



New Horizons Training Success Case Study

Solution Overview

Client: Russell Corporation
Client Industry: Athletic & Sporting

Solution Description

Custom course materials were created to cover specific SOX compliance issues. Course content and delivery were designed to ensure employees fully understood and retained knowledge regarding correctly performing procedures within SOX regulations. Training was delivered via Online LIVE to provide consistent training to all staff worldwide, which could be recorded for review and new employees.

Value for Russell Corporation

- Strict adult learning theory and instructional design concepts ensure the transfer of knowledge
- Private online learning solution allowed for consistent training worldwide
- Recorded session and post-course tools reinforced content

How New Horizons can help you develop and execute an effective training program

New Horizons will collect your organization's specific requirements and work with you to:

- Develop training plans
- Assess current level of knowledge
- Create cost-effective, custom, targeted training delivered in your required format
- Ensure knowledge transfer through post-class assessments
- Prove that training has taken place through detailed reporting

Russell Corporation Finds a Solution to Ensure Sarbanes-Oxley Compliance

Challenge

In order to comply with Sarbanes-Oxley, Russell Corporation completed compliance training for all employees. The training material covered how to follow SOX regulations, including proper accounting reporting procedures and risk assessment. However, after training, Managers and Supervisors were still not taking responsibility for their role in SOX compliance. They were not able to provide the required documentation and did not comply with the procedures. They discovered that the staff did not fully comprehend the training and did not understand what was expected of them. Russell Corporation was very concerned that they would not be SOX compliant due to a lack of knowledge with the rules and responsibilities.

Solution

An Instructional Designer from New Horizons Professional Services Team evaluated the materials used in the original training, revised them and created an online learning product that was not only customized to cover all the specific SOX compliance issues Russell Corporation was facing but was designed to ensure that all staff would fully understand and retain the information. The training followed strict adult learning theory and applied strong instructional design concepts in order to create a product that would meet Russell's specific goals. As part of New Horizons Integrated Learning model, reinforcement tools were provided to increase retention of the course material and advance the learning process.

The training was delivered via New Horizons Online LIVE Learning providing a live, instructor-led experience over the Internet. This solution allowed Russell to deliver consistent training to all staff located worldwide avoiding the expense of travel and providing the ability to archive the sessions so staff have the ability to review the material at anytime and new employees can easily receive the same training.

Results

Training was delivered to ensure every Russell employee fully understood the complex procedures and controls related to Sarbanes-Oxley and how their actions affect the entire organization. Russell Corporation now has the confidence that:

- All employees understand the requirements and their role in compliance
- There is increased awareness of internal controls, policies and procedures
- Employees are armed with the knowledge needed to make smart decisions

"The training solution was very effective and the material was much clearer for employees. Plus, the New Horizons online learning method allowed for delivery of training customized to Russell's specific needs. The tools and resources provided after training also allow employees to continuously reinforce and strengthen their level of knowledge."

- Jack Johnson, Vice President, Internal Audit, Russell Corporation

About New Horizons Professional Services

The New Horizons Professional Services team will work with you at every level. With a vast array of subject matter experts, instructional designers, and project managers, New Horizons has been successful in helping our customers develop customized learning solutions. New Horizons will work with your organization to maximize success, share the responsibility to meet deadlines, budgets, and specifications. Together, we will create a foundation for long-term Sarbanes-Oxley compliance. For more information, visit www.NewHorizons.com.