



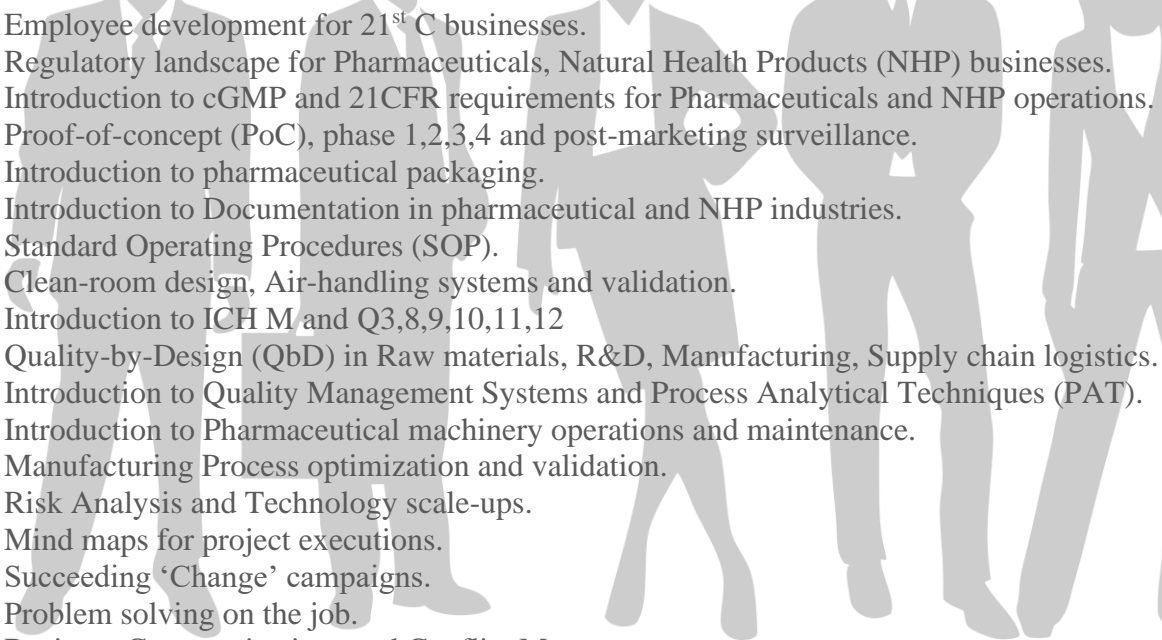
Shifting Paradigms Institute of Executive Education

Innoworks Inc. *truly Canadian!*

Shifting Paradigms Institute of Executive Education provides training services in the areas of Design Thinking, Innovation Management, Business Process Redesign, Continuous Improvement, Operations Improvement, Quality Management Systems, Career Development, Marketing & Branding.

COURSE MODULE 14: Onboarding Training- Integration of new pharmaceutical graduates into R&D workforce.

Sessions include-

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- Employee development for 21st C businesses.
 - Regulatory landscape for Pharmaceuticals, Natural Health Products (NHP) businesses.
 - Introduction to cGMP and 21CFR requirements for Pharmaceuticals and NHP operations.
 - Proof-of-concept (PoC), phase 1,2,3,4 and post-marketing surveillance.
 - Introduction to pharmaceutical packaging.
 - Introduction to Documentation in pharmaceutical and NHP industries.
 - Standard Operating Procedures (SOP).
 - Clean-room design, Air-handling systems and validation.
 - Introduction to ICH M and Q3,8,9,10,11,12
 - Quality-by-Design (QbD) in Raw materials, R&D, Manufacturing, Supply chain logistics.
 - Introduction to Quality Management Systems and Process Analytical Techniques (PAT).
 - Introduction to Pharmaceutical machinery operations and maintenance.
 - Manufacturing Process optimization and validation.
 - Risk Analysis and Technology scale-ups.
 - Mind maps for project executions.
 - Succeeding 'Change' campaigns.
 - Problem solving on the job.
 - Business Communications and Conflict Management.

PROGRAM FEATURES

- Course materials customized to specific organizational study groups.
- Case study summaries for extra reading.
- Assessment forms to improve participant's awareness.
- Action Plan to help track progress against goals.
- One hour of FREE one-on-one consulting for your business improvement.

Our training services focus on small and medium size organizations that need help with streamlining and optimizing their business processes, operations and services, in order to improve operational efficiency, increase profits, increase customer value, cut costs and operate in a lean fashion that optimizes the use of the existing resources.

Market specialties: Pharmaceuticals, Natural health products, Medical devices, Bulk drugs, Diagnostics, Vaccines, Healthcare, Retail & Hospital pharmacy, Engineering, Chemicals, Cosmetics, Biotech, Foods, Beverage, Confectionery, Educational institutions and Non-profits organizations.

Contact: 1.403.969.6219 / DrShrutiBhat.com | Web: www.ShiftingParadigms.ca



Duration	25 Full-days / 201 hours for entire module
Pre-requisites	Should know to use social media apps such as Linked, Facebook, Twitter
Audience	Interns and New graduates from pharmacy schools, Professionals from other industry coming into pharmaceutical/ NHP industry.
Class size	Minimum: 5; Maximum: 12 participants

*Training is available as On-site, Email, Online, Webcast and Videos.
Our training workshops provide a powerful, elegantly simple framework with new tools and best-in-class industry practices for improving organizational performance and accelerating ROI.*

ORGANIZATION BENEFITS

- Improved ROI (Return on investment) from new hires.
- Delighted Customers
- Motivated team, improved productivity
- Higher levels of goal achievements

INDIVIDUAL BENEFITS

- Higher levels of goal achievements.
- Increased opportunities of doing business.
- Facilitates career progression.
- Increased work satisfaction; improved productivity
- Less stress, more confidence.
- Delighted employers and colleagues.

We are with you every step of the way! We will be happy to assist you with your training needs. To know more about the courses, prospectus and registration details: **Contact Us:**

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