

COMPLIANCE TRAINING

GOING FROM COMPULSORY TO COMPELLING



WHAT MAKES COMPLIANCE TRAINING DIFFERENT FROM OTHER LEARNING MODULES

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Most of these trainings are mandated by regulatory bodies.

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It covers a large amount of very specific information that needs to be memorized by the learner.

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The fallout of mishandling compliance training can prove to be very expensive for organizations.



6 GREAT TIPS TO INCITING BEHAVIORAL CHANGE



of organizations report that they assess compliance proficiencies and skills of their staff on an ongoing basis.

- 1 Let learners reevaluate their decisions
- 2 Track the number and types of instances of violation and watch the trend. Calculate the gains or losses resulting from this.
- 3 Design performance assessments with graduated steps to prove competency, knowledge, and analysis.
- 4 In high-risk environments, first, measure the performance in a simulated environment and then in a supervised environment.
- 5 Develop an app around micro behaviors that all employees would have on their phones. Every time they demonstrated that behavior, they would add that input into the app.
- 6 Turn compliance training into a collaborative exercise and incentivize the process through giveaways or building leaderboards.

Don't forget to continuously evaluate programs and make periodic revisions



WHAT ARE SOME EMERGING TRENDS IN COMPLIANCE TRAINING?



Respectful workplaces – Companies address workplace bullying, violence, and working well with each other.



Training for diversity and inclusion – Aimed at removing biases and discriminations and building cohesive teams.



Anticipatory Quality Systems Training – Compliance training that is given before the employee even uses the system.



Audit Committee compliance and checklists – New training based on oversights, risks, and governance pertaining to COVID-19.