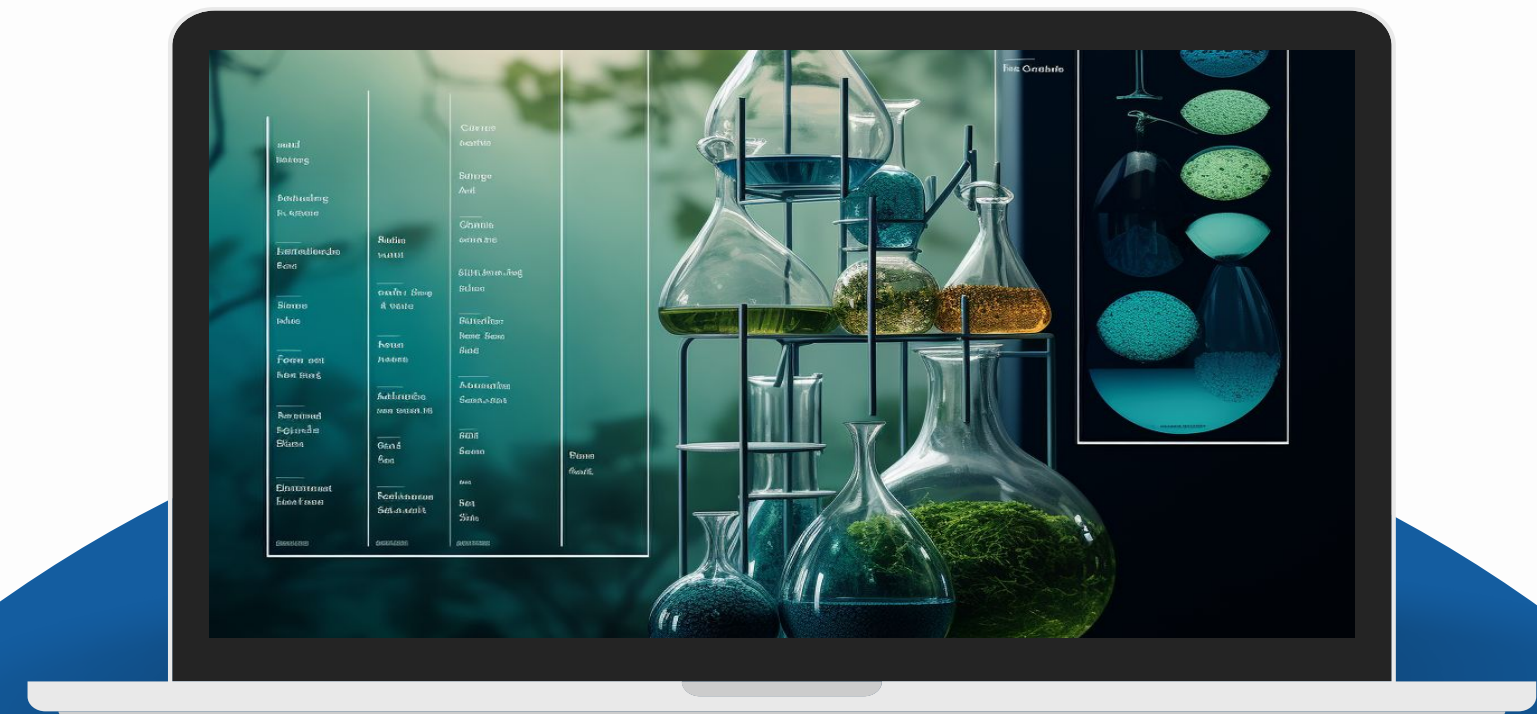


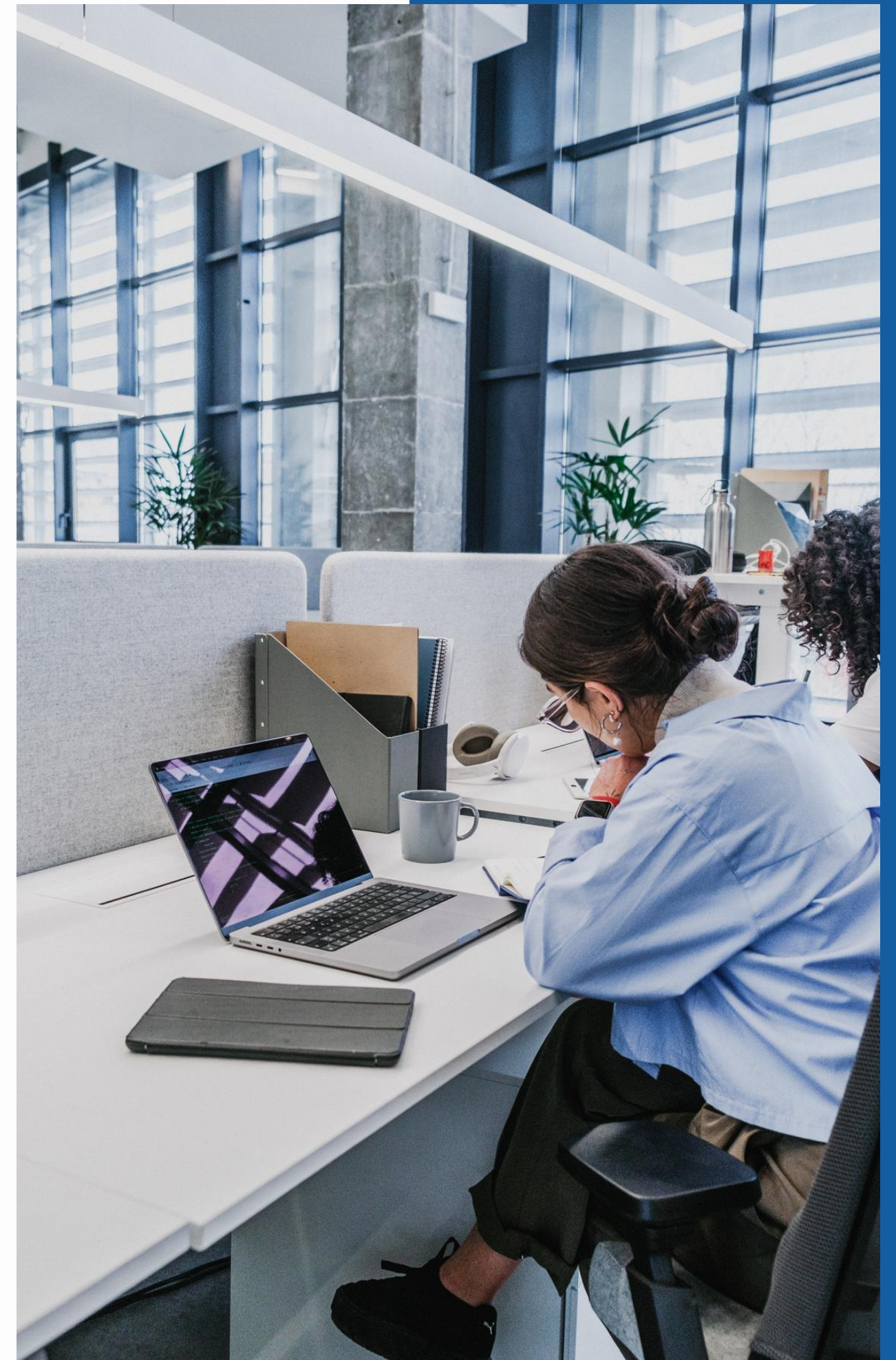
Strategic Compliance Solutions for a Dynamic GxP World.

Reduce compliance deviations by up to **45%**
and achieve significant training cost savings
with tailored solutions that go beyond
workflow integration.



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The KaDo Consulting approach

Our Perspective:

- Sustainable compliance in GxP environments requires the integration of training, knowledge, and change management.
- We believe in empowering teams with a continuous learning culture to drive lasting compliance.

We do it better:

- Transforming compliance from a cost to a competitive advantage.
- AI-driven learning, dynamic knowledge, and adaptable training.
- 45% reduction in compliance deviations and 40% lower training costs.

**up to 45% Reduction in
Compliance Deviations**

(Deloitte 2023)



**Empowering your teams for lasting
compliance success.**

Hi, I'm Raik Knieknecht, founder of KaDo Consulting, with 20+ years of experience in GxP Training & Change Management.

KADO CONSULTING KEY ADVANTAGES

Industry-leading time-to-compliance

- **33%** faster issue resolution vs. traditional approaches.
- Workflow-embedded learning reduces training time by **40-50%**, with documented cost savings of **15-30%**.

Sustainable knowledge retention

- **62%** reduction in repeat errors through AI-powered knowledge systems.
- **28%** improvement in process accuracy with workflow-embedded learning, and **40%** reduction in unintentional compliance violations.

Change-resilient teams

- Workflow-embedded learning boosts SOP adoption and triples training completion rates, with **2x higher** satisfaction.
- **18-month** ROI from reduced training costs and compliance violations post-KM implementation.

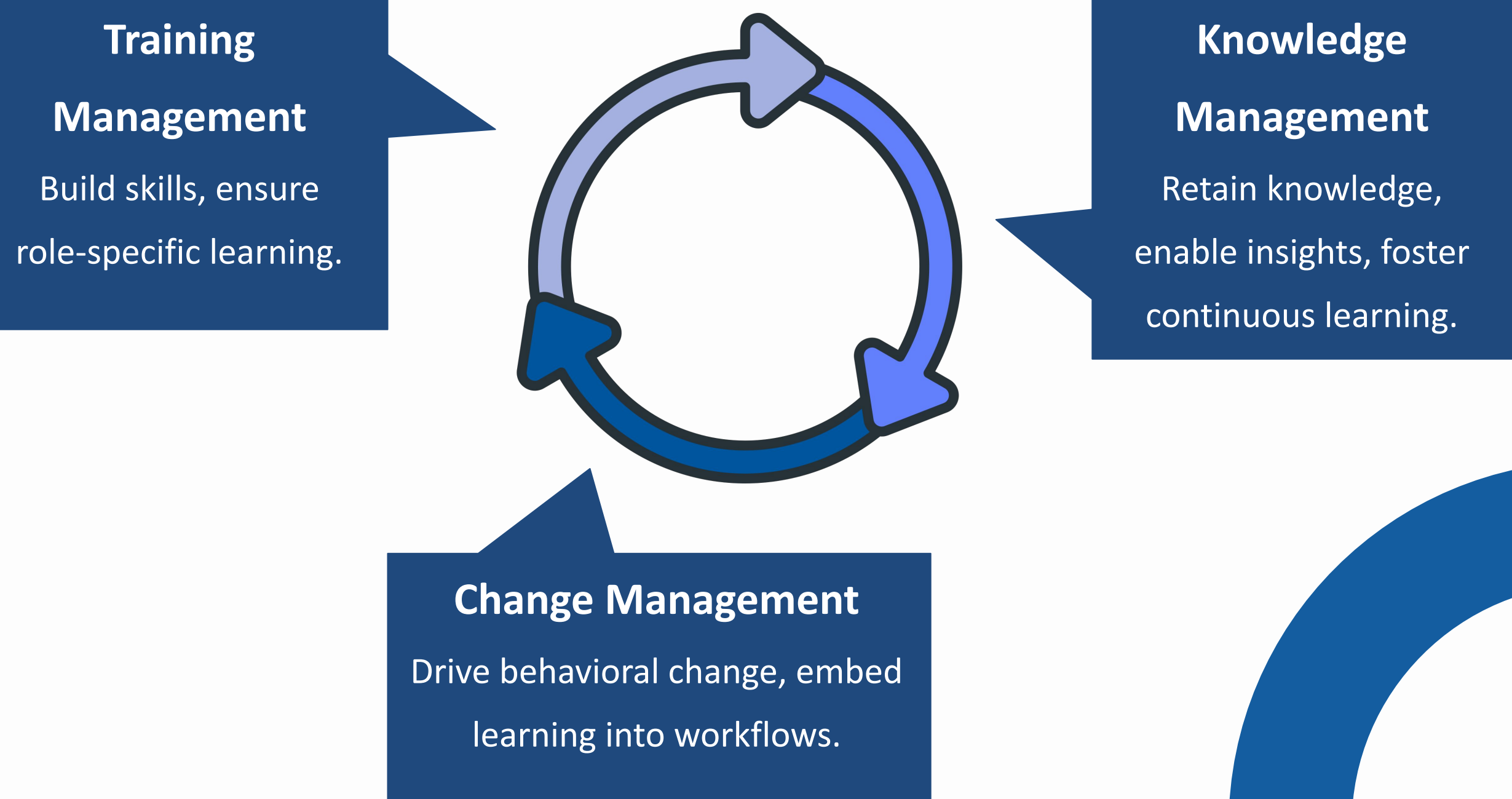
With KaDo Consulting, compliance becomes a strategic asset – enhancing business agility and driving sustainable growth.

The KaDo Consulting PHILOSOPHY

*By aligning training, knowledge, and change management, we ensure not only regulatory compliance but also a **28%** improvement in process accuracy and a **40-50%** reduction in training time.*

KaDo’s integrated approach to Training, Knowledge, and Change Management creates a dynamic, adaptable compliance process.

This holistic strategy covers all aspects of compliance—from initial training to sustained knowledge retention and behavioral change.



Building Sustainable Compliance Through Capability & Knowledge

Is your staff truly qualified?

By integrating innovative learning and sustainable knowledge management, KaDo empowers GxP staff to excel.

Our unified compliance framework not only ensures regulatory adherence but builds a culture of capability. Through aligned training, knowledge, and change management, we equip teams with the skills and adaptability to meet regulatory demands and drive organizational growth.

Industry Pain Points

- **Training Gaps:** complex Learning Matrix, Surface-level training, outdated formats, limited modern tools.
- **Knowledge Deficits:** Poor retention, lack of integration with training.
- **Adaptation Challenges:** Difficulty adapting to new regulations, skill gaps.
- **Compliance Culture:** Reactive approach, misalignment with real-world application.
- **Resource Constraints:** High turnover, insufficient change support, challenges in measuring training impact.
- **Over-Reliance on SOPs:** Static SOPs as primary training tools.

Quantifiable Results with KaDo Consulting

Achieve sustainable compliance through integrated training and knowledge management
– proven to drive measurable impact.



Reduction in Compliance Violations

Studies show that combining training with knowledge management reduces compliance breaches by **45%**, while workflow-embedded learning improves process accuracy by **28%** and reduces training time by **40-50%**. (Deloitte, 2023; LinkedIn Learning, 2022; ATD, 2021)



Faster Problem Resolution

23% faster onboarding time and up to **30%** faster process implementation. Workflow-embedded learning enables quicker issue identification and resolution, helping organizations remain agile and responsive. (ATD, 2021)



Reduced Repeat Errors

20-25% fewer errors in process execution, with 30% higher accuracy in documentation. Structured knowledge management reduces compliance errors by making critical knowledge accessible and accurate. (LinkedIn Learning, ATD, 2021)



Cost Savings and ROI

Cost Savings and ROI ROI achieved within **18 months**, with efficiencies reducing search & training time by **40-50%**. Investments in integrated training and KM systems yield quick payoffs by reducing compliance costs and streamlining processes. (LinkedIn Learning, KPMG, 2022)

Quantifiable Impact and ROI with KaDo's Integrated Compliance Approach

35-45%

Compliance Violations
Reduced

18 month

ROI for KM realized

30%

reduction of compliance
costs

40%

reduction in
training time

KaDo's integrated compliance solutions deliver swift, measurable impact—reducing compliance violations by up to **45%**, lowering compliance costs by **30%**, and achieving ROI within **18 months**.

Workflow-embedded learning also reduces training time by **40%**, ensuring sustainable compliance.

The cost of inadequate training

Compliance training is more than a requirement—it's a vital safeguard against costly risks in today's regulated world.

The Reality

Inadequate training leads to **costly errors, non-compliance, and reputational damage**. Poorly trained teams can expose companies to **financial losses worth millions**.



Case Example

The 2021 vaccine contamination case* highlights how a single **training gap** led to production delays, recalls, and losses estimated at **\$500 million to \$1 billion**. Effective training is more than compliance—it's essential risk mitigation.



Takeaway

Effective training, knowledge, and change management help prevent these risks, protecting your business from **catastrophic financial and reputational consequences**.



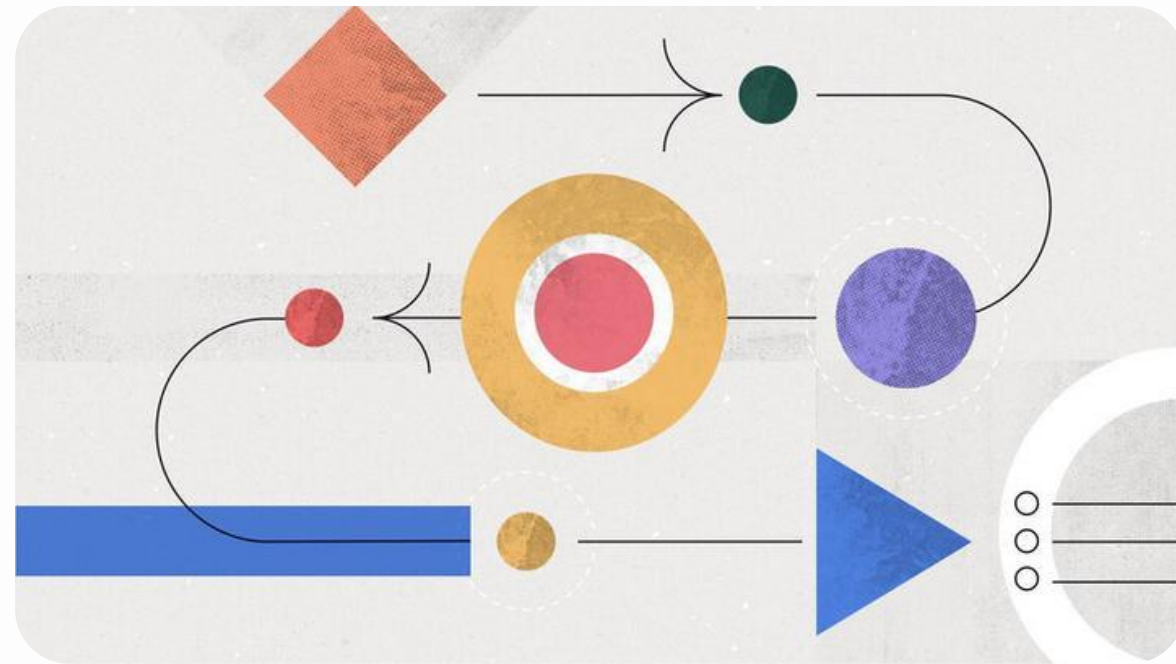
*<https://www.fda.gov/media/151710/download>

Beyond Static SOPs: Advancing Training and Knowledge Management in GxP



Challenging Tradition

Traditional PDF SOPs can't keep up with today's fast-paced, agile environments. We move beyond static documents to foster **real-time, workflow-embedded learning**.



The Solution

We help clients transition from static SOPs to dynamic, **workflow-embedded training** and knowledge solutions that integrate seamlessly into daily tasks.



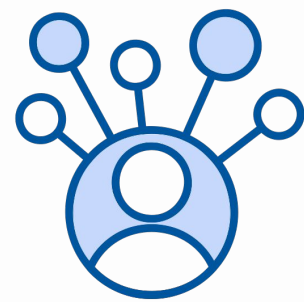
Value

Real-time access to critical knowledge ensures staff are empowered and compliant, enabling better decision-making and agility.



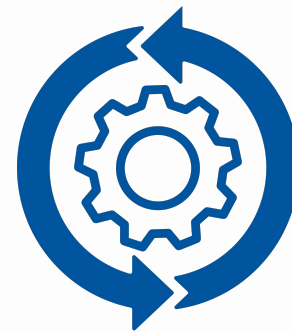
Workflow Learning

In today's dynamic GxP environments, traditional training methods fall short. Workflow learning and targeted automation provide a proactive approach to compliance by embedding knowledge directly into daily tasks, reducing the need for reactive oversight.



Modernizing Compliance

Automation and workflow learning enable proactive compliance management, reducing dependency on reactive audits and inspections.



How it works

Embedding training and SOPs into workflows creates a seamless learning environment that maintains staff qualification without disrupting operations.



Outcome

Enhanced efficiency and a forward-looking compliance culture.



Decision Enabler: Knowledge Management

In regulated industries, knowledge is only valuable when it's **accessible** and **actionable**. Sustainable knowledge management does more than store information; it **empowers teams** to make informed, compliant decisions at every step.

Integrating KM with training transforms knowledge into an **adaptive, strategic** resource rather than a static archive.

01

Knowledge management goes beyond being a tool; it's a critical decision enabler. Effective KM provides teams with the right insights at the right moment to make well-informed decisions.

02

Use Case: In GCP, a KM system that captures lessons learned from previous trials helps prevent costly mistakes in future studies. Integrated with training, KM drives continuous improvement.

03

KM fosters both compliance and operational excellence by transforming insights into actionable knowledge and driving proactive decision-making.



KaDo Consulting: Integrating Training, Knowledge, and Change for Lasting Compliance

KaDo Consulting combines training, knowledge, and change management into a comprehensive compliance framework that empowers your team to achieve lasting, proactive compliance.

Explore our three core use cases:

- **Knowledge Management Ecosystem for Clinical Development – Ensures accessible, actionable insights.**
- **GxP Learning Automation – Streamlines compliance training through intelligent automation.**
- **Bite-Sized Learning Factory – Delivers modular, easily digestible training units.**

Are your teams ready to thrive in today's fast-evolving regulatory landscape?

Use Case 1 – Knowledge Management Ecosystem for Clinical Development

Objective: Support Clinical Development teams in transitioning to agile methodologies while managing vast volumes of critical knowledge across 50 countries.

Challenge: Consolidate multi-source knowledge (50+ SharePoints) into one central KM system for 6,000 employees, providing each employee with the right information at the right moment to make informed decisions effectively.

Solution: KaDo Consulting implements a Knowledge Management platform using Appian to centralize knowledge and support continuous learning cycles.

Success Factors:

Just-in-time Learning

Contextualized Knowledge Delivery

Accessible Knowledge Base for Real-Time Application



30% faster issue identification enabled by real-time knowledge access and streamlined data consolidation through integrated KM systems (Deloitte, 2023).

Studies indicate that knowledge management systems can reduce employee search time by an average of **40-50%**, depending on the implementation and system maturity level.

Use Case 2 – GxP Learning Automation

Objective: Optimize GxP training management and reduce manual workload for Learning Admins.

Challenge: Eliminate repetitive administrative tasks by integrating robotic process automation (RPA) and supporting role-based learning.

Solution: KaDo Consulting deploys RPA solutions with Automation Anywhere to manage recurring tasks and streamline learning matrix administration.

Success Factors:

Automated Compliance Checks

Continuous Updates of Learning Content

Role-Based, Targeted Learning Paths



62% reduction in repeated errors

thanks to structured KM and automated processes (KPMG, 2022)

Reduction in FTE Studies indicate that automation typically reduces full-time equivalent (FTE) requirements by 30-40%, with some companies achieving up to 50% in exceptional cases.

Use Case 3 – Bite-Sized Learning Factory

Objective: Provide flexible, on-demand training that boosts employee engagement and retention.

Challenge: Move away from static, long-form training to concise, highly targeted learning modules.

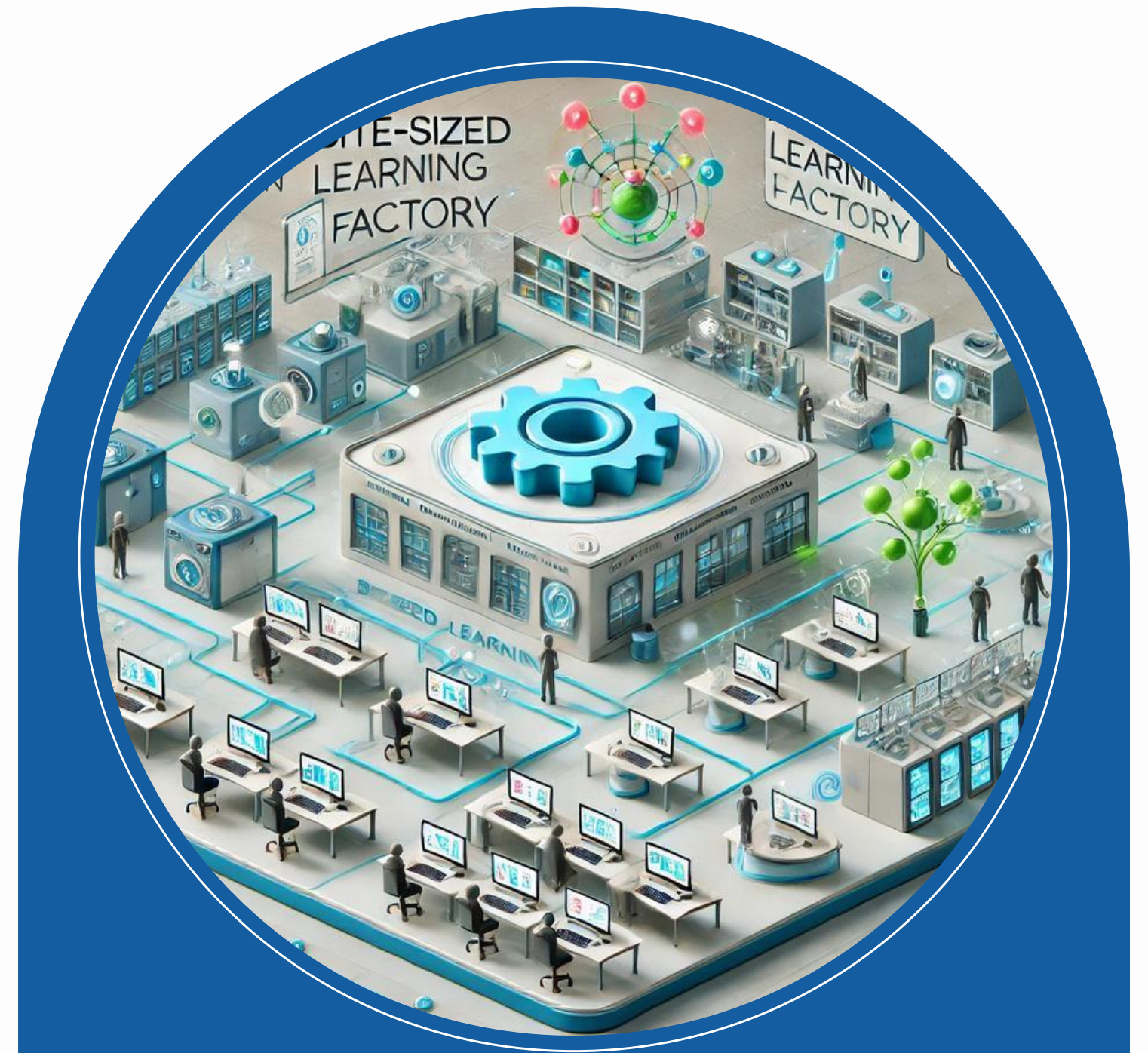
Solution: KaDo Consulting establishes a ‘Bite-Sized Learning Factory,’ defining a skill framework to identify and develop both personnel and technical resources, with the primary goal of acting as an internal advisor for tailored learning solutions. This factory not only delivers short, adaptive training units designed to meet specific task requirements and regulatory standards but also focuses on advancing the capabilities of Training Managers.

Success Factors:

Task-Based, Modular Learning

Real-Time, Adaptive Training Updates

User-Friendly, Engaging Format



40% reduction in compliance violations through the implementation of targeted, adaptive learning solutions and **55%** improvement in employee awareness due to continuous, accessible training modules and interactive learning (Harvard, 2023).

WHY CHOOSE KADO CONSULTING FOR SUSTAINABLE COMPLIANCE?



Integrated Change, Training, and Knowledge Management to drive real, lasting improvements in compliance behavior.



Strategic Compliance Solutions tailored for dynamic, regulated environments.



Data-driven, research-backed results that enhance compliance and operational efficiency.

With KaDo Consulting, compliance becomes an embedded, proactive element of your organization—empowering your team to confidently navigate complex regulatory challenges.



KaDo Consulting

THANK YOU!




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