

WELCOME

PIONEER OR GUINEA PIG?

**WHY IT'S IN YOUR ORGANIZATION'S BEST INTEREST
TO CREATE AN L&D FELLOWSHIP PROGRAM.**

FACILITATORS



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Pioneer or Guinea Pig?



Source: Chris Dubbs collection

You should leave here able to...

Understand the merits and strategies for developing a successful L&D fellowship program

Determine the elements of a compelling business case for a fellowship program

Discuss L&D fellowship program best practices



AGENDA

-
- **Introduction**
 - **PharmD Industry Fellowship Overview**
 - **Case Study:**
DSI OBD Training & Development Fellowship
 - **Developing Your Business Case**
 - **Wrap-Up**

How Familiar Are You With PharmD Fellowship Programs?



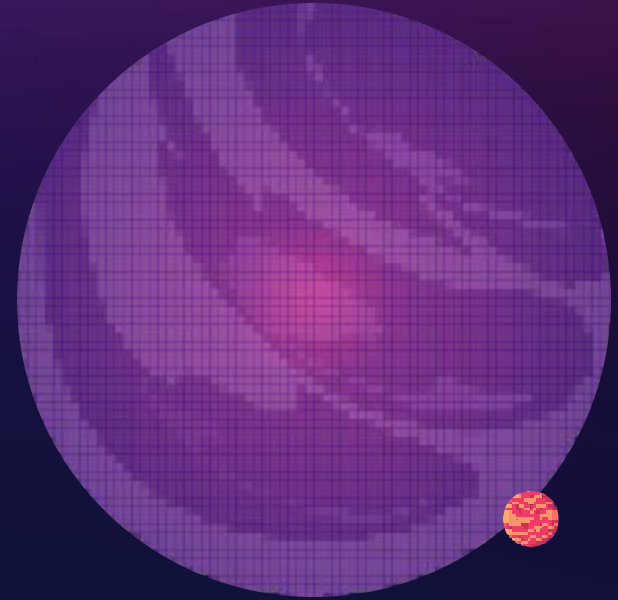
What is a PharmD Fellowship?

I've heard of a PharmD Fellowship Program, but I don't know the specifics

I've worked with PharmD Fellows before and I'm curious how to build a similar program for my department or team

What Is a PharmD Industry Fellowship?

- **12- to 24-month-long developmental program for PharmDs interested in a career within biopharma**
- **Can be academically affiliated**
- **Can be a rotational experience**
- **Goal is to be retained by the fellowship sponsor**



Let's Talk Numbers

The Industry Pharmacist Organization (IPhO) publishes an annual analysis of PharmD Industry Fellowships. Here are the highlights from their 2023-2024 analysis:

Need for PharmDs

- Increase in novel medicines and therapies
- Need for specialized talent like PharmDs

Current Fellows

- 941 fellows across 112 sponsor companies

Top 5 Functional Areas

- Medical Affairs
- R&D
- Regulatory Affairs
- Commercial
- Health Outcomes
- 33.3% Rotational

Affiliations

- 87% of all fellowship positions offered were affiliated

Length

- 82% two-year commitments
- 18% one-year commitments

10-Year Trend

- 259% increase in the number of fellows

L&D-Specific Fellowships

Rutgers Pharmaceutical Industry Fellowships

accounts for 350 out of 941 fellowship positions, and of those positions 4 are L&D/training-specific vs 112 medical affairs positions

Fun Fact:

RPIF celebrating 40 years this year! RPIF is the oldest and largest fellowship program and now has its own special credentials (RUCIF: Rutgers University Certified Industry Fellow)

What's in It for Me?

PharmD Fellow



L&D Department



Organization



OBD Training and Development PharmD Fellowship Overview



Case Study: DSI OBD Training & Development Fellowship



Case Study: DSI OBD Training & Development Fellowship

Buy In

Proposal

Recruitment

Onboarding

**Continuous
Development
Opportunities**



- Company objectives & forecast
- Head count
- Key stakeholders

Case Study: DSI OBD Training & Development Fellowship

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Opportunities



- Rutgers proposal/requirements
- Internal company proposal
 - Positions available
 - Preceptor and/or manager
 - Value to fellowship program
 - Long-term strategy and goal for fellow (forecast)
 - Budget
 - Commitment to recruitment activities and timeline
- General description of role and professional development opportunities

Recruitment Brochure



U.S. Oncology Business Division (OBD) Training & Development Fellowship

One, 2-Year Position

The U.S. OBD Training & Development Fellowship Program offers a unique opportunity for the Pharm.D. or Pharm.D./M.B.A. fellow to gain real-world and practical hands-on experience in a dynamic and fast-paced department. The OBD Training & Development Department includes five key teams: Commercial Sales Training, Medical Affairs Training, Market Access Training, Operations, and Leadership Development. The department's mission is to deliver first-in-class training solutions and associate product representatives to sustain a competitive advantage in the oncology and supportive care marketplace.

The aim of the OBD Training & Development Fellowship Program is to provide Pharm.D. fellows with a range of experiences collaborating on a variety of OBD Training and Development initiatives. In Year One (Probationary Year), fellows will rotate through all five areas with OBD Training and Development. The fellow will work under the guidance of the respective Director in each area. During Year Two (Effective Year), fellows will work with the Program Preceptor to develop an individual development plan focused on areas of their interest in a minimum of three areas. Business opportunities and fellow interest permitting, a field sales and/or marketing rotation may be included as part of the fellowship.

Pharm.D. and Pharm.D./M.B.A. Fellowship Program 2024

OBD Training & Development Fellowship Activities & Experiences

Responsibilities

OBD Training & Development Fellows will rotate through multiple roles in the department including Field Sales Training, Medical Affairs Training, Market Access Training, Operations and Leadership Development

Field Sales, Medical Affairs and Market Access Training Rotation

Enhance understanding of the Learning & Dev. strategy and activities for the commercial, market access, and medical field-facing teams to include:

- Cross-functional collaboration with internal partners (e.g., Marketing, Home Office Medical Affairs) to understand training needs and identify innovative training solutions for all aspects of training
- Leverage critical expertise in the development of training materials, including foundational modules, competitive marketplace, case studies, and regional and national sales meeting workshop content

Operations Rotation

Support tactical and logistic planning for the following live training events:

- Regional and National Sales Meetings
- New Hire Training
- National Leadership Meetings
- Department Meetings
- Event Calendars

- Participate in department annual budget planning
- Support Learning Management System operational initiatives

Leadership Development Rotation

Collaborate within all aspects of the OBD to identify leadership and skill development needs

- Learn business operation systems that help support OBD and customer-facing teams
- Support the facilitation of leadership development trainings

Rotation Agenda

Execute the delivery of training solutions through various communication channels and events including virtual and live training events

- Support the development of annual training plans
- Attend various medical/scientific meetings and national sales meetings

Interactions

In addition to Commercial Training and Development Teams, it is expected fellows will interact with other internal commercial functions including:

- Commercial Sales Teams
- Commercial Sales Training
- Market Access Training
- Promotional Material Review Team
- Medical Affairs Training Teams
- Public Affairs

Depending on interest, fellows may also interact with the following external stakeholders:

- HealthCare Professionals
- Agency Partners
- Patients

Requirements

It is expected that fellows should possess the following skills:

- Organized and Dependable
- Strong oral and written communication skills
- Innovative Thinkers
- Ability to be flexible
- Highly Motivated
- Open and Approachable
- Self-Motivated
- Ability to work independently and collaboratively with others

Case Study: DSI OBD Training & Development Fellowship

Buy In

Proposal

Recruitment

Onboarding

Continuous
Development
Opportunities

- Eligibility
- Ideal Candidate
- Timeline
- Strategy
- Recruitment Team



Timeframe: 4 months

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- Start Date
- RPIF Orientation
- HR Onboarding
- Fellowship Program Onboarding
- Department and Product-Specific Onboarding
- Mentors vs Preceptors

Example Onboarding

July 2024

SUN	MON	TUE	WED	THU	FRI	SAT	
30	1 Start Date & Orientation	2	3	4	5	6	
7	8 HR Orientation	Fellowship Onboarding			11 Department Orientation	12 Preceptor or Mentor Meeting	13
14	15 Preceptor or Mentor Meeting	Department Onboarding					20
21	22 Preceptor or Mentor Meeting	Department Onboarding					27
28	29 Preceptor or Mentor Meeting	Department Onboarding					3

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What opportunities will help fellow land FTE post fellowship, and what are their goals?

- Professional development plan
- Networking opportunities
- Professional development days
- Congresses or conferences
- Internal meetings
- Courses & trainings to attend
- Stretch projects or elective rotations

Key Learnings & Best Practices

1 tumor type or product

Grunt work
with a purpose

Set expectations earlier

More structure

Developing Your Business Case

- Business needs short term & long term
- Key stakeholders & their priorities
(HR, leadership, department, and institution if affiliated)
- Preceptors and mentors for fellow
- Funding
- Role & developmental opportunities
- Recruitment activities to secure fellow

Developing Your Business Case

What are the business needs in the short term & long term?

- Objectives
- Forecast
- Pipeline
- Headcount



Developing Your Business Case

Who are the key stakeholders and what are their priorities?

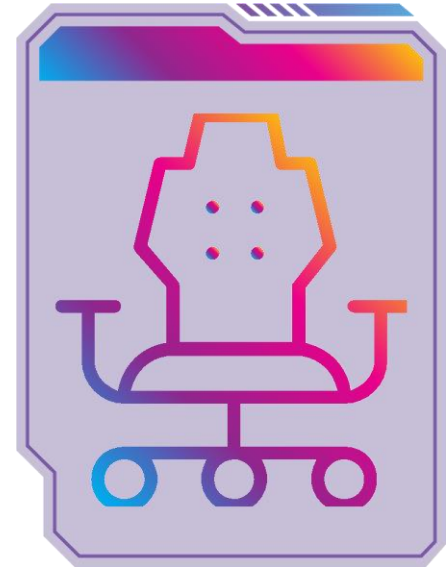
- HR
- Leadership
- Department
- Academic institution (if affiliated)



Developing Your Business Case

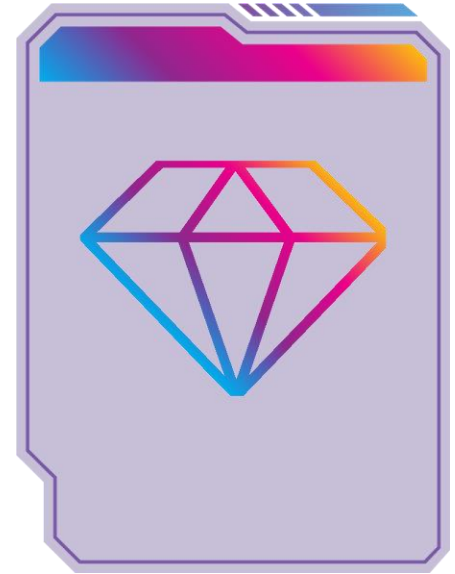
Who would serve as the primary preceptor and/or mentor(s) for a fellow?

- Developing or established people manager
- Another PharmD



Developing Your Business Case

How to garner funding for the role?



Developing Your Business Case

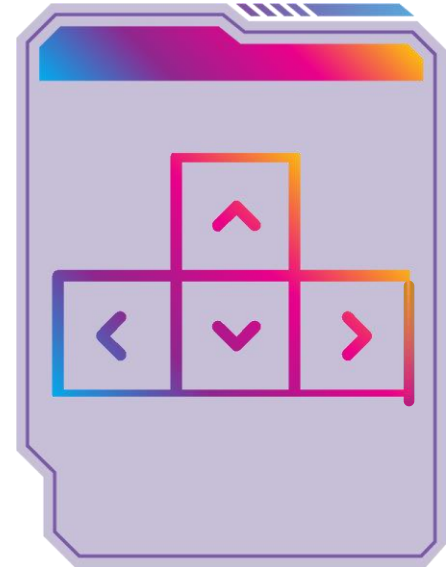
What would be the primary responsibilities of the fellow?

What development opportunities could you provide the fellow?



Developing Your Business Case

What recruitment strategies would you implement to recruit a fellow?



SHARE YOUR FEEDBACK ON TODAY'S SESSION

CHOOSE THIS WORKSHOP

IN THE APP... EASY!

CLICK ON THE SURVEY

AND ANSWER A FEW QUICK QUESTIONS.



THANK YOU

LEVEL UP