TRAINING & DEVELOPMENT

Who we are
We are a specialist Human Resource & Development outsourcing service that focuses on enhancing individual, team and organisational performance through a broad range of HR and Development tools and services. We work in partnership with our clients to optimise workplace performance. Our team are highly experienced, qualified HR & Learning and Development specialists with a strong heritage in the Pharmaceutical, Healthcare and MedTech sectors.

What we do
As the Pharmaceutical, Healthcare and MedTech environment continues to change, it is not surprising that many of the old tried and trusted approaches to learning and development are proving less effective (and costly) for today’s forward thinking NHS. At Apodi, we are excited by this change. We think it’s time for training to think and act differently, keeping pace as the NHS evolves. That’s why we have developed a range of valuable services which include:

- **Outsourced Training** – You may have a need to provide training and development support to your organisation but may not be in a position to sustain the costs of a dedicated training function. By using our **Outsourced Training Function** you get the full range of Training and Development support that you can tap into as and when you need it, without the in-house headcount costs. Alternatively a good way to control your training budget is via our **Training Pay As You Go** service whereby you can purchase a block of training time in advance which can be used in a variety of ways to support your needs. You pay for what you use as and when you use it.

- **Training Programmes** – Given our extensive experience of Pharmaceutical, Healthcare and MedTech training and development, we have a comprehensive library of in-house programmes that will meet your needs together with an extensive training network that is second to none. Whether you are looking to develop a modular programme or bite sized workshops, we can help you identify the right solutions and work with you to design and deliver a tailored training package.

Why Apodi Training & Development?

We are the only HR and Training and Development outsourcing company who specialise in the Pharmaceutical, Healthcare and MedTech sectors.

We not only minimise your training & development costs but also ensure the learning is transferrable, enabling your teams to ‘hit the ground running’ after one of our training programmes.

The pedigree of our team, our breadth of experience and our credibility in dealing with training & development solutions typical to the Pharmaceutical, Healthcare and MedTech sectors means we can take care of your training and development offering, leaving you to focus on running your business.

As Pharmaceutical, Healthcare and MedTech industry specialists we understand the skills that need to be trained and developed to optimise high performance.

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Coaching for High Performance – Achieving and sustaining high performance and retaining top talent in this market can be easy if you have the right support in place. Our team of specialist coaches can work with you to meet your coaching needs. Whether it’s your executives, your own coaches, your managers or specific rising stars who could benefit from being coached, we can design a solution to fit your specific needs. Our highly experienced coaches will follow our tailored three step Apodi Approach, working with individuals and/or teams to accelerate success and ensure they gain the maximum benefit.

Training Consultancy – If your need is of a more bespoke nature we can work with you to provide consultancy support in a number of development related areas:

1. Training Needs Analysis
   We can work with you to identify your training and development needs to ensure that you are investing in the right areas. This can include Needs Analysis, Development of a Training Plan and the roll out and delivery of training programmes.

2. Programme Design
   We can work with you to design a bespoke programme to meet the needs of your organisation. This can range from sales training, supporting a new product launch, supporting teams through change to on-going development programmes.

3. Career Pathways
   We can work with you to develop career pathways to help aid retention and opportunity, linking it to existing systems and processes such as your competency framework and appraisal system.

4. Development Centres
   We can design, develop and deliver centres for you to identify skills gaps and talent within your organisation and to build personal development plans for individuals to achieve high performance and to aid the retention of key staff.

5. ITCs
   We can design and deliver your ITC ensuring new teams do not miss out on acquiring the necessary skills and knowledge quickly to perform well. We will work in conjunction with your Marketing Managers, Medical and Business Managers to ensure your sales people can hit the ground running.

6. Apodi ITCs
   Alternatively we can provide the core elements required where you only have a small number of new starters to relieve you of the burden.

For further information please contact us on:

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