

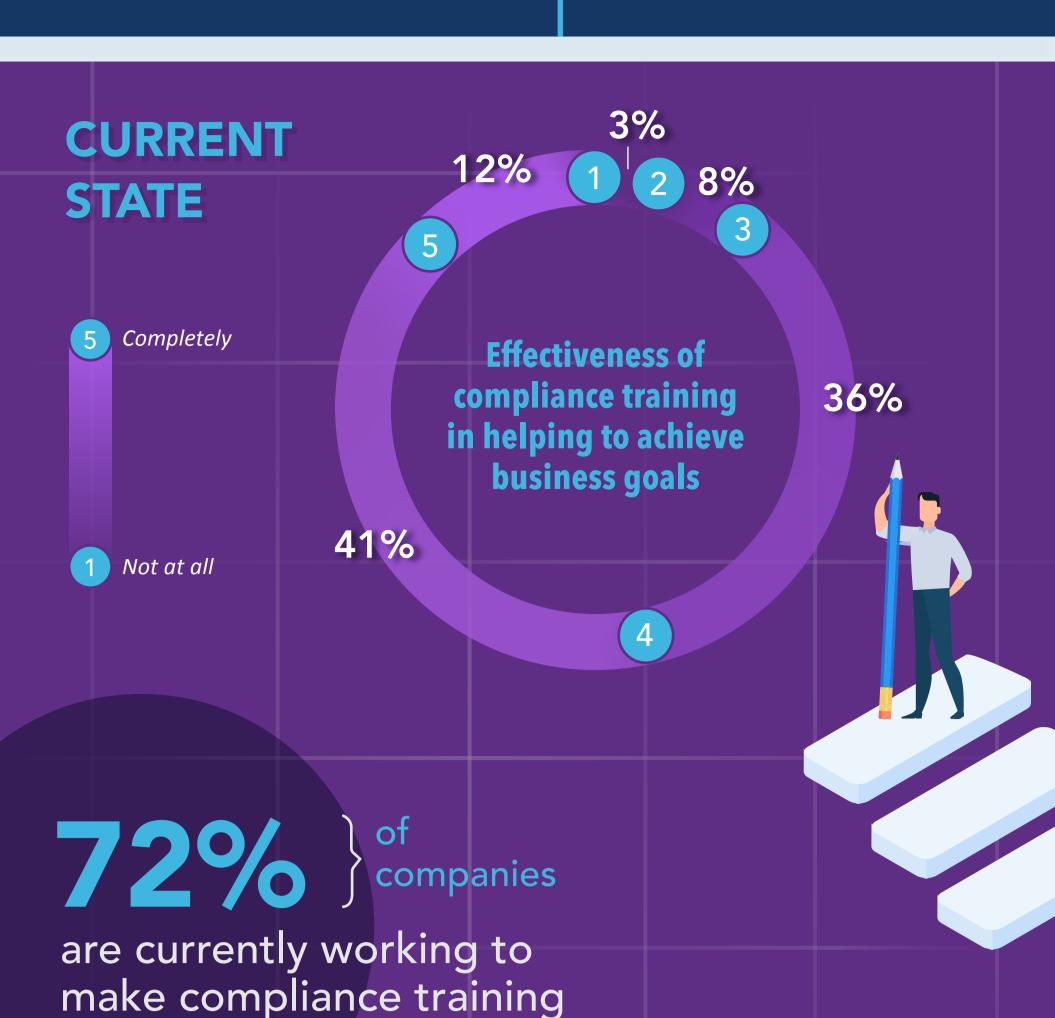








Most of the workforce must spend some of their time in compliance training, whether it is for the employee handbook or life and death safety training. Organizations should leverage that time by taking a more strategic approach to compliance training, making it more engaging, impactful and directly related to the goals of the business.



more strategic.

59% 50%

Steps being taken to make

compliance training more strategic



Improving link to business

performance outcomes

Improving link to business unit/functional

45%

performance outcomes Improving link to corporate citizenship and accountability

39%

Rewarding, recognizing and

Improving link to personal and

advancing employees

83%

83%

98%

94%

93%

85%

69%

HALL

GROUP

64%

90%

39%

COMPLEXITIES

16%



It can be challenging to re-imagine compliance training.

compliance training We don't have the time. 45%

We don't have the right technology.

Not an organizational priority.

37%

Top challenges to strategic



Much of the existing content has been around for years, built around a static, classroom approach.

Additionally, there is reluctance from organizations to make changes that could affect them from a regulatory, certification or safety standpoint. But to achieve

results, it must become a priority across

the organization. What would help to make compliance training more strategic?

Having the organization make it

Having executive leadership

make it a priority

a priority



Companies may be able to check the box for compliance training completion but there is little engagement among learners, no link to the business and a strong likelihood that people are failing to adopt the required behaviors and skills once the training is over.

Does the organization (C-Suite, business leaders, etc.) see compliance training as strategic?

Organizations that say their

or very effective in helping

compliance training is effective

achieve business goals are far

more likely to be focused on

more strategic outcomes.

with specific performance and business outcomes? Can we make compliance training

Are we applying learning and brain-science principles to the compliance learning experience?

Are we employing a

variety of tools and

compliance training?

modalities in

Are we able to align compliance training

more personalized and contextual?

Provide a safe work environment.

Meet regulatory requirements.

78% Avoid/mitigate risk.

46%

Advance employee development.

22% Positioning as a learning-focused organization

17%

Five Critical Questions to Consider BRANDON

the Learning Strategy

Provide context around the compliance training.

Recognize compliance training achievements.

Drive business performance. 80% Corporate citizenship and accountability 76%

59% 27% Create opportunities for employee advancement. 49%

Five Strategies to Improve

Employ a wider variety of tools and modalities. Leverage neuro- and cognitive science.

Use a variety of outcomes to measure compliance training.