

# Training & Development

The TGaS<sup>®</sup> Advisors Training & Development Benchmark and Advisory Services helps pharmaceutical companies navigate a challenging and ever changing training environment. TGaS Advisors provides a comprehensive method for optimizing the training and development function. The Training & Development Solution is designed to help clients more effectively align training with business stakeholders by focusing on strategy and tactics, efficiencies, capabilities, and best practices.

We analyze, compare and contrast your strategies, organization, processes and capabilities with those of other member companies to provide leaders insights about optimizing the efficiency and effectiveness of your organization.

## Areas of Focus

The Training & Development Benchmark focuses on providing analysis, insights and specific recommendations across strategies, tactics, resources, metrics and organizational issues. Specific areas of focus include but are not limited to:

- Overall Department Management
  - Strategy/Operations/Technology
- Representative Training
  - Primary Care
  - Specialty
  - Oncology
  - Hospital
- Pre-management Development
- Manager Training and Development
- Director Training
- Managed Markets Training
- Marketing Training
- Medical Affairs
- Headquarters Training and Development

## Services

- Training & Development Benchmark: Analysis of strategy, process, design, delivery, evaluation
- Curriculum Maps
- Strategy Maps
- Business Planning
- Technology Strategy
- Metrics Strategy

## Working with TGaS Advisors

The benchmarking process is just the foundation of our partnership. Our toolkit includes valuable resources to improve the efficiency and effectiveness of your marketing team including:

- Benchmark implementation support
- Business planning and strategy mapping exercises to provide strategic focus and alignment of activities with the company's core needs
- Custom advisory sessions on a wide range of technical and management issues
  - "Virtual How" surveys to assess "How other pharmaceutical companies do it" to ongoing, client driven topical benchmarks to address client issues as they arise
  - Semi-annual client summits, a day of offsite to learn, share and network with your industry peers in a "non-selling" environment

### **About TGaS Advisors**

Today, TGaS Advisors is the leading benchmarking and advisory services firm serving pharmaceutical commercial operations organizations. We provide the only comprehensive series of benchmarking solutions and advisory services for objectively improving the strategy and effectiveness of pharmaceutical operations organizations.

TGaS Advisors' proven methodology and deep proprietary database provides objective actionable insights for our clients and allows operations executives to take a proactive and strategic approach to supporting the commercial organization.

Our solutions help our clients to:

- Evaluate and improve effectiveness
- Assess capabilities
- Support improvements in efficiency
- Consider organizational alternatives
- Address strategy, tactics and optimal practices
- Establish goals and performance measures
- Gain access to ongoing trusted advisor network
- Develop transformational roadmap
- Maintain a fact-based, outside-in perspective