

# ***Managing Psychological and Human Aspects of PHA Facilitation***

Training in managing teams and understanding the factors that influence team performance is vital for PHA team leaders. Lack of skill in addressing human and psychological factors likely will lead to poor quality studies.

This training course describes the various human and psychological factors that influence the behavior and chemistry of teams and provides guidelines for dealing with them. Issues such as groupthink, peer pressure, and the compatibility of different personality types are addressed. Course attendees' understanding of the factors influencing PHA teams is enhanced using exercises and workshops to practice the people management methods taught in the course.

You will learn:

- How leadership styles affect the team
- How to select competent participants
- Psychological factors that influence the performance of participants
- Psychological phenomena that affect teams
- How to maintain the pace and keep the focus of studies
- How to avoid digressions and distractions
- How to keep team members involved and energized
- How to motivate team members
- How to ensure the team works together effectively
- How people make incorrect decisions
- How to deal with difficult people
- Nature and sources of conflict
- How to manage conflict
- How to avoid psychological pitfalls in PHA

## **Objective:**

Be able to effectively and efficiently lead PHA studies involving teams of people.

## **Target Audience:**

Individuals who act as leaders of PHA study teams.

## **Course Topics:**

- Overview
- Leadership, management and facilitation
- Human factors in study preparation
- Psychological factors
- Human factors in conducting studies
- Decision making
- Guidelines for working with the team
- Overcoming challenges
- Managing conflict
- Psychological pitfalls in PHA

## **Duration:**

Three days, 2.1 CEUs awarded

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