

CAPABILITY ACADEMY

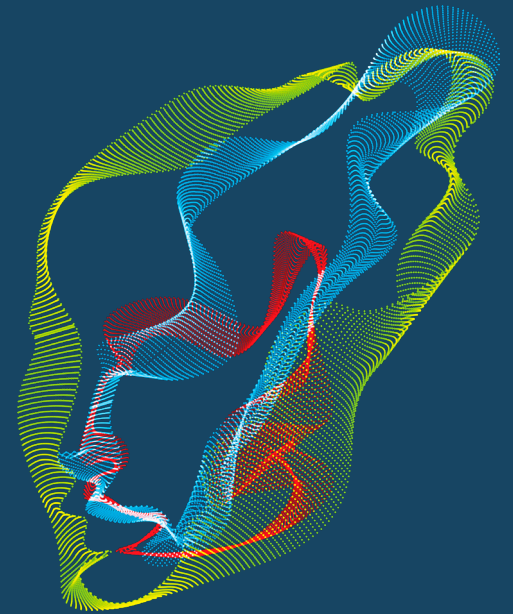
Critical Thinking

What's Holding Your Teams Back?

Do your teams struggle to:

- Pause before jumping to a solution?
- Explain the "why" behind a decision or line of thinking?
- Appropriately question others' requests or conclusions?
- Effectively talk through decisions without becoming emotional?
- Be innovative?

If they struggle with any of these, they may have a gap in their critical thinking capabilities. Many teams struggle with this, limiting their effectiveness. But there is a solution.



Why a Critical Thinking Academy?

Critical thinking empowers learners to question, innovate, and build confidence. It's a process of assessing the validity of conclusions to reduce biases.

The World Economic Forum's Future of Jobs Report lists critical thinking as a top 10 growing "in demand" skill for the coming years.

For nearly every role in the biopharma industry, critical thinking is essential to success. It helps professionals more effectively solve problems, navigate complexity, and achieve business objectives.

Salience Learning's Critical Thinking Capability Academy is an innovative learning solution that:

- Teaches critical thinking while driving learners to immediately begin *doing* it
- Is in the context of learners' roles and their situations
- Is available anytime, anywhere

Why Capabilities Development?

Capabilities are surging as a key area of focus for professional development because they:

- Apply to a broad range of contexts and situations
- Endure in volatile, uncertain, changing, ambiguous (VUCA) environments
- Increase learner and organizational value
- Empower learners to perform their current and future role responsibilities with confidence

Salience Learning offers a series of role-specific academies, each focused on developing a key capability for life science professionals.

Function and Role Contexts

This academy is contextualized for the following industry roles:

- **Commercial** – Sales Representative, First Line Leader, Key Account Manager
- **Market Access** – Field Account Manager, Access Marketer, Field Reimbursement Manager
- **Medical** – Medical Science Liaison (MSL), MSL Manager, Medical Leader

Additional roles are available upon request.

By the Conclusion of the Academy, Learners Will:

- Distinguish critical thinking from other types of thinking
- Recognize and apply key critical thinking behaviors
- Leverage tools and tactics that empower critical thinking
- Demonstrate and model critical thinking characteristics and behaviors
- Think more critically in workplace situations where it matters most
- Develop a plan to think more critically with intention

How It Works

Access	1 Year
Effort Time	~ 4-8 hours
Learners	15 - 1,000+
Format	<ul style="list-style-type: none"> • Fully digital (asynchronous) • Blended (digital with one instructor-led session)

Features

	Digital	Blended
Digital Learning Experience	✓	✓
Integration Solution	✓	✓
Engagement Data	✓	✓
Internal Communications	✓	✓
Implementation	✓	✓
Customization		✓
Account Engagement Services		✓
Facilitation and Production Support		✓
Ongoing Learner Communications		✓
Learning Impact Report		✓