

Employee Training

Employee Training is an integral part of making ethics & compliance a company-wide priority. SmartPros® Legal & Ethics uses in-depth discovery techniques combined with a storytelling approach to craft customized employee training programs that reflect your organization's unique culture.

Our innovative programs are available as games, online learning programs and PowerPoint presentations. We can facilitate employee training programs for you, conduct train-the-trainer sessions or provide a packaged solution including everything you need to lead a training session in one box.

Facilitated Training – Beyond Teaching the Rules

Our ethics & compliance training goes beyond teaching the rules.

- >> *Decision Making* – Ethical decision-making models can be tailored to your organization.
- >> *Warning Signs* – We can help you identify warning signs and address ethics & compliance risks before they become major issues.
- >> *Workplace Challenges* – We can help employees identify and manage pressures and temptations that could negatively influence behavior.
- >> *Impact* – We can explore the consequences of one's actions on company stakeholders.

Multi-Level Training Initiatives

Employee training programs are often just one element of a larger initiative that includes our Senior Leadership Workshop, our Ethical Leadership Workshop for Managers, and our Ethical Leadership Workshop for high risk groups like Sales and Finance and for important organizational partners such as Legal and HR.

Team Values Workshop

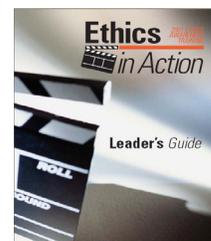
The Team Values Workshop utilizes a focused culture assessment to identify team and team leader values and analyze team strengths and ethical risks. Team members create a shared understanding of their own values and ethical challenges and define what it means to live your company's values and standards.

Board Games

Our board games provide a fun, competitive forum for the discussion of ethical issues.



Integrity in Action / Ethics Challenge – a game that engages participants in a discussion of compliance, ethics or cultural issues.



Ethics in Action – a competitive, Hollywood-style scenario-based game that challenges participants to evaluate a specific "ending" for different ethics scenarios.

Employee Training



Custom Online Learning Programs

Our in-house designers create completely customized online learning experiences. Examples of our work include:

>> **Integrity in Action**

A self-paced interactive experience in which participants follow a single character through a series of ethical dilemmas, explore alternatives, and decide on the best course of action.

>> **The Ethics Expedition**

A self-paced, interactive awareness course using a mountain-climbing theme to teach and promote ethical decision-making.

>> **InfoSec Times – Information Security**



A custom information security course for large banks designed as a newspaper with a variety of unique interactive activities.

About SmartPros Ltd.

Founded in 1981, SmartPros Ltd. is an industry leader in the field of accredited professional education and corporate training. Its products and services are primarily focused in the accredited professional areas of corporate accounting, financial management, public accounting, governmental and not-for-profit accounting, financial services, banking, engineering, legal, ethics and compliance, and information technology. SmartPros is a leading provider of professional education products to Fortune 500 companies, as well as the major firms and associations in each of its professional markets. SmartPros provides education and content publishing and development services in a variety of media including Web, CD-ROM and video. Our subscription libraries feature hundreds of course titles and 2,300+ hours of accredited education. SmartPros' proprietary Professional Education Center (PEC) Learning Management System (LMS) offers enterprise distribution and administration of education content and information. In addition, SmartPros produces a popular news and information portal for accounting and finance professionals serving more than one million ads and distributing more than 200,000 subscriber email newsletters each month. SmartPros' network of sites averages more than 450,000 monthly visits, serving a user base of 500,000+ profiled members.

visit: www.smartpros.com.

Additional SmartPros Products:

- ACCOUNTING & FINANCE**
 - Financial Management Network (FMN)
 - CPA Report (CPAR) & Gov/NFP Editions
 - SmartPros Advantage (SPA)
 - Loscalzo Associates
 - Executive Enterprise Institute (EEI)
- FINANCIAL SERVICES**
 - Financial Campus
 - Insurance & Securities
 - Financial Services Training
 - SmartPros Banking
- ENGINEERING**
 - Project Management for Engineers
 - FE Exam Review
 - PE Exam Review
 - PDH/PDU Courses
 - MGI Management Institute
- LEGAL & ETHICS**
 - Cognistar CLE Library
 - Custom CLE Development
 - Integrity Alignment Process
 - Integrity Toolkit
 - Ethics & Culture Risk Assessments
 - Ethics Training & Codes of Conduct

- INFORMATION TECHNOLOGY**
 - WatchIT Course Catalog
 - WatchIT Vendor Education Series
- CUSTOM EDUCATION & TRAINING**
 - Skye Multimedia
 - SmartPros Interactive
 - eLearning Development
 - Video Production
- MARKETING SERVICES**
 - Advertising & Lead Generation
 - Newsletter & Content Services
- GENERAL EDUCATION & TRAINING**
 - SmartPros Professional Education Center - Learning Management Systems
 - SmartPros ePLive Webcasting
 - Branded Association Reseller Programs



SmartPros, Ltd.
12 Skyline Drive, Hawthorne, NY 10532
914.345.2620
info@smartpros.com

SMARTPROS operating areas:



SmartPros[®]
Accounting & Finance

SmartPros[®]
Financial Services

SmartPros[®]
Engineering

SmartPros[®]
Legal & Ethics

SmartIT[™]
Information Technology

Skye Multimedia[™]
Custom Interactive Training Solutions

SmartPros[®]
Interactive Web Development

SmartPros[®]
Marketing Services