

TRANSFORMING
WORKPLACE
CULTURE

emtrain[®]

**Listening and Pulsing for Risk
during Training**

Janine Yancey
Founder & CEO

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Emtrain provides **revolutionary** eLearning and analytics that **measure the impact of social dynamics** in the workplace.

Our solutions **go beyond compliance** to develop **inclusion, ethics and respect** as professional competencies.

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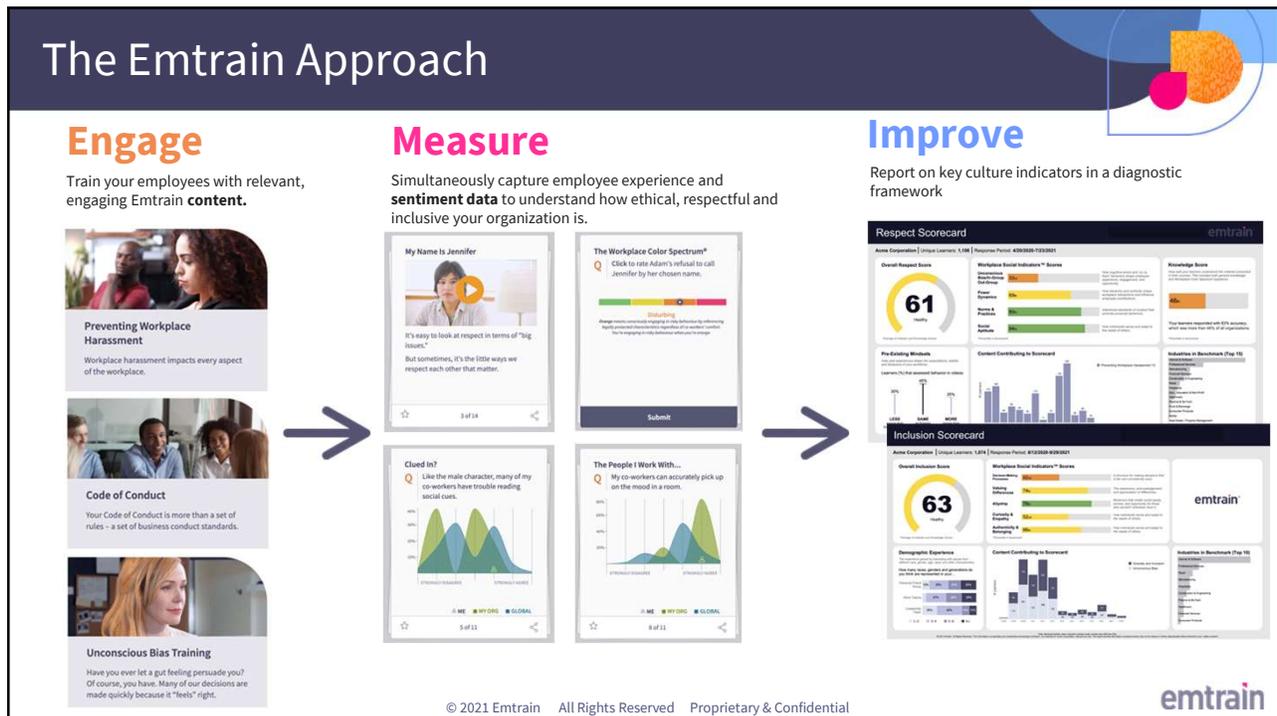
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Emtrain's Approach to Developing & Measuring Ethics



3

The Emtrain Approach



4

We use video scenes to create situational judgment tests

Conspiracy of Silence



<https://emtrain.wistia.com/medias/kqgzf3wf0r>

You don't have to read studies to understand the impact of trust at work.

Trust - or the lack of trust - shows up in all sorts of ways in an organization.

Ever seen this kind of awkward moment?

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code of conduct

Code of Conduct

- Our Code and Culture 2 min
- Our Mission, Values and Code of Conduct 4 min
- The Code and Building A Better Workplace 2 min
- Building Trust at Work 4 min
- Clear Decision Making 5 min
- Building Accountability to Each Other 4 min
- The Importance of Healthy Norms at Work 5 min
- Key Code Topics 1 min
- Mutual Respect 2 min
- Political Activities 2 min
- Cybersecurity 2 min
- Privacy 2 min

Offerings

Q The people I work with don't hold back when it comes to offering ideas and feedback.



ME MY ORG (6) GLOBAL (39855)

Learners receive immediate feedback, seeing how their responses compare to coworker responses as well as all learners within the Emtrain client base.

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Good People and Bad Decisions



<https://emtrain.wistia.com/medias/4nood8jz8y>

Self-interest is one dynamic that often plays a role in unethical decisions.

And it's something most people face at work - in big ways or small.

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Vancouver

Q Most people I work with would...



ME MY ORG (7) GLOBAL (39234)



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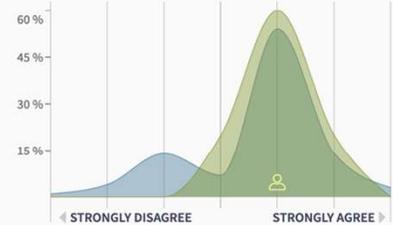


627.950.8555

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Transparency

Q Decision-makers in our organization are transparent about how they make decisions.



ME MY ORG (5) GLOBAL (39217)



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627.950.8371

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Ask Probing Questions about Specific Compliance Risks

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Human Error



Even if it's late on Friday afternoon, you still need to be secure...

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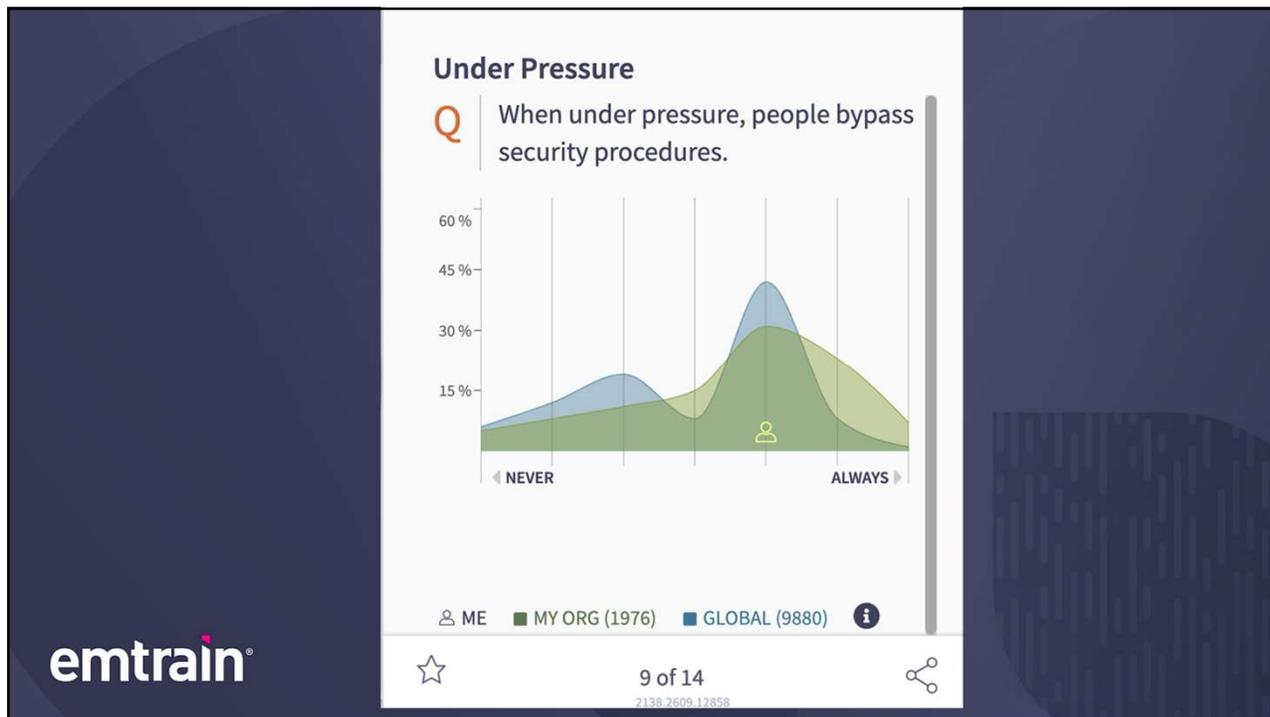


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2138.2609.12851



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Build a Searchable, Knowledge Base for Employees

Nancy Douyon
Ethics & Culture Expert

Timothy Crudo
Corporate Risk and Governance Expert

David Brezinski
Cybersecurity Expert

Sharon Anolik
Global Data Privacy Expert

Ask an Expert

Question related to this course topic?

Send

Recommended Questions

Q Given there's a tangible difference between a conflict of interest, and the appearance of a conflict of interest, shouldn't the question about an employee's relationship with his/her subordinate (which, according to the module, is kept professional during work) reflect that it is equally concerned about the appearance of a conflict?

Q I see the phrase "All conflict creates real costs". However, the title of the section talks about "Unhealthy Conflict". So, what are the definitions of "unhealthy" and "health" conflict?

Kristy Grant-Hart
FCPA & Anti-Bribery Expert

Simone Francis
Employment Law Expert

Amii Barnard-Bahn
Ethics Expert

Jarod Bona
Business Compliance Expert

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ain.com/expertise-you-can-use/emtrain

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GO Beyond Top Down Learning

Enable Bottom Up Learning

And Track EVERYTHING....

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Inclusion Scorecard

Acme Corporation | Unique Learners: 1,074 | Response Period: 8/12/2020-9/29/2021

Overall Inclusion Score



63

Healthy

*Average of Indicator and Knowledge Scores

Workplace Social Indicators™ Scores

Decision-Making Processes	42nd	<i>A structure for making decisions that is fair and consistently used.</i>
Valuing Differences	74th	<i>The awareness, acknowledgement, and appreciation of differences.</i>
Allyship	78th	<i>Behaviors that create social equity, access, and opportunity for those who wouldn't otherwise have it.</i>
Curiosity & Empathy	52nd	<i>How individuals sense and adapt to the needs of others.</i>
Authenticity & Belonging	66th	<i>How individuals sense and adapt to the needs of others.</i>

*Percentile in benchmark



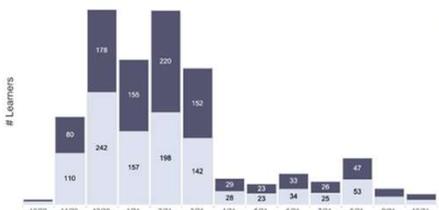
Demographic Experience

The experience gained by interacting with people from different race, gender, age, class, and other characteristics.

How many races, genders and generations do you think are represented in your...

Group	1-2	3-4	5-6	6+
Personal Friend Group	12%	35%	23%	29%
Work Teams	37%	29%	28%	
Leadership Team	26%	48%	14%	14%

Content Contributing to Scorecard



Industries in Benchmark (Top 10)

- Internet & Software
- Professional Services
- Retail
- Manufacturing
- Hospitality
- Construction & Engineering
- Pharma & BioTech
- Healthcare
- Financial Services
- Consumer Products

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Learners appreciate a good experience:

95%

This content has practical value

89%

This was an engaging experience

89%

I would recommend this to a colleague

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