

The ACR Brief

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Microburst Learning

As our readers know, spreading the news about innovative approaches to compliance is one of my favorite parts of managing The Anti-Corruption Report. The SCCE annual conference is always fertile ground for compliance ideas and benchmarking. Last year, everyone was talking about revitalizing their codes, and our feature [series](#) on [code modernization](#) was born.

At this year's conference, the topic *du jour* was microburst learning, a strategy that involves providing shorter but more frequent training and messaging. SAIC, a company that provides government services and information technology support, has incorporated microburst training into its compliance program, said Shauna Brookshier, a senior ethics and compliance analyst at the company. This strategy allows SAIC to remind its employees of compliance issues at times when those issues might arise, not just during annual training sessions. An employee might, for example, be shown a short video on the company's hospitality policy when the employee is planning a business trip.

Hospitality-industry behemoth MGM Resorts International is also thinking about microburst learning, said Lisa Caserta, an executive director of compliance at the company. Historically, the company primarily talked about compliance when it was conducting trainings, and for the "rest of the year, there was radio silence." Now, MGM includes compliance messages in its employee newsletters on a monthly basis and recently launched a compliance app that is designed to help employees regularly engage with the compliance department.

Is your company using microburst learning to help spread the compliance message or are you advising your clients to do so? I would love to hear your experience – please drop me a [line](#).

Warmly,

Nicole Di Schino
Editor-in-Chief