This project was developed for a global digital payments platform. Fueled by a belief that having access to financial services creates opportunity, the company is committed to democratizing financial services and empowering people and businesses to join and thrive in the global economy. The client wanted an HR-driven compliance course that would convey their values and challenge team members to think more deeply about their own unconscious biases and stereotypes. The catch? It wasn’t going to be a required course. As such, eLearning Brothers needed to create a truly dynamic and unique compliance training that learners would want to take—even though it wasn’t mandatory.

We created story-driven scenarios that put the learner in the driver’s seat, making decisions and seeing the impact of their decisions on others. To start the course with an eye-opening example, we replicated the gender portion of the Harvard Implicit Association Test using an authoring tool and some additional JavaScript. The course also includes reflection opportunities that have no right or wrong answer but encourage the learner to think about themselves.

People are just taking this on their own! They’re talking about it because it’s making them think.
RESULTS

The overall reaction has been positive, with the course earning an average score of 4.2 out of 5 upon rollout. The goal for the initial rollout was a 5 – 10% uptick on completion. The course has outperformed the goal, driving a 15% uptick in individuals voluntarily taking this course. Learner feedback included:

“Great course—got me to think.”

“Loved the interaction.”

To learn how we can help you tackle your training challenges, contact eLearning Brothers at 801.796.BROS (2767) or email info@elearningbrothers.com.