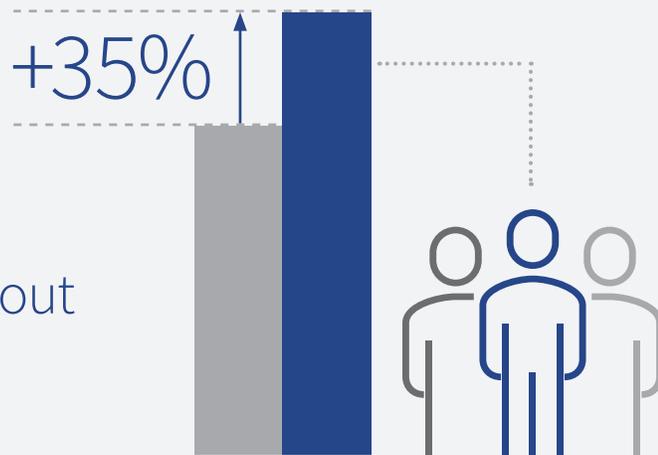


# WHY COMPLIANCE TRAINING IS CRITICAL TO YOUR ORGANIZATION'S SUCCESS

**Companies with a diverse workforce** are 35% more likely to outperform those without diversity initiatives.

Source: "Diversity Matters," McKinsey & Company, 2015



Compliance training is an important responsibility for every organization, regardless of industry or size. Executives who recognize the importance of a well-designed compliance training program understand its many business benefits. For example, companies that are more ethnically and racially diverse report higher financial returns, and employees benefit from a more supportive company culture when a successful workplace violence and sexual harassment prevention training program is in place.

Other benefits of effective compliance training include:

- Better workplace alignment
- Ability to stay up to date on trends
- Streamlined employee processes
- Greater standardization
- Heightened transparency

Companies focused on reducing health and safety risks, improved operational efficiencies and increased transparency find compliance training to be critical to their success.

# Making Compliance Issues Relevant and Meaningful to Employees

Training doesn't have to be boring. With a well-designed compliance training program, employees will understand the company's philosophies and procedures and their protected rights.

However, training must go beyond checking a box or asking employees to read and sign forms each year. Hard-to-understand legalese can be presented in short bursts for better retention, and facilitators who use real-world examples will have a more meaningful impact. Interactivity is important

for message retention. If employees aren't available to openly talk about training topics, consider an interactive eLearning course to help them understand the concepts.

Training is only a small part of a greater process to ensure policy and procedure compliance. Everyone in the organization must actively participate to realize the program's true benefits. Keep in mind that senior leaders, managers and employees each have different objectives in a compliance training program.

## Compliance Training Objectives



By integrating compliance training into the core of the business, executives, managers and employees take ownership, ensuring that compliance is sustained and reinforced every day.