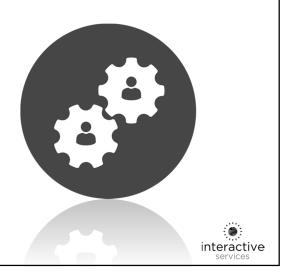


## 1 define the system

as you're tackling the challenge at your table, ask

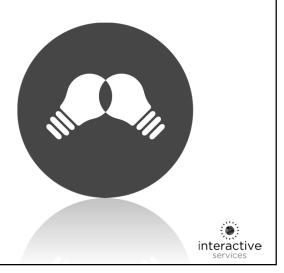
"what are the one or two things you want to improve?"



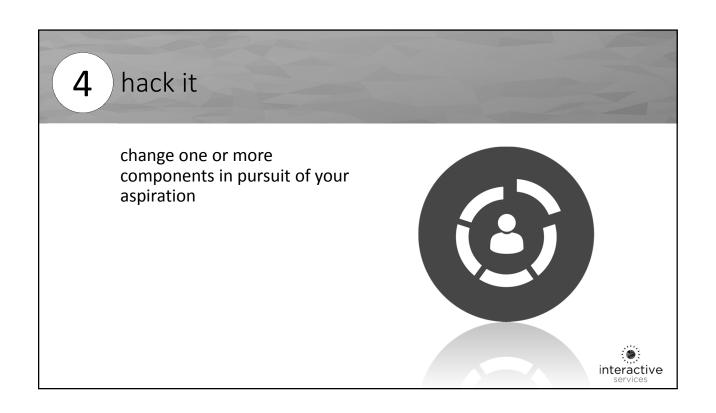
### 2 define your aspiration

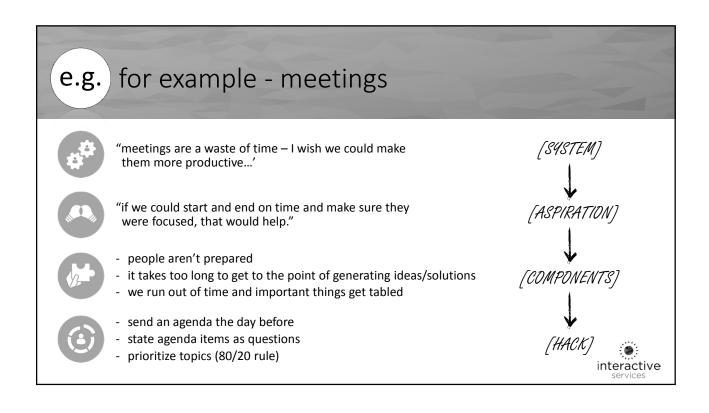
once your group has agreed to several system elements, define the way you want the system to improve:

"I'll know it was successful when...'



# 3 identify components then, identify a few key parts of the process or experience that could be changed



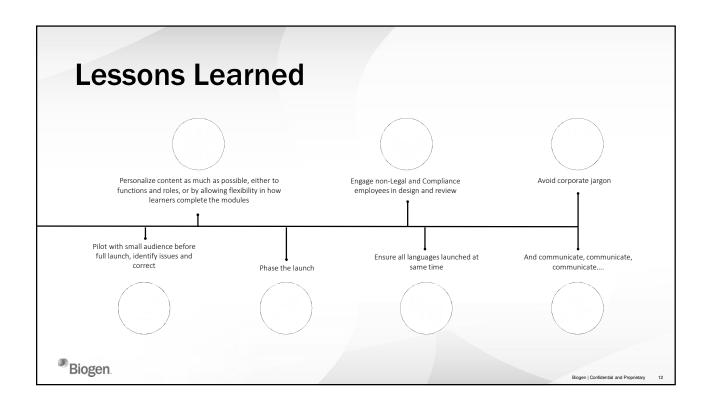


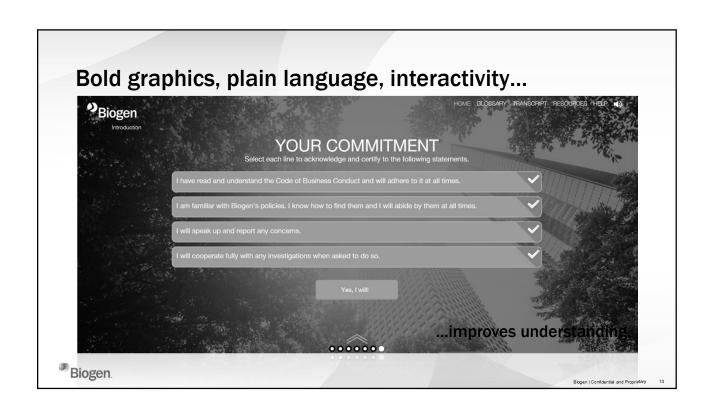




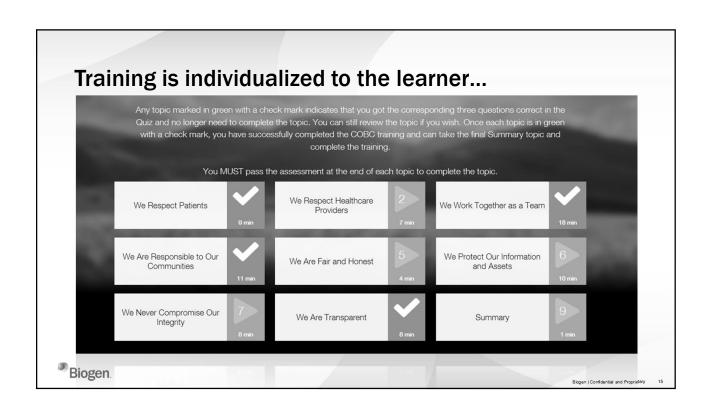


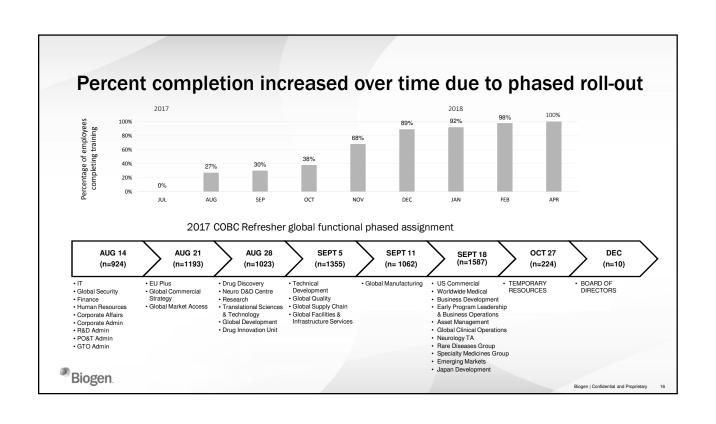


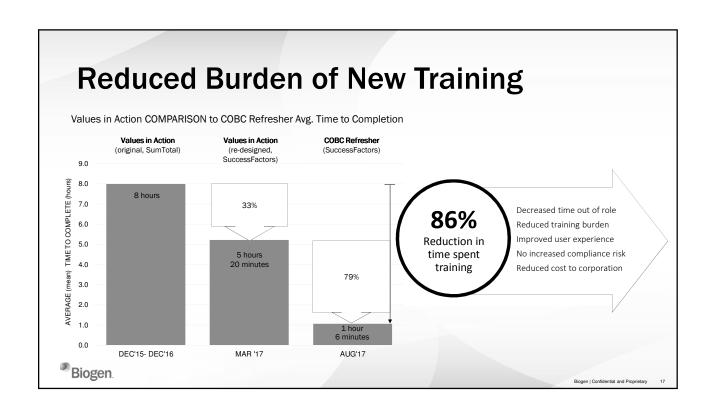


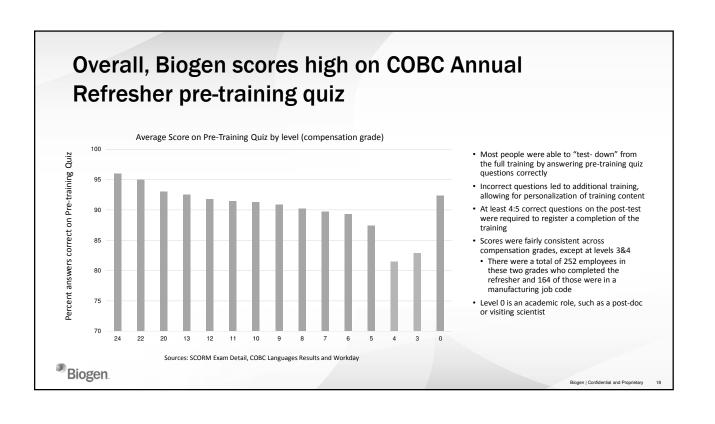


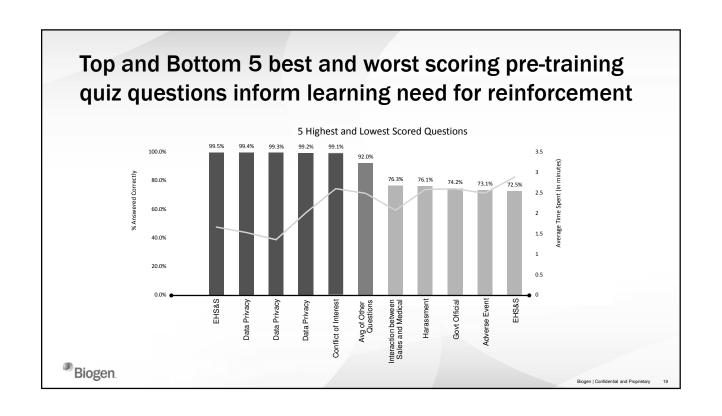


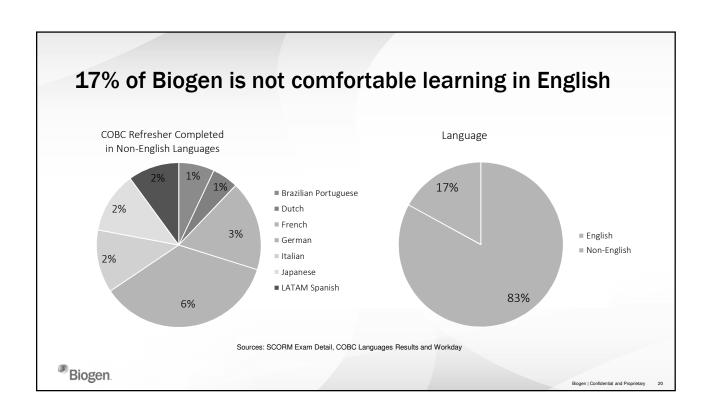


















## TO MAXIMIZE TRAINING EFFECTIVENESS

With Jack W. Arnold, Jr.

Global Corporate Compliance
Xilinx Inc.

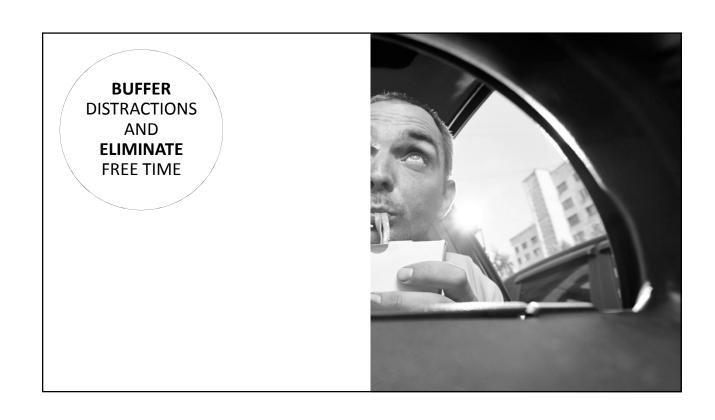






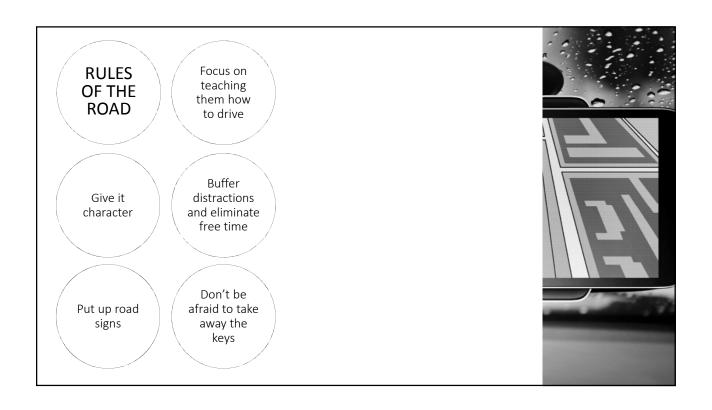


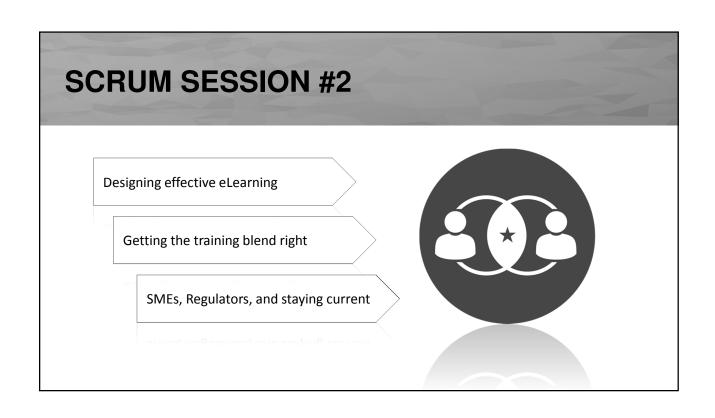




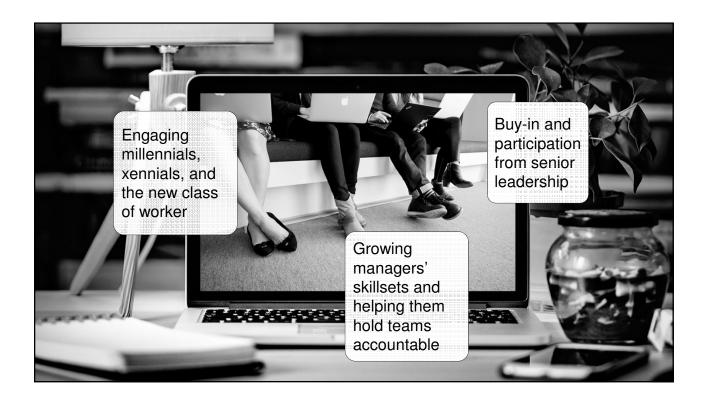












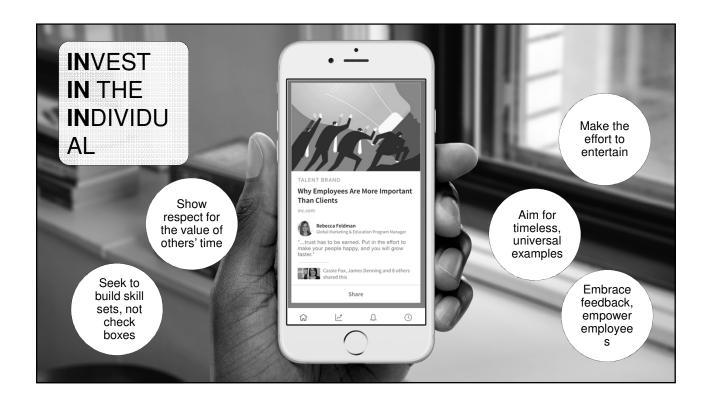






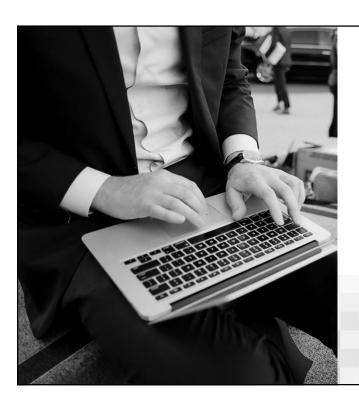






## Dos and Don'ts for More Meaningful Engagement

- DO invest in learning that is visually appealing
- DON'T over-index on memes, slang, or other devices to appeal to younger populations
- DO focus on relevant, specific examples and audience targeting
- DON'T frustrate or fatigue learners with barrage of knowledge checks or stodgy legalese
- DO plan a thoughtful campaign and follow-up exercises to engage employees throughout the year
- DON'T rely too heavily on mandatory stipulations, consequences, and prohibitions



#### The Bottom Line

- Like anything in life, you get out of your training what you put into it
- Millennials aren't a mystery: most of your workforce values their time and wants a relevant, customized learning experience
- Use current events to your advantage: your execs take note when their peers at other companies are getting busted for compliance failures
- Managers need support in being effective, escalating issues appropriately, and being integrity (and training) champions

