

## **Professional Development and Advancement for Licensing Staff**

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Creating professionally capable licensing staff with the expertise and knowledge to meet the goals of the technology transfer office should not be left solely to a skills-training-as-needed approach. A well-developed professional-development program, along with an opportunity for advancement, will provide management with capable employees eager to participate in the achievement of the goals of the office. A well-executed program will also help curb employee turnover.

While this chapter provides several ideas on licensing staff training and career-path development, your personal program will be dependant on available resources and the mission and goals of your office. But be creative; even if you are a one-person office, training should be part of your planning process.