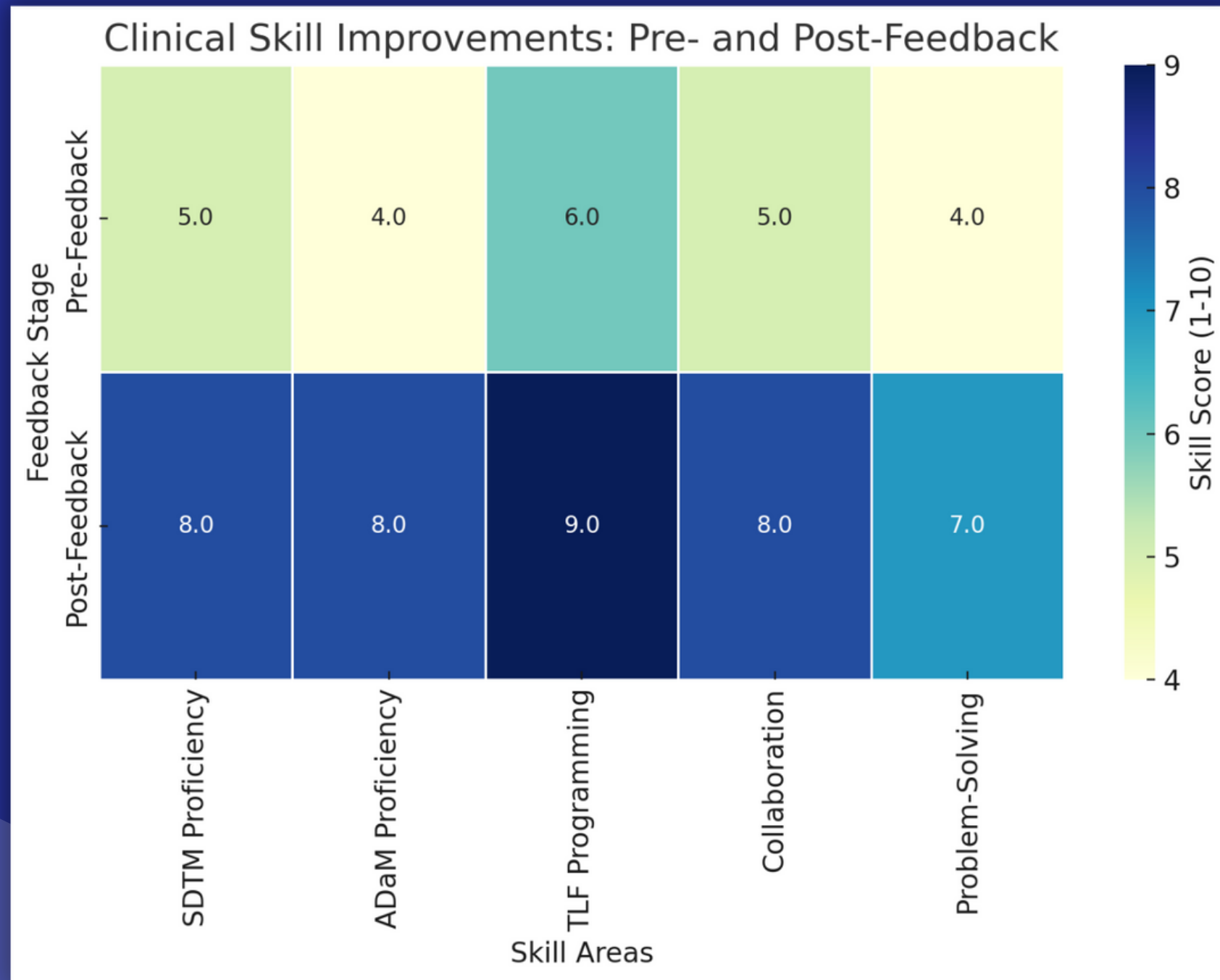
THE KEY ROLE OF INTERVIEWS

- Overall Improvement: A consistent increase in the percentage of employees receiving high evaluation scores (8-10) throughout 2024.
- Decreasing Low Scores: A gradual decline in employees with low evaluation scores (0-5) over the year.
- Stable Average Scores: The percentage of employees in the average evaluation category (6-7) remained relatively stable.
- Positive Trend: Evidence of overall employee performance improvement, with more employees achieving higher evaluations as the year progressed.





THE ROLE OF **FEEDBACK** IN TEAM DEVELOPMENT



- Pre-Feedback Scores: Skill levels across all areas were relatively lower before feedback, ranging from 4.0 to 6.0.
- Post-Feedback Improvement: Significant improvement was seen across all skill areas, with post-feedback scores ranging from 7.0 to 9.0.
- Highest Growth: The skill area of TLF Programming saw the most improvement, increasing from 6.0 to 9.0.
- Consistent Growth: All skill areas, including SDTM Proficiency, ADaM Proficiency, Collaboration, and Problem-Solving, experienced noticeable increases after feedback.



MENTORSHIP: CULTIVATING GROWTH AND PRACTICAL EXPERIENCE

Q1 (Without Mentorship)

Slow onboarding, longer adaptation period

Unstructured coding, inefficient logic

Lack of growth opportunities
low engagement

No clear growth path, slower progress

High rework and inconsistencies

Q3-Q9 (With Mentorship)

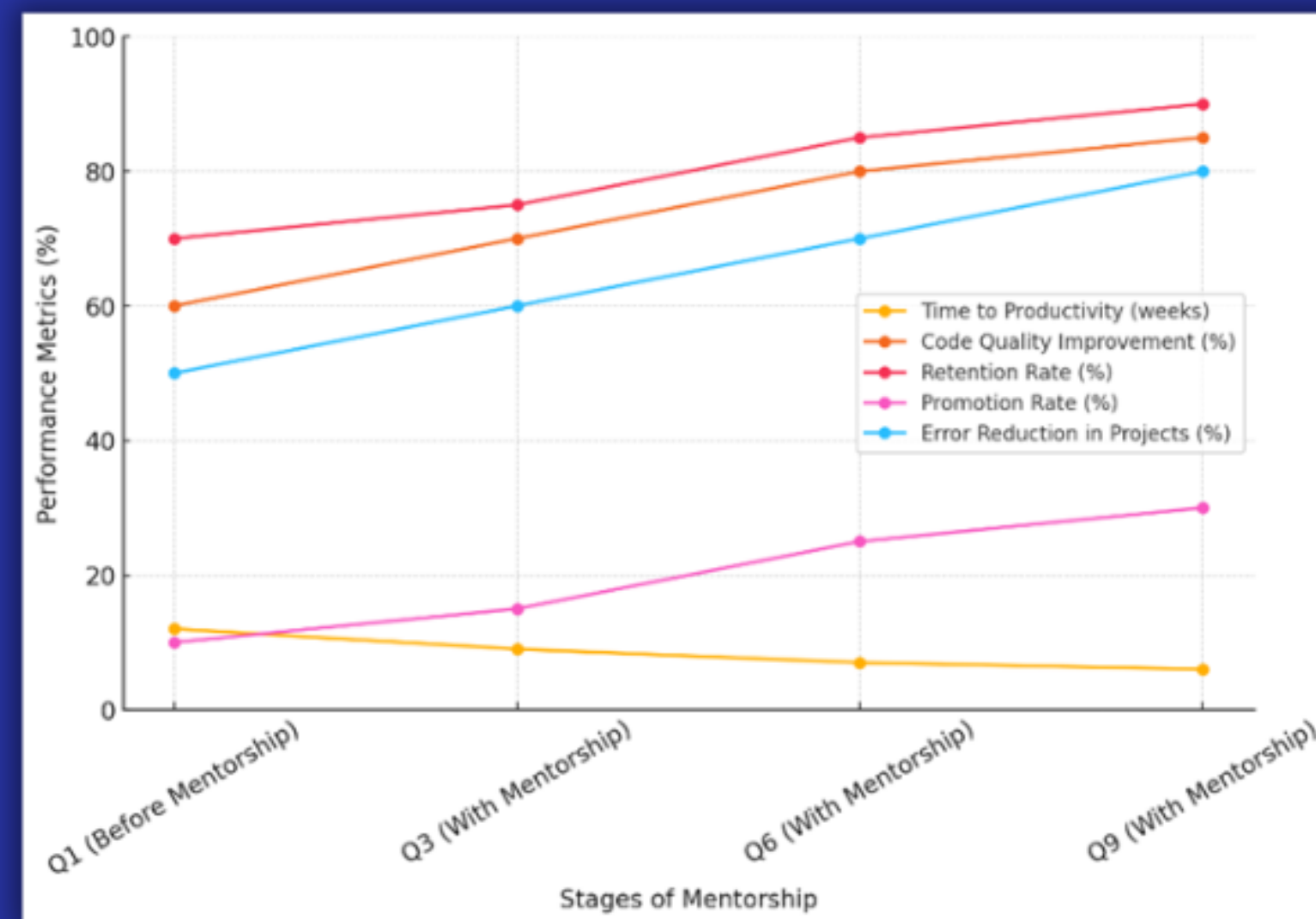
Faster onboarding, improved efficiency

Best practices, optimized and maintainable code

Career development, strong team commitment

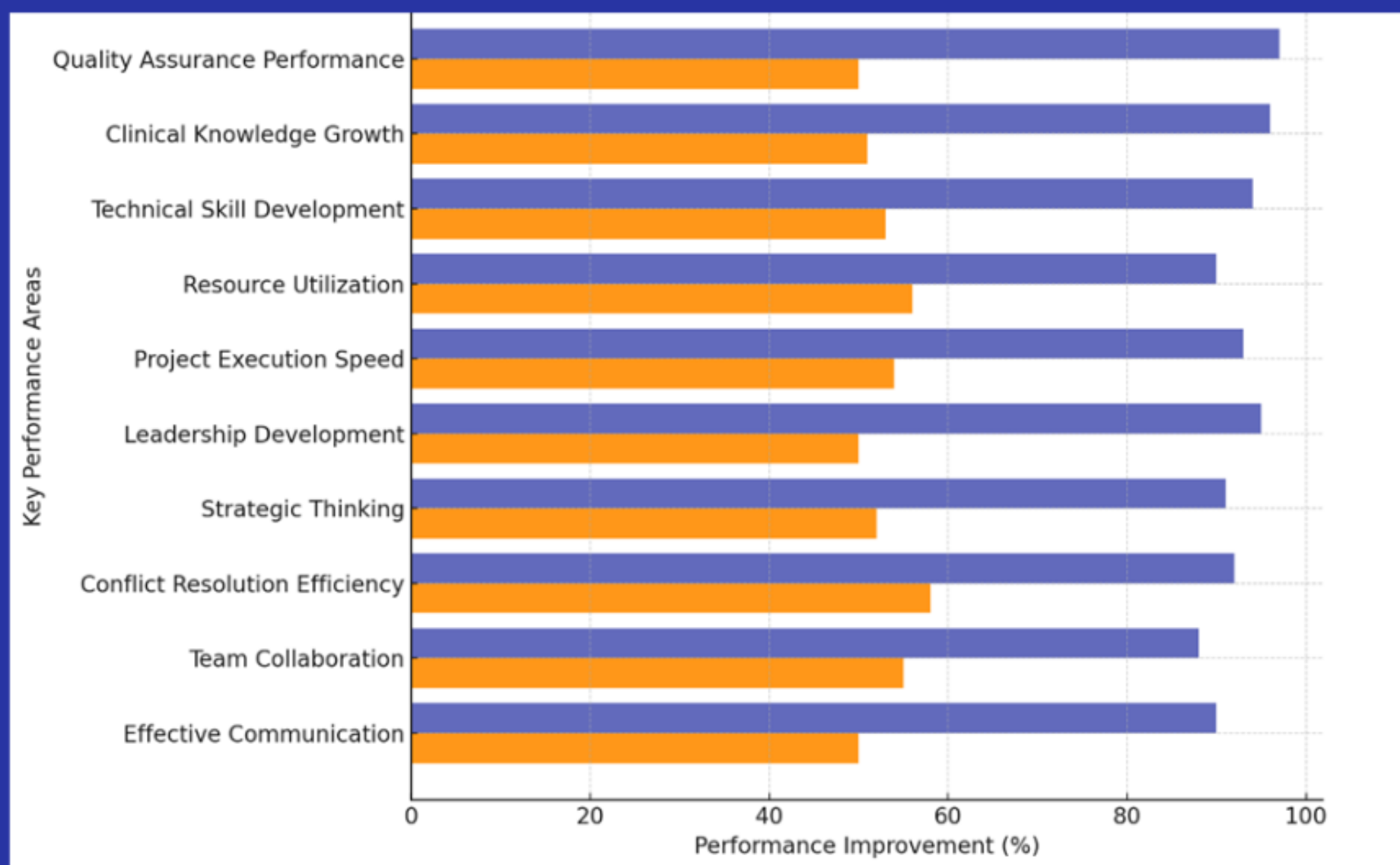
Leadership development, structured career progression

Preventive issue resolution, improved accuracy





QUANTIFYING TEAM DEVELOPMENT: PERFORMANCE IMPROVEMENTS



- Enhances Communication
- Strengthens Collaboration
- Develops Leadership
- Increases Execution Speed
- Improves Quality



Thank You

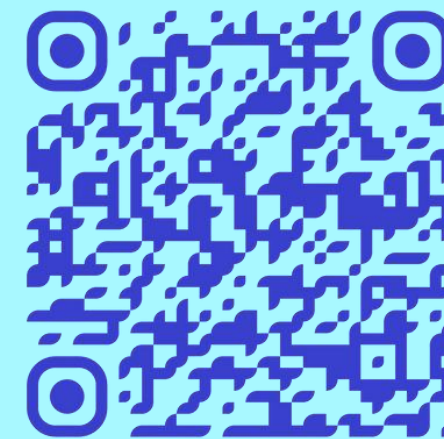
Let's Keep In

Touch

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