

What people are saying about Nicole and Jason's methods and training

Clients

Jon Watt ABC Compliance Training & Programme Manager Rolls-Royce plc

"Nicole has provided me with some engaging and thought provoking training materials which we will use during our 2016 anti-bribery & corruption training programme at Rolls-Royce PLC. The approaches used are innovative, and I find Nicole's style flexible and timely - her professional background shows through.

We wanted compliance training materials that challenge our people and promote debate about topics which traditionally have been covered in a very dry fashion. I'm very happy that the end results that Nicole produced do exactly what we wanted them to, and the initial feedback received has been very positive.

I have no hesitation in recommending Nicole to anyone who wants to create thought provoking, engaging and memorable compliance training materials."

Steve Thurm, Senior Manager – Cyber Standards and Governance

"I'm the cyber security standards and governance manager for a global mining organization. Nicole developed a series of 3-5 minute cyber security awareness videos for us that embrace the principles covered in her new book. We wanted to move away from our old style "must do this" approach to compliance training which our staff have had to endure for many years, and Nicole has certainly helped us to achieve that. Staff feedback is positive, and Nicole's imaginative and creative approach ensures that the annual compliance training chore is now truly dead and buried."

Nani Ratnawati, Localization Program Manager at LinkedIn

"I am very grateful to have the opportunity to work with Nicole and her team. While we were making a training video together, in each step, whether it was pre, during, and post-creation, Nicole taught me how to sharpen my vision of the video by asking me the right questions. My own understanding of the purpose and intended impact of the video became clear through Nicole's coaching. It was so refreshing to work with someone who didn't rush into project completion, and who encouraged me and my team to be thoughtful about what we were creating."

LinkedIn (Managers, Engineering Managers and Product Designers)

"I'd say the videos have definitely made our lives easier — I think designers and engineers are much more aware of our existence and of why consulting us at an early stage of product development is crucial. As you can see, this video has helped our LinkedIn colleagues — designers, engineers, product managers, web developers, and more — open their eye in terms of our international members, which make up more than 2/3 of our global members.

We are forever thankful for the brilliant work that you and your team have done for us. "

"Adorable! Very cool and friendly, with easy to understand steps to take."

"+ 1 on a job well done! The videos really have that much more impact now that they are short."

"I really like this suitcase 'case' in the video J It gives a very good idea how different things can be seen by people from different cultures."

"Super fun and informative video, with a clear and simple message. As designers we need to be more aware of all the international concerns and this video helps communicate that succinctly."

Rio Tinto

Mirna Berg, Manager - Compliance, Risk & Commercial, Exploration, Salt Lake City, US,

"The training in Missoula, Montana was amazing and engaging. By far, one of the most productive workshops I have participated. Nicole's ability to include real-world examples in the compliance world brings the issues home and have a real impact in the scale and understanding of what's at risk. Nicole got people involved and wanting to share and actively participate. Being a facilitator is about not only managing the content but the process at the same time to ensure that key messages are delivered, understood and participants go away with a sense of having new tools and strategies to address issues that are faced on the ground."

Leanne Lineham, Compliance Officer - Exploration, Perth, Australia.

"Nicole's approach to presenting is unique and engaging. Nicole has given me a new level of confidence in presenting, and a new found enthusiasm for training. She will leave you with a completely different perspective on what makes people tick and a new set of skills for holding your audience's attention and ensuring that your key messages are delivered."

Rabobank

“Nicole designed a very engaging and effective program of work which then helped to deliver nationally. The course was very well received by the business but more importantly, delivered a sustained uplift in awareness and understanding of compliance risks.”

Nicole was able to simplify the key messages for our staff and provide online training modules that were easy to understand and effective in helping the target audiences to “get it”.

“Nicole is an experience professional who is able to adapt her style and emphasis to meet the needs of her audience. She is able to operate across the organisation from junior sales staff to the C-suite executives. I loved having her as part of the team and look forward to working with her again in future.”

National Association of Corporate Directors’ (US) members and Director and SMEs

“I enjoyed the varied content formats. Written sections were easy to read, the videos were crisp and direct. Thank you for including a woman on the video lineup. The cartoon/A Day in the Life section was well done and had a great storyline. Interesting that the main character started out with an admonishment about being too operationally detailed on the finance side, but become the new liaison for the newly created risk committee as well as the audit committee.”

“Hope you continue to stay involved in building out more compelling products”

“I enjoyed this course and the small video chunks much better than many other online classes I have done. the small consumable chunks really makes a difference. Well done!”

“One word: EXCELLENT!!! This should be a required course for all new Board members. Well done!”

“Great method of learning - very familiar with on-line learning and appreciative of having opportunity to fit to schedule.”

Workshop Participants

Airbus: Cathleen YAN Director Account & Business Operations, Airbus:

“I have really enjoyed the short session of animation workshop. It has helped me produce my animation for my job as BCR. I think that it is a very interesting way for sharing concerns or raising awareness.”

Rio Tinto Compliance, Participant

"It was a pleasure working with Create Training's "Dream Team" – Michelle, Mike and Will – they made us feel at ease with the training design process we were taken through. And, we had fun along the way! Michelle as lesson planner/script writer, helped lead the process development along; we had the content and substance for the training material and she was able to help articulate it into a concise yet simple style. Mike and Will were equally skilled in transferring our messages into the more visual format.

After our initial two-hour session, we needed to spend a little more time to fine tune the concept around the messaging and animations; nonetheless, I was pleasantly surprised to see that we already had a good start to a great training piece. Without doubt, as owners of the training piece, it certainly helped that we came pre-prepared with the idea and objective for the training material, including the images/storyline on how we wanted it conveyed."

Rio Tinto Compliance manager – Speak-OUT coordinator

"The process was well thought about and therefore, very efficient. The workbook is really a great tool.

Jess was very professional and very good at keeping us on track with timing. Well done!"

Partners

Richard Bistrong, CEO, Front-Line Anti-Bribery LLC

"What I came to understand through Nicole's experience as a lawyer, compliance officer and artist, is that animation addresses how people learn through the art of storytelling, in a way that connects the viewer with the message, through short, compelling content. It encourages people to relate, to interact, and to think about the messages as a mindset, as opposed to a 'tick the box' exercise. Nicole's training library activates our own moral code, by elevating and bringing to life our own behavioral assets.

Nicole, through her own practice, appreciates how people are at the front-lines of risk, and if they can be tipped to the right side of ethical conduct, then in turn, they become true compliance ambassadors, protecting the organizations to which they belong. It's a 'win-win' for everyone. On the personal note, Nicole was a pleasure to work with. The training and animation process is quite detailed, and at each step of the process, which continues today, Nicole was patient, supportive and open to new ideas and suggestions. While I am a part of Nicole's Why We Say Yes I am also proud to call her friend. Her own story which she has shared via animation should be a must watch for anyone thinking about working with Create Training."

Tom Brown, CEO Kaizen Compliance Solutions, CAMS

“Few trainers know the essence of qualities that make for great training and yet even fewer do know how to successfully and effectively pull this off. In my 20 years as a university lecturer, barrister, business leader and now as CEO of my own company, I know both the importance, and the difficulties, of engaging learners.

Nicole Rose of Create Training has developed something unique, captivating and informative that distills what is considered a boring topic in compliance to what might just be a “spell binding” moment of quality, class and information at the receiving end thereby proving that less is indeed more. She does come highly recommended by me...”

Anatoly Yakorev, Director Center for Business Ethics & Compliance CBEC, International University in Moscow IUM, Partner, Global Ethics University GEU

“Only those brave few who have worn many hats and pursued varied careers can create something unique and Nicole is a great example of that: having left no stone unturned Nicole condensed nuggets from multiple disciplines into a magic book on how to livestream compliance training in a fun and memorable way. No one to date has managed to line up most advanced techniques tailored to charge up and animate the training with absolute retention and results that produce change in behavioral patterns. That change in employees brings something that otherwise takes years to instil in people: loyalty, integrity and protection for your business.”

Luiz Oliveira, Co-Founder & Lean Business Systems – CQO WHY Consultoria

“Having worked as an engineer with 30 years of experience of continuous improvement in many different industries, I am always on the lookout for people who can re-engineer and improve. Nicole is an example of this. Nicole demonstrates great wisdom and kindness to her clients and partners and is a joy to work with. She has a deep understanding of modern business solutions and how to use these creatively. As a result, Nicole is ready to deal with difficult situation and can make the impossible possible!”

Murray Grainger, Impact on Integrity, ICA Regional Representative in Spain, IESE Global EMBA

“Impact on Integrity has worked with Nicole and her international team since 2014. Nicole brings a refreshing, engaging approach to Compliance communications, which is what is needed in so many organizations.

When we worked together on the animation workshops for a multi-national company in France, Nicole led three dynamic sessions which brought great – and surprising – creativity from the participants. The result was renewed levels of positive energy and intellectual curiosity for ethics and compliance in practice. I can highly recommend!”

Michael Kerr, Director, CR Global

"I have used the Create Training team on a number of different compliance training projects over the past year for my own company and for my clients. We required a unique solution to compliance training and the Create Training team certainly provided this. Their team combines lawyers, trainers, artists and animators, bringing a great variety of skills to a project. They are professional and service orientated.

The training videos they produced were innovative, effective and very engaging. They are a welcome breath of fresh air from other training providers that are still in the mindset of providing an "academic" approach to training. Feedback from both clients and employees alike has been very positive."