

COMPLIANCE TRAINING: Making Compliance Training More Strategic

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.

CURRENT STATE



72% of companies are currently working to make compliance training more strategic.

Steps being taken to make compliance training more strategic

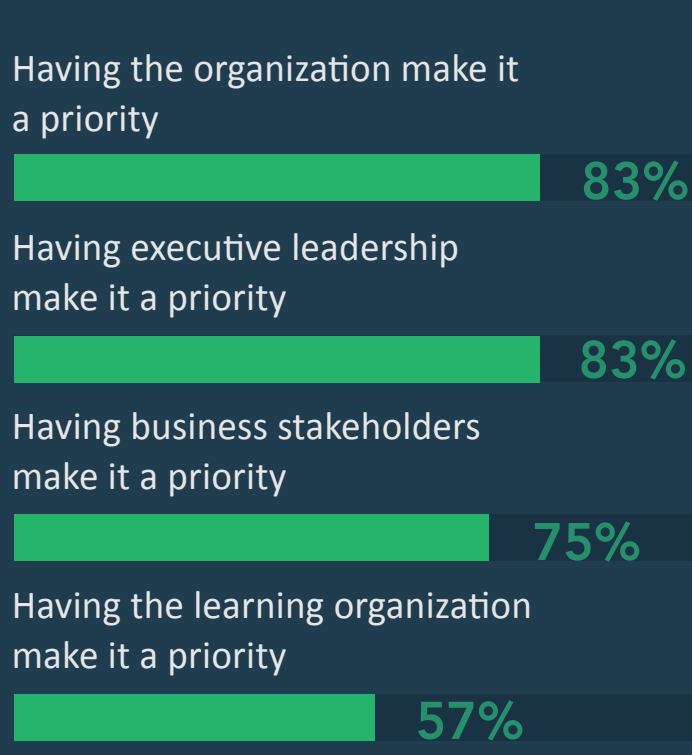


COMPLEXITIES

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

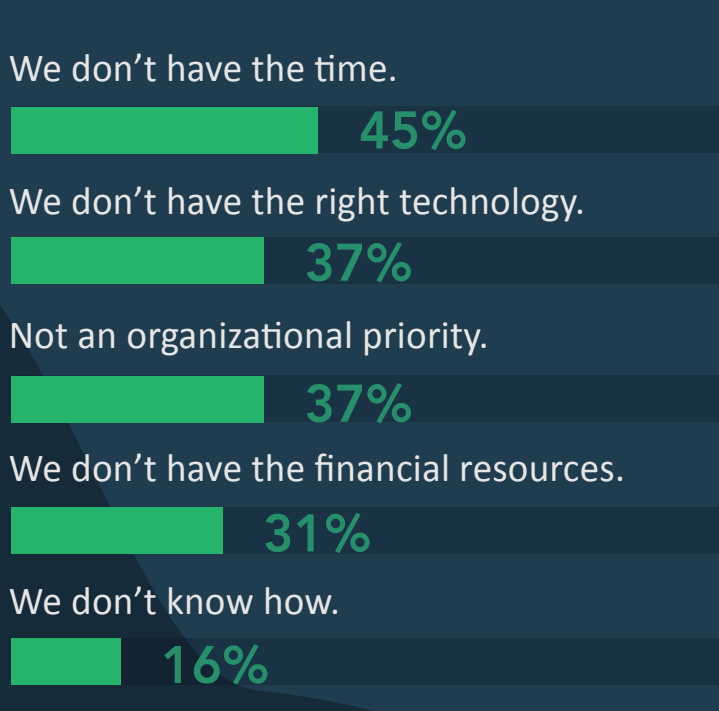
Additionally, there is reluctance from organizations to make changes that could affect them from a regulatory, certification or safety standpoint. But to achieve results, it must become a priority across the organization.

What would help to make compliance training more strategic?



It can be challenging to re-imagine compliance training.

Top challenges to strategic compliance training



CONSEQUENCES

Desired compliance training outcomes



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.

Organizations that say their compliance training is effective or very effective in helping achieve business goals are far more likely to be focused on more strategic outcomes.

Five Critical Questions to Consider

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Five Strategies to Improve the Learning Strategy

- 1 } Provide context around the compliance training.
- 2 } Employ a wider variety of tools and modalities.
- 3 } Leverage neuro- and cognitive science.
- 4 } Recognize compliance training achievements.
- 5 } Use a variety of outcomes to measure compliance training.