

Integrating CTMS: 3 Ways to Get the whole Staff on Board



CTMSs or Clinical Trial Management Systems are gaining more and more popularity among pharmaceutical, medical and research sites as days go by. They are becoming such an integral part of study-related practices, that in 10 years' time there will be hardly any company in the field without long-ago implemented software of this type. On top of offering excellent time- and cost-saving solutions, these tools deliver plenty of other [advantages](#) to clinical research specialists. Some of them include:

- Streamlined workflow
- Modernized and optimized operational capabilities
- Easier preparation of training plans that fit each user or group of corporate clients
- Clearer communication and action plan
- Better organization of individual or group tasks
- Setting up attainable timetables and deadlines
- Real-time visibility with quickly generated reports

But as it is commonly known, changes can often be hard. And sometimes people may experience difficulties when it comes to getting used to new [practices](#). In this regard, integrating CTMS all of a sudden might be a bit of a shock to the personnel involved. No matter how efficient, progressive, functional, easy-to-use, and useful one such software is, getting people by surprise is one-way ticket to a

complete failure. That is, perhaps, the least effective way to adopt such management system. As it is said, “no one can whistle a symphony. It takes a whole orchestra to play it.” In other words, everyone should be in in order to extract the maximum and quickest benefit from these boosting mechanisms.

So what is the secret to getting the whole staff on board? What needs to be done?



If you are considering adopting CTMS, the first thing you need to do is prepare an adoption strategy before the implementation itself. It is exactly this moment when you should inform your personnel and involve all of them throughout the entire process. Believe it or not, this can help them get started and will make them more comfortable when approaching the software for the first time.

- Outline the positive

When discussing the use of CTMS, outline the benefits. Explain to your staff how the system will help them cope with their workload faster and more efficiently. Point out to all of those features and options that will trigger quicker and easier communication. Show diagrams, charts, comparisons of the results of other companies/competitors before and after the integration of such management software into their practices. Make them see the difference in order to make a difference.

- Value their opinions

Asking what the personnel think about the whole idea is crucial too. You need to understand how they feel about it, what their biggest concerns and [challenges](#) are, and what they expect to receive. That is the ultimate way to find the best approach that will help you make them feel more comfortable, sophisticated and secure.



- Acknowledge their achievements

Lastly, once the system has already been incorporated, make sure to celebrate the achievement and progress of your team by giving them small prizes and symbolic awards. This way the personnel involved will know they are doing the right thing and will become even more motivated to apply the functionalities of the CTMS into more diverse tasks.

It is true that Clinical Trial Management Systems offer a myriad of opportunities for workforce optimization, better result delivery, more efficient engagement and more. However, making the whole staff agree upon CTMS implementation can help expert research sites to achieve just what the industry demands from them and their clinical trial studies.

You can find the online version of this article here: <https://crotraining.co.uk/integrating-ctms-3-ways-to-get-the-whole-staff-on-board/>