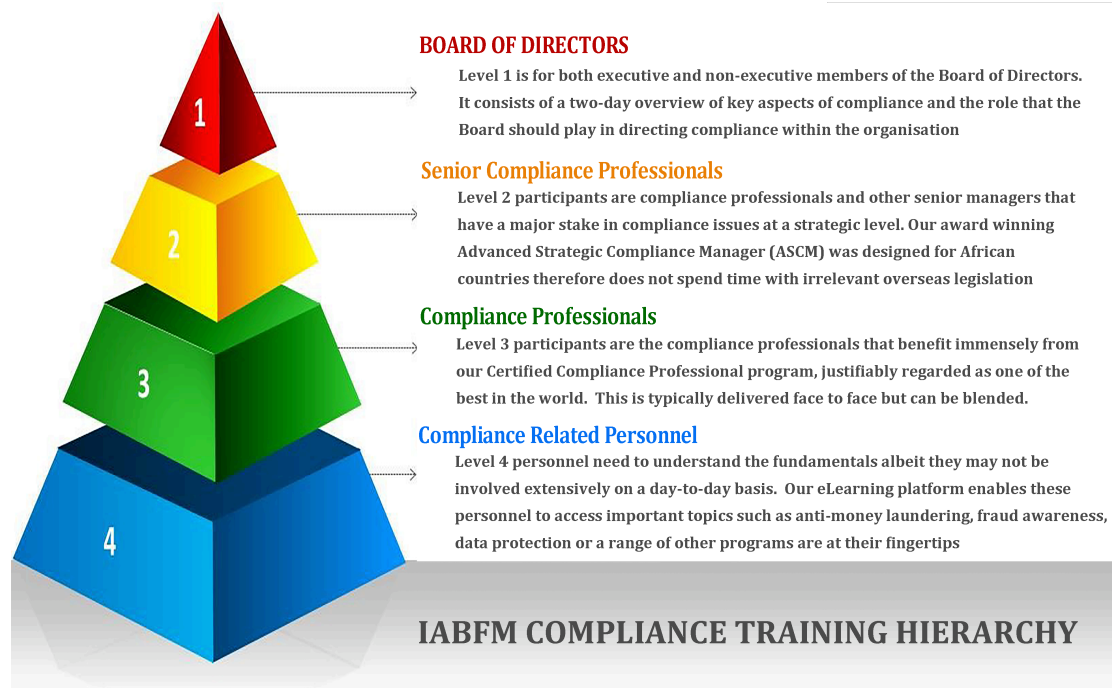


## Training. A Cost or an Investment?

The argument has gone on for decades as to whether training represents a cost or an investment. As a discretionary expenditure organisations can spend as much, or as little, as they choose on staff training. If funding for training is to be increased then there is the need to identify tangible benefits and, in order to do this, some method of measuring Return on Investment (ROI) needs to be established. Even without resorting to some of the sophisticated ROI measurements it is possible to demonstrate the value that training represents. This can be seen in the following examples.

The first example involves one of the risk management programs that have been developed by the IABFM in the past two years. These specialised programs introduce attendees to some advanced techniques for the identification of various risk exposures. An attendee at one of our programs using the techniques developed by our risk management specialists was able to identify major fraud at a high level in the organisation. As a consequence the company saved millions of dollars.

The second example involves our compliance training programs. By adopting our multifaceted approach to compliance training our clients have avoided the major compliance SNAFUS faced by many of the world's major, and minor international banks. The IABFM has introduced its Compliance Training Hierarchy as shown below:



By adopting our compliance approach organisations are able to choose the level of compliance training they need and achieve this training in the most cost effective way. This includes online and face to face and both short and longer programs and for all levels of personnel.