

## Abra LearningAction® WHITE PAPER

### Enterprise Management: Critical to the Success of a Mandatory Training Program

Organizations are rushing to use the Internet for mandatory training on compliance issues like sexual harassment or insider trading, attracted by the potential benefits of improved flexibility and decreased teaching costs. Increasingly, however, these organizations are finding that to succeed they must have the right tools to help them manage their web-based compliance training programs.

Like any compliance training program, the success of a web-based compliance training program is measured by the organization's ability to ensure that everyone who needs training gets trained. But web-based compliance training programs face a number of challenges that can cause them to fail:

1. People are busy and unwilling to take the time to train
2. Web-based training systems that track who has taken training don't necessarily point out who has failed to take the training
3. Even when a program administrator can identify who has failed to complete training, s/he may have no tools at her disposal to help motivate the employee to comply with the program
4. It can be especially difficult to maintain visibility and be successful in large organizations, or in organizations that are growing quickly and where tracking systems must be constantly updated to reflect new hires

Organizations that are conducting mandatory training programs over the Internet find that to be successful, they must do more than make training materials accessible and track who uses them. To succeed, organizations must have enterprise management capabilities that help them ensure everyone gets trained. Abra LearningAction provides a powerful set of tools that helps clients manage their training programs and ensure all employees receive training. These tools proactively and automatically identify gaps in organizational compliance and take steps to address them. These tools include:

1. A powerful learning management system that enables clients to model their enterprise organizational structure and view training status across any portion of the organization instantly and automatically either in summary or in detail
2. Management reports that track program completion and organizational compliance and can be regularly emailed to managers throughout the organization along with detail showing who has not completed required training
3. E-mail notifications and reminders that can be sent automatically on a periodic basis until the trainee has completed the required course, or sent by a program administrator at any time
4. Integrated links to industry-leading ERP platforms that automatically ensure organizational data is kept up-to-date and provide immediate visibility to new hires
5. Security and access settings that enable individuals at different levels of the organization to manage the training program at their own organizational level
6. The ability to make training on various subjects required, available, or blocked either for individuals or for whole organizations simply and automatically

Abra LearningAction clients have found our enterprise management capabilities invaluable. One client recently used Abra LearningAction to ensure that over 1,000 employees completed sexual harassment training in less than one month.

When it comes to managing enterprise-wide mandatory training programs, the Abra LearningAction advantage is clear: Only Abra LearningAction provides the enterprise management tools clients need to ensure that their employees get trained and their compliance training programs are successful.

Please note that our training does not constitute legal advice. For legal advice, you should contact a lawyer.

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