

Compliance Effectiveness: Can You Risk the Risk?



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- 2018 Learning and Development Benchmarking
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- 2019 HCM Outlook Survey
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If you would like to join a panel of survey takers, please contact us at success@brandonhall.com



How to Ask Questions



- Submit your *questions* or *comments* about the discussion to our presenters using the **Questions** tab on your control panel.
- Presentation *slides* and *giveaways* can be found in the **Handouts** tab on your control panel.

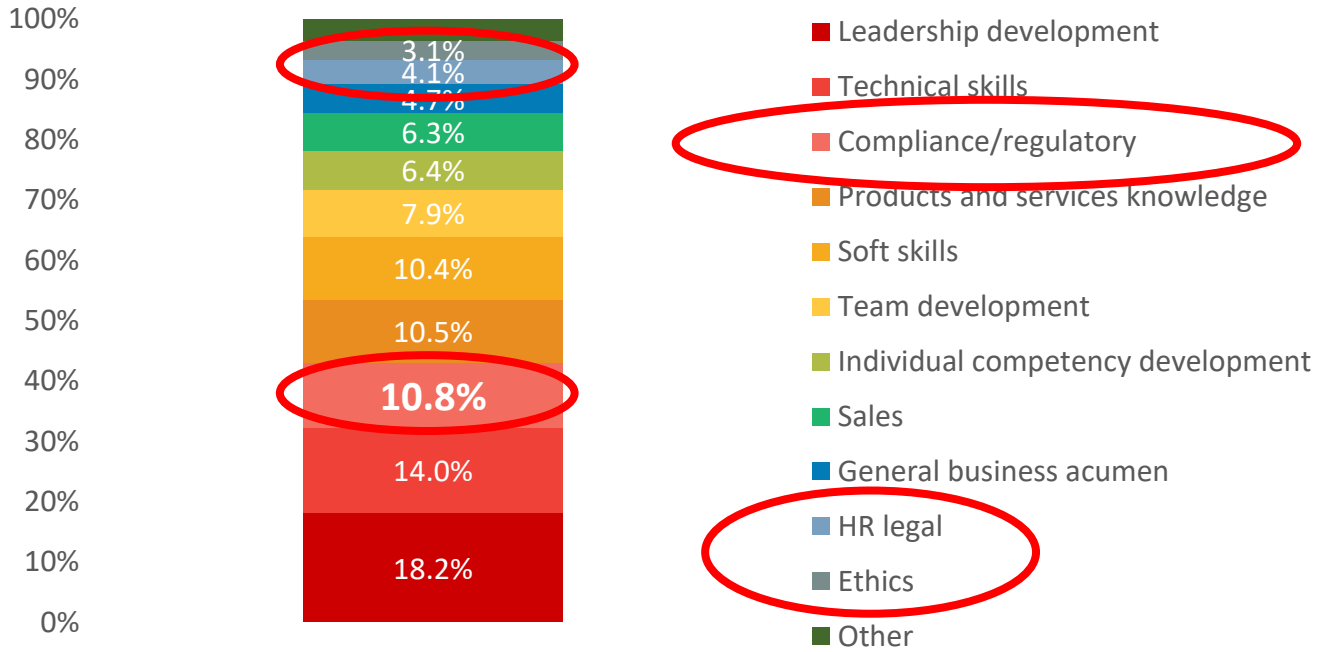
Recording & Slides will also be sent out after the webinar.

POLL QUESTION

How important to your organization is compliance training?

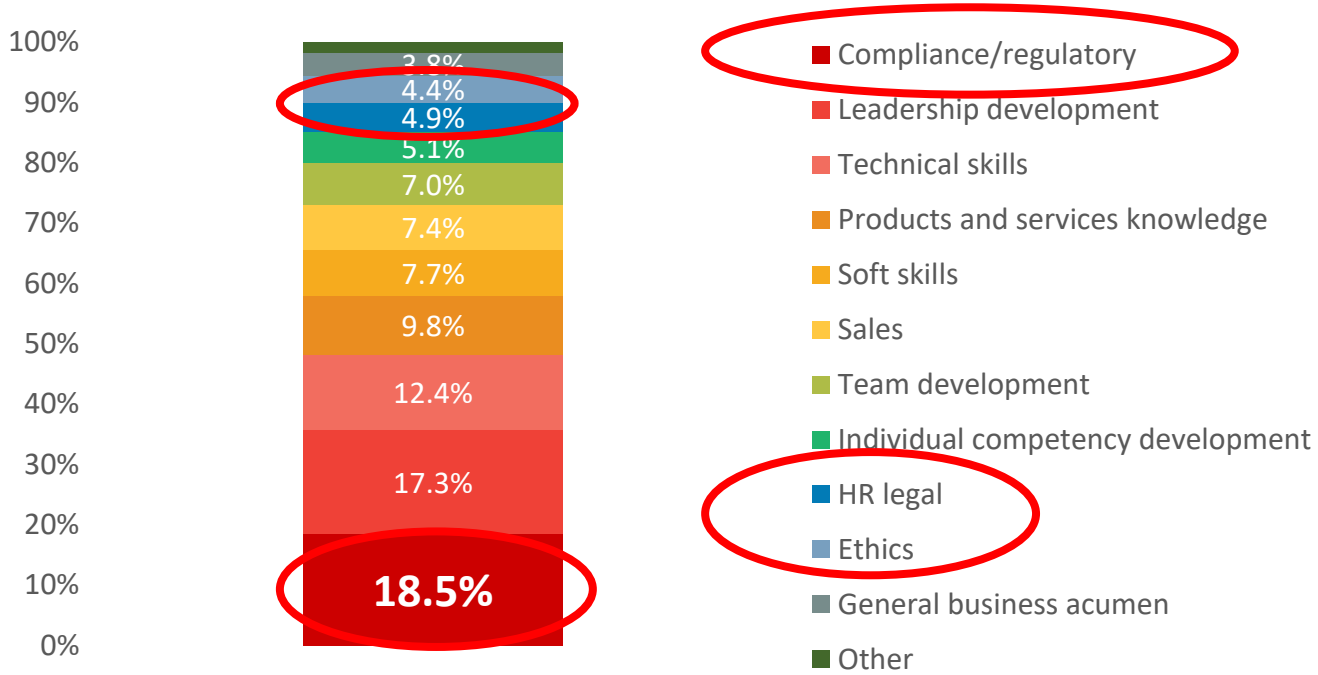
1. Not at all
2. Slightly
3. Moderately
4. Very
5. Critically

Compliance is a Big Deal



BHG Compliance Training Study, July 2017 (n=203)

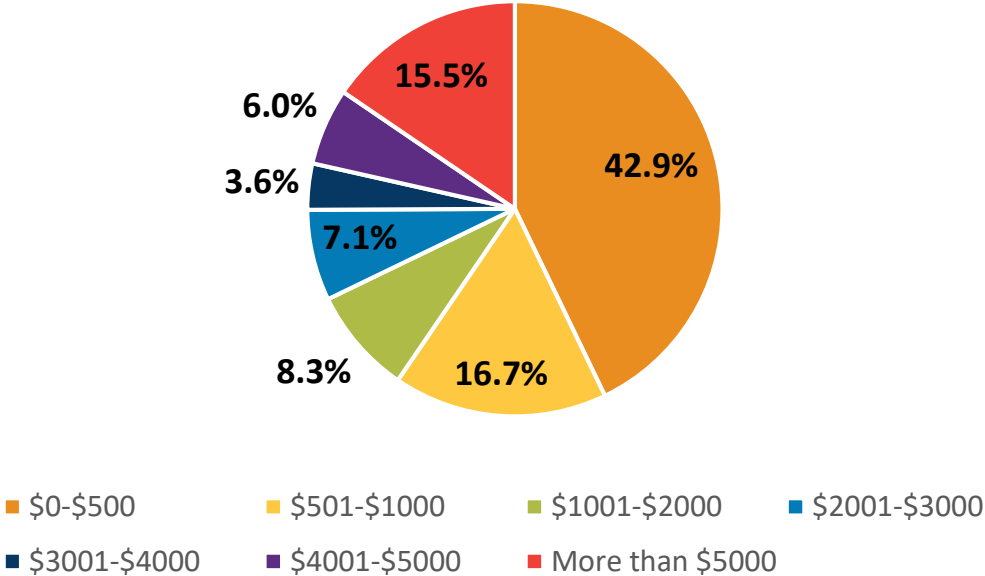
Compliance is a Big Deal - HiCQ



BHG Compliance Training Study, July 2017 (n=203)

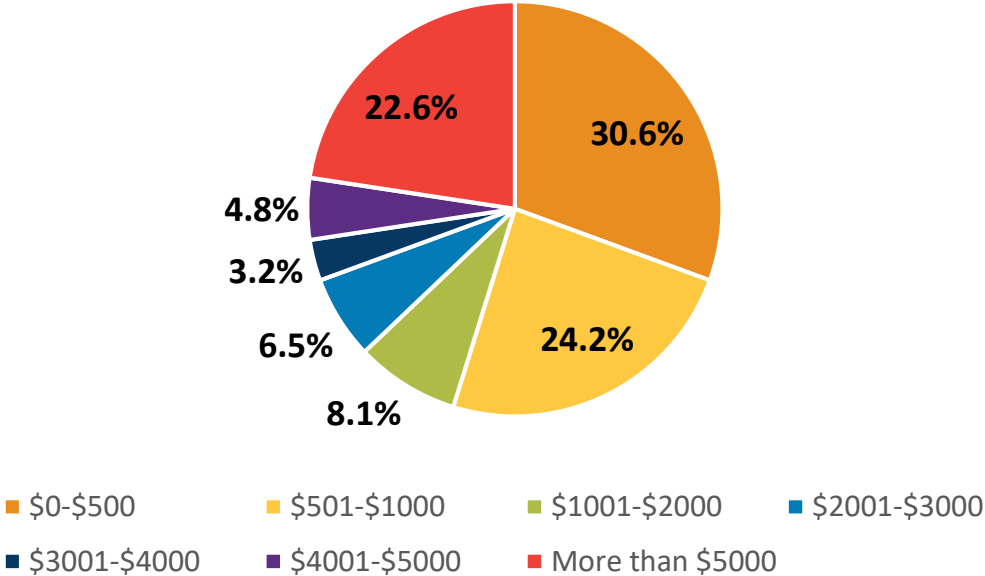
Compliance Requires Investment

Cost per employee per year



Compliance Requires Investment - HiCo

Cost per employee per year



Considerations



One of the biggest training areas

Gets arguably the least attention

Invest in content creation

Costs of doing it poorly

Fines

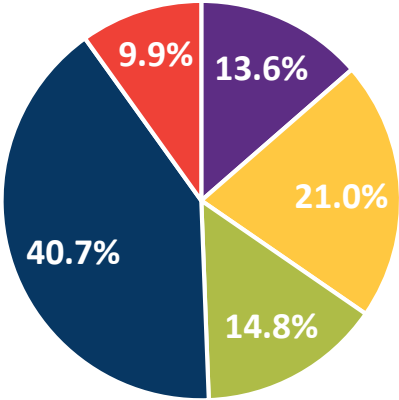
Lawsuits

Accidents

Slowdowns

Compliance Takes Time

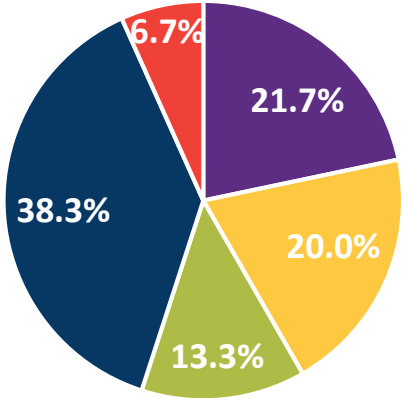
Compliance training frequency



■ Once a month ■ Once a quarter ■ Semi-annually ■ Annually ■ Ad-hoc

Compliance Takes Time- HiCQ

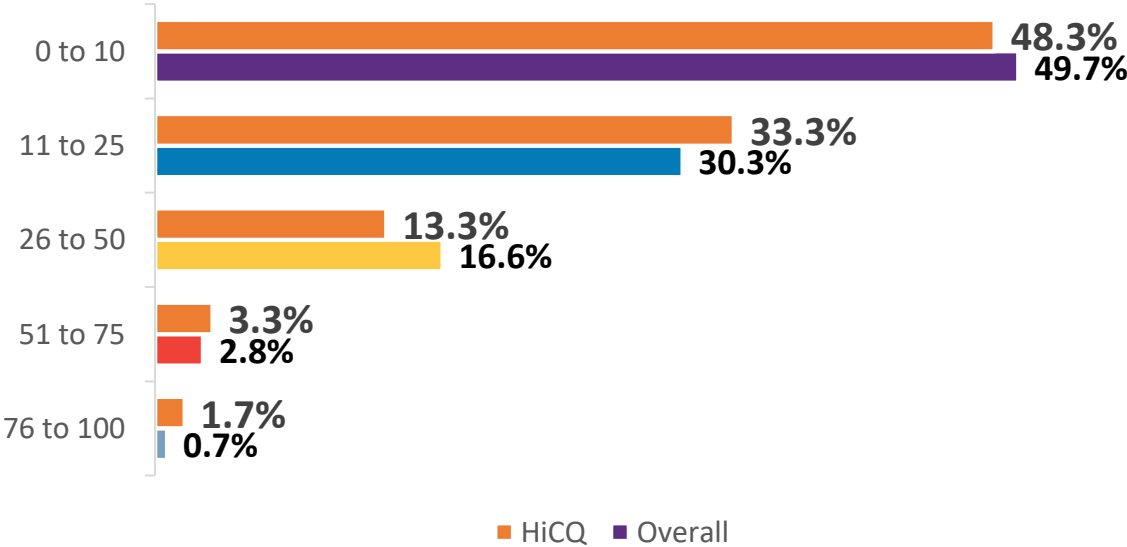
Compliance training frequency



■ Once a month ■ Once a quarter ■ Semi-annually ■ Annually ■ Ad-hoc

Compliance Takes Time

Compliance training hours



Considerations

Typically the first learning experience

Typically the most common learning experience

Hours often mandated





Compliance Challenges

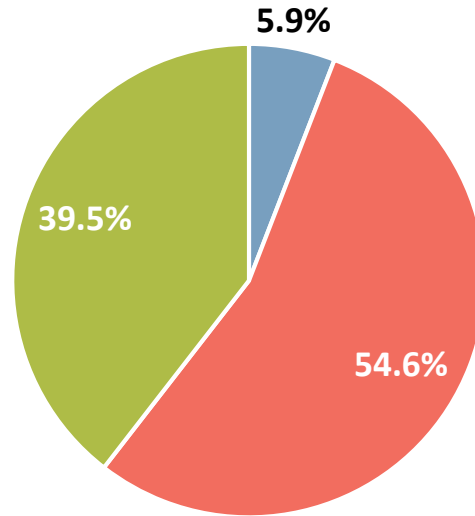
1. Compliance Effectiveness

How Do We Assess the Effectiveness of Our Compliance Training?

2. Audit Preparedness

How Do We Achieve a Constant State of Audit Readiness?

Audit Preparedness

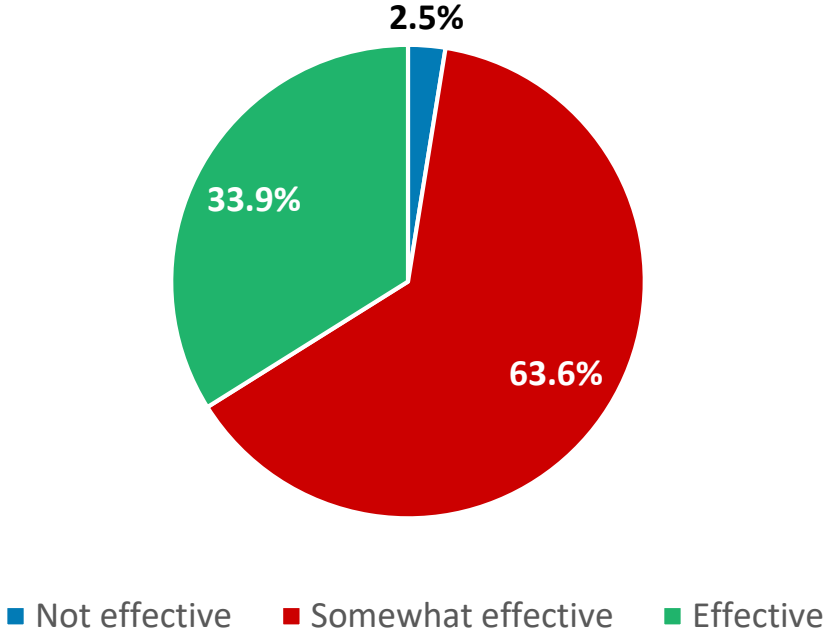


■ Not at all prepared ■ Somewhat prepared ■ Thoroughly prepared

Audit Preparedness



Overall Compliance Effectiveness



Compliance Effectiveness

Not at all/Somewhat
effective

24%

Thoroughly prepared
for audit

Effective

69%

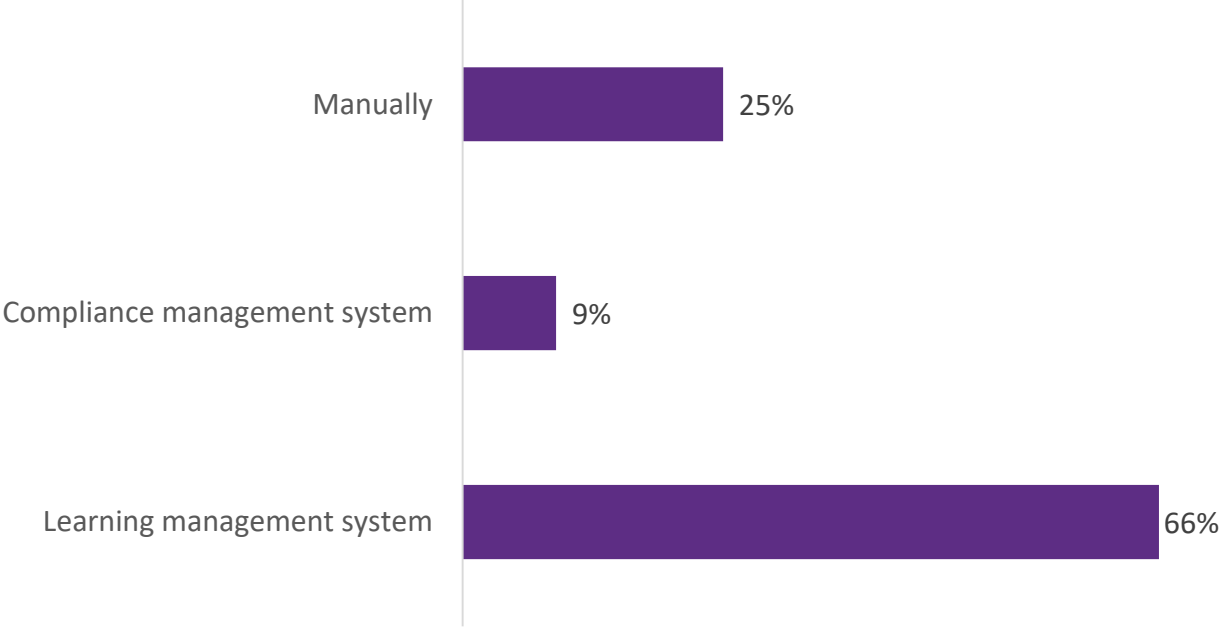
Thoroughly
prepared
for audit

Compliance Effectiveness

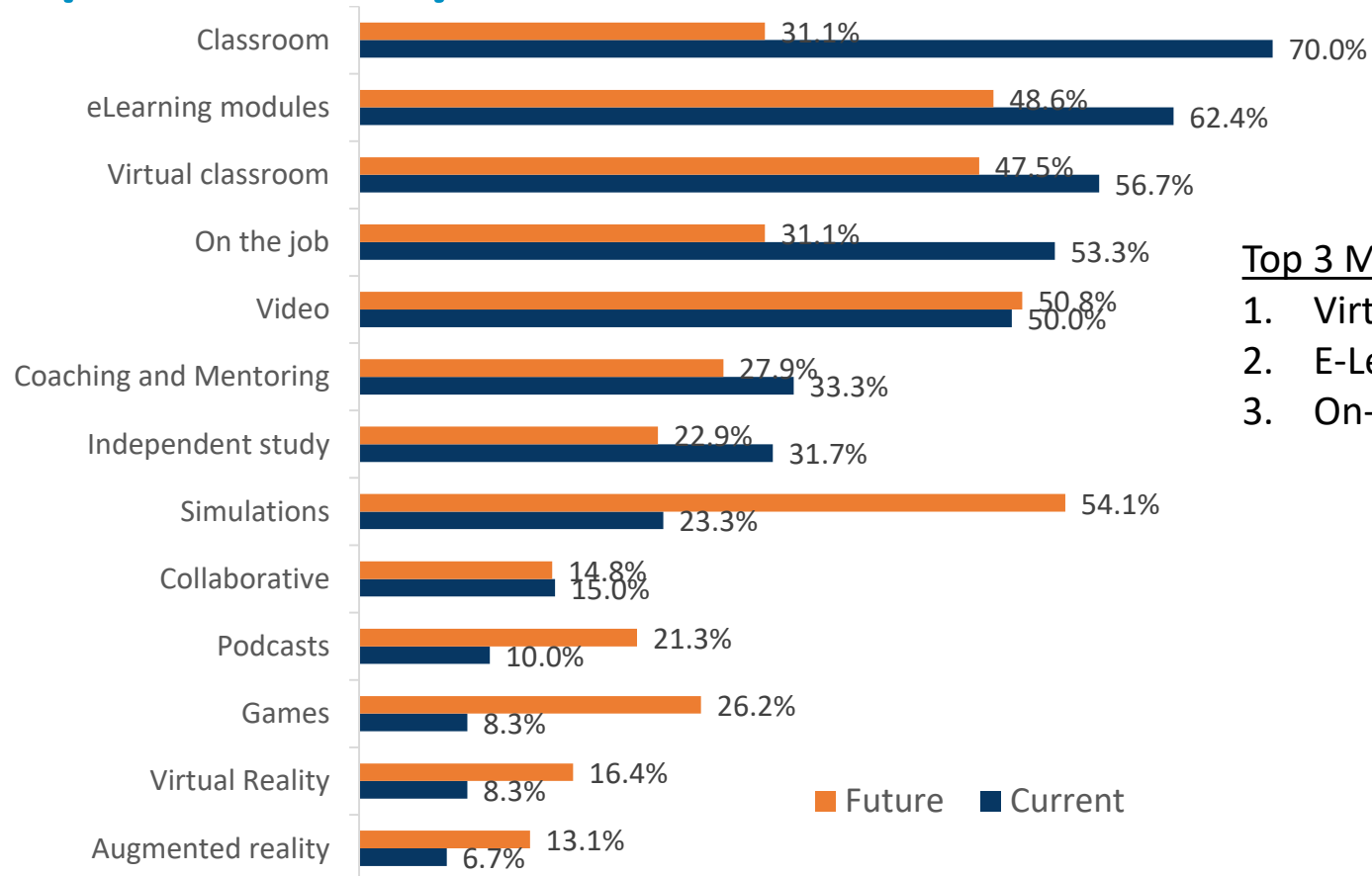


Managing Compliance

Compliance Systems



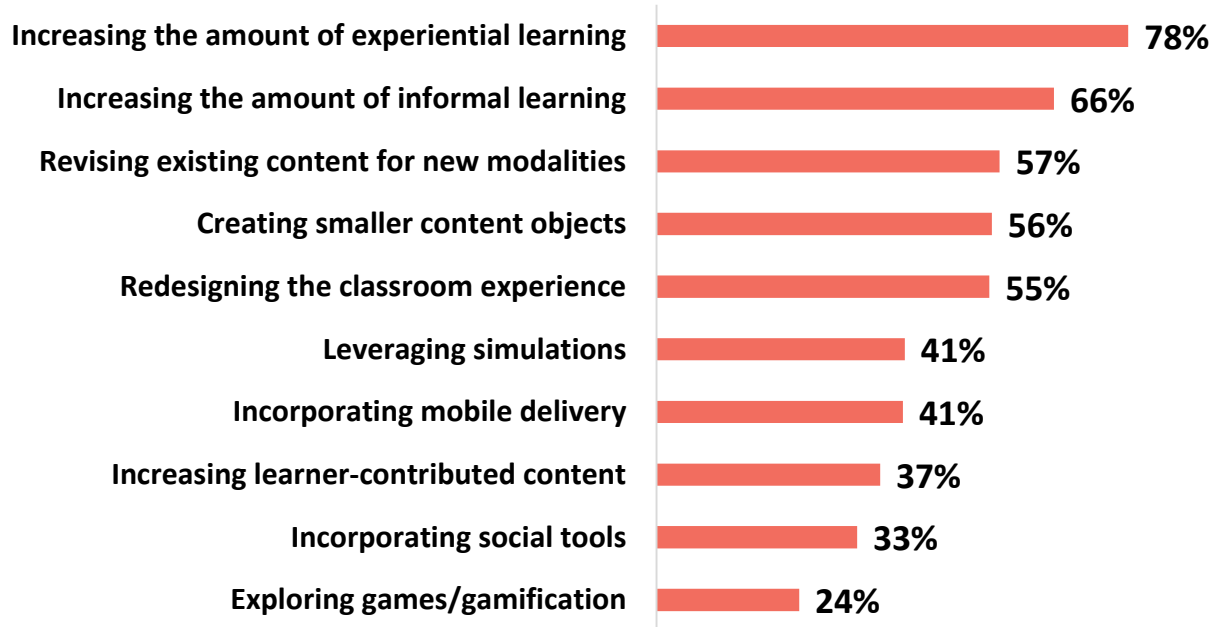
Compliance Systems



- Top 3 Most Effective:
1. Virtual Classroom
 2. E-Learning
 3. On-the-job

Making it Better

Top Learning Initiatives to Improve Business Results



Modern Learning

- **Contextual**
 - Role
 - Location
 - Development path
- **Small**
 - Short videos
 - Quick updates
- **Informal**
 - Everyday
 - Ad hoc
- **Mobile**
 - Down time
 - Moment of need
- **Social**
 - Discussions
 - Recommendations



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QUESTIONS?



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for joining us today!



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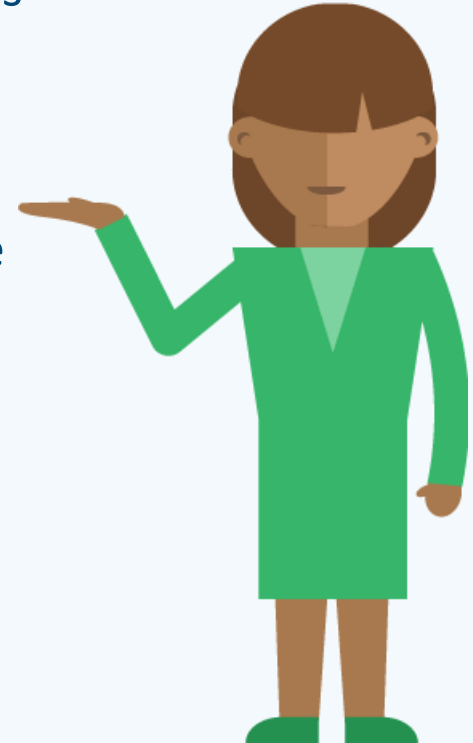
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Success Stories from Global Organizations that Show those Standards in Action

Professional Development that Assesses Current State and Enables Innovation

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Recognition that Validates the Transformation



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- Maturity Model
- Custom Research

STRATEGY

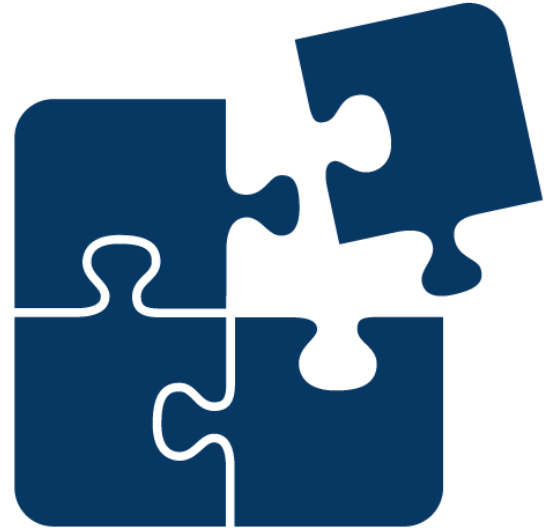
- Business Case
- Planning
- Organization & Governance

TECHNOLOGY SELECTION

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- Architecture Design
- Systems Evaluation

DEVELOPMENT & INTEGRATION

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- Assessment
- Survey
- Process Integration



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- Katrina Williams, Director, Sales Capability
CDW

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- Joanne Veech, Global Talent Leader
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