

Transforming POSH Training through Scenario-Based eLearning

Client Background and Business Need

The client, a corporate enterprise, needed to revamp their existing training material and design an engaging and effective eLearning course to create awareness about the Prevention of Sexual Harassment at Workplace act (POSH). The goal was to shift from a check-box compliance approach to an impactful learning experience that could drive real cultural change.

Challenges in the Existing Material

The existing training was delivered via a PDF document—lengthy, text-heavy, and with no interactivity or visual engagement. Employees were disinterested, often skimming through the material or skipping it altogether.

Key challenges included:

- Lack of learner engagement due to uninspiring content format
- Absence of practical or contextual examples
- No mechanism to assess knowledge or track learning outcomes

Solution Approach

To address these challenges, our instructional design experts proposed a complete revamp of the POSH training. The solution was structured around the following key elements.

- **Realistic Scenarios:** As part of the revised training modules, over 50 realistic workplace scenarios were designed and scripted, depicting various forms of sexual harassment—both overt and subtle. These scenarios reflected diverse settings such as meetings, online interactions, office events, and client visits, making the learning experience authentic and relatable.
- **Custom Illustrations and Animations:** To avoid any real-life resemblances, illustrated character animations were used. These visuals were carefully crafted to align with workplace norms while ensuring an emotional connect and clear messaging.
- **Targeted Courses**
 - **POSH Induction (60 minutes):** A comprehensive module to help new employees understand the POSH act and related aspects.
 - **POSH Refresher (30 minutes):** A condensed version focusing on reminders, updates, and new workplace scenarios that reinforced earlier learnings.

- **Interactive Assessments:** A scenario-based question bank was developed, allowing learners to apply their understanding in practical decision-making contexts.
- **Engagement-Driven Design:** The training modules focused on an engagement-driven design that included storytelling, branching scenarios, and reflective questions to foster critical thinking and increase emotional engagement with the topic.

Outcome

The eLearning transformation delivered measurable outcomes that exceeded client expectations:

- **Improved Learning Retention:** Employees reported higher recall and understanding of POSH laws.
- **Increased Training Completion Rates:** The course saw 100% completion, with learners voluntarily providing feedback on its relevance and clarity.
- **Reduction in Reported Cases:** Post-training, the number of workplace harassment incidents reduced significantly, indicating greater awareness and proactive behavior.
- **Compliance:** The assessments and tracking features ensured full compliance with audit requirements, providing the organization with documented proof of employee training.

About Amnet

With 25 years of experience, Amnet is dedicated to transforming education and training through innovative eLearning solutions. As a leading provider of end-to-end eLearning services, we empower publishers, educational institutions, and businesses to harness the full potential of digital learning experiences.

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