



Pascua Yaqui Tribe Enhances Compliance Program with Training

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Daniel Morales
Organizational Development Coordinator



Solution



Highlights



INDUSTRY
Government



NUMBER OF
EMPLOYEES
900



BEFORE
Desire to develop leaders
spurs need for formal
compliance training.



AFTER
Online training platform
provides efficient solution
for tribe employees.

Key Elements of an Effective Multiyear Education Plan



Topics

Identify and prioritize risks and learning objectives



Audience

Identify the groups that need to be educated about each topic



Timing

Determine the timing of communications to optimize your limited training hours



Frequency

Determine how often you will deploy training on a particular topic, guided by your organization's risks and tolerance level



Depth & Duration

Determine how best to balance your risks and training needs against the realities of your resource limitations; prioritize training depth and duration to maximize impact



Centralize Management

Create a single resource through which your multiyear training program can be managed and assessed

[Download the Definitive Guide to Ethics and Compliance Training to Learn More](#)

Challenge: Developing Compliance and Leadership Skills

When the Pascua Yaqui Tribe went looking for a training program, the goal wasn't just to get employees in compliance – it was also to develop the next wave of leadership within the tribe. “We had a lot of folks transitioning into leadership roles that we felt like we needed to develop and provide with leadership tools, skills and resources to help them in their professional growth,” said Daniel Morales, the tribe's organizational development coordinator.

In addition, the tribe identified several areas where they needed a more comprehensive and automated system in place to address compliance standards like HIPAA, workplace harassment, safety and ethics.

Solution: NAVEXEngage™ Ethics & Compliance Training

To address those training challenges, the Pascua Yaqui Tribe selected NAVEX Global's NAVEXEngage ethics and compliance training solution. The tribe purchased an enterprise training subscription, which gave them access to the training that would meet their current needs, and training modules that could be added later to meet future requirements.

The NAVEXEngage online training platform is proving to be an efficient and effective way to train the tribe's employees without pulling them out of their daily responsibilities for a long period of time. With departments spread out across the state, the online automated system allows Morales and his team to deploy training without having to travel to each location and deliver it in person.

The tribe is able to use the training creatively to address a variety of learning styles. “We have people that don't necessarily use the computer, so we have to find innovative ways to make sure people can get the training and the content,” said Morales. For those employees that are more computer literate and have access to a computer, Morales sets up email notifications with prompts to complete the online training. For those employees that either don't have access to a computer or aren't as tech-savvy, the tribe provides a kiosk where training can be completed, or they schedule times when entire groups of employees can sit down and watch a training module together.

NAVEXEngage Online Training

Strengthen your organizational culture, meet legal requirements and inspire behavior change by deploying our award-winning online ethics and compliance training. Our robust library of courses set the industry standard for quality.

In-Person Training

Provide critical stakeholders—particularly senior executives and boards—with an unforgettable live training experience. Our experts have developed and conducted high-impact, in-person training on critical E&C topics, for highly-satisfied clients of all sizes around the world.

To learn more about NAVEXEngage or to schedule a demo, please visit <http://www.navexglobal.com/en-us/Request-Demo-Online-Training> or call us at +1 866 297 0224.

Results: Online Training Program Provides Accountability & Accessibility

With a formal training program in place, Morales noted that there's now more accountability throughout the tribe. Employees are aware that the training is available and knows what is expected of them. Overall, the feedback from the tribe has been very positive. The staff finds the training very easy to use and accessible.

As they work towards bringing everybody under the same compliance umbrella, the flexibility of the training has proved to be a major benefit. "We don't need our employees watching a 45-minute video. The microbursts are good for us because they are short and to the point. We can roll it out instantly and the content is easy to follow," said Morales.

About Pascua Yaqui Tribe

The Pascua Yaqui Tribe is a federally recognized tribe of Yaqui Native Americans in southern Arizona. Descended from the Yaqui people of Mexico, the ancestors of the Pascua Yaqui Tribe first settled in the United States near Nogales and south Tucson in the early 1800s. Today the tribe has eight communities in southern Arizona spanning across richly vegetated and scenic desert lands.

ABOUT NAVEX GLOBAL

NAVEX Global's comprehensive suite of ethics and compliance software, content and services helps organizations protect their people, reputation and bottom line. Trusted by 95 of the FORTUNE 100 and more than 13,000 customers, our solutions are informed by the largest ethics and compliance community in the world.