

data sheet

Saba Solutions For Life Sciences

Benefits

- Comply to regulations on quality control and system validations
- Speed up new product introductions
- Drastically reduce training costs

Features:

- Compliance and certification management
- Audit trails and e-signatures
- Blended learning: ILT, online training
- Real-time learning/virtual classroom
- Learning content management
- Prescriptive learning assignment
- Learning catalog and registration
- Learning eCommerce: order management, pricing, promotions, email marketing
- Instructors' tools
- Course evaluations, tests, questionnaires
- Informal learning features — communities, wikis, discussion forums
- Goal alignment
- Automated performance reviews
- 360, multi-rater assessments
- Performance planning
- Employee surveys
- Initiative management
- Competency management
- Development plans
- Succession planning
- Managers' portal
- Tools for all administrators: learning, HR, performance
- Integration to Outlook and Lotus Notes email
- Integration to JSR 168 compliant portals
- Email notifications
- Reporting

Success in the life sciences market depends on the skills, leadership and teamwork of people from very diverse backgrounds, from science to operations to business. Time to market is critical in an environment where product lifecycles are very long, and the cost of delays in introducing successful new products to market can be in the millions of dollars. Organizations need to manage global research and clinical staff effectively, prepare their sales teams to hit the ground running, and clearly demonstrate regulatory compliance.

Life sciences organizations need to ensure that:

- They can efficiently adapt to evolving regulatory and market requirements
- All employees are knowledgeable on a wide range of complex product offerings
- Proper procedures are in place to retain critical talent and develop future leaders and innovators
- Knowledge and updates flow throughout the organization quickly and effectively

Saba offers complete people management solutions — for learning, performance, and talent management — to help life sciences organizations develop and sell the next generation of breakthrough treatments and generate more profitable operations. Saba solutions provide a comprehensive management system for people processes: To align people with overall business objectives, develop skills and knowledge, enable collaboration and teamwork, and generate visibility into business results.

Gain Visibility to Regulatory Compliance Across Geographies

- Certification management capabilities allow organizations to assure the right skills and capabilities in their work force
- Saba streamlines and automates processes through the whole certification lifecycle with features such as prescriptive learning, certification and course versioning, multiple certification paths, and manager tools
- The Saba solution tracks instructor-led training, e-learning, SOP reviews, on-the-job training, and more

- Reporting, e-signatures and audit trails enable organizations to track and prove all aspects of the certification process and comply with FDA 21 CFR Part 11 requirements

Align People With Corporate Objectives

- With Saba, you can map corporate objectives to specific goals and development activities required from your work force and even people outside of your organization. This focuses their efforts on your most important priorities while providing a mechanism to measure progress and identify potential gaps.
- Our competency management and succession management solutions allow you to identify skill gaps in your workforce, close those gaps, and measure how your talent matches your current and future strategic objectives
- Saba's reports to give visibility to business results and value achieved from people management initiatives, as well as to identify potential risks in compliance or critical competency gaps

“ Like Novartis Pharma in North America, we use the Saba system in Mexico to improve the skills, knowledge and productivity of our sales force and managers. This improves our ability to quickly deliver innovative new products to market. The Saba solution supports our core values of building an exciting workplace in which people can realize their professional ambitions and where cutting-edge technologies are applied. ”

Monica Samoje Meier, Human Resources Director,
Novartis Group Mexico

Speed Up New Product Introductions

- With the Saba solution, life sciences companies can deliver blended learning programs that instill knowledge more effectively, just in time, and consistently across curricula and geographies

- Virtual classroom tools deliver real-time learning to employees, partners and customers to quickly disseminate product knowledge
- Goal and objective management focuses people on the most important product initiatives

Better Information Sharing Among Research and Clinical Teams

- Collaboration tools support best practice sharing between people working together across the globe
- Subject matter experts can contribute their knowledge to e-learning content development efforts, without learning complex content authoring tools
- People can access knowledge on demand, in real time, to support their work

Increase Customer Retention and Loyalty

- A comprehensive customer education solution enables you to deliver critical product knowledge to customers.
- Provide education for free, market and sell it to customers, and even bundle it with your products

Improve Employee Retention

- The Saba solution manages skills assessments and competencies, so that you can provide employees with feedback on their career paths
- Performance management capabilities allow employees to clearly understand how they are evaluated and how their efforts affect corporate performance

Standardize on a Unified Platform for Learning and Performance

Many life sciences companies have undergone mergers and acquisitions in recent years. Saba provides a unified platform to support multiple units within a company to manage learning and performance of its people.