

Describe the type of training that you provide to your staff to ensure they maintain industry (including therapeutic area/disease area) proficiency.

Therapeutic Area Training –

Aims & Objective

TA trainings are outlined to educate the learner on the medical terminologies, gradually introducing them to the finer aspects of human anatomy and physiology and finally providing information on specific disease areas covering disease classification, epidemiology, etiology, pathophysiology, clinical picture, Diagnostic modalities, management and clinical trials with study end points.

TCS has an in detailed knowledge repository on 'Therapeutic Areas', under the umbrella of their domain university, PALS. We have a library of all the major therapeutic areas, many disease areas, indications, medical devices and medicinal drug molecules.

Our therapeutic alignment approach:

- TA Library: We have an exhaustive library of training material on various therapeutic areas, disease areas, drug class, products and diagnostic modalities.
- Disease Area: We drill down further in specificity and train our associates on the basics of the disease areas/ clinical indications.
- Product portfolio: is designed in collaboration with the client, and is beneficial as it provides a better understanding of the drug class, pharmacology, toxicology, preclinical information, indications, dosage, formulations, PK PD, mechanism of action, contraindications, and adverse reactions of the study drug.
- Customized content is developed for the client's products by medical professionals, SMEs and Instructional designers, and trainings are conducted for the associates by experienced and qualified TA & product trainers.

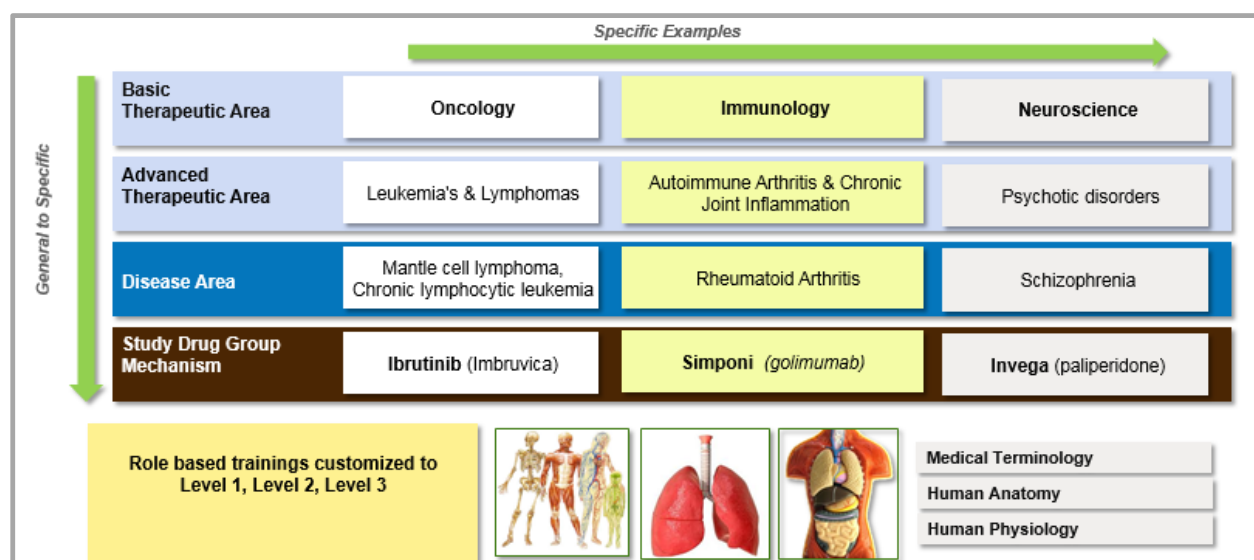
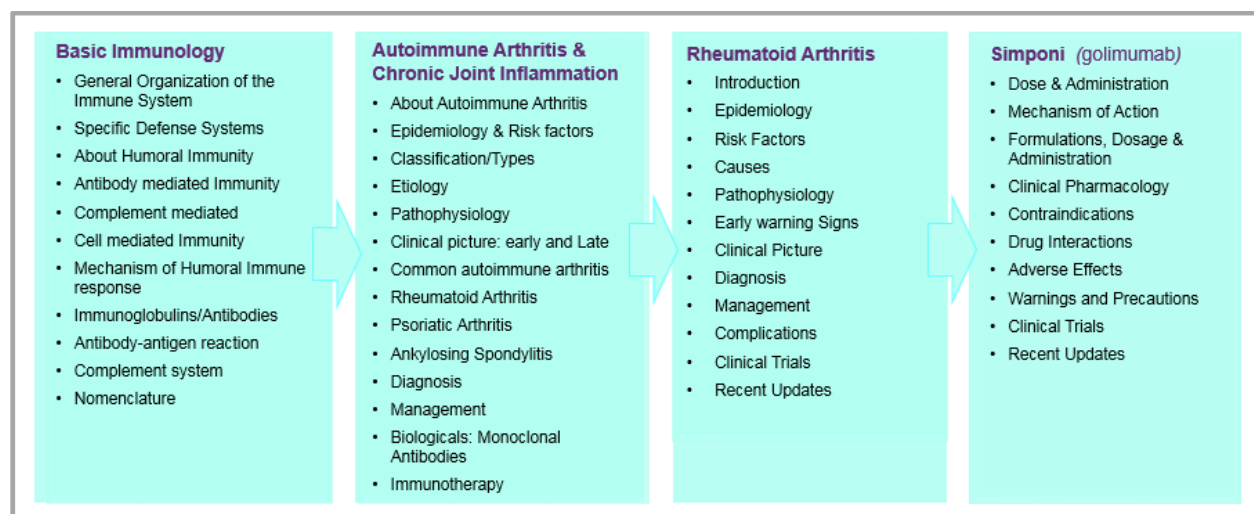


Figure 1: Snapshots of Therapeutic Area Trainings

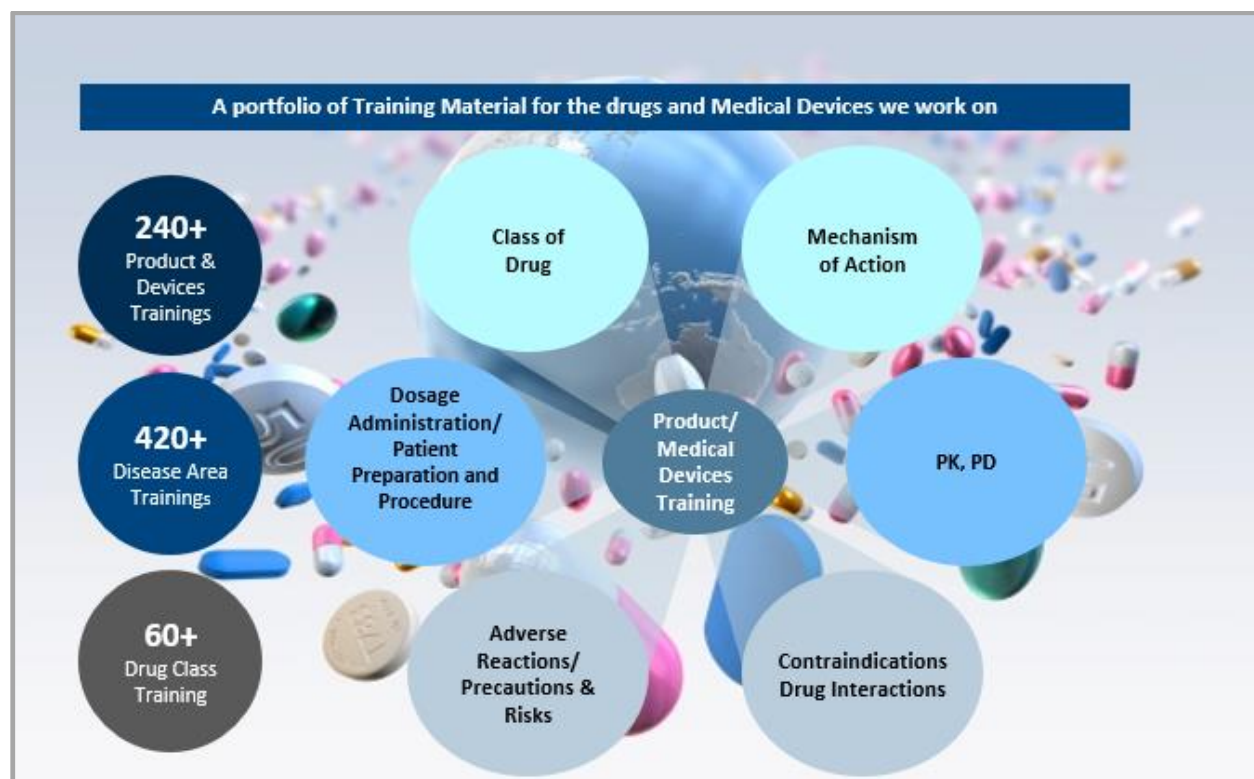
The library has been designed by medically qualified doctors, Instructional designers and SMEs with a clinical research perspective. These modules cover the basic aspect of human body systems, the major diseases concerned to the system, pathophysiology, signs, symptoms, diagnostics and treatments. We follow a general to specific approach, which means, if our client's molecule is an anticancer drug, e.g. **SIMPONI (golimumab)**, then we would start with training on 'Basics of Immunology', then 'Autoimmune & Chronic Inflammatory Diseases',

followed by 'Rheumatoid Arthritis' and then basic treatment methods and then focusing on this particular drug '**SIMPONI (golimumab)**', its mechanism of action, etc.

Structure of a typical 'Therapeutic Area or Disease Area Module'

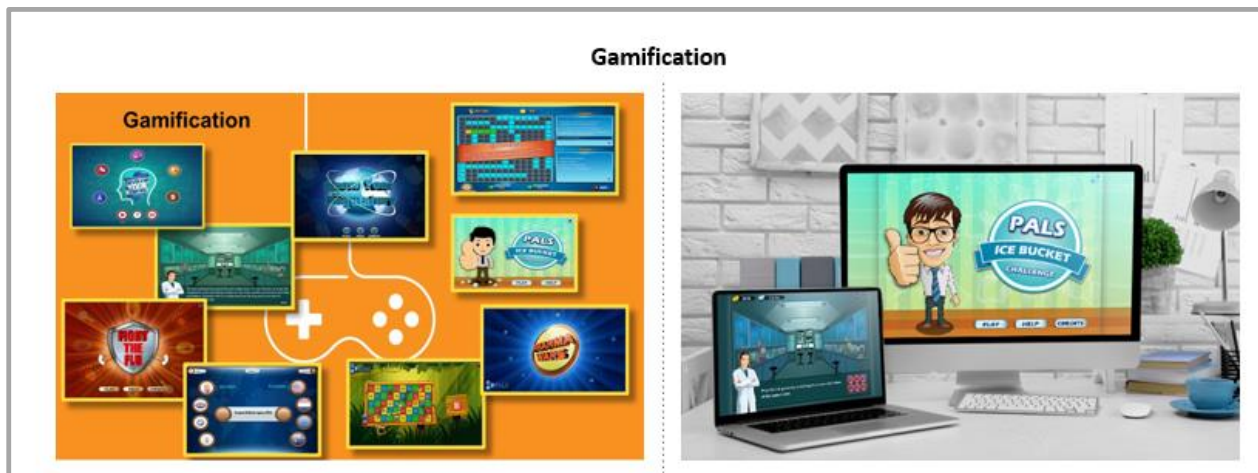


Domain Training Integrated with TA, Disease & Product Training

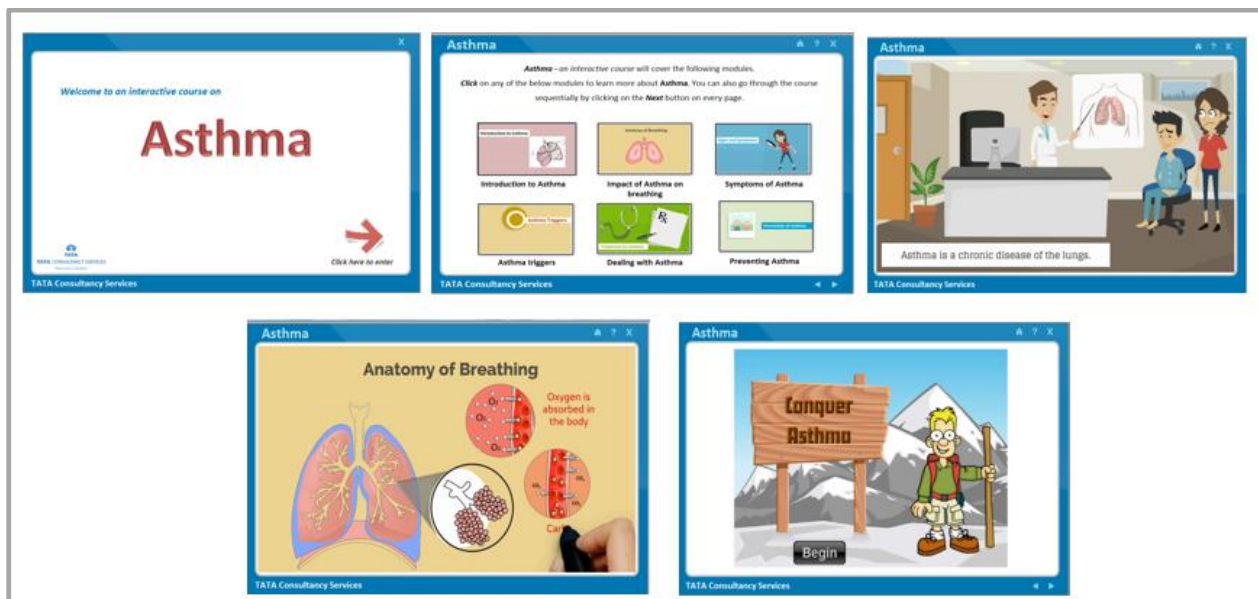


These are followed by assessments in the form of engaging crossword puzzles, gamified assessments and job aids in the form to glossary of common terms used on each therapeutic area. The training material is periodically updated and is being converted into eLearning for self-read. We believe in blended learning in which these sessions are conducted as interactive classroom sessions, key concept are explained thru videos, animations, simulations games etc. as well as self-read eLearning modules.


Game based learning



An interactive e-learning module with a game



Video Based Learning

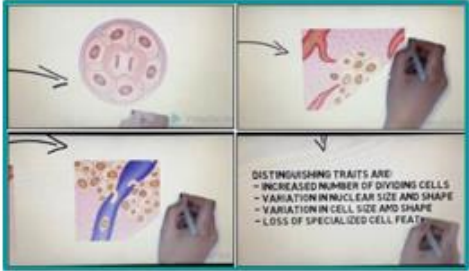


United States
• 5.8 million cases of Heart Failure
• 5,00,000 new cases every year

Europe
• 6.5 million cases of Heart Failure
• 6,00,000 new cases every year

India
• 4.6 million cases
• 1.8 million new cases every year

- Smart Videos – Video Based Training (VBT)
- Gamification & Game Based Learning
- Rapid Whiteboard Animations
- Visually Enhanced Pin-ups & Charts/Posters
- Touch screen interactive animations



DISTINGUISHING TRAITS ARE:
- INCREASED NUMBER OF DIVIDING CELLS
- VARIATION IN NUCLEAR SIZE AND SHAPE
- VARIATION IN CELL SIZE AND SHAPE
- LOSS OF SPECIALIZED CELL FEATURES

