



# EFFECTIVENESS GUIDE: GMP TRAINING

Provided by Medvacon Life Sciences™



# HOW TO MEET YOUR 2024 GMP TRAINING REQUIREMENTS WITHOUT JUST “CHECKING THE BOX”

Are you feeling the pressure to meet your organization’s training needs before the end of the year? MEDVACON understands that training always seems to get pushed back to the last minute. Even at this point, however, you don’t have to compromise on quality or lower your expectations for the outcome. In fact, we offer GMP training so good that people can’t wait to get more of it. Really? Yes, REALLY!

MEDVACON’s GMP Training experts can help you meet your annual requirement while creating a buzz that will have people lining up for more. MEDVACON’s experienced team is ready to provide:



Relevant, impactful content based on your operations without all the usual “fluff”



Rapid development that meets both your training objectives and your schedule



Multiple delivery options. In person, remote/web-based, or hybrid



Meaningful effectiveness checks that provide confidence in knowledge transfer

Once 2024 is behind you, MEDVACON can partner with you to make sure it’s the last year you have to navigate a last-minute scramble to maintain compliance. Together, we can turn this year’s challenge into a catalyst for future success.



# MOVE BEYOND “CHECKING THE BOX” WITH ANNUAL GMP TRAINING

The greatest value of GMP Training is in its ability to bring best practices and behaviors – the “GMP Mindset” – back to the forefront again and again. There’s a lot of energy that goes into creating and delivering great GMP training that positively influences behavior and decisions:

Collaboration with Functional Area Management

Awareness of potential risks to your product, processes and/or systems

Understanding your internal customers’ current challenges, preferences and dynamics

Resources - people, time, and effort to ask the right questions and get the best answers

## BUT WHAT CAN YOU DO WHEN YOUR CURRENT GMP TRAINING LOOKS LIKE THIS:

Provides zero or little engagement with or among the participants

Just another procedural requirement where “get it done” is the primary objective.

Is “One size fits all”, relying on the trainee to figure out what applies to their job and how.

Doesn’t provide a fix for real, current issues beyond providing knowledge or information



# WHAT IF GMP TRAINING COULD **CULTIVATE** AND **SUSTAIN** A **STRONG GMP MINDSET ACROSS YOUR ORGANIZATION?**

GMP Training should positively influence real-time behaviors and decisions made by employees. But since everyone's already in the training room, why not actively discuss current challenges and identify solutions at the same time? If participants practice applying GMP concepts to problem-solving and risk reduction, they build confidence and will begin doing it more on their own.

**Here's a few suggestions that can be easily implemented in small group settings and make a significant impact immediately:**



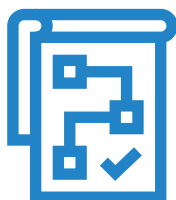
**Cross-functional supervisor forums** – Discuss what is working and what is not working well across different functional groups, and where best practices can be leveraged.



**Use issues to improve performance** – Have the work team identify commonalities and causal factors around discrepancies (deviations, investigations, etc.) and brainstorm ways to minimize or eliminate the possibility of recurrence.



**Informal risk assessments** – Identify real or potential risks during a facilitated informal discussion with everyone in a particular group or area. This is the best way to teach and practice risk awareness, and to determine if a more formal Risk Assessment is warranted.



**Process and Control Point Mapping** - Generate process-specific flow charts that identify where quality checks are or should be performed, and where a variable does or could impact the integrity of the process or product.

# IS YOUR GMP TRAINING DOING ENOUGH TO MAKE THE IMPACT IT NEEDS TO?

GMP training that acts a catalyst for risk reduction and continuous improvement has 12 common attributes. It also becomes highly valued by an organization, because it does what training is meant to do – consistently improves performance.

Rate your current GMP training to see where you’re doing great and where you could use a boost.

Attribute	Not True	Somewhat True	Very True
<b>TARGETED:</b> Specific to what participants do every day – their specific tasks, tools, decisions and environment.			
<b>RELEVANT:</b> Provides answers to their questions of “Why is this important to me?” and “What’s In It For Me (WII-FM)?”			
<b>CURRENT:</b> Reflects the work conditions, environment and dynamics people are experiencing right now.			
<b>ENGAGING:</b> Facilitates open discussion and active collaboration across the entire group of participants.			
<b>PRACTICAL:</b> Is task-oriented and behavior-focused; allows for trying things out and “safe failures”.			
<b>ACTIONABLE:</b> Can immediately be implemented back on the job; removes obstacles or barriers to the “new way”.			
<b>STRATEGIC:</b> Both current and future state are clearly described, and why the future state is more desirable.			
<b>TACTICAL:</b> Content outlines a roadmap from current to future state, along with how/when/where/why to apply new knowledge and skills.			
<b>MITIGATES RISK:</b> Aimed at minimizing or eliminating a known or probable risk, need or issue (current state).			
<b>COMPETENCY-FOCUSED:</b> Identifies and develops the specific competencies needed to meet new performance expectations.			
<b>EFFECTIVE:</b> Data are gathered and used to determine if the future state has been achieved and is being sustained.			
<b>IMPACTFUL:</b> Effectiveness data are analyzed for their direct impact on metrics related to GMP risk reduction, which is regularly shared with stakeholders at all levels.			
<b>Totals</b>			

If you noted any of the 12 attributes as “Not True” or “Somewhat True”, your GMP Training could likely use some additional support. **That’s where Medvacon can help.**

# SMALL CHANGES. BIG IMPACT. SUSTAINABLE RESULTS.

Whether it's just you or you have a training team to work with, MEDVACON can provide a wide variety of creative, proven and cost-effective ways to quickly maximize the impact of your training. The best part? No more worrying about unchecked boxes at the end of the year.

## WITH MEDVACON, YOU GET



GMP Training experts with quality and operational experience across the regulated Life Sciences landscape



Partners that first seek to understand your unique challenges and environment



Prioritized solutions that are easy to implement right now on any budget



Dedicated support and assistance when you need it



Quantifiable, sustainable impact while spending less time and effort developing and delivering training



## Ready to create that buzz around GMP training that people start begging you to attend?

Be sure to check out the *Quality Grind Podcast* & the *Medvacon Blog* for even more practical insights from industry experts on how to generate more impact from training, and other topics across all Life Science industries. The Quality Grind Podcast is available on YouTube or wherever you get your podcasts.

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