

*The Baltimore Regional Employers Institute
Presents:*

Innovator

Shire Pharmaceuticals:

Training Camp 2007





Introduction

Meet Shire the Company





The Training Camp Concept

Opportunities for the Camp:

- Plant shutdown for maintenance
- Quality
- Government Regulations
- Safety

Driver for the Training Camp:

To deliver a truly INNOVATIVE experience to employees



Training Camp Goals

- Learning
- Teambuilding
- Networking
- Fun





Getting Started

The Vision

To create a meaningful, focused immersive training opportunity, the likes of which Shire, and most of the Industry has never seen, that can provide all of the QA Training Team's client groups with the training they require and desire.





Other First Steps...

- Sought buy in from leadership
- Identified team roles
- Selected the right individuals to fill those roles
- Developed a work plan



Putting together the Topics

- The “Must Haves”
- Surveying Employees for their Input
- Identifying High Impact Electives



Course Offerings

125 PK Blending CAP FILLING TECH WRITING/VARIANCE OBSERVATION CLEANING VALIDATION COMPRESSION FLUID BED CHANGE CONTROL ISSUES LABORATORY MILLING AND SIEVING PAT HVAC	USP WATER DISPENSING ROOM 130 CONTROLLED SUBSTANCE VAULT WAREHOUSE OBTAINING 100% CURRICULA DATABASE PACKAGING PROPER ROUTING / EXECUTION OF AN SOP IMPROVING YOUR BOSS'S PRODUCTIVITY	LOGBOOK PROCESS OUTLOOK/E MAIL AND CALENDAR CHANGE CONTROL OVERVIEW LIMS PROFESSIONAL USERS CURRICULA FORM COMPLETION TECH CENTER MOTIVATION INTERNAL CUSTOMER SERVICE CLASS
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The Schedule Matrix

Mon 7/9	Class Room 1	Class Room 2	Class Room 3	
Room Name/ Location	<i>Rockland Banquet Room - 350 people</i>	<i>Rockland Conference A - 85 people</i>	<i>Rockland Conference B - 40 people</i>	
Time				
7:00				
7:15				
7:30				
7:45				
8:00	Opening Ceremonies			
8:15				
8:30				
8:45				
9:00		Joe, introduce George/Nancy,		
9:15		speaker		
9:30	265 enrolled			
9:45	Travel Time	Travel Time	Travel Time	
10:00	Six Sigma - Marte	Fluid Bed - John	ICH Guidelines - Nancy	
10:15				
10:30				
10:30	50 enrolled	38 enrolled	37 enrolled	
10:45	Travel Time	Travel Time	Travel Time	



Tips for Success

- **Seek the input of Learners**
- **Align training with Company Goals**
- **Incorporate Variety**

The Instructors

Finding the Right Fit

- Consultants v. Internal Talent

Preparing Instructors On...

- The Vision of the Training Camp
- Adult Learning Theory
- Writing Learning Outcomes and organizing content



Teambuilding, Networking and FUN



The Raven's Visit!

Featured Employees



**Picnic, Putt-Putt
Dunking Booth,
American Idol,
Shire Feud....**



Executing the Plan

Thursday 7/12		6:00	6:15	6:30
Joe X Project Coordinator	Location Activity			
John Q Media Coordinator	Location Activity	Rockland Bldg AV setup/test	Rockland Bldg AV setup/test	Rockland Bldg AV setup/test
Jane G Advance	Location Activity			
Jane O Project Producer	Location Activity			
Jane P Presenter/Utility	Location Activity			
Jane A Main Room	Location Activity			
Jane L	Location Activity			



Lessons Learned

- The Value of Evaluations
- Successes
- Room for Improvement



Some Final Words

Making Sure Employees Know
THEIR WORK MATTERS!!!



