

GRC Solutions

Webinars



Webinar: Empowering your L&D Team with Data

Thursday 18 April
1:00 PM AEST



[GRC-solutions.com/events](https://www.grc-solutions.com/events)

Empowering Your L&D Team with Data

Webinar 18 April 2024

L&D teams and compliance staff face some common questions: what is the ROI on mandatory workplace learning? How can we demonstrate the effectiveness of our compliance training?.

Here's what L&D professionals tell us every day

- They feel siloed from major decisions within their organisations.
- They see other functions using data to support the business but don't know how to mobilise their own data effectively.
- They believe L&D as a discipline lacks data maturity in general.

Today's work revolves around using data to support organisational decision-making. Compliance training can play a vital role in mobilising data that can mitigate risk and empowering workforces in the skills-based economy. But you need to know what that data is, and how to tell the right story around it.

In this free webinar, GRC Solutions' Chief Technology Officer, Joe Bennett, and Head of Content, Adrian Phoon discussed using learning data to

- assess an organisation's risk profile
- promote internal mobility/talent agility
- foster useful insights into organisational culture
- help L&D promote organisational growth, innovation, recruitment and retention
- escalate information about your organisation's risk profile and culture to the board

Our Speakers

Joe Bennett

Chief Technology Officer

[GRC Solutions](#)



Joe leads our renowned Client Services Team of highly skilled technical, implementation, support, and training professionals.

Joe is an accomplished executive with over two decades of experience in professional services firms, including KPMG, Minter Ellison, HP, Blake Dawson/Ashurst and GRC Solutions. He has extensive experience in implementing compliance management and training systems for organisations across the globe, including Australia, Japan, Hong Kong, New Zealand, Singapore, South Africa, and the USA.

Joe has led the development of our proprietary eLearning applications and is the inspiration behind the software's unmatched deep data analytical capabilities.

Throughout his career, Joe has established himself as an expert in IT operations, business process management, project management, implementation, and client management.

[Joe's LinkedIn](#)

Adrian Phoon

Head of Content

[GRC Solutions](#)



Adrian Phoon, (he/him) is Head of Content at GRC

Solutions, developing regulatory compliance e-learning and creating and delivering face-to-face workshops on topics including governance, people management, regulatory HR compliance, and practical business topics.

Adrian has extensive experience in private, government and NFP management and at Board level, with skills in Board governance, training, staff development, and coaching. He produces thought leadership articles on topics ranging from Governance to training, development, diversity and inclusion, and the practical application of developments in IT.

Most recently he developed and delivered workshops on international and local labour laws to private seafood companies and industry associations on behalf of the International Labour Organisation, a UN agency..

[Adrian's LinkedIn](#)

GRC Solutions Resources

GRC Solutions is a leading supplier of compliance eLearning and eLearning technologies across APAC, Australia, New Zealand and the USA.

- [Salt Compliance LMS](#)
- [Salt Adaptive Authoring Tool](#)
- [Article on the Top 5 Features of a Compliance Learning Management System](#)
- [View our full course list here](#)



Webinar: Empowering your L&D Team with Data

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1



Your presenters



Adrian Phoon
Head of Content



Joe Bennett
Chief Technology Officer



2

How we will spend this session together

3

01



What we
hear
from L&D

02



How can we
use analytics
to assess an
organisation's
risk profile?

03



How can
analytics data
help us
promote
internal
mobility?

04



What insights
can analytics
data offer into
organisational
culture?

05



How can
analytics data
help us
promote
organisational
growth,
innovation,
recruitment
and retention?

06



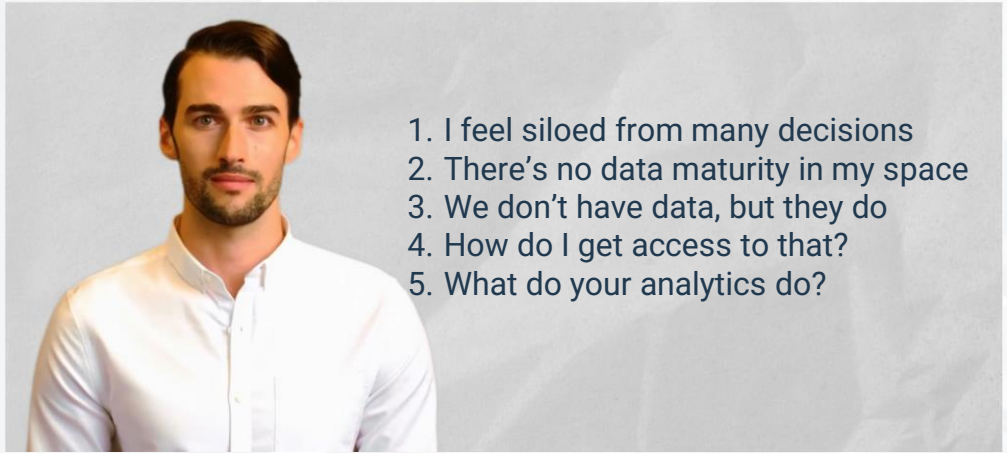
How can you
use this data
to escalate
information
about your
organisation's
risk profile and
culture to the
board?

4

01



What we hear from L&D



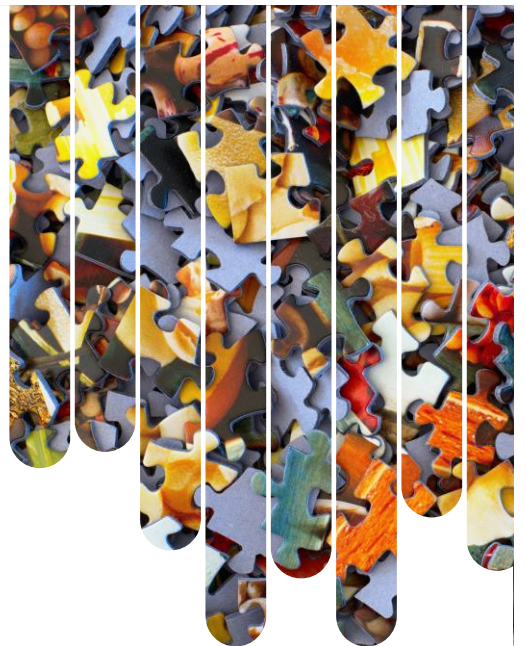
1. I feel siloed from many decisions
2. There's no data maturity in my space
3. We don't have data, but they do
4. How do I get access to that?
5. What do your analytics do?

02



How can we use analytics to assess an organisation's risk profile?

Scenario:
Jigsaw Puzzle

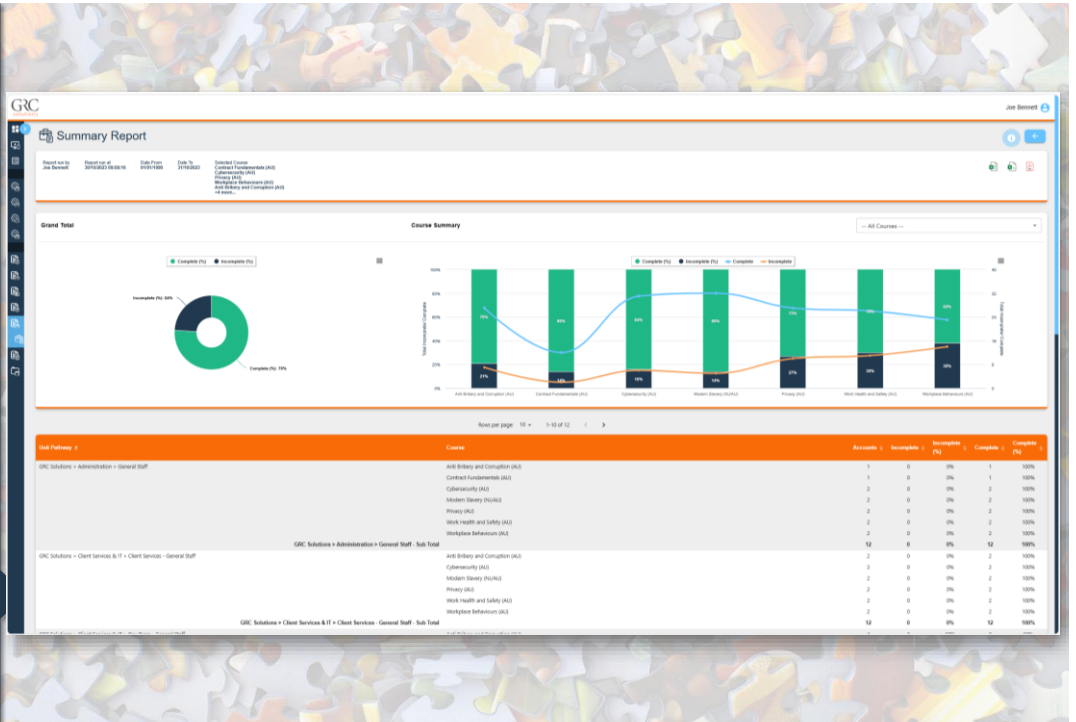


02



How can we use analytics to assess an organisation's risk profile?

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02



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by GRC Solutions



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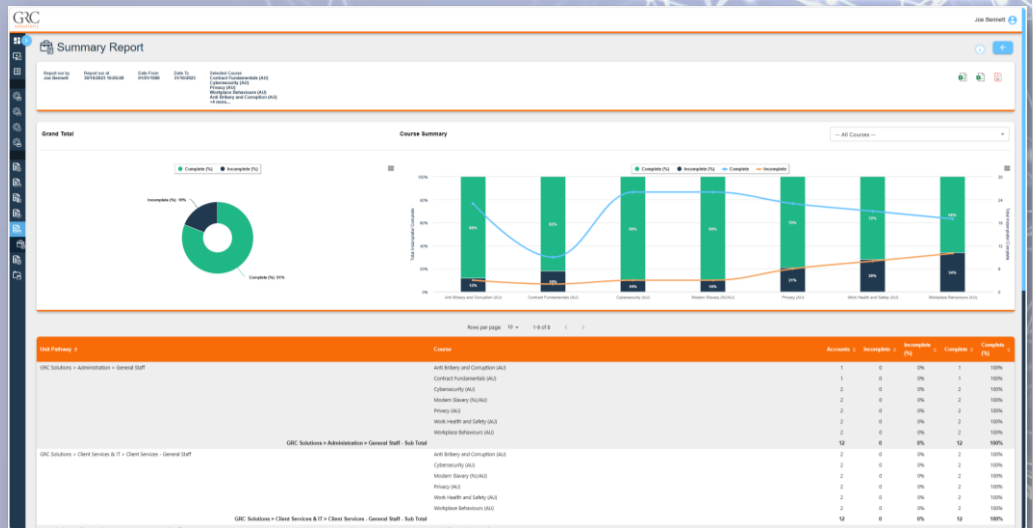


02



How can we use analytics to assess an organisation's risk profile?

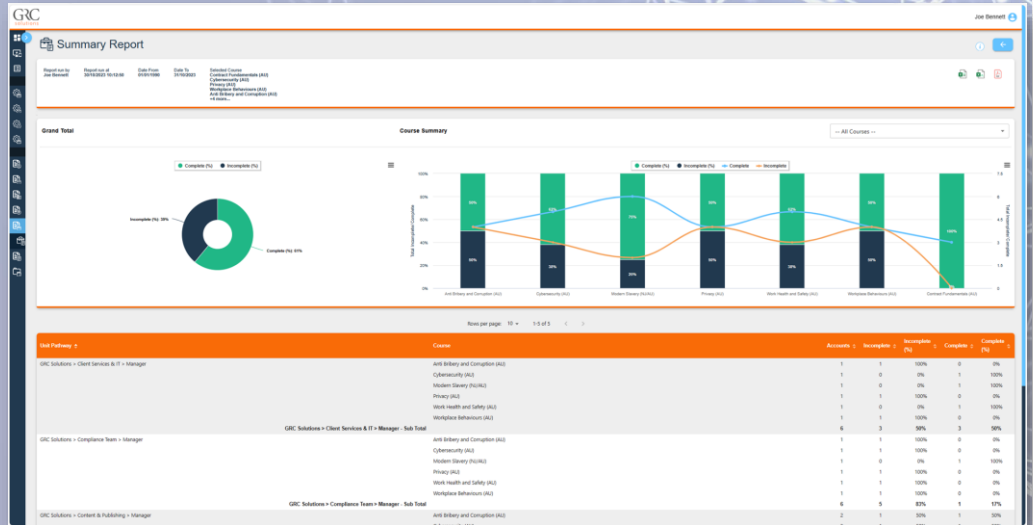
Salt Learning
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02



How can we use analytics to assess an organisation's risk profile?



02



How can we use analytics to assess an organisation's risk profile?

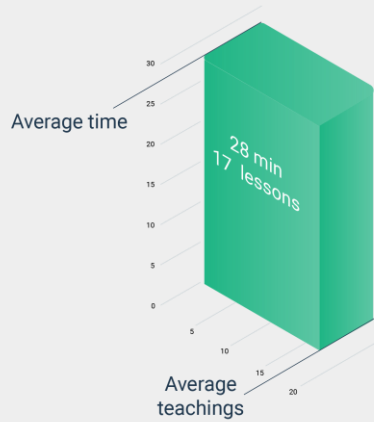
Case Study



02



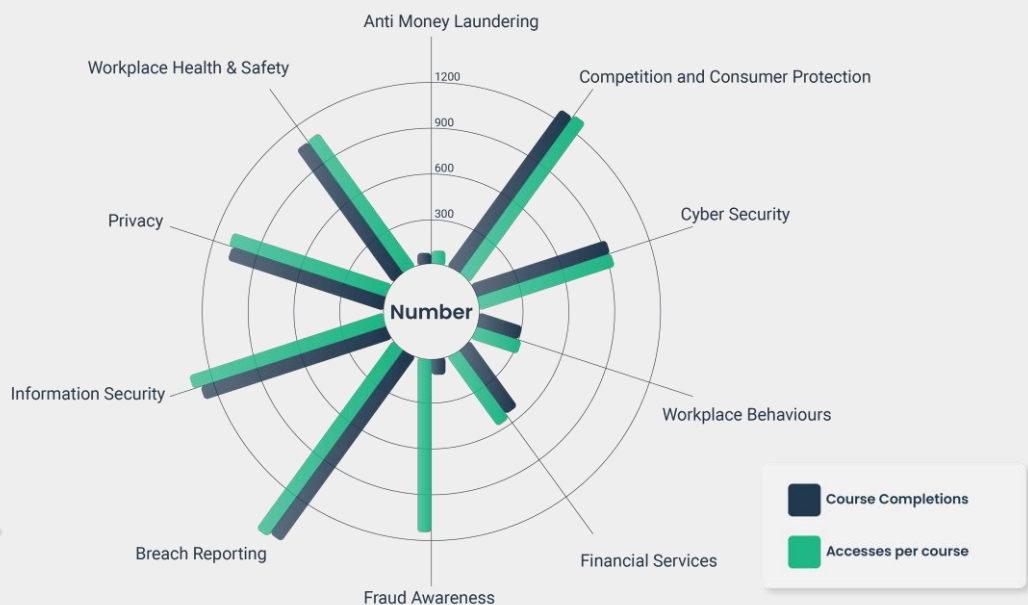
How can we use analytics to assess an organisation's risk profile?



02



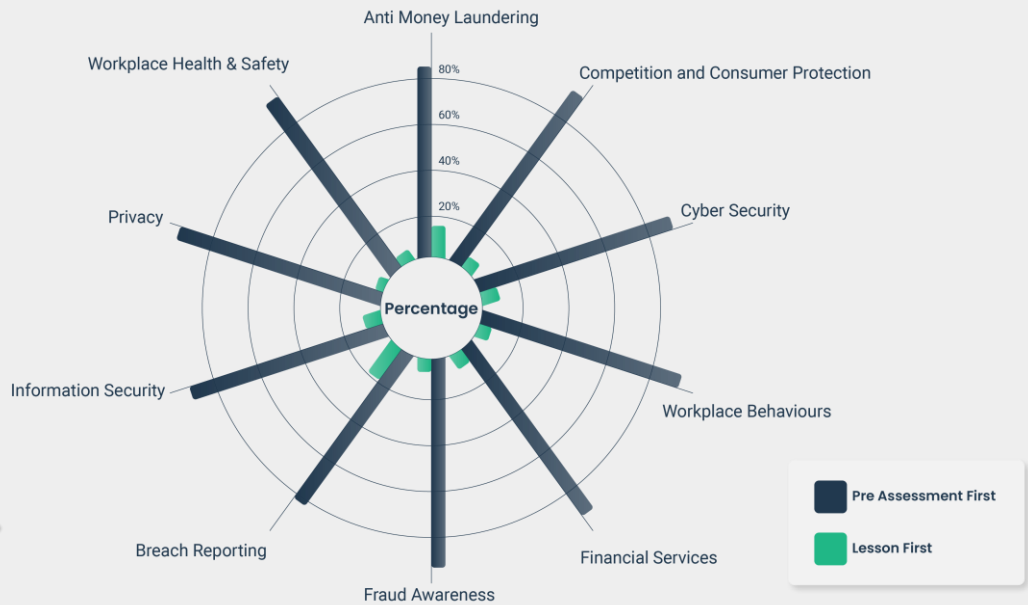
How can we use analytics to assess an organisation's risk profile?



02



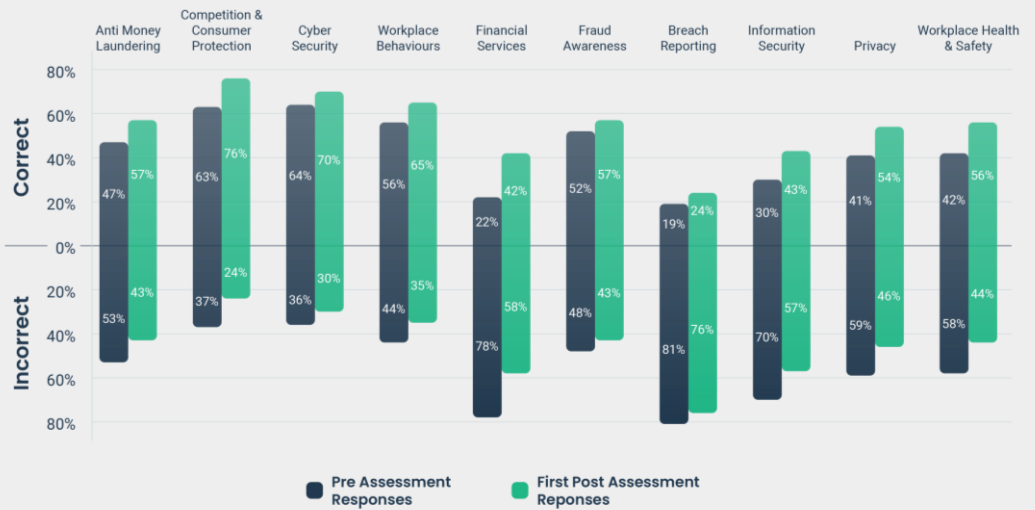
How can we use analytics to assess an organisation's risk profile?



02



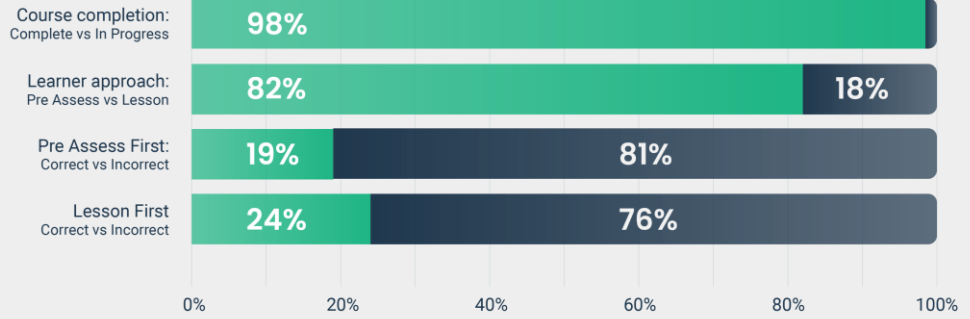
How can we use analytics to assess an organisation's risk profile?



02



How can we use analytics to assess an organisation's risk profile?

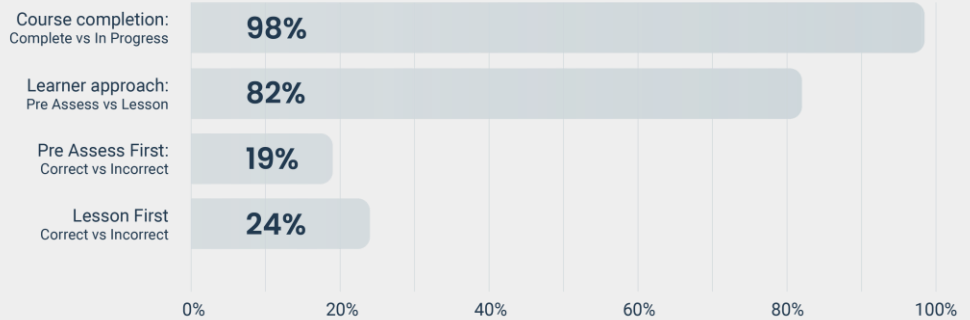


So what does this all mean?

02



How can we use analytics to assess an organisation's risk profile?





Adrian Phoon
Head of Content



03



How can analytics data help us promote internal mobility?



03



How can analytics data help us promote internal mobility?

Hey. I'm Erica, and I work in customer service. I support our customers by answering their calls, and helping them with their questions.

I am really passionate about my work, and I attend to my company's eLearning as quickly as possible to ensure I know what is required of me, so I can perform at my best.



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How can analytics data help us promote internal mobility?

For training that I think I know, I attempt the pre assessment questions first, and I mostly get them all right!

For topics I have never done before, I step through the lessons first, before proceeding with the assessment questions.

I find this easier for me to attain a high score..



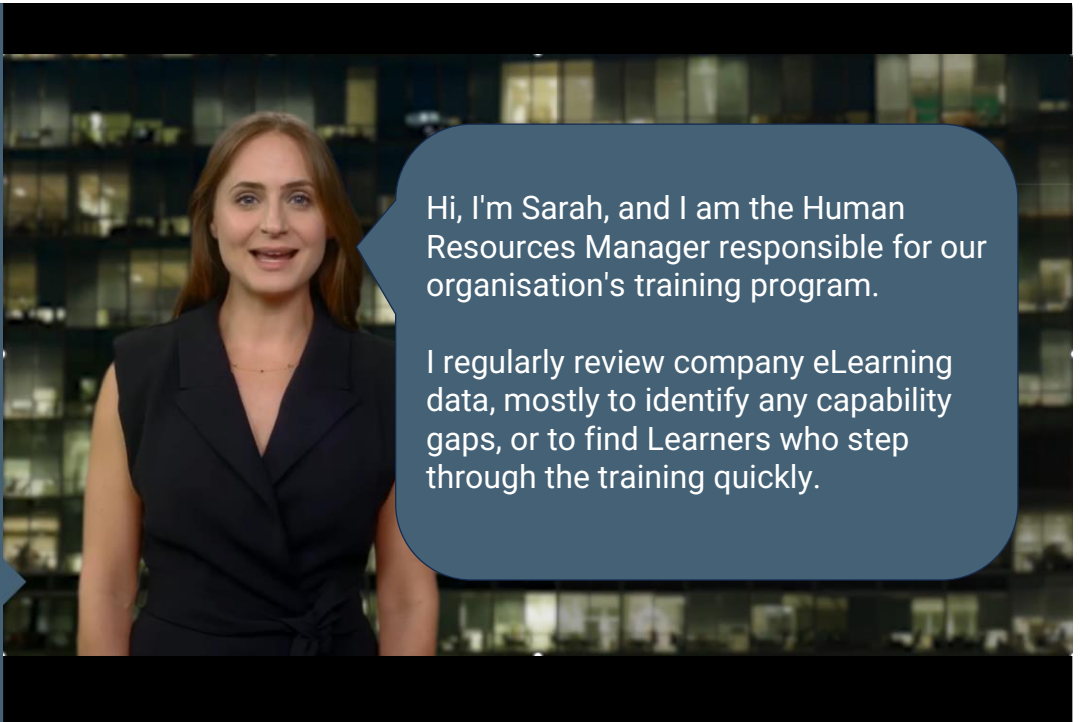
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How can analytics data help us promote internal mobility?

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Hi, I'm Sarah, and I am the Human Resources Manager responsible for our organisation's training program.

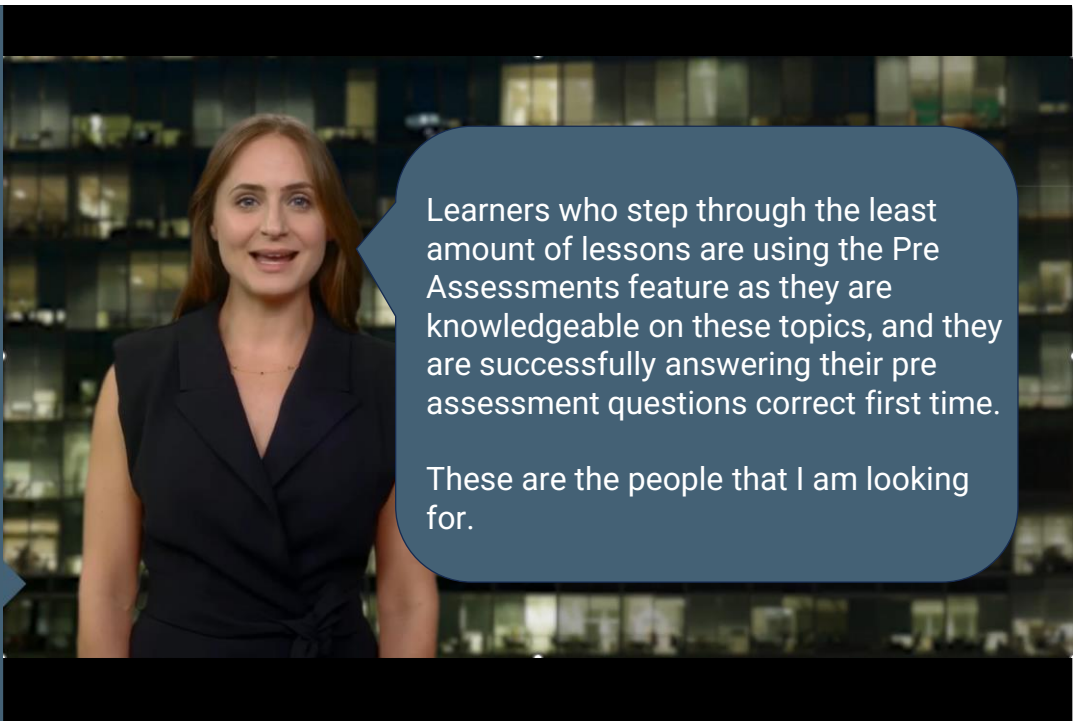
I regularly review company eLearning data, mostly to identify any capability gaps, or to find Learners who step through the training quickly.

03



How can analytics data help us promote internal mobility?

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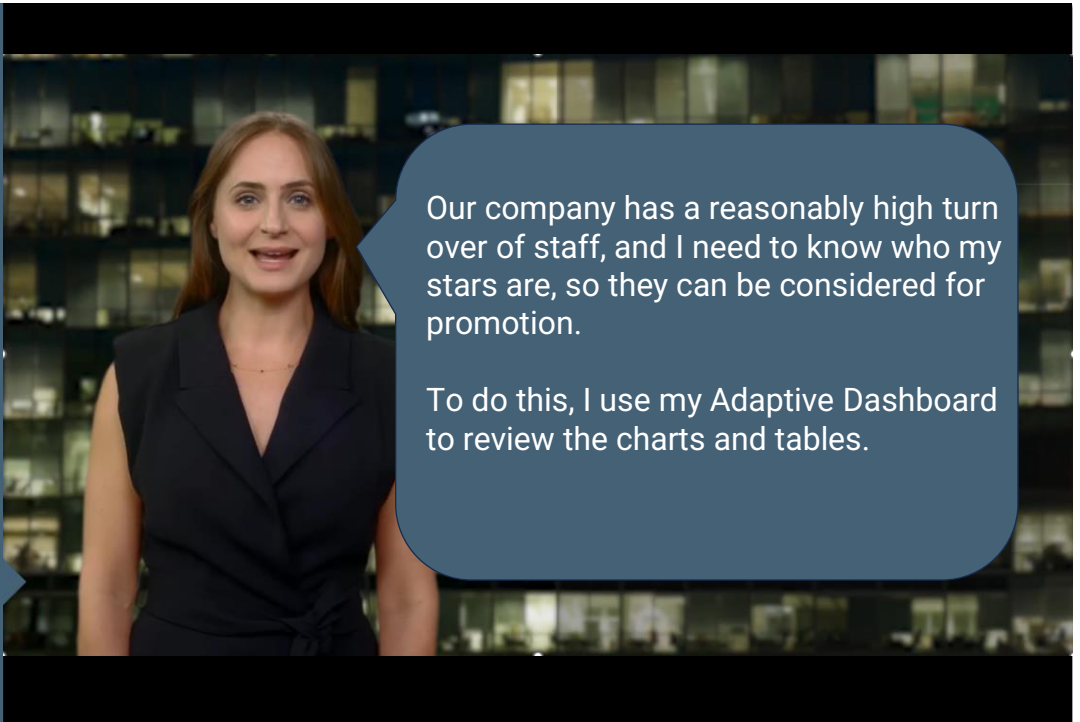
Learners who step through the least amount of lessons are using the Pre Assessments feature as they are knowledgeable on these topics, and they are successfully answering their pre assessment questions correct first time.

These are the people that I am looking for.

03



How can analytics data help us promote internal mobility?



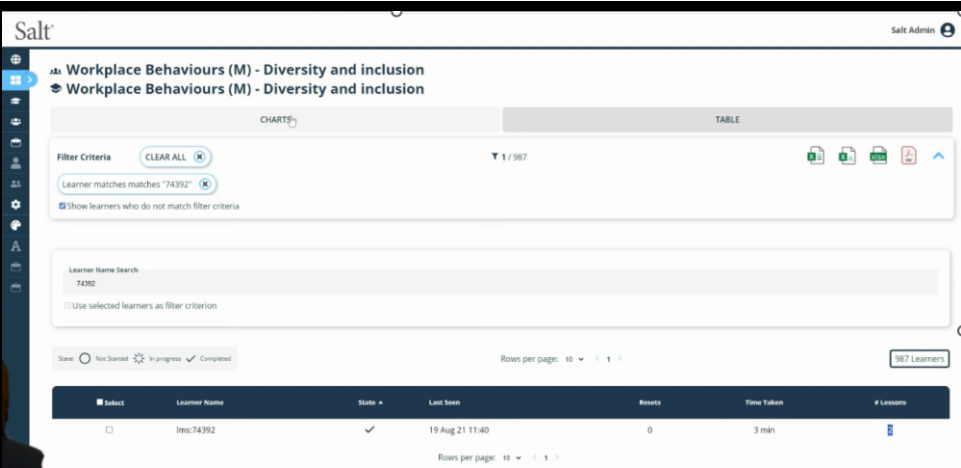
Our company has a reasonably high turn over of staff, and I need to know who my stars are, so they can be considered for promotion.

To do this, I use my Adaptive Dashboard to review the charts and tables.

03



How can analytics data help us promote internal mobility?



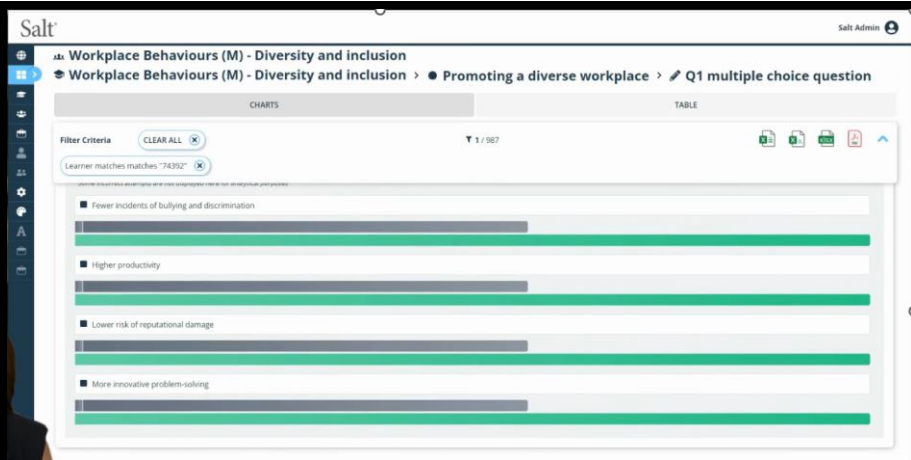
By reviewing my table data, then changing the sort orders, I am then able to filter my results to identify who they are.

Here I can see this person has completed this course in 3 minutes and stepped through only two Lessons, which I think is acceptable.

03



How can analytics data help us promote internal mobility?



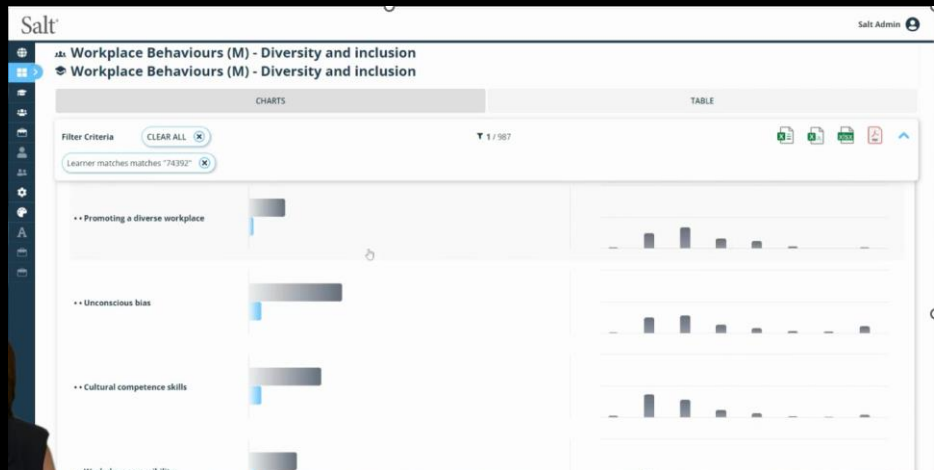
If I browse back through the charts, I am then able to see filtered information on this person. The amount of time they have spent. Whether they stepped through the lessons first or pre assessments. How many times they responded to a question.

And importantly, how they responded to each question.

03



How can analytics data help us promote internal mobility?



It looks like I may have found my super star after all!

03



How can analytics data help us promote internal mobility?

G'day I'm Jack, and I work in the retail side of the business on the shop floor.

In my team we deal with all retail sales and product returns. I have only worked here for 6 months but I feel I understand most of my role.

I like the training this company offers as it helps in my day-to-day tasks, especially when a customer is trying to return a product.



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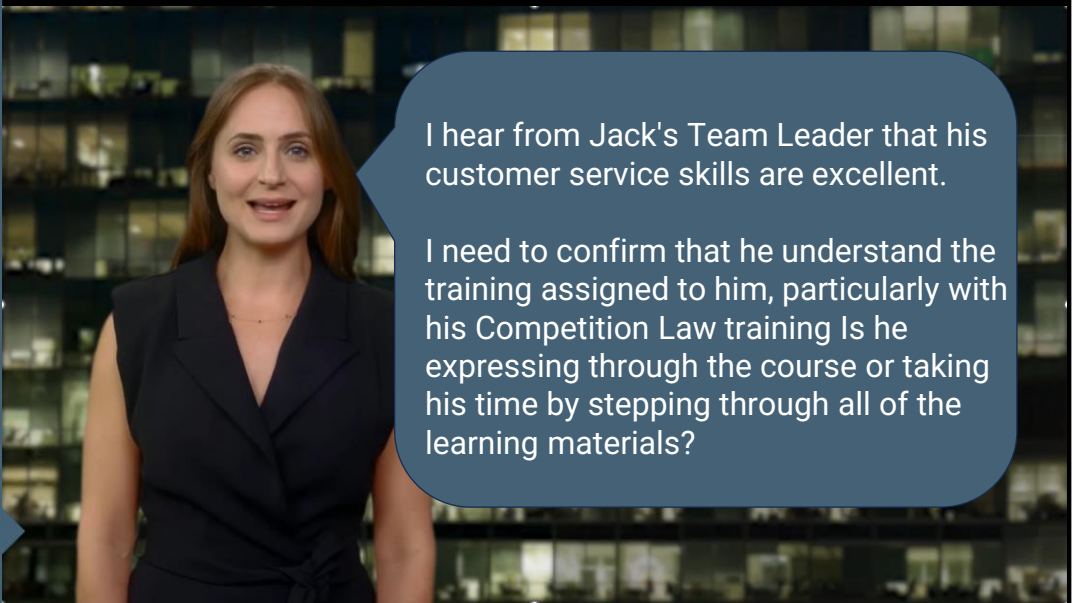
03



How can analytics data help us promote internal mobility?

I hear from Jack's Team Leader that his customer service skills are excellent.

I need to confirm that he understand the training assigned to him, particularly with his Competition Law training Is he expressing through the course or taking his time by stepping through all of the learning materials?



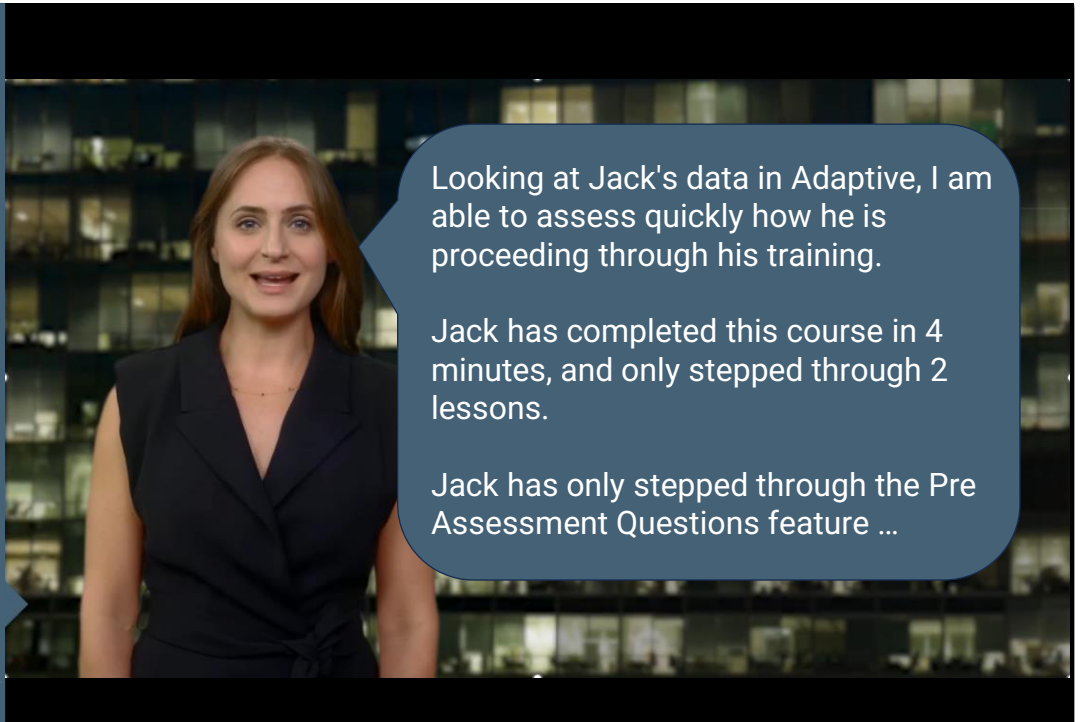
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03



How can analytics data help us promote internal mobility?

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Looking at Jack's data in Adaptive, I am able to assess quickly how he is proceeding through his training.

Jack has completed this course in 4 minutes, and only stepped through 2 lessons.

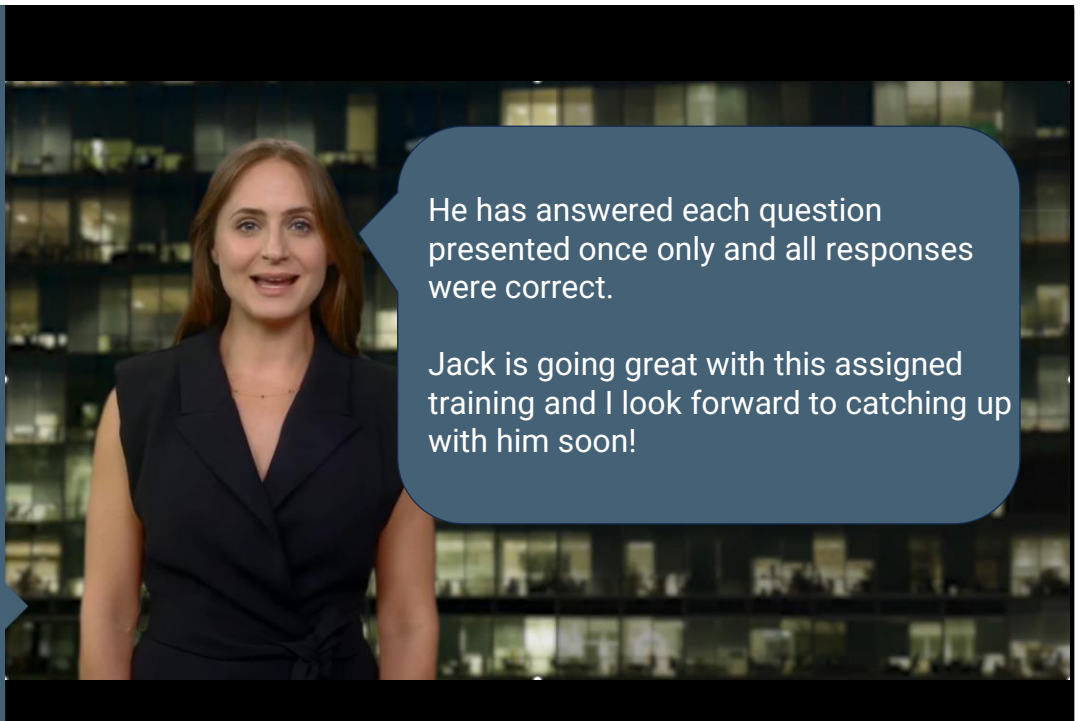
Jack has only stepped through the Pre Assessment Questions feature ...

03



How can analytics data help us promote internal mobility?

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He has answered each question presented once only and all responses were correct.

Jack is going great with this assigned training and I look forward to catching up with him soon!

03



How can analytics data help us promote internal mobility?

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The screenshot shows a dashboard with a 'TABLE' view selected. It features a 'Filter Criteria' section with a search bar and a checkbox for 'Use selected learners as filter criterion'. Below this is a 'State' filter with options for 'Not Started', 'In Progress', and 'Completed'. The main table displays learner information with columns for selection, learner name, state, last seen, resets, time taken, and number of lessons. The table is currently showing 9 rows of data.

<input type="checkbox"/>	Learner Name	State	Last Seen	Resets	Time Taken	# Lessons
<input type="checkbox"/>	lms40412	☀	24 Jan 22 13:49	0	11 min	0
<input type="checkbox"/>	lms429	☀	26 Jun 23 09:37	3	6 sec	0
<input type="checkbox"/>	lms66902	✓	03 Sep 21 17:31	0	5 min	2
<input type="checkbox"/>	lms66786	✓	09 Sep 21 18:43	0	5 min	2
<input type="checkbox"/>	lms51754	☀	25 Jan 23 13:29	2	4 min	2
<input type="checkbox"/>	lms66884	✓	20 Aug 21 14:39	0	6 min	3
<input type="checkbox"/>	lms66779	✓	20 Aug 21 15:38	0	12 min	3
<input type="checkbox"/>	lms66903	✓	25 Aug 21 14:30	0	12 min	3
<input type="checkbox"/>	lms66783	✓	06 Sep 21 11:17	0	10 min	3
<input type="checkbox"/>	lms66836	✓	20 Sep 21 20:19	0	10 min	3

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Adrian Phoon
Head of Content

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04



What insights can analytics data offer into organisational culture?

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04



What insights can analytics data offer into organisational culture?

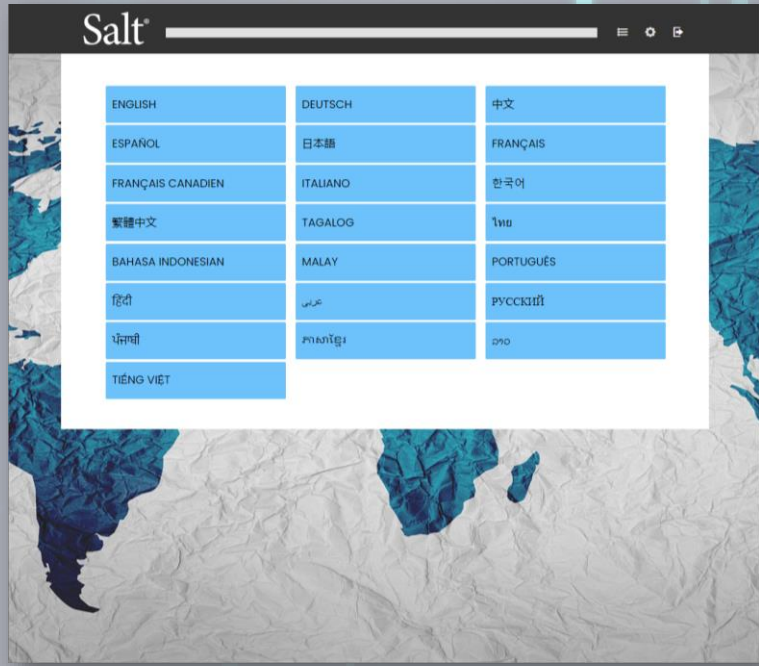
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04



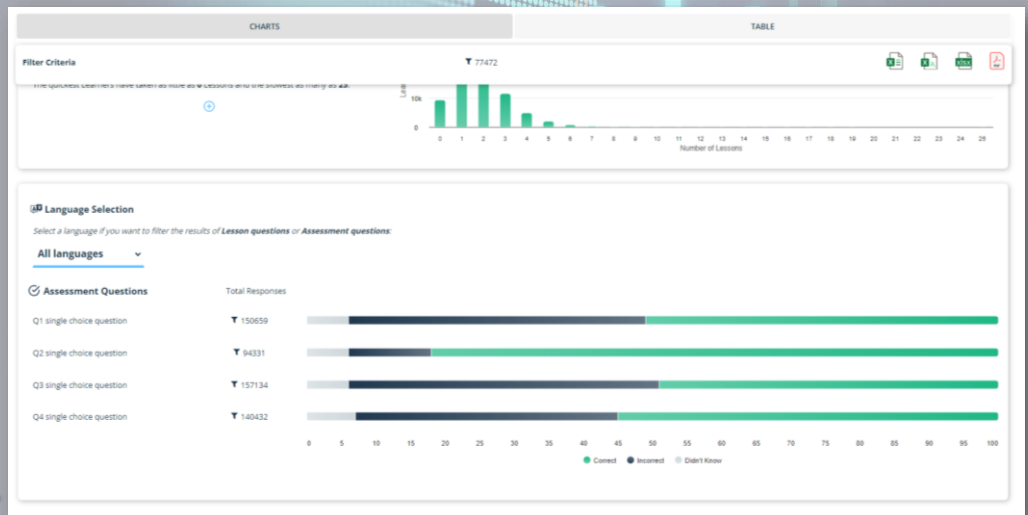
What insights can analytics data offer into organisational culture?



04



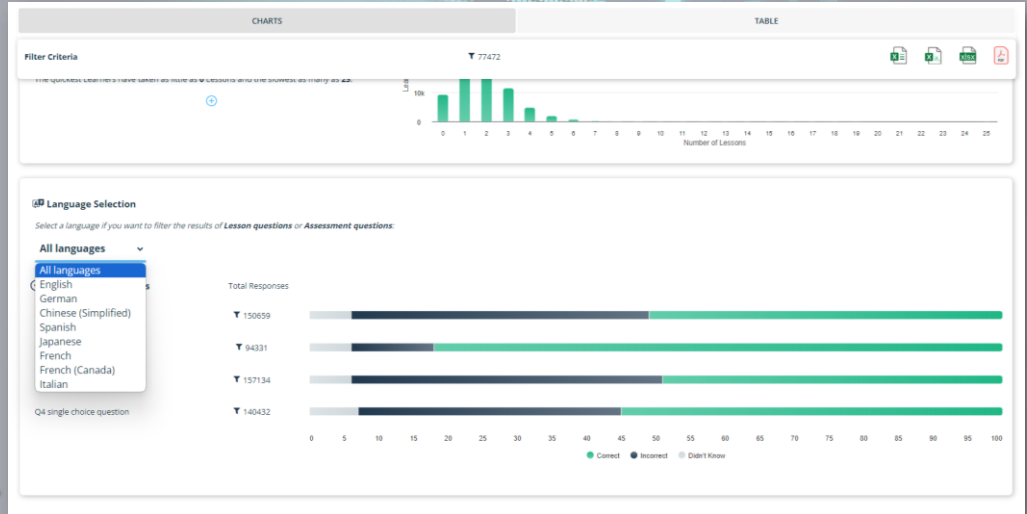
What insights can analytics data offer into organisational culture?



04



What insights can analytics data offer into organisational culture?



04



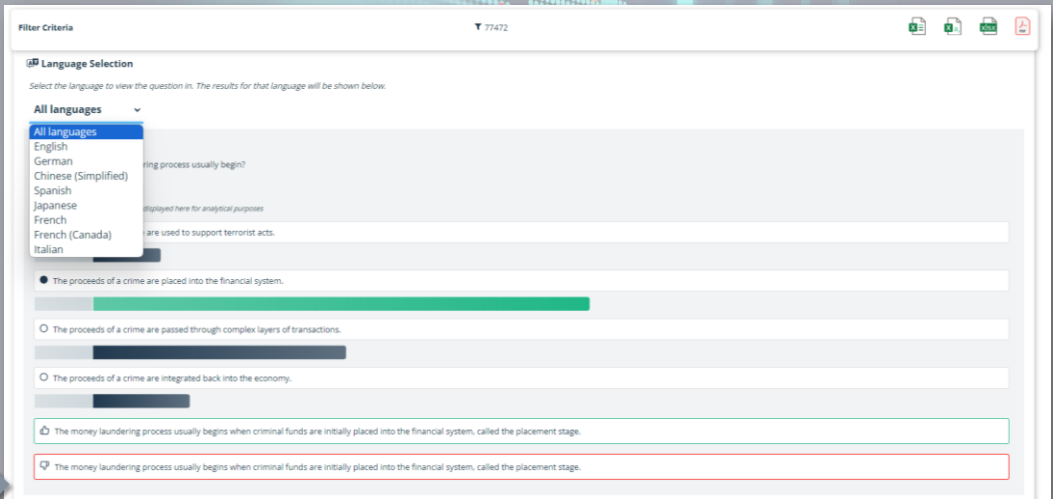
What insights can analytics data offer into organisational culture?



04



What insights can analytics data offer into organisational culture?



Adrian Phoon
Head of Content

05



How can analytics data help us promote organisational growth, innovation, recruitment and retention?

Organisational Growth

Innovation

Recruitment

Retention

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05



How can analytics data help us promote organisational growth, innovation, recruitment and retention?

Organisational Growth

01

Hiring

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05



How can analytics data help us promote organisational growth, innovation, recruitment and retention?

Organisational Growth

01

Hiring

02

Retention

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05



How can analytics data help us promote organisational growth, innovation, recruitment and retention?

Organisational Growth

01

Hiring

02

Retention

03

Upskilling

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05



How can analytics data help us promote organisational growth, innovation, recruitment and retention?

Organisational Growth

01

Hiring

02

Retention

03

Upskilling

04

Advancement

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05



How can analytics data help us promote organisational growth, innovation, recruitment and retention?

Organisational Growth

01

Hiring

02

Retention

03

Upskilling

04

Advancement

05

Engagement

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05



How can analytics data help us promote organisational growth, innovation, recruitment and retention?

Innovation

01

Data Analytics

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05



How can analytics data help us promote organisational growth, innovation, recruitment and retention?

Innovation

01

Data Analytics

02

Trends and Patterns

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05



How can analytics data help us promote organisational growth, innovation, recruitment and retention?

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Unit Compliance Report
Report run at: 13/11/2023 17:08:32
Report by: demoadmin | Include Inactive Units: No

Unit Pathway	Course Name	Module Name	Lesson Frequency/Date	Quiz Frequency/Date	One Time C
NSW > Manager	Privacy	Introducing Privacy	12	12	
NSW > Manager	Privacy	Management and collection	12	12	
NSW > Manager	Privacy	Use and disclosure	12	12	
NSW > Manager	Privacy	Storage, access and correction	12	12	
NSW > Manager	Safeguarding	Introduction to Safeguarding Children and Young People	12	12	
NSW > Manager	Safeguarding	Identifying Child Abuse	12	12	
NSW > Manager	Safeguarding	Mandatory Reporting	12	12	
NSW > Manager	Safeguarding	Child Protection in Leadership (Managers and Recruiters)	12	12	
NSW > Manager	Whistleblowing	Introduction to whistleblowing	12	12	
NSW > Manager	Whistleblowing	Whistleblower disclosures to senior managers and other eligible recipients	12	12	
NSW > Manager	Work Health and Safety	Working safely	12	12	
NSW > Manager	Work Health and Safety	Workers' rights and obligations	12	12	
NSW > Manager	Work Health and Safety	Duties of PCBUS	12	12	
NSW > Manager	Work Health and Safety	Compliance and enforcement measures	12	12	
NSW > Manager	Work Health and Safety	Duties of officers	12	12	
NSW > Manager	Work Health and Safety	Other parties	12	12	
NSW > Manager	Work Health and Safety	Ergonomics and Manual Handling	12	12	
NSW > Staff	Privacy	Introducing Privacy	12	12	
NSW > Staff	Safeguarding	Introduction to Safeguarding Children and Young People	12	12	
NSW > Staff	Safeguarding	Identifying Child Abuse	12	12	
NSW > Staff	Safeguarding	Mandatory Reporting	12	12	
NSW > Staff	Whistleblowing	Introduction to whistleblowing	12	12	
NSW > Staff	Work Health and Safety	Working safely	12	12	
NSW > Staff	Work Health and Safety	Workers' rights and obligations	12	12	
Head Office > Manager	Privacy	Introducing Privacy	24	24	
Head Office > Manager	Privacy	Management and collection	24	24	

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05



How can analytics data help us promote organisational growth, innovation, recruitment and retention?

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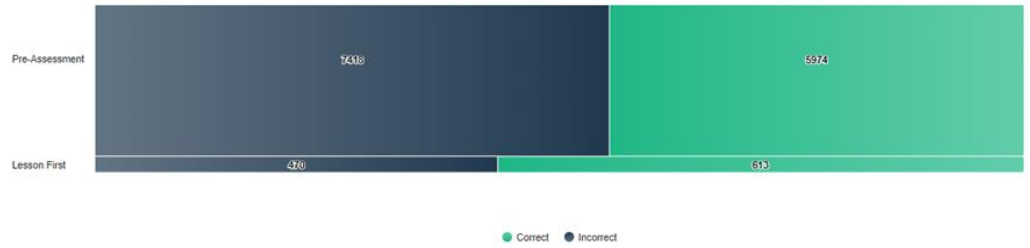
05



How can analytics data help us promote organisational growth, innovation, recruitment and retention?

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Innovation



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05



How can analytics data help us promote organisational growth, innovation, recruitment and retention?

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Innovation

🕒 Time Taken

Learners took on average **15 minutes** to complete the course.

The quickest Learners have taken as little as **2 minutes** and the slowest as long as **2 hours, 9 minutes**.



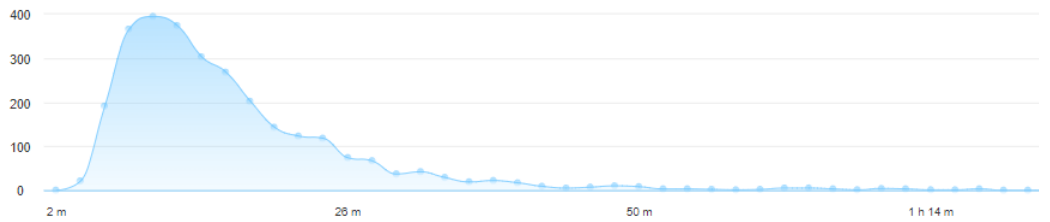
54

05



How can analytics data help us promote organisational growth, innovation, recruitment and retention?

Innovation



05



How can analytics data help us promote organisational growth, innovation, recruitment and retention?

Innovation





Adrian Phoon
Head of Content



06



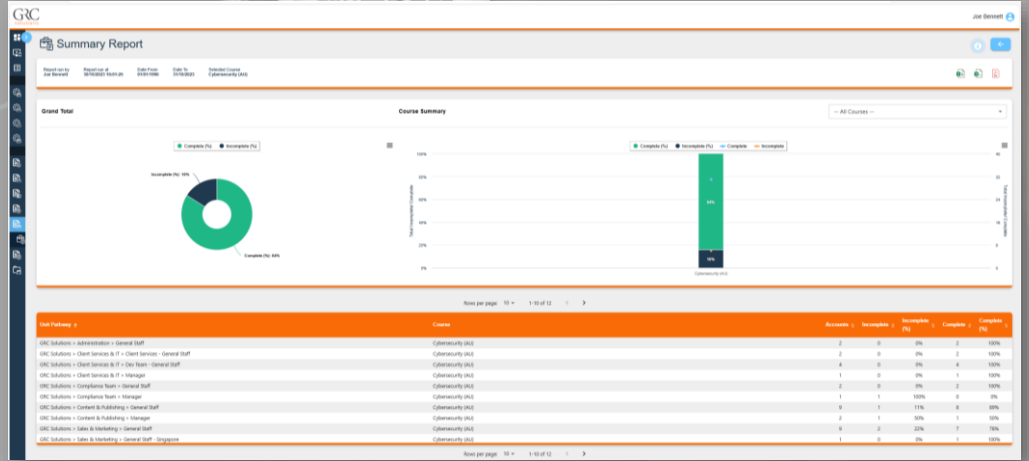
How can you use this data to escalate information about your organisation's risk profile and culture to the board?



06



How can you use this data to escalate information about your organisation's risk profile and culture to the board?



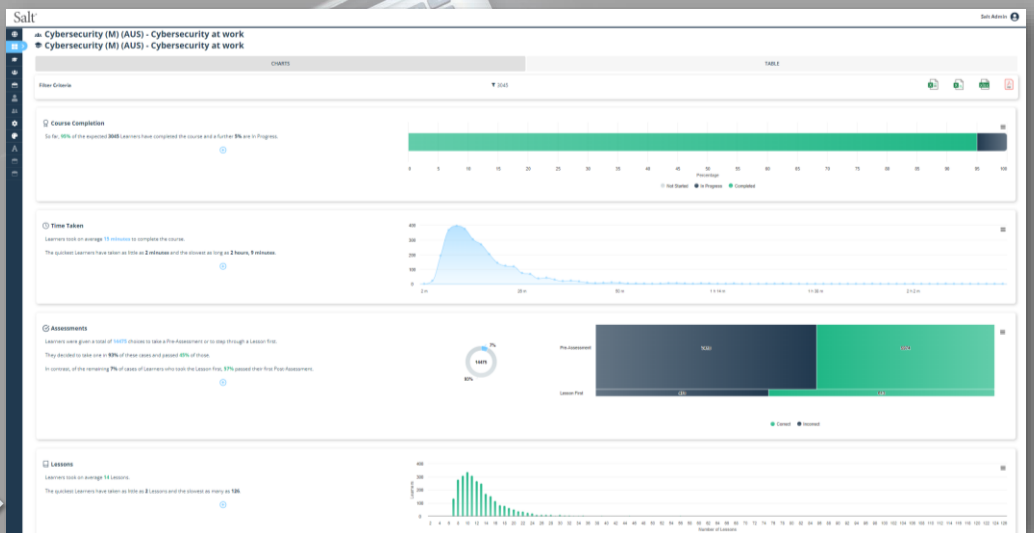
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06



How can you use this data to escalate information about your organisation's risk profile and culture to the board?



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01 What we hear from L&D

02 How can we use analytics to assess an organisation's risk profile?

03 How can analytics data help us promote internal mobility?

04 What insights can analytics data offer into organisational culture?

05 How can analytics data help us promote organisational growth, innovation, recruitment and retention?

06 How can you use this data to escalate information about your organisation's risk profile and culture to the board?

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Thank you!

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Upcoming Webinars

- 2 May, 1pm AEST
Meeting the Deadline: Strategies for June 30 Reporting on Modern Slavery and Climate
- 23 May, 1pm AEST
FAR Sighted: The Changes for Australian Financial Services Firms
- 6 June, 11 am AEST, 1pm NZT
Repeat Webinar: Embedding modern slavery due diligence practices in NZ organisations

Details: grc-solutions.com/events

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April 2024

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Webinar: Empowering your L&D Team with Data

Thursday 18 April

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