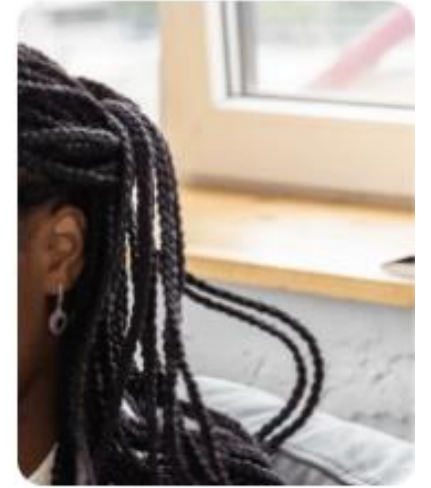




ATD

*Janine Yancey, CEO
Leesa Askew, Account Executive*

June 12, 2024



Ice Breaker: What Color is Your Workplace? Take the Quiz?



How Shall We Measure Success of Culture/Compliance Training?

1. Decrease claims/costs and compliance violations
2. Increased employee retention and engagement
3. Decreased employee turnover

Identify Which Skills Are Necessary For Healthy Compliance/Culture

We want to hear from you, please share

Do people identify/teach specific behaviors?
















OR are you identifying situations (e.g., don't be disrespectful)?

Do You Teach Culture/Compliance Through Skills?

Polling Question

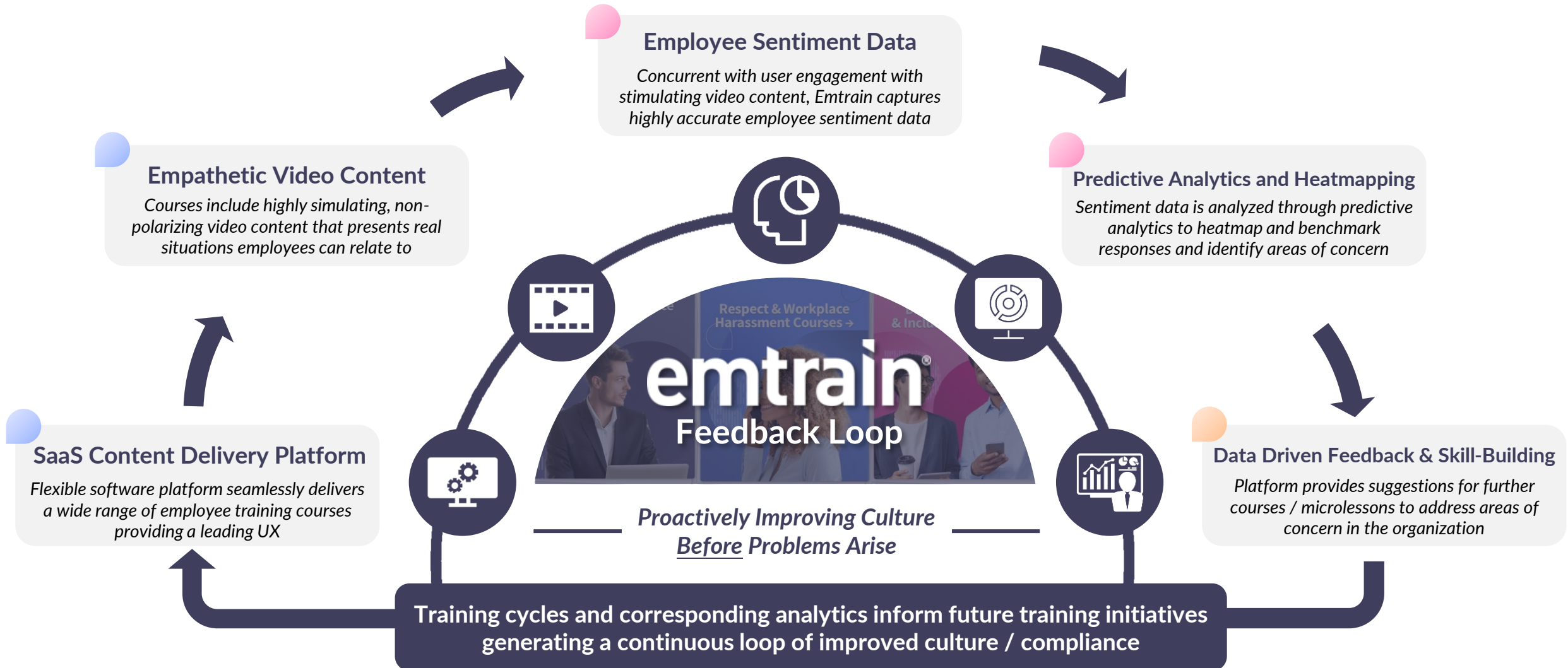
Does your business have a skills matrix to teach and develop the actions that create good compliance and culture?

Emtrain's Compliance/Culture Skills

	Respect	Inclusion	Belonging	Ethics	
Managing Ourselves	 Mitigating Bias	 Fostering Curiosity	 Being Well	 Engaging Morally	
Building Relationships	 Embracing Interculturalism	 Encouraging Empathy	 Cultivating Authenticity	 Demonstrating Integrity	
Enabling Teams	 Managing Power	 Advancing Allyship	 Valuing Diversity	 Nurturing Trust	
Leading Organizations	 Ensuring Equity	 Thinking Systemically	 Deciding Together	 Instilling Accountability	

Emtrain's Feedback Loop of Improved Culture / Compliance

Emtrain's superior effectiveness lies in the platform's inherent ability to continuously improve culture / compliance; the platform's seamless delivery of engaging content generates high quality employee sentiment data that accurately identifies areas of concern and informs further training before problems arise



e Authentic or Covering and Question

Finding a Way



Good work relationships - and work cultures -
don't happen by accident.

It takes a little effort and a lot of intention.

[Click Here to Watch the Video](#)

Results

Believing

I think my colleagues are being authentic when
they talk about making people feel like they are
part of the team.

Graph

Table

 My Answer



My Org

33.6k responses

24% 15% 61%

Global

168.0k responses

90%



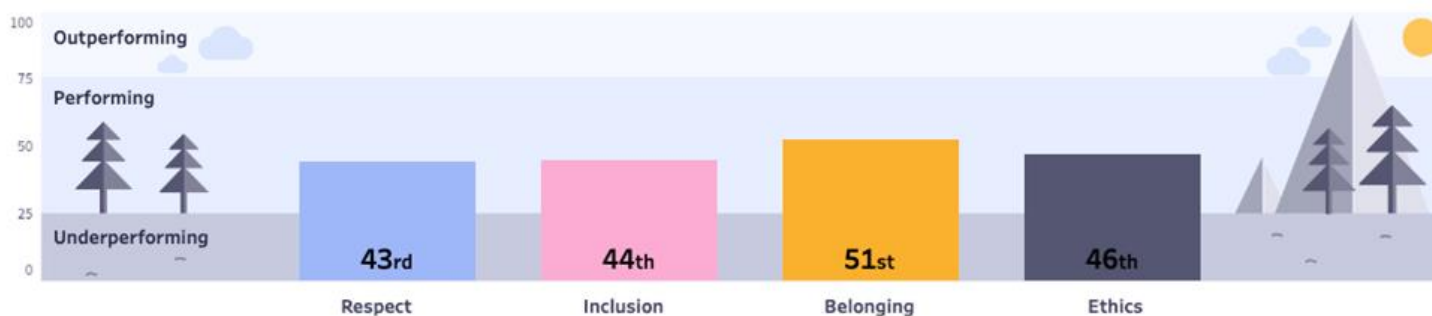
Analytics of social dynamics measure skills

Executive Summary for Acme Corporation

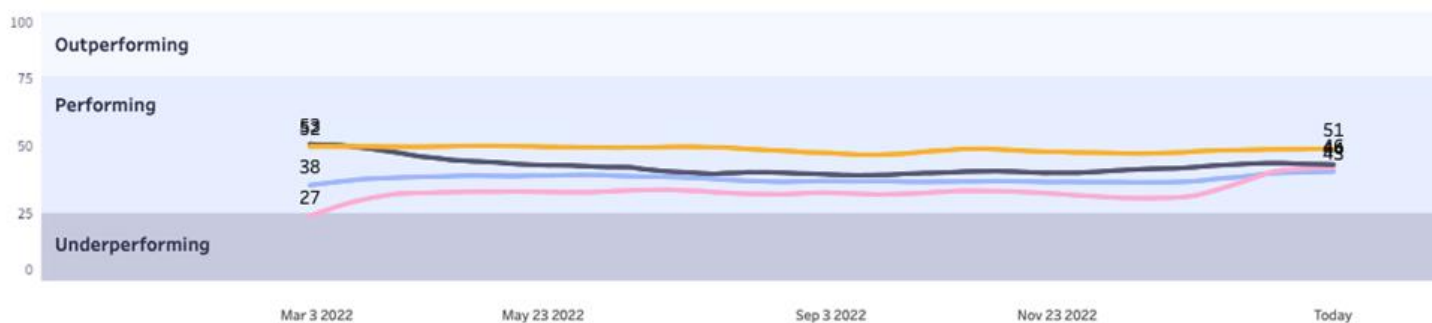
You are performing in 4 of 4 competencies

Your scores have slightly improved since September 2022

Competency Scores



Scores Over Time



Your scores are based on 8,964 of your learners' responses compared to those from 355 other organizations collected in the year prior to Mar 2 2023.

Indicator Scores

Mitigating Bias



Embracing Interculturalism



Managing Power



Ensuring Equity



Fostering Curiosity



Encouraging Empathy



Advancing Allyship



Thinking Systemically



Being Well



Cultivating Authenticity



Valuing Diversity



Deciding Together



Engaging Morally

Insufficient data

Demonstrating Integrity

Insufficient data

Nurturing Trust



Instilling Accountability



Question scores measure skills

Data Visualization **ding** Ascending

Scores as of June 10, 2024

Nurturing Trust
I trust that my senior leadership keeps company information confidential.

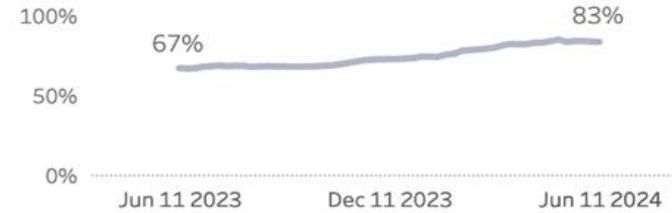
Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Strongly Agree
0% (6)	0% (4)	1% (9)	7% (95)	8% (115)	37% (514)	46% (643)

1,386 of your learners

Where is this question? ⓘ

Best 2

83%



Nurturing Trust
I trust that my co-workers keep company information confidential.

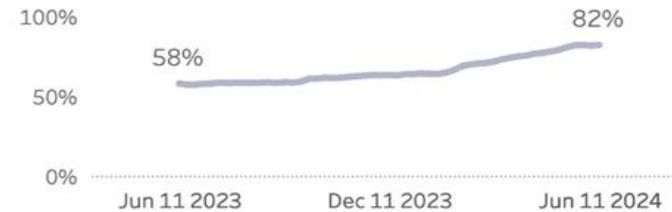
Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Strongly Agree
0% (1)	0% (4)	1% (10)	6% (88)	10% (145)	46% (634)	37% (509)

1,391 of your learners

Where is this question? ⓘ

Best 2

82%



Engaging Morally
Our workforce takes confidential information and our duty of trust seriously.

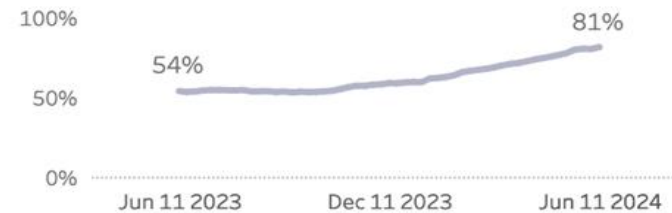
Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Strongly Agree
0% (4)	0% (0)	0% (1)	8% (108)	10% (135)	42% (567)	39% (525)

1,340 of your learners

Where is this question? ⓘ

Best 2

81%



Nurturing Trust
If I had a question or concern about a bribery risk, I would feel comfortable contacting our legal, finance, or security compliance teams for guidance.

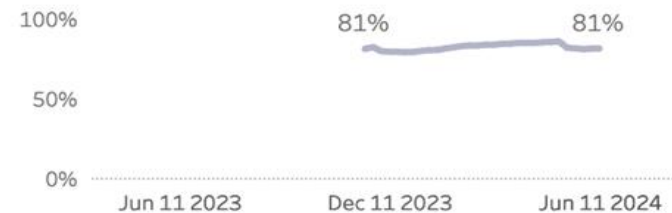
Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Strongly Agree
0% (3)	0% (3)	0% (5)	10% (115)	8% (100)	43% (513)	39% (468)

1,207 of your learners

Where is this question? ⓘ

Best 2

81%



Scores Segmented by Department (or other filter) in the Organization

Segment results by: departmentMin learner threshold: 5Keyword search: [Show all Indicators](#)[Show all Questions](#)



All Competencies

Respect Indicators (4)

Inclusion Indicators (3)

Belonging Indicators (3)

Ethics Indicators (3)

	Average Percentile		Respect	Inclusion	Belonging	Ethics
Operations	72		70	75	30	88
Product	71		74	83	59	48
Sales	68		64	74	56	76
Customer Success	59		61	56	50	61
Marketing	57		56	61	69	48
Engineering	53		49	68	39	52
IT	51		60	30	56	48
Legal	42		34	67	44	32
R&D	29		28	14	44	45
Finance	16		11	21	9	27

Skill Building Management Recommendations

[Overview](#) [Indicator Scores](#) [Question Scores](#) [Segmentation](#) [Recommendations](#) [Methodology](#)

Show:
Recommended Titles ▼

Keyword Search:
 [Go](#)


Sort by
indicator score: [Descending](#) [Ascending](#)

Indicator	Percentile	Title	Topics
Valuing Diversity	66th	Navigating Bias Without Conflict	De-escalating Situations, Keeping Composure Details
		Using Positive Language To Guide Behavior	Communication, Emotional Intelligence Details
		Bringing A Different Perspective	Knowledge Gathering, Diversity Details
		Coming Out At Work	Support, LGBTQ+ community Details
		Creating A Trans-Inclusive Workplace	Support, LGBTQ+ community Details
		Disability And Medical Conditions	Manager Responsibility, Shifting Perspectives Details
		Ethnicity And Stereotypes	Stereotypes, Indian Community Details

Recommended to build skills for
[Valuing Diversity](#)

Bringing A Different Perspective

Lesson (4 mins)



Topics:
Knowledge Gathering, Diversity

Description:
Teams make better decisions when they incorporate ideas and perspectives from a diverse array of people. Learn the benefits and the barriers of the workplace skill of perspective seeking.

✓ Available in Content Library

**Skill-building
microlessons** for practicing
Inclusion Skills

e 2024 Workplace Culture Outlook



Biz Outcomes:

1. Productivity; execution
2. Decrease claims; costs
3. Increased retention
4. Decreased turnover

Emtrain Video and Training Resources

Sort by

All

Preventing Workplace Harassment

Diversity & Inclusion

Unconscious Bias

Antitrust Compliance

Global Anti-Bribery and Corruption

Client Testimonials

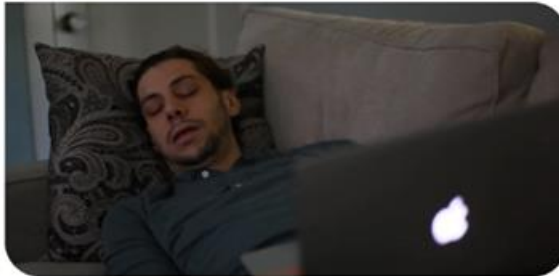
Search Videos



Happy Holidays from Emtrain!

1:22 Preventing Workplace Harassment

This holiday season remember: we're only human. And that comes with the good, the bad, and the awkward.



Emtrain: Harassment Training Worth Taking

0:56 Preventing Workplace Harassment

With Emtrain, you'll get a harassment training course your employees will actually enjoy.



Enhancing Team Communication: A Guide to Chat Etiquette in the Workplace

0:42 Preventing Workplace Harassment

Based on a real event where, during a company-wide meeting on video conference, a CEO has some hard



Inclusive Language in the Modern Workplace: Navigating Nuances and Embracing Change

1:10 Preventing Workplace Harassment

Two coworkers talk about an upcoming "all hands" meeting when one stops and says "we're not saying

Thank you!
email us at:
sdr@emtrain.com

