

Hello everyone, welcome to our weekly podcast series, I am Aarti Maharaj, Executive Editor and Director of Digital Content at Ethisphere.

Today's podcast features Liz Gehringer, Chief Ethics and Compliance Officer at Realogy. This podcast was recorded at Ethisphere's Executive Compliance Roundtable, which was held at General Electric headquarters in Connecticut. In this podcast we will be talking more about training and awareness.

What's a trend in training and awareness today, in 2016?

I think what we're a lot hearing about, and we've had a lot of good discussions here at the Ethisphere Executive Roundtable at GE. We're hearing a lot about simplification. You hear a lot of people in this space talking about messages that are more brief, hard-hitting, motivating, speak to emotion and give rise to emotion in people and that are less long and complicated. But things that really go towards judgment, simple messages, I think we'll see more of that. I think we'll see more reduction in complex multiple hour training programs into more brief training delivered through a variety of formats in a variety of sizes that really get to people and really help them think of things differently and that really apply to them and their ability to go out and just make a good decision for the company.

One idea that we heard a lot about here as well, and I think is really important, is you can accomplish a lot more in ten minutes with a good manager speaking directly to her people than you can in an hour long, online training session. I think there's a lot of value in both, but I think there is so much to be gained from those short conversations by local management. Every single location, all of our coffee rooms, we've got these posters and most of the time that poster is about speaking up. It definitely features the hotline at all times and often the theme is about connecting and valuing speaking up. We're here to help and we try to let our employees know that through our poster campaigns.

Thank you for joining us Liz. Again, that was Liz Gehringer, Chief Ethics and Compliance Officer at Realogy.