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CTI Newsletter

Enriching the Workforce

In the ever-changing landscape that is the CRO world, one can easily forget to take a step back to examine individual development. With never-ending deadlines and new assignments, training can seem like an obstacle to be pushed to the end of the priority list. At CTI, we recognize the impact that training has on our company's success and growth and on the success and growth of each individual team member. Read on for some tips about how to prioritize talent enrichment in your organization.

Dedicate the Time

Training is a long-term game, and without it, we risk becoming stagnant in our skills and competencies. One of the best ways to ensure training initiatives are a high priority for your organization is by hiring someone to be specifically and solely in charge of training. If you are a smaller organization and you can't dedicate a full position to training yet, consider hosting monthly lunches where you dedicate an hour to different topics. As your resources grow, you can hire someone to take over the monthly lunches, then grow those into larger initiatives, and then eventually into an entire department dedicated to training.



Recognize the Benefit to Your Clients

Struggling with how to justify the time and expense of internal trainings? Consider how important your knowledge and experience is for your partners and clients. From being up to date on the most recent advances in regenerative medicine to understanding how to utilize computer software, the more knowledgeable your team is about a topic, the less time it will take them, and the more money you will save.

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of experience, often perform trainings for CTI at no additional cost to our company.

Look to the Future

As most people in the pharmaceutical and biotech industry know, there is a talent shortage in our industry. When talking about enriching the workforce, it is important for the future of your organization and the industry as a whole that you think about more than just the people currently on your payroll. Working with external resources to support the creation of the future workforce should be a critical component of your talent growth strategy. You can start small by just encouraging your team members to teach a course at a local or online college within an existing program. Then, depending on your resources, consider partnering with a local university to develop a new degree or certificate program in clinical research.

Some of the colleges and programs with which CTI partners or at which CTI employees teach include:



For example, CTI works with several universities near our global headquarters to create clinical research related curricula. We have team members who teach courses contributing to clinical research certificates housed within a larger degree program, and we have also partnered with local universities to create entire degrees focused on clinical research and health economics and outcomes research. We even work with local low-income elementary schools to help students foster their skills in science, technology, math, and science.

About the CTI Training Team

The creation of CTI's Training and Development department highlights CTI's commitment to procuring, retaining, and developing the most capable team members. The Training and Development department is in charge of the CTI University Lecture series and dedicates positions within the department specifically to the training needs of Clinical Project Management and Clinical Monitoring.

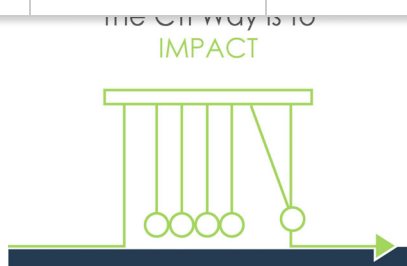
To find out more about our expertise and how we can help you with running your clinical program, [visit our website](#) or [fill out our contact form](#) to start a conversation with one of our team members.



The CTI Way

Every month, we choose a theme highlighting characteristics of our company culture, something we describe as "The CTI Way." This month's theme is "impact."

At CTI, we are driven by the knowledge that our patients depend on us and that every advancement, every timeline, and every day of work has the potential to impact life-changing care.

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The Year of the Employee

Every month, we'll be spotlighting one of our employees and their contributions to CTI. We are successful as a company because of our passionate and talented employees, who work tirelessly to bring life-changing drugs to patients around the world.



Hadley Decker, Director, Study Management Training and Development

Hadley joined CTI in 2001 as a Senior Clinical Research Associate where she was able to effectively communicate project plans and timelines to the monitoring team. She was then promoted to Study Manager where she would develop protocol and manage various clinical trials. It was while in this role that Hadley's training abilities shined as she helped train and acclimate new CRAs.

While continuing her work at CTI, Hadley focused on the importance of training all new members on not only the industry's standards, but CTI's gold standards. With help from others department leaders CTI was able to establish a Training and Development department that aims to fully develop each employee and support them during their time with the company. Hadley now works as the Director of the Study Management Training and Development department where she is able to spearhead countless global training initiatives. It is within this role that she is able to help develop, lead and participate in company sponsored and other industry training programs to ensure best in class training curriculum is maintained here at CTI.

Want to join Hadley and our CTI team? [Click to see our current job opportunities](#), including [new expansion across the United States!](#)

Additional Highlights

Upcoming Meetings We'll be Attending

**Japan Society of Gene and Cell Therapy
Annual Meeting**
Tokyo, Japan
July 21-23

Nordic Life Science Conference
Copenhagen, Denmark
September 10-12

CAR-TCR Summit

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July 25-27

Transplant Society of ANZ Annual Meeting
 Sydney, Australia
 July 28-30

Cell Therapy World Asia
 Tokyo, Japan
 September 18-19



CTI Cares

Elise was a member of the CTI Marketing department and a loving friend, coworker and daughter to those here at CTI. Elise cherished her four years at Saint Ursula Academy, an all-girl Catholic high school in Cinicinnati. In her memory, the Earley family created the Elise Earley Scholarship Fund to provide financial assistance to future Bulldogs attending the school.

[Learn more and donate](#)



New Hires & Promotions

CTI is thrilled to welcome all of our new employees, and to congratulate our recently promoted employees!

[View New Hires and Promotions](#)



Join Our Team!

[We're growing across the United States!](#)

We're looking to build our team in the following US cities:

- Atlanta, GA
- Boston, MA
- Chicago, IL
- Cincinnati, OH
- Covington, KY
- Dallas, TX
- Houston, TX
- Indianapolis, IN
- Philadelphia, PA
- Raleigh, NC
- San Francisco, CA
- San Diego, CA
- Washington DC

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