



Helping Businesses Make
Compliance More Compelling

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Engaging Content That Drives Behavior Change.

Real Biz Shorts is a licensed video content library of more than 260 videos from the world-renowned Second City comedy theater. They're designed to quickly capture attention and diffuse tension around critical topics that are often challenging to discuss.

REAL BIZ SHORTS VIDEOS.

They're brief (under 2 minutes), funny (not work funny, but actually funny), and relatable. So people remember them. And because they're based on shared work experiences, they kickstart better conversations between employees and management. Recurring characters, ongoing storylines, and consistent laughs keep people coming back—and messages top of mind—episode after episode.

FIGHT LEARNER FATIGUE WITH

FUNNY

MAKES IT STICKY

2x

MORE INFO

Humor enhances people's memory for information.

SOLVES PROBLEMS

3.75x

MORE LIKELY

Problem solving improves after watching a funny video.

(Possibly 100% more likely if it is a funny cat video)

BUILDS COMMUNITY

EMPATHY
= ETHICAL
LEADERSHIP

Humor fosters empathy. Leaders who score highest on empathy also exhibit the highest levels of ethical leadership.

Qualified, Process-driven, and Talented

We develop content and identify topics of focus with recognized leaders in the ethics and compliance industry.



ETHISPHERE®

is the global leader in defining and advancing the standards of ethical business practices that fuel corporate character, marketplace trust, and business success. Ethisphere has deep expertise in measuring and defining core ethics standards using data-driven insights that help companies enhance corporate character. Ethisphere honors superior achievement through its World's Most Ethical Companies recognition program, provides a community of industry experts with the Business Ethics Leadership Alliance (BELA), and showcases trends and best practices in ethics with Ethisphere Magazine. Ethisphere also helps to advance business performance through data-driven assessments, benchmarking, and guidance.

Co-Creating to Make a Difference

Real Biz Shorts videos are co-created with hundreds of organizations to address only the most relevant topics. Second City Works uses improv and a Yes, And mindset to ideate and create content in a collaborative, entertaining, and engaging way. Our performers use improv to identify relevant scenarios, gauge humor guidelines, and gather insights from clients.



Developing engaging and effective ethics & compliance content is not for the faint of heart. It takes time (this can't be overstated), creativity, an understanding of your business, buy-in from leadership, and the right team. So when someone offers to create the content, and all you have to do is show up and provide input, you can't turn it down. We are proud of the relationship we've built with Second City Works and are standing by for the next assignment!

- Jessica Johnston, E&C Manager | Lennox



BROADCAST WHAT YOU VALUE

Go beyond just “check-the-box” training. Use Real Biz Shorts to kickstart conversations, sustain learning, and reinforce organizational values.

WHERE TO USE REAL BIZ SHORTS

- E-learning programs
- LMS
- Intranet sites
- Newsletters
- Kickoff training
- Company meetings
- Weekly leadership meetings

As Seen on TV

The Second City has produced some of the most unforgettable satire and influential comedians of the last 60 years. Throughout the years, stars such as Lauren Ash, Cecily Strong, Tim Robinson and Colin Mochrie have all performed on The Second City stages and some of them have even appeared in Real Biz Shorts.



A woman and a man are shown in profile, facing each other in what appears to be a meeting or collaborative work environment. The woman is on the left, and the man is on the right. They are both looking towards the center. In the background, there are several puppets, including a white one on the left and a red one with horns in the center. The entire scene is overlaid with a dark blue tint. A thick yellow horizontal line is positioned below the main title.

Risk Communication

Anti-Bribery, Anti-Corruption, Gifts, and Entertainment
Conflicts of Interest and Fair Competition
Environmental Health and Safety

Fraud and Accurate Reporting
Data Privacy, Cybersecurity, and InfoSec
Other Risk Areas

Anti-Bribery, Anti-Corruption, Gifts and Entertainment

Win business the right way.

Regardless of where, when, and with whom you do business, *how* you choose to do business matters. In these videos, viewers are shown the many ways that integrity (or the lack thereof) can affect both their company and their career.

Get in touch

Reach out to your representative today to sample a video

TALK TO A REP

12+ VIDEOS >

Bribe Threshold

Bribery

Corruption and
Bribery Animation

Dirt Bike

Face the Music

Facilitation Fees

Friendly Fiasco Favor

Gift or Gaffe

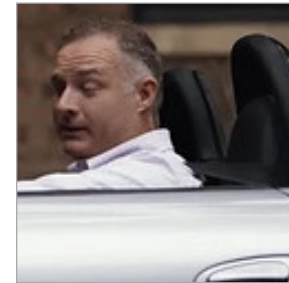
Public Officials

The ABCs of the FCPA

Unintended
Consequences - G&E

What's Extravagant

Anti-Bribery, Anti-Corruption, Gifts and Entertainment



Bribe Threshold

One employee learns that anything of value can be considered a bribe, even if it's not cash.



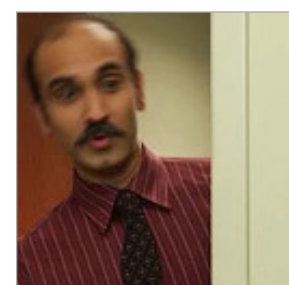
Bribery

Anything can be considered a bribe, even a coffee! Earn your client's trust with your work and not with dinner or entertainment.



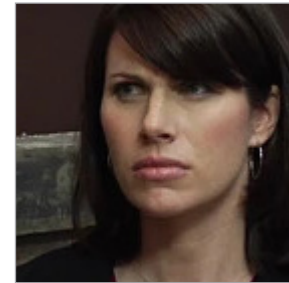
Corruption and Bribery Animation

In this animated short, our playful antagonist shows us some of his questionable sales tactics and its explained that these techniques are in fact corrupt.



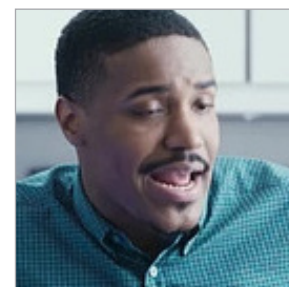
Dirt Bike

Tickets, expensive meals, gifts, entertainment and other things of value from a vendor can influence a business decision. This interesting gift certainly seems to.



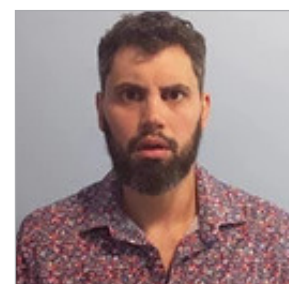
Face the Music

This video short highlights how some concert tickets from a vendor definitely does NOT affect the employees business decisions (wink wink).



Facilitation Fees

We end up in the Risky Zone when an employee offers to expedite a process by offering additional payment outside of standard official fees.



Friendly Fiasco Favor

This live action video explores the misconceptions, truths, and consequences of violating a company's Gifts and Entertainment policy. Video also provides takeaways on how to proactively address concerns or questions about the policy.



Gift or Gaffe

Here we see an employee returning from an overseas trip, recounting her "exciting" experience and sharing details about the preferential treatment and gifts she received, which of course has helped her select her new vendor.



Public Officials

An employee lands in the Risky Zone when she provides a discount in exchange for expedited permits.



The ABCs of the FCPA

Two businessmen are approached by their contact (a foreign official) and asked to donate benefits to the community in order to finalize a deal.



Unintended Consequences - Gifts & Entertainment

This live action video explores the misconceptions, truths, and consequences of violating a company's Gifts and Entertainment policy. Video also provides takeaways on how to proactively address concerns or questions about the policy.



What's Extravagant

This animated short focuses on the overconfident employee who comes to realize that giving and receiving gifts is not so cut and dried. Emphasis is on the ambiguity around what is considered extravagant.

Conflicts of Interest and Fair Competition

When it comes to fair competition & COI... looks matter.

Even the appearance of a conflict of interest or anti competitive practices can damage a company's reputation. In these videos, we explore appropriate interactions with competitors and putting the company's interests first.

Get in touch

Reach out to your representative today to sample a video

TALK TO A REP

11+ VIDEOS >

Conflict Care

Conflict Commotion

Conflict of Insurance

Diligence Disarray

Do the Due

Friendly Competition
Gone Wrong

Oh Brother

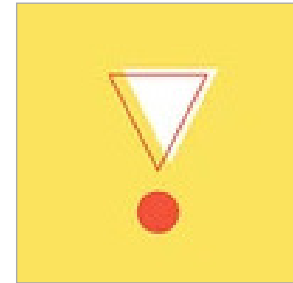
Over Commit

The Two Stans

Theft and Conflict

Unintended
Consequences Antitrust/
Fair Competition

Conflicts of Interest and Fair Competition



Conflict Care

Strike a mutually beneficial balance between your pursuits outside the company and your work inside the company.



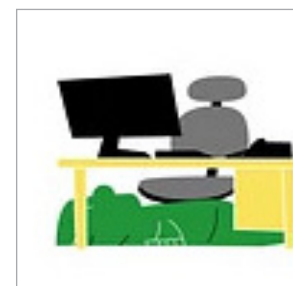
Conflict Commotion

Eyebrows are raised when a colleague fails to disclose the nature of a relationship with a "friendly" vendor.



Conflict of Insurance

Our character "Dan" is clearly operating a side business that is in conflict with his job.



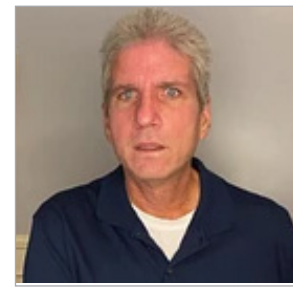
Diligence Disarray

A co-worker makes some mistakes when they hastily hire and potentially price fix.



Do the Due

Dedication to due diligence saves you from sometimes sordid and often unsavory surprises.



Friendly Competition Gone Wrong

In this live action video, an employee deals with the fallout from getting too friendly / familiar with a competitor. Video concludes with broad-based advice on how to proactively address questions or concerns re: Antitrust and Fair Competition.



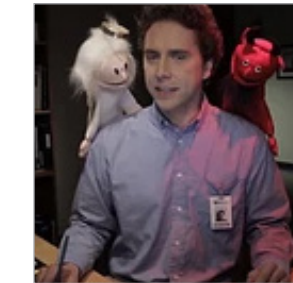
Oh Brother

This fun video focuses in on personal boundaries and vendor relationships, with an employee being approached for business by his unqualified brother-in-law.



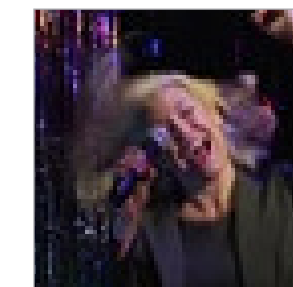
Over Commit

Some employees outside business activities may not directly be in conflict, however they often don't realize that it can still have a negative impact.



The Two Stans

Temptation is the theme of this video short, which depicts an employee happening upon some competitive intelligence. Angel and Devil puppets help us see the dilemma.



Theft and Conflict

Our character, "Karen" sings about how she has been taking and using company property for her own side business deals.



Unintended Consequences Antitrust/Fair Competition

An employee reckons with the consequences from getting too friendly or familiar with a competitor.



Environmental Health and Safety

Because work is like camping: be safe & don't make a mess

In the office, on the road, and everywhere in between: these videos explore workforce safety and best practices for workplace cleanliness & stewardship - no matter where you work.

Get in touch

Reach out to your representative today to sample a video

TALK TO A REP

9+ VIDEOS >

Do the Due

Driving Chris Crazy

Environmental Excellence

Land

Air

Water

Safety Guy

Industrial & Manufacturing

Office

Outside the Workplace

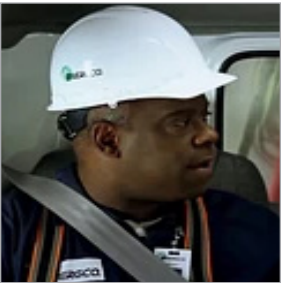
Quality & Accurate Reporting

Environmental Health and Safety



Do the Due

Dedication to due diligence saves you from sometimes sordid and often unsavory surprises.



Driving Chris Crazy

This short features the classic comic duo of the "wise person" and the "not so wise person" to highlight driving safety.



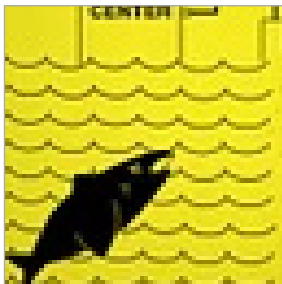
Environmental Excellence - Land

Daryl, that guy from the caution signs, branches out to talk about sustainability and environmental harm. This lowlight reel focuses on land environment.



Environmental Excellence - Air

Daryl, that guy from the caution signs branches out to talk about sustainability and environmental harm. This segment discusses air environment.



Environmental Excellence - Water

Daryl, that guy from the caution signs branches out to talk about sustainability and environmental harm. This series of examples focuses on water environment.



Safety Guy - Industrial & Manufacturing

Here we see our accident-prone hero Daryl from the caution signs show a few ways he's injured himself in non-office based settings.



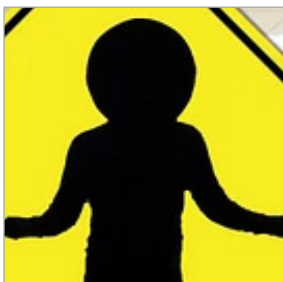
Safety Guy - Office

Daryl, our accident prone guy from the caution signs, shows how various office situations could lead to accidents.



Safety Guy - Outside the Workplace

The guy from the caution sign comes to life to share a few of the ways he's been injured outside the workplace. If something bad can happen, it'll happen to Daryl.



Safety Guy - Quality & Accurate Reporting

Daryl, our Mr. wrong-way guy from the caution signs, talks about some of the reasons he hasn't reported and documented safety and quality tests accurately. We see the results as it pertains to product quality, employee safety and customer safety.

Fraud and Accurate Reporting

In a culture of integrity, small things have a big impact.

Employees may feel like the company “owes” them, but the rules are clear: manipulating receipts or intentionally misreporting expenses is fraud. These videos explore the role of accurate reporting in upholding corporate integrity and shared values.

Get in touch

Reach out to your representative today to sample a video

TALK TO A REP

14+ VIDEOS >

Cramming the Quarter

Credit Card Shuffle

Expense Reporting Serenade

Incident Insanity

Fix it and Forget it

Keeping Track

Lint Trap

Leadership & Expense Reporting

Anti-Money Laundering Serenade

Pinball

Receipts

Revenue Recognition

Running Into Trouble

Tropic Thunder

Fraud and Accurate Reporting



Cramming the Quarter

This short showcases manipulating sales to hit targets as well as the leadership influence that lead to the breach of policy and integrity.



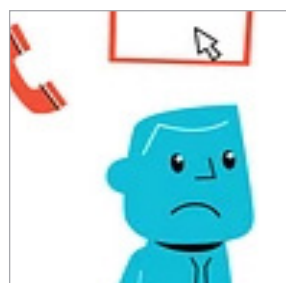
Credit Card Shuffle

This video short shows an employee improperly using his credit card to float an expense he intends to pay back, which perhaps he hasn't thought through very well.



Expense Reporting Serenade

What would happen if someone somehow knew about how you paid your travel expenses for personal gain? And what would that look like if that someone started singing about it in a coffee shop?



Incident Insanity

A peer resists reporting, missing several opportunities to do the right thing.



Fix it and Forget it

Here we use a cooking show to illustrate time and expense shifting issues between clients and projects.



Keeping Track

This short calls attention to how employees might inflate or adjust time and expenses to suit their needs.



Lint Trap

Here we highlight poor leadership behavior as we see Hank, our ornery sock puppet with bad ethics, ask an employee to submit fraudulent numbers to meet budget. Don't be a Hank!



Leadership & Expense Reporting

This short has our Travel and Expense Therapist helping a manager recognize that his need to be liked is getting in the way of his responsibility to manage his teams expense reporting.



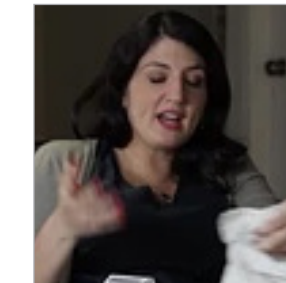
Anti-Money Laundering Serenade

This musically oriented video short, showcases an employee who realizes that he may unwittingly have been part of a money laundering scheme. Our omniscient coffee shop singer is nice enough to point that out for him.



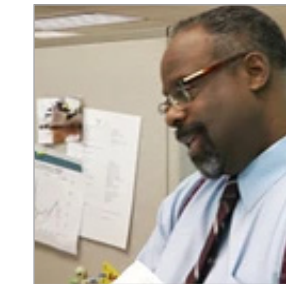
Pinball

Our Travel & Expense Therapist discusses an employee's rampant use of the corporate credit card for non-business related expenses like a Nerf basketball hoop and pinball machine.



Receipts

In this short, our Travel & Expense Therapist sees an employee who reveals an obsession of using cab receipts to cover her inappropriate expenses.



Revenue Recognition

Here we see our unethical sock puppet, Hank, manipulate sales to meet targets based on verbal commitments. Don't be a Hank!



Running Into Trouble

This fun, high energy, self aware, video short exaggerates wrong-way behavior about sharing confidential information for personal gain.



Tropic Thunder

This video short presents a scenario involving personal submissions as corporate expenses as well as manipulating the report to stay under expense limits.

Data Privacy, Cybersecurity, and Information Security

Take every precaution to keep Company info private.

Protecting passwords, data, devices, & networks is a 360 degree, 24/7 task that requires vigilance & common sense. Fortunately, these videos explore how a few basic, ironclad rules can make everyone's data, networks, and devices safer.

Get in touch

Reach out to your representative today to sample a video

TALK TO A REP

34+ VIDEOS >

Careful Communication
Comms Caution
Comms Chaos
Dating Detectives
Device Diligence
Docs Dedication
Doc Disorder
Doofus Don'ts
Double Check-it
E-Hoarders
Food Court Confidential

GDPR

5 Things
Finer Things
Hair Today Gone Tomorrow
Insider Trading
Info Security/Privacy
Keep it Offline
Loose Lips
Phishing
Phish Bait
Platform Peril
Private Eyes Only
Records Management

Security Measures 101

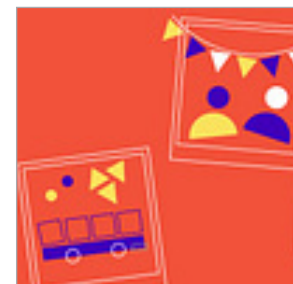
Social Butterfly
Social Media Meltdown
The Tradey Bunch
Think Before You Post
Third Parties
Info Sec
Digital Info Sec
Top Secret Ingredients
Virus Vigilance
Virtual Vulnerability
Your Blog is Showing

Data Privacy, Cybersecurity, and Information Security



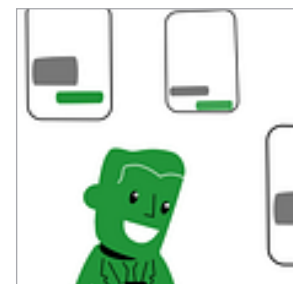
Careful Communication

In this animated short, we highlight over-sharing of private confidential information in a variety of situations and settings.



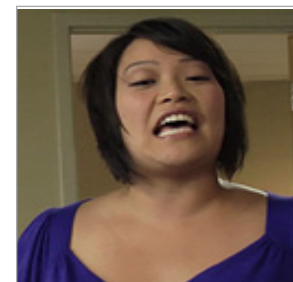
Comms Caution

Pause before posting to increase care when communicating.



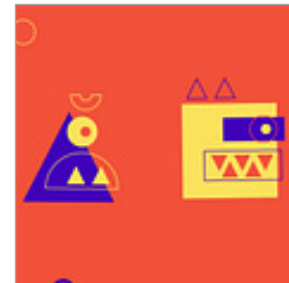
Comms Chaos

An employee doesn't demonstrate careful communications, talking about virtually everything, virtually everywhere.



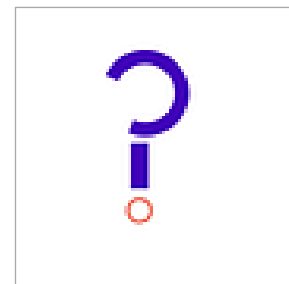
Dating Detectives

This short is a reminder to only access information relevant to the business at hand. And to keep company, customer and co-worker information private.



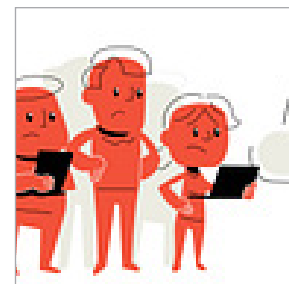
Device Diligence

Avoid assumptions about apps and platforms to strengthen security, especially when working remotely.



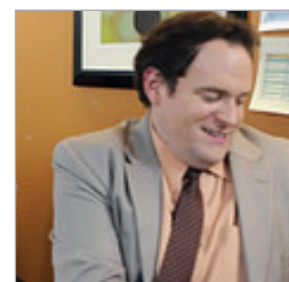
Docs Dedication

Practice concision and care when you devise your documents as they are potentially preserved for posterity.



Doc Disorder

A fellow employee flagrantly disregards document best practices with their unnecessary and unprofessional docs.



Doofus Don'ts

Employees sometimes try to store confidential information on the cloud and use information sharing sites that aren't secure. That just might be a problem.



Double Check-it

What would happen if your presentations, emails, social media posts and other workplace communications came to life? This fun short emphasizes that there is no assumption of privacy so employees should communicate carefully and responsibly.



E-Hoarders

This video short parodies the TV show Hoarders, as a way to draw attention to the importance of records retention and records management.



Food Court Confidential

This short shows the parallel between gossiping tween girls and an employee sharing confidential information in the same manner. It's a fun way to help employees see the issues related to careful communication and social media.



GDPR - 5 Things

How does EUGDPR affect your company? Are you in danger of being fined for violating it? This short animation clarifies what EUGDPR is and how it applies to your business.

Data Privacy, Cybersecurity, and Information Security

continued



GDPR - Finer Things

This animated piece delivers a high level overview on the steps needed to become GDPR-compliant.



Hair Today Gone Tomorrow

Not securing your workspace, working remote, not encrypting, flash drive usage and personal devices all pose potential problems. This video shows some of that.



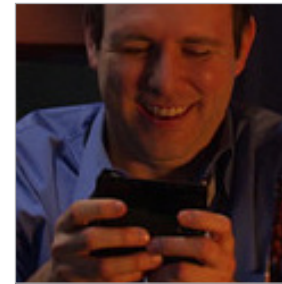
Insider Trading

In this animated short, we highlight oversharing of private confidential information in a variety of situations and settings and how this could lead to insider trading.



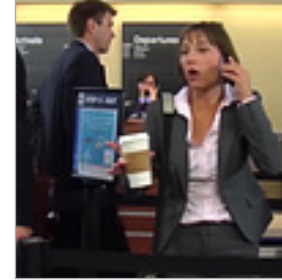
Info Security/Privacy

This is a great overview of the many info security issues employees need to be aware of. And you might recognize this Second City alum from SNL.



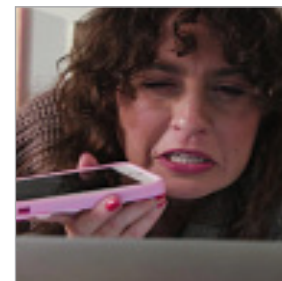
Keep it Offline

This short depicts employees casually posting private company business via social media while at an off-site conference, and how quickly that information can be picked up by others.



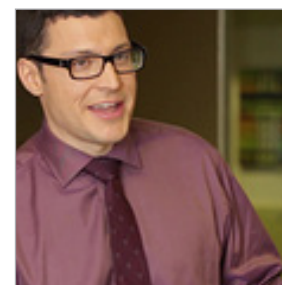
Loose Lips

You've got to be careful talking about private things in public spaces. Airports, train stations, coffee shops, you name it. Our loud talker highlights one of these situations.



Phishing

This video shows what can happen when unrecognized emails prompt you to take actions that are out of your company's scope. Learn how to identify these emails and equip yourself to protect your workplace.



Phish Bait

This video exaggerates how ridiculous it might be if you trusted strangers with your personal information as freely as some do with company information.



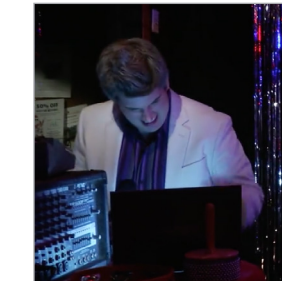
Platform Peril

Lena learns some legitimate lessons about security and storage when she starts to work from home.



Private Eyes Only

Working remote has led to many potential privacy problems. In this short, we see a businessman working from home, and his family uncovering and sharing confidential



Records Management

Our Karaoke singer shares through song how she ignored the companies privacy and records retention policies because (embarrassingly) it was too inconvenient.



Security Measures 101

This is a great overview of the many info security issues employees need to be aware of. And you might recognize this Second City alum from SNL.

Data Privacy, Cybersecurity, and Information Security

continued



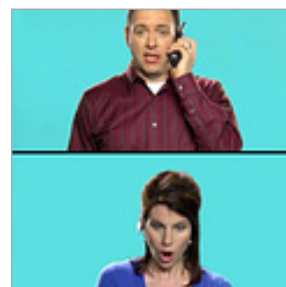
Social Butterfly

In this episode of Portraits of Imperfection, we meet "The Social Butterfly." This anti-hero proudly and obviously shares her wrong-headed wisdom as she demonstrates oversharing and breaches in privacy, while creating an uncomfortable work environment. The focus of this series is on reputational risk and integrity.



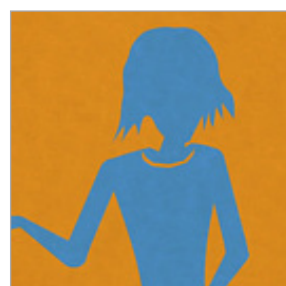
Social Media Meltdown

This video shows how social media has led to an online conflict that spills over to the workplace.



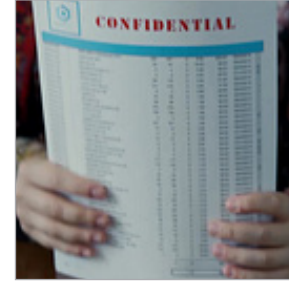
The Tradey Bunch

This playful video short lands the point about how quickly information can spread from party to party. Word of mouth, phone, texting, social media and so on.



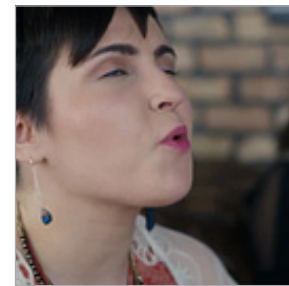
Think Before You Post

This animated short tackles the many issues that are associated with social media from confidentiality to bullying and harassment.



Third Parties - Info Security

A contractor takes advantage of her manager's "open-door" policy and shares confidential company information.



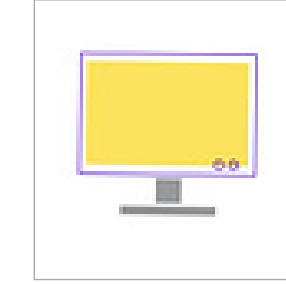
Third Parties - Digital Info Security

A contractor doesn't realize the implications of utilizing public wifi and working on confidential projects in a public space.



Top Secret Ingredients

This video short provides a heightened example of how confidentiality can be compromised when speaking in public places and not paying attention to your surroundings.



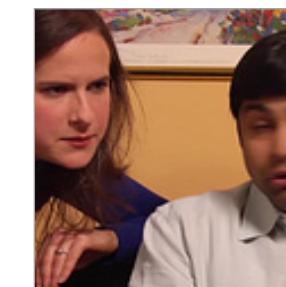
Virus Vigilance

Caution and care reinforces the remote office and fortifies against phishing.



Virtual Vulnerability

An employee is vanquished by viruses, menaced by malware and fooled by phishing when they start working remotely.



Your Blog is Showing

Here we see an overzealous employee/blogger, who is posting information about a new company acquisition as well as what went down at the office retreat.



Other Risk Areas

Ethical grey areas take many forms. So does RBS.

No matter how obscure the subject matter, if your company operates in a dynamic work environment with unique ethics & compliance challenges, we've got an RBS for you.

Get in touch

Reach out to your representative today to sample a video

TALK TO A REP

7+ VIDEOS >

Call the Press

EUGDPR - 5 Things

EUGDPR - Finer Points

Export Controls

Fair Hiring Practices

Investigations Management

Third Party Compliance

Other Risk Areas



Call the Press

Here we see a political contribution gone wrong in this scene that feels all too familiar. We highlight the issue of direct and indirect contributions to political parties and candidates.



EUGDPR - 5 Things

How does EUGDPR affect your company? Are you in danger of being fined for violating it? This short animation clarifies what EUGDPR is and how it applies to your business.



EUGDPR - Finer Points

This animated piece delivers a high level overview on the steps needed to become GDPR compliant.



Export Controls

In this animated short, our Abbott and Costello-like characters explain the basics of this risk area, and encourage employees to ask good questions and keep good records.



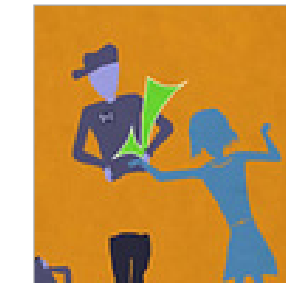
Fair Hiring Practices

Here we see the musical versions of all the things you cannot say during interviews and hiring, revealed through this "greatest hits" commercial parody.



Investigations Management

This short reminds managers about the fear and defensiveness that can set in when under investigation, so that they can encourage cooperation and calm.



Third Party Compliance

In this animated short, our characters banter about the nuances of evaluating your vendors, suppliers, contractors and agents to make sure they don't have past transgressions on their record or are affiliated with a government official.



Building a Culture of Compliance

Anti-Harassment, Retaliation & Speak Up
Bias and Inclusion
Code of Conduct

Leadership and Management
Respect in the Workplace

Anti-Harassment, Retaliation & Speak Up

Be Brave, Speak Up, & Empower Others to Speak Up.

Creating a culture of mutual respect, inclusion, & accountability starts with Speaking Up and empowering others to Speak Up. These videos explore the behaviors, reporting methods, and common concerns that can accompany this simple but brave decision.

Get in touch

Reach out to your representative today to sample a video

TALK TO A REP

18+ VIDEOS >

Bells & Whistles

Clueless

Don't Mess with the Messenger

Harassment Drills

Harassment & Discrimination Animation

Harassment-Free Job Site

HR Superstar

If Found

Incident Attention

The Ultimate Upstander

Third Parties Harassment

Play by Play

Speak Up and Helpline

Speak Up Policy

Standing By vs. Bystanding

Tour Flashback

Up-setting a Good Example (Fraud)

Whose Line Is It?

Anti-Harassment, Retaliation & Speak Up



Bells & Whistles

A classic reporting and retaliation video with a twist! Employees can be put in some difficult situations, and when management is involved, it adds to the anxiety. Even the best intentioned people have to feel safe before they can speak up.



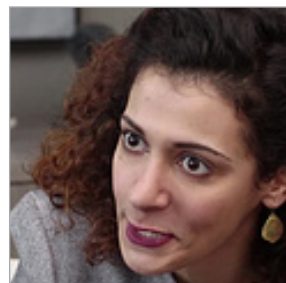
Clueless

Harassment can take many forms and we see many of them in our exaggerated characters clueless behavior.



Don't Mess with the Messenger

In this animated short, our playful antagonist shows us some of his questionable sales tactics and its explained that these techniques are in fact corrupt.



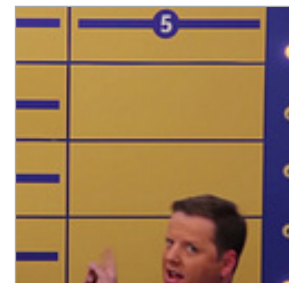
Harassment Drills

One offensive email causes panic — until employees remember and employ their harassment reporting training and procedures.



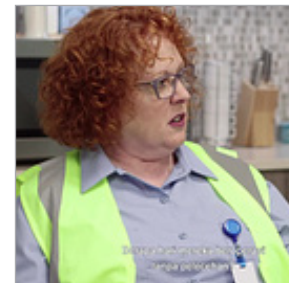
Harassment & Discrimination Animation

In this short, animation helps us tackle discrimination and the many forms of harassment including physical, verbal, and quid pro quo. The animation takes us out of reality which makes it easier to land the learning points in a playful way that doesn't feel too preachy.



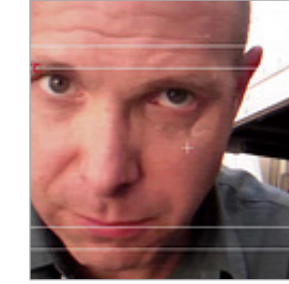
HR Superstar

This video short uses a game show parody to highlight verbal harassment, bullying and the cultural impact it can have.



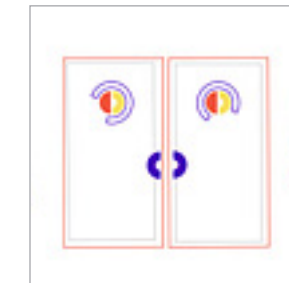
Harassment-Free Job Site

What if anti-harassment policies were given the same priority as workplace safety?



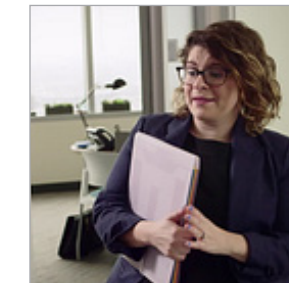
If Found

Here we showcase a fearful employee leaving his last words before reporting an incident. We heighten, to comedic effect, the real anxiety employees often feel, enabling users to highlight policies around confidentiality, reporting and retaliation.



Incident Attention

Here we see an employee returning from an overseas trip, recounting her "exciting" experience and sharing details about the preferential treatment and gifts she received, which of course has helped her select her new vendor.

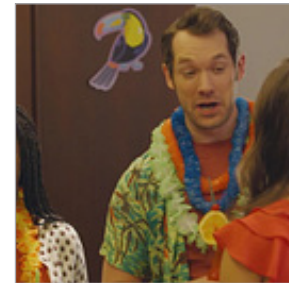


The Ultimate Upstander

It doesn't take a superhero to report harassment. Anyone can do it, and it is everyone's responsibility.

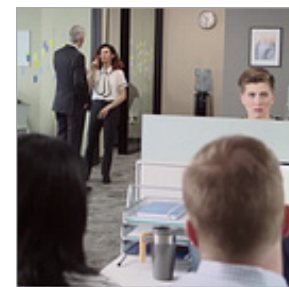
Anti-Harassment, Retaliation & Speak Up

continued



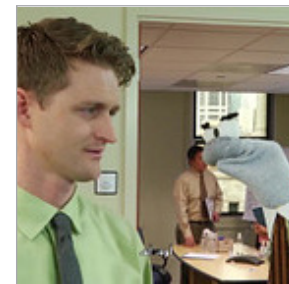
Third Parties Harassment

An employee neglects to report harassment when she thinks her company policies don't apply to contractors.



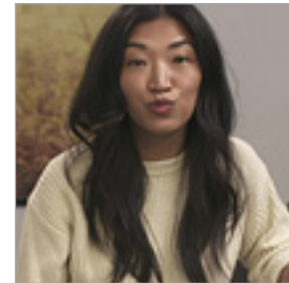
Play by Play

A high-level employee's aggressive flirting crosses over into sexual harassment until a colleague speaks up and stops it.



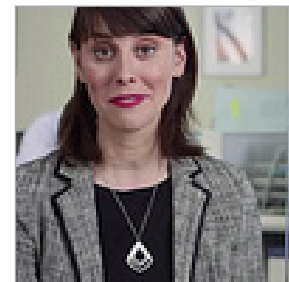
Speak Up and Helpline

Our unethical sock puppet manager, Hank, is at it again, giving bad advice to his employees about speaking up when something doesn't seem right.



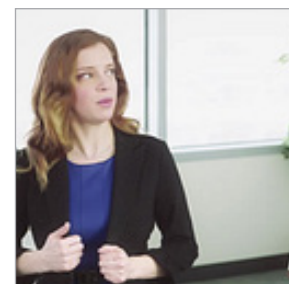
Speak Up Policy

This live action video offers a glimpse of the wide reaching consequences of not speaking up. Video also includes general advice on how to proactively address concerns / questions about the Speak Up policy.



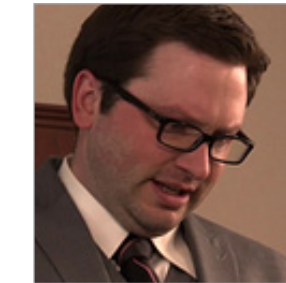
Standing By vs. Bystanding

There is more than one way to speak up when harassing behavior is witnessed. This short details several options for reporting.



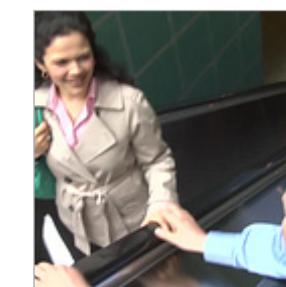
Tour Flashback

An office's lax attitude regarding workplace harassment has consequences when a high-potential new hire is given a tour.



Up-setting a Good Example (Fraud)

Tickets, expensive meals, gifts, entertainment and other things of value from a vendor can influence a business decision. This interesting gift certainly seems to.



Whose Line Is It?

This short takes a comedic look at how far employees might go to remain anonymous when speaking up.



Bias and Inclusion

Build a workplace where everyone feels welcome.

Inclusion matters. But what's that even mean? These videos explore actionable ways that viewers can help create an environment where everyone feels welcome while addressing the pain points and lessons that accompany this kind of growth.

Get in touch

Reach out to your representative today to sample a video

TALK TO A REP

29+ VIDEOS >

- Automatic Assumptions - Sexual Orientation
- Bringing Your Whole Self to Work
 - Military Experience
 - Religion
- Candidate Confusion
- Cross Cultural - Global Communication
- Developing Diverse Mindsets
- Developing Diverse Mindsets-Hiring & Promoting
- Differently Abled
- Diverse Thought - Multicultural Competency
- Gender Parity & Equality
- Inclusion
- Inclusive Leadership - Differently Abled
- Intent vs Impact
- LGBTQ+
- Microaggressions
- Multi-Generational Communication
- Multi-Generational Workforce
- Multicultural Competency
- Multicultural Inclusion
- New Team Members
- Preoccupied Presenter
- Pronouns
- Shrinking
- Siloed Communication
- Speak Up
- The Spectrum of Diversity
- Unconscious Bias
- Unconscious Bias -Family/Gender
- Your Bias Is Showing

Bias and Inclusion



Automatic Assumptions - Sexual Orientation

The Chief Happiness Officer commends a manager on her team for his word choice awareness and inclusive practices.



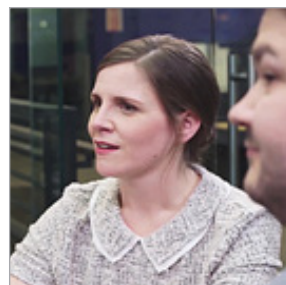
Bringing Your Whole Self to Work - Military Experience

The Chief Happiness Officer celebrates a team member who is able to tap into her own unique military skill set because she is confident bringing her whole self to work.



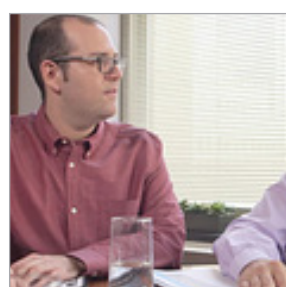
Bringing Your Whole Self to Work - Religion

A team avoids an awkward situation when figuring out how to celebrate a client win with a little help from The Inclusionary.



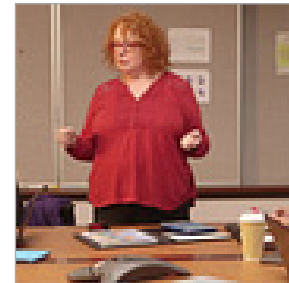
Candidate Confusion

The hiring team gets together to discuss different internal candidates and makes automatic assumptions based on their gender and family status.



Cross Cultural - Global Communication

A manager learns the value of listening to his team members and being fully aware of global communication.



Developing Diverse Mindsets

A manager reevaluates project assignments to diversify the skill set of her team. The Chief Happiness Officer celebrates her choice to build diverse thought.



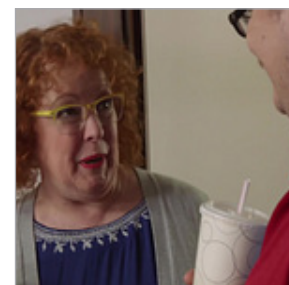
Developing Diverse Mindsets- Hiring & Promoting

A hiring manager doesn't recognize his implicit bias towards an interviewee.



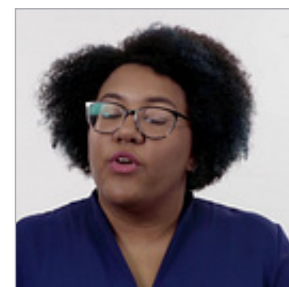
Differently Abled

This is an information video about "Differently Abled".



Diverse Thought - Multicultural Competency

A team lead builds a new team solely out of people who think and act just like him.



Gender Parity & Equality

This is an information video about Gender Parity & Equality.



Inclusion - Bob, Bobby, & Robert

Inclusion theater episode where Bob, Bobby, and Robert are hesitant with a new employee. Zelda doesn't do things the way things used to be done. Later, "the Bob's" embrace inclusion and allow company culture to change inspiring new ideas and enabling others to bring their full self to work.



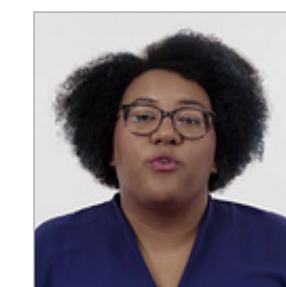
Inclusive Leadership - Differently Abled

With the help of The Inclusionary, two coworkers learn how to set up their differently abled team member for success employees see the issues related to careful communication and social media.



Intent vs Impact

Inclusion theater episode where our host describes office situations that we can learn from our mistakes and do better in the future. We learn to put our differences aside, own our impact and help lessen the hurt in front of us.



LGBTQ+

This is an information video about LGBTQ+.

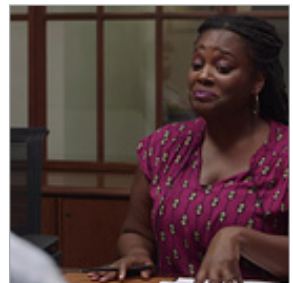
Bias and Inclusion

continued



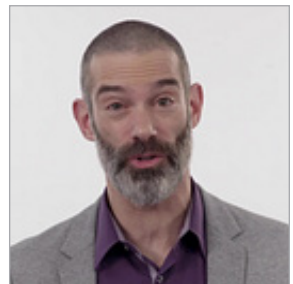
Microaggressions

This is an information video about Microaggressions.



Multi-Generational Communication

The Inclusionary steps in to help open up communication between two employees from different generations, who both have unique and valuable contributions to offer to the project.



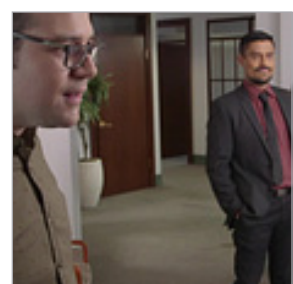
Multi-Generational Workforce

This is an information video about Multi-Generational Workforce.



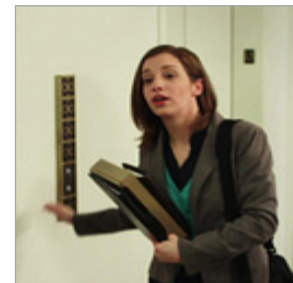
Multicultural Competency

This is a short information video on Multicultural Competency.



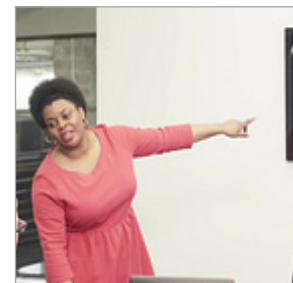
Multicultural Inclusion

A manager makes an assumption about the language skills of an employee based on his name, which impacts the client relationship.



New Team Members

One staff makes automatic assumptions about a new hire's age.



Preoccupied Presenter

A presenter committed several common mistakes people make when giving presentations without paying attention to the needs and responses from her audience members.



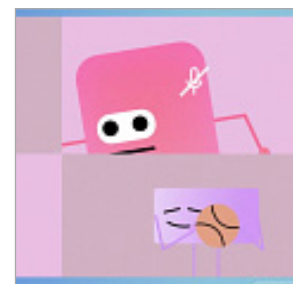
Pronouns

Gender pronouns are an important part of one's identity. Learning someone's pronouns is a show of respect and validates that you care.



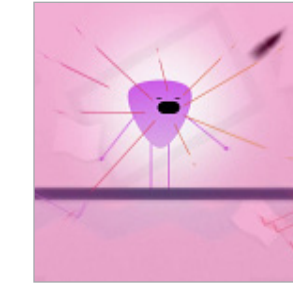
Shrinking

This video shows how one employee's insensitive comments can impact other coworkers and their work.



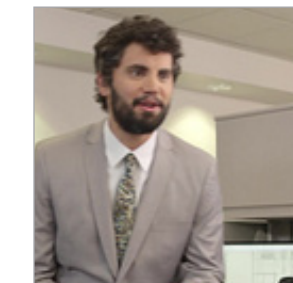
Siloed Communication

Inclusion theater episode where our host talks about working in a team environment and the natural blinders we put up. We learn to increase our awareness of the other voices around us and encourage others to collaborate. Removing silos will build a stronger team.



Speak Up

Speaking up, in big and small ways, may have a big impact. Speaking up demonstrates a commitment to, investment in, and support for the organization. Also, it can even inspire quieter colleagues to speak up next time.



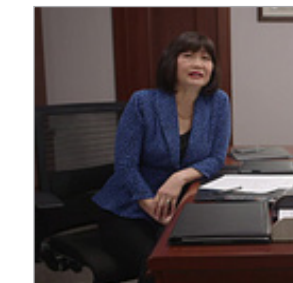
The Spectrum of Diversity

The Inclusionary helps a pair of employees understand the full spectrum of diversity and how it impacts their business.



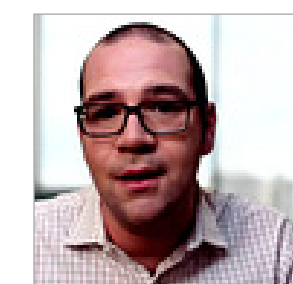
Unconscious Bias

This is an information video about Unconscious Bias.



Unconscious Bias - Family/Gender

Two hiring managers pass over the best candidates for a new role by making assumptions about their personal lives and how that impacts their work.



Your Bias Is Showing

A team lead shows strong favoritism towards certain members and ignores input from others on the team.

Code of Conduct

Spoiler: The answer to every question is: check the Code.

The path to a better, more productive workforce starts with the Code of Conduct. These videos explore the Code of Conduct's versatility and importance as a business tool as well as common platforms & channels where viewers can review the Code.

Get in touch

Reach out to your representative today to sample a video

TALK TO A REP

8+ VIDEOS >

Code and Helpline

Code Awareness Serenade

Code Confusion

Code Courage

Cracking the Code

Listen. Learn. Lead:
An Ethics Support Film

Sign Me Up

Unintended Consequences:
Ethics Training Support

Code of Conduct



Code and Helpline

This is classic “wrong way” behavior shown through our main character, Manager Hank, who happens to be an ornery sock puppet! By highlighting his ignorance, we draw attention to how easy it is to reference the resources that are available.



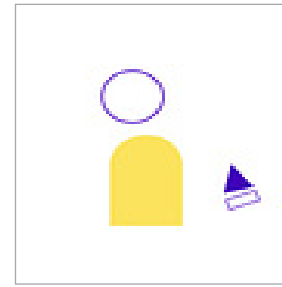
Code Awareness Serenade

In this musical short, our omniscient, coffee shop lounge singer, serenades a patron, praising her about her great knowledge of the code of conduct. To which she shares how easy it is to find all that information.



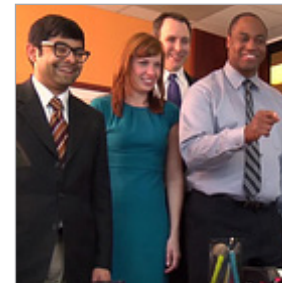
Code Confusion

Todd does a terrible triple, violating the code of conduct in three different, but no less damaging ways.



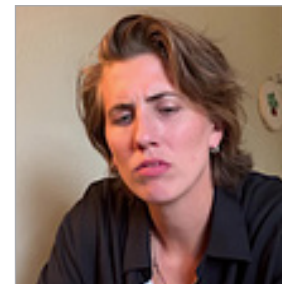
Code Courage

Consult the code and get guidance and governance about ethics, values and your responsibilities.



Cracking the Code

This short highlights a common problem. While most employees want to do the right thing, they often don't know (or don't pay attention to) the training, policies, guidelines and resources that are available.



Listen. Learn. Lead: An Ethics Support Film

In this live action video, an employee learns to get past a “check the box” mentality and appreciate the benefits of a 360/comprehensive approach to ethics training.



Sign Me Up

In this animated short, we highlight a common employee behavior that everybody knows, but no one talks about. And that is, employees certifying that they read and understand the code without reading it, and taking the training without paying attention.



Unintended Consequences: Ethics Training Support

In this live action video, an employee learns to get past a “check the box” mentality and appreciate the benefits of taking a more 360/comprehensive approach to ethics and compliance training.

Leadership and Management

Nobody's perfect, not even the leadership team.

Top down, bottom up... no matter which approach your organization takes in pursuit of excellence, at some point it's time to address the needs of Leadership. These videos address topics intended to sharpen the skill sets of any leadership team.

Get in touch

Reach out to your representative today to sample a video

TALK TO A REP

35+ VIDEOS >

Adapt - Or Die

Changing Course

Check in or Be Checked Out

Communication Coach

Coaching Mindset

Conversation Groundwork

Effective Goal Conversations

Emotional Situations

Fostering Growth

Difference of Opinion

Different Pages

Find Your Direction

Flood of Negativity

Fostering Success

Happy Belated Feedback

Have the Conversation

Idea Tree

Information Underload

Leadership Magic

Learn the Business

Listening for Opportunity

More Gossip Means Less Trust

Now or Never

Process Breakdown

Speak Up, Speak Out

Success over Process

Take Ownership From Day 1

Taking Action

The B-Squad

The Man Who Wouldn't Give Feedback

The Woman Who Avoided Feedback

The Woman Who Was Afraid of Change

Trained Up

Troubleshooter

Collaboration

Let It Go

Listen And Delegate

New Opportunities

Leadership and Management



Adapt - Or Die

This historical leader dismisses great innovation as 'unnecessary change'. It's suggested that this video be used in leadership and innovation training.



Changing Course

This ship's captain ignores the warning signs - and his crew's advice - when faced with a new threat. It's suggested that this video be used in leadership training and change management training in preparation for a large company change



Check in or Be Checked Out

A manager realizes that her lack of insight into a project means she can't support her employees or celebrate their victories.



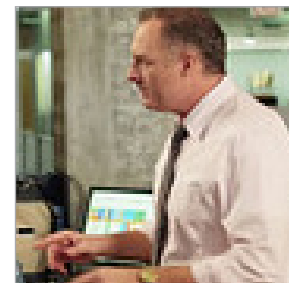
Communication Coach - Coaching Mindset

The Chief Communication Coach steps in to stop a manager from doing her team's work and teach her how to coach for team success.



Communication Coach - Conversation Groundwork

The Chief Communication Coach reminds a manager of the importance of listening to his employee to understand her needs by eliminating distractions and focusing on the conversation.



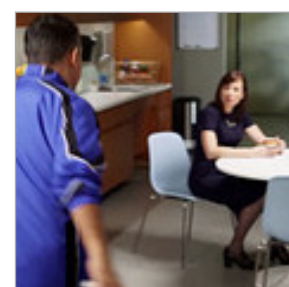
Communication Coach - Effective Goal Conversations

A manager learns that he'll lose his employees' engagement if he doesn't align her goals with company strategy.



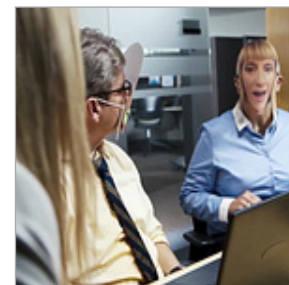
Communication Coach - Emotional Situations

A manager gets some advice from the Chief Communication coach on valuing an employee's efforts and ensuring difficult conversations don't escalate.



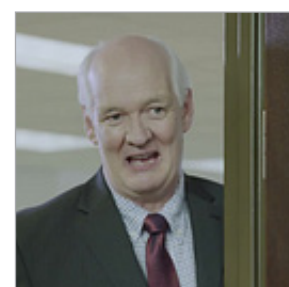
Communication Coach - Fostering Growth

The Communication Coach gives a manager the push she needs to create new opportunities and expand her team's



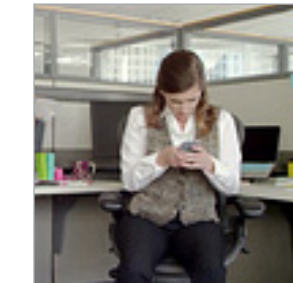
Difference of Opinion

This manager wishes everybody would communicate like she does. It's suggested that this video be used in leadership training, innovation sessions, and new manager training.



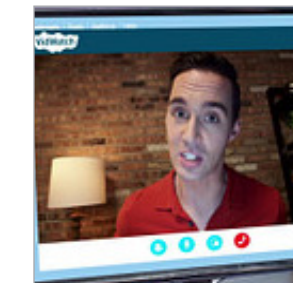
Different Pages

A manager sees the repercussions of not setting clear priorities for his employee.



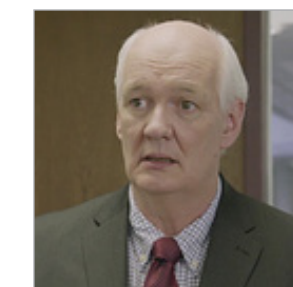
Find Your Direction

This employee tries to use a GPS to find the best path to a promotion, but finds that the road takes time and focus. It's suggested that this video be used in career planning training, goal setting, and new and emerging manager training.



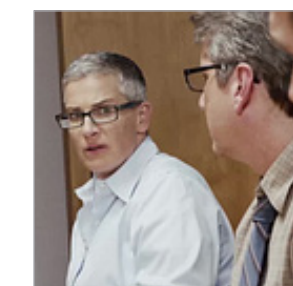
Flood of Negativity

Feedback loses value when you only focus on the negative – a manager gives a performance review that doesn't consider her employees' contributions to the team in the face of unique challenges.



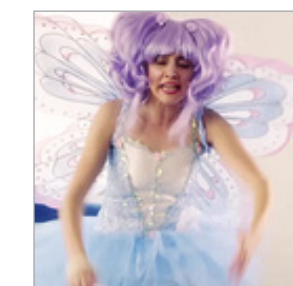
Fostering Success

A supervisor doesn't give a high potential employee the constructive feedback he needs to feel valued.



Happy Belated Feedback

One man receives important feedback - but it's far too late to use it. It's suggested that this video be used in leadership trainings and before a review period.

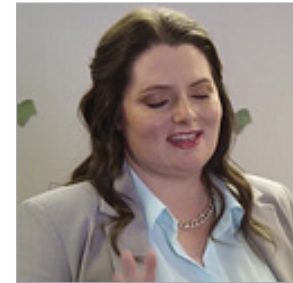


Have the Conversation

"A manager and an employee each secretly crave direct communication from the other. It's suggested that this video be used in communication training.

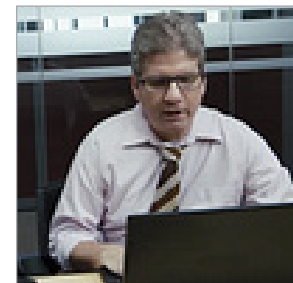
Leadership and Management

continued



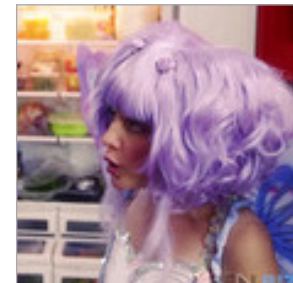
Idea Tree

A manager interrupts a brainstorming session and stops innovation in its tracks.



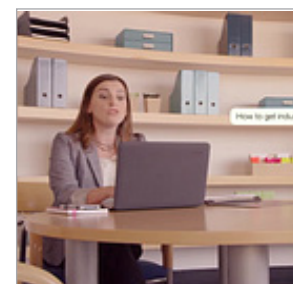
Information Underload

At one company, big changes are happening. With no concrete information to guide them, one team becomes obsessed with worst case scenarios. It's suggested that this video be used prior to or after a large company change or in leadership training.



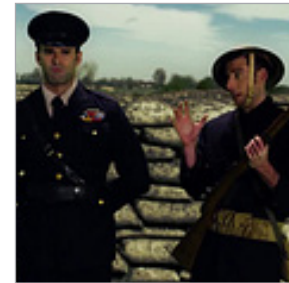
Leadership Magic

This new manager realizes that he has many leadership resources available to support his learning curve. It's suggested that this video be used in leadership training and high-potential/emerging leaders training.



Learn the Business

A new employee learns that there are no shortcuts to gaining industry knowledge - it takes time. It's suggested that this video be used in career planning training.



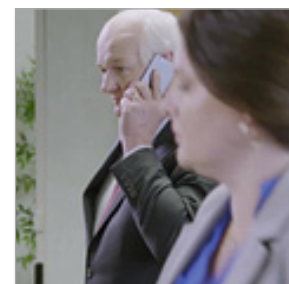
Listening for Opportunity

In a critical moment, this hapless leader misses out on a good idea from an unexpected source. It's suggested that this video be used in leadership training and change management training in preparation for a large company change.



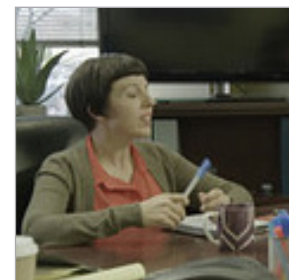
More Gossip Means Less Trust

A manager doesn't realize that his "harmless" gossip is causing his team to withhold their ideas.



Now or Never

A manager misses an opportunity to give specific feedback in the moment, leading to underdeveloped employee skills.



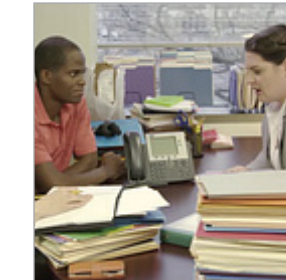
Process Breakdown

A team leader doesn't realize that the easy way isn't always the best way.



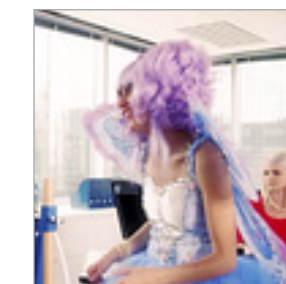
Speak Up, Speak Out

A lady-in-waiting chooses not to share her important insight with her boss, to disastrous results. It's suggested that this video be used during the onboarding process and in growth & development training.



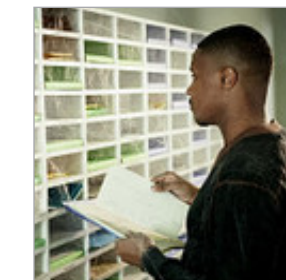
Success over Process

A leader helps his team navigate a tough timeline by adapting his process.



Take Ownership From Day 1

A new employee is reminded that he must take ownership - the information won't magically appear on his desk. It's suggested that this video is shown to employees upon hire.



Taking Action

An employee reminds her manager that if she doesn't grow her skills and experience, she'll get left in the dust.

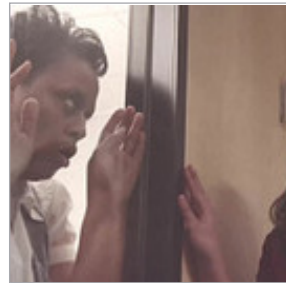
Leadership and Management

continued



The B-Squad

A high performing employee feels unsupported by her manager who caters to weaker team members.



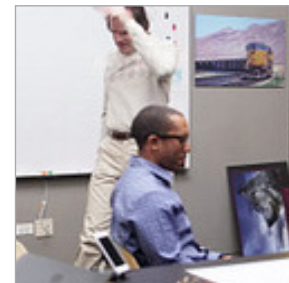
The Man Who Wouldn't Give Feedback

A manager refuses to give his team the feedback and coaching they are dying for. It's suggested that this video be used in new leader training, leadership training, and mentor/coaching training.



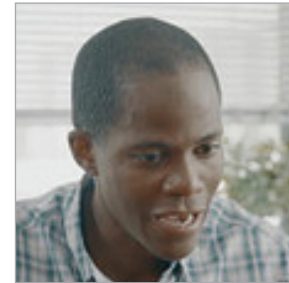
The Woman Who Avoided Feedback

One woman will do just about anything to avoid getting feedback. It's suggested that this video be used during the onboarding process and review period.



Trained Up

A model train enthusiast manager asks the right questions to identify his employee's interests for growth.



Troubleshooter - Collaboration

The Troubleshooter helps a manager open her model of collaborating and better utilize all of her resources.



Troubleshooter - Let It Go

The Troubleshooter steps in to help a manager who can't let go of projects he previously managed.



Troubleshooter - Listen And Delegate

The Troubleshooter helps a supervisor who is having trouble trusting her employee to take on new tasks.



Troubleshooter - New Opportunities

The Troubleshooter visits a manager at home to help her see the value of providing new projects and challenges to her team members.

Respect in the Workplace

Boundaries: learn to respect them without testing them.

What's a workplace based in mutual respect look like? It means taking everyone's POV and needs to heart. These videos explore how workplace respect manifests in everything we do: from hygiene to hierarchy. Onsite, offsite, & everywhere else.

Get in touch

Reach out to your representative today to sample a video

TALK TO A REP

8+ VIDEOS >

Breakroom Bias

Call the Press

Company Retreating

Leadership - Karaoke Confessions

Public Hygiene &
Sick Policy The Movie

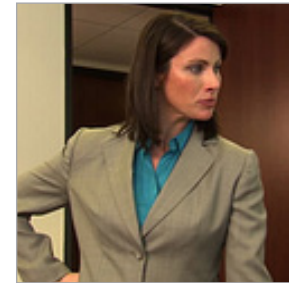
Retirement Party

The Menacing Manager

Unintended Consequences-
Hygiene & Sick policy

Video Conference Etiquette

Respect in the Workplace



Breakroom Bias

This short showcases how a personal relationship with an employee presents a conflict when it influences the manager's decision.



Company Retreating

Sometimes managers cross the line in terms of their personal relationships with their co-workers. With social media, it's easy for the lines to blur as to what is appropriate.



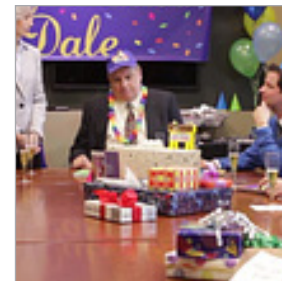
Leadership - Karaoke Confessions

Our character, "Karen" sings about how she has been taking and using company property for her own side business deals.



Public Hygiene & Sick Policy The Movie

This live action video provides viewers with a simple / actionable message on workplace hygiene and sick day policy. Video also includes general advice on how to proactively address concerns / questions about the policy.



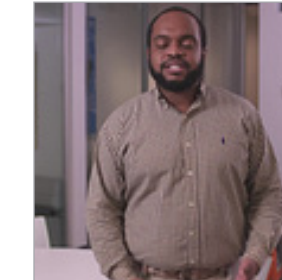
Retirement Party

Here we see leadership and HR reveal a bit too much about an employee's confidential information. And we soon see that it's a pervasive problem throughout the organization.



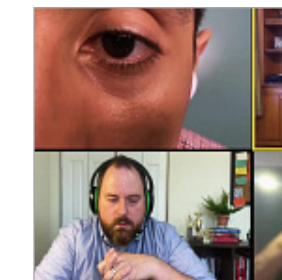
The Menacing Manager

In this episode of Portraits of Imperfection, we meet "The Menacing Manager." This anti-hero proudly and obviously shares his wrong-headed wisdom as he demonstrates intimidation, harassment, retaliation and alcohol in the workplace. The focus of this series is on reputational risk and integrity.



Unintended Consequences- Hygiene & Sick Policy

This live action video provides viewers with a simple / actionable message on workplace hygiene and sick day policy. Video also includes general advice on how to proactively address concerns / questions about the policy.



Video Conference Etiquette

Commercial spoof of your typical Zoom characters - Lighting, Angles, Overtalking, Close Camera Contact and damaged mics can all be found on video calls. Learn how to best prepare yourself for any call.



Industry Libraries

Energy
Life Sciences

Pharma Sales
Sales Best Practices

Energy

You have more power than you think you do.

In a highly regulated field, the stakes are higher. But when you make the learning fun, the lessons stick. With this series of videos we detail guidelines and best practices for not running afoul of laws & policies in the Energy industry.

Get in touch

Reach out to your representative today to sample a video

TALK TO A REP

19+ VIDEOS >

Antitrust - Drinks

Competitive Intelligence: The Two Stans

Compliance Awareness - Johnny Renegade

Compliance Awareness - Therapy

Compliance Awareness - Training Day

Confidentiality - Can You Still Hear Me

Independent Functioning Rule - Unhappy Birthday

No Conduit Rule - Idle Chit Chat

Safety Guy

Environmental Excellence, Air

Environmental Excellence, Land

Environmental Excellence, Water

Industrial & Manufacturing

Office

Outside the Workplace

Quality & Accurate Reporting

Safety - Driving Chris Crazy

Self Reporting - Backyard Burial

Transparency Rule - Is It That Transparent

Undue Preference - Twins

Energy



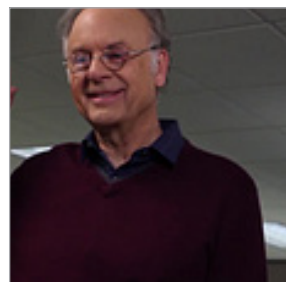
Antitrust - Drinks

At a trade show, this employee finds himself in a potentially dangerous conversation with the competition. How do we soften this serious subject, why with hilarious spit takes!



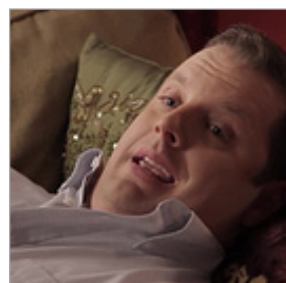
Competitive Intelligence: The Two Stans

Temptation is the theme of this video short, which depicts an employee happening upon some competitive intelligence. Angel and Devil puppets help us see the dilemma.



Compliance Awareness - Johnny Renegade

Without resorting to fear tactics, this video introduces the notion that your company's culture is one that takes compliance very seriously.



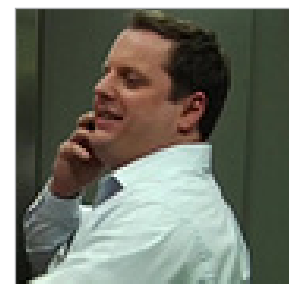
Compliance Awareness - Therapy

Poor Mr. Gillman just can't keep all the energy regulatory bodies straight in his head - FERC, NERC, NARUC, WECC, EPA, NAESB, CFTC and so on. This short highlights the importance of knowing the agencies and regulation.



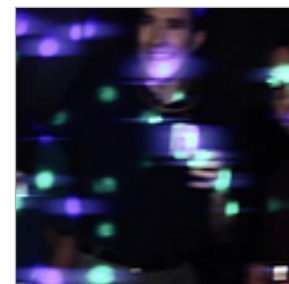
Compliance Awareness - Training Day

Avoid assumptions about apps and platforms to strengthen security, especially when working remotely.



Confidentiality - Can You Still Hear Me

In perhaps the longest elevator ride in history, we see what happens when someone discusses nonpublic information without minding their environment.



Independent Functioning Rule - Unhappy Birthday

Vic thinks his office birthday party has been ruined because some people aren't there. He just doesn't understand why some departments need to be physically separated from his.



No Conduit Rule - Idle Chit Chat

In this sitcom-style short, Lydia, the office gossip violates FERC's No Conduit Rule by sharing information between marketing and the transmission function.



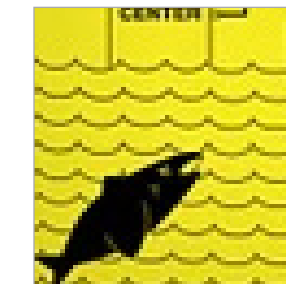
Environmental Excellence - Land

Daryl, that guy from the caution signs, branches out to talk about sustainability and environmental harm. This lowlight reel focuses on land environment.



Environmental Excellence - Air

Daryl, that guy from the caution signs branches out to talk about sustainability and environmental harm. This segment discusses air environment.



Environmental Excellence - Water

Daryl, that guy from the caution signs branches out to talk about sustainability and environmental harm. This series of examples focuses on water environment.

Energy

continued



Safety Guy - Industrial & Manufacturing

Here we see our accident prone hero Daryl from the caution signs show a few ways he's injured himself in non-office based settings.



Safety Guy - Office

Daryl, our accident prone guy from the caution signs, shows how various office situations could lead to accidents.



Safety Guy - Outside the Workplace

The guy from the caution sign comes to life to share a few of the ways he's been injured outside the workplace. If something bad can happen, it'll happen to Daryl.



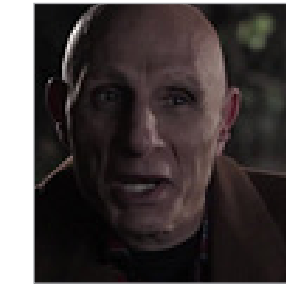
Safety Guy - Quality & Accurate Reporting

Daryl, our Mr. wrong-way guy from the caution signs, talks about some of the reasons he hasn't reported and documented safety and quality tests accurately. We see the results as it pertains to product quality, employee safety and customer safety.



Safety - Driving Chris Crazy

This short features the classic comic duo of the "wise person" and the "not so wise person" to highlight driving safety.



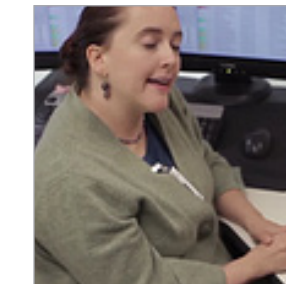
Self Reporting - Backyard Burial

This video helps promote the idea of transparency no matter the circumstance. If you are part of or aware of a problem, it's better to be transparent then try to cover up the tracks.



Transparency Rule - Is It That Transparent

This video short emphasizes the importance of staying transparent online according to FERC's standards.



Undue Preference - Twins

Through comedic analogy, this video makes the concept of undue preference and similarly situated entities a little easier to understand. Why does she prefer Jerry over Barry?

Life Sciences

The Intersection of Sales, Science, and Integrity.

Reputational harm is an ever present threat. However, firms can mitigate risk by conducting business with integrity, vigilance, and clearly defined boundaries. These videos explore key values and techniques for conducting business with integrity.

Get in touch

Reach out to your representative today to sample a video

TALK TO A REP

34+ VIDEOS >

Adverse Events

Rash Decisions
Share Your Voice

Business Surroundings

Karaoke Confessions,
Nightclubs
Wrong Place,
Wrong Time

Confidentiality -
Running Your Mouth

Donations & Contributions

Donation Don't
Negotiation No No

Meals & Incentives

Feeding Frenzy
Head Count

Off-Label

Off-Label, Off Limits
Office Pop-In, Kickback
Office Pop-In,
Limitations
Serenade
Outside Jobs -
Moonlighting

Personal Relationships

Dining Disclosure
Whose Your BFF
Privacy - HIPAA

Sales & Medical Affairs

Animation, Separate
But Equal
Words Unspoken

Sales Aids

Karaoke Confessions
Scary Sales Rep

Speak-Up

Self Help
Trials and Tribulations

Speakers & Kickback

Conference Crashers
Heat Treat
KOL Konundrum

Speakers & Off-Label

Dont Let It Slide
Look Yourself in the Eye
Not Approved for
General Audiences

Transparency

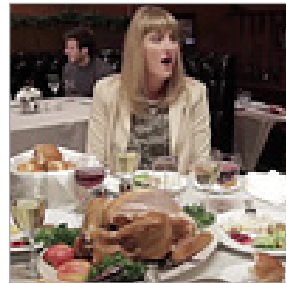
Animation
Blinded by the Light
Serenade
Sun-Shun Day
Track-N-Save

Life Sciences



Adverse Events - Rash Decisions

Here we showcase a few reps coming across reports of adverse events online and they debate whether or not they have to report based on the source.



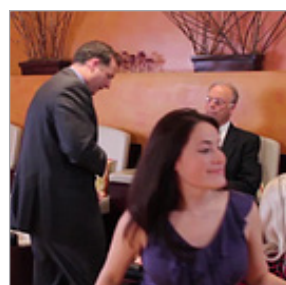
Adverse Events - Share Your Voice

In this short, we see some employees out to dinner, encountering a potential adverse patient safety issue - albeit a ridiculous one played by our comedian. We see both the proper and improper response.



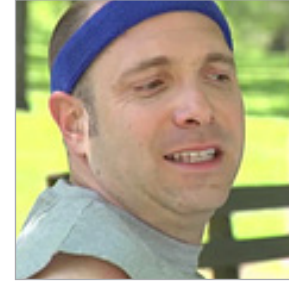
Business Surroundings - Karaoke Confessions, Nightclubs

This short is used to highlight appropriate venues for speaker programs and business interaction as well as alcohol and entertainment guidelines.



Business Surroundings - Wrong Place, Wrong Time

This video short takes the inappropriate business venue to a ridiculous extreme to highlight a situation where no real business can be conducted.



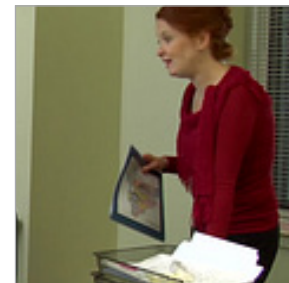
Confidentiality - Running Your Mouth

In this slice of life video, we see a rep being put in an uncomfortable situation as he's pressed to disclose confidential information to his running pal, Dr. Cardiologist.



Donations & Contributions - Donation Don't

In this video we see a healthcare provider push her charity event on a sales rep and not so subtly ties it to an order. Oh what to do.



Donations & Contributions - Negotiation No No

This video highlights a tricky situation, as an hcp tries to tie a contract renewal to a donation.



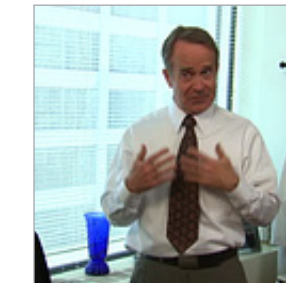
Meals & Incentives - Feeding Frenzy

Here we see a rep who has little interest in the learning aspect of a lunch and learn and the hcp's are all too eager to take advantage.



Meals & Incentives - Head Count

This short highlights a few issues - legitimate speaker programs, expenses and meal limits with an undertone of kickback. It also includes a future SNL weekend update anchor.



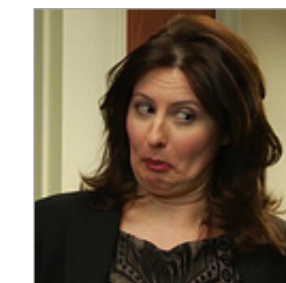
Off-Label - Off-Label, Off Limits

Here we see a classic case of the hcp fishing for information on off-label use, in the form of charades, putting the rep in an uncomfortable situation.



Off-Label - Office Pop-In, Kickback

Our rep brags about offering a high prescriber a quid pro quo consulting arrangement that he's sure is fair market value. He also prompts an off-label conversation all the while justifying his own behavior. employees see the issues related to careful communication and social media.

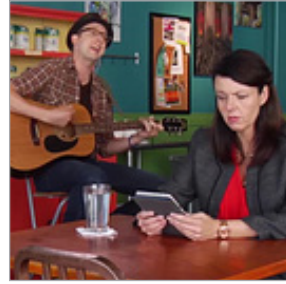


Off-Label - Office Pop-In, Limitations

This excited, but oblivious sales rep wins a big contract by talking up competitor defects, not revealing her own product deficiencies and subtly steering the conversation to off-label info.

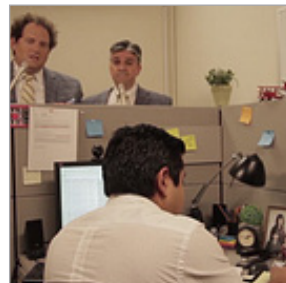
Life Sciences

continued



Off-Label - Office Pop-In, Serenade

In this musical short, our prescient, coffee shop troubadour sets his sights on a sales rep, as he calls her out on her off-label chatter. Short and sweet but not too heavy handed.



Outside Jobs - Moonlighting

Two sports announcers pop up and comment on COI situation. They call out the potential problem of holding two conflicting jobs and they encourage employees to disclose these activities in advance.



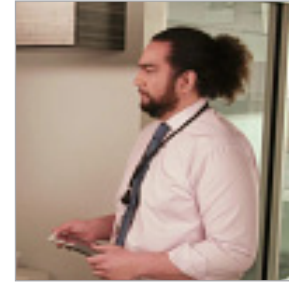
Personal Relationships - Dining Disclosure

Our two sports commentators pop up to call out a classic conflict of interest scenario. We don't call this out as right or wrong. The point here is to emphasize transparency and disclosure.



Personal Relationships - Whose Your BFF

Our friendly sports announcers pop up and comment when personal and professional lines get blurred.



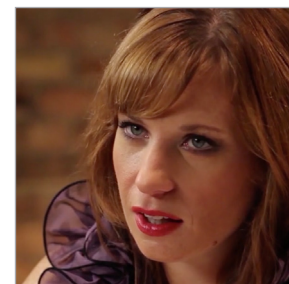
Privacy - HIPAA

Here we see a political contribution gone wrong in this scene that feels all too familiar. We highlight the issue of direct and indirect contributions to political parties and candidates.



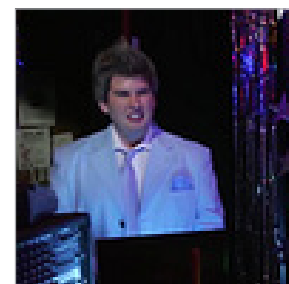
Sales & Medical Affairs - Animation, Separate But Equal

Our antagonist character steps precariously close to colluding with the medical science liaison on a sales call by staying involved in the conversation via phone, tablet and in person. Lucky for us the protagonist is there to keep the conversations separate.



Sales & Medical Affairs - Words Unspoken

An employee doesn't demonstrate careful communications, talking about virtually everything, virtually everywhere.



Sales Aids - Karaoke Confessions

In this video short, we listen to Trish sing proudly about how her marketing materials are much cooler than the approved ones.



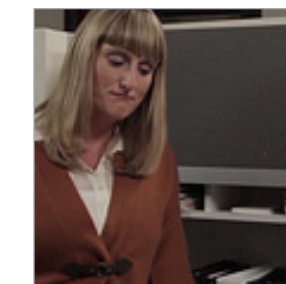
Sales Aids - Scary Sales Rep

In this video short we see an uber-aggressive sales rep going to great lengths to demonstrate product and win a sale. In health care and life sciences, this short is used to reinforce policies around approved marketing materials and sales aids.



Speak-Up - Self Help

This highlights an employee recognizing a mistake and reporting himself after giving a doctor samples for use in a clinical trial. In addition to showcasing right way/wrong way behavior, we are helping the compliance office position themselves as a coach and not a police force.

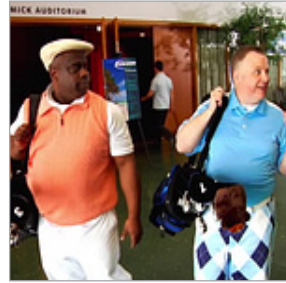


Speak-Up - Trials and Tribulations

This short has several uses as it showcases a manager applying pressure to an employee to falsify clinical study reports. It showcases an accurate reporting issue. And it highlights the importance of speaking up when something doesn't feel right.

Life Sciences

continued



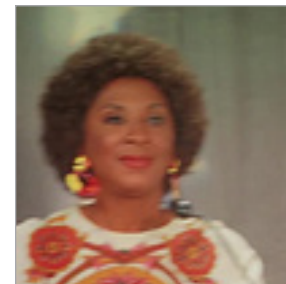
Speakers & Kickback - Conference Crashers

In this short, we exaggerate the misuse of advisory boards as a form of compensation.



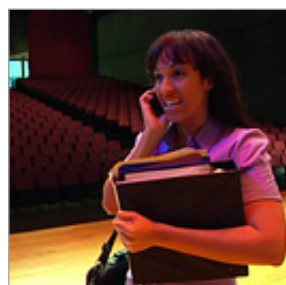
Speakers & Kickback - Heat Treat

In this short, we focus on speaker arrangements as a form of kickback, with the health care provider driving the conversation.



Speakers & Kickback - KOL Konundrum

In this game show parody, we draw attention to the sometimes difficult questions that arise when it comes to working with KOLs.



Speakers & Off-Label - Dont Let It Slide

This short showcases a physician KOL who ust won't get around to removing off-label info from her slides, putting the rep in a tough spot.



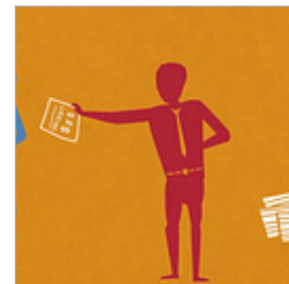
Speakers & Off-Label - Look Yourself in the Eye

This video focuses on a rep having difficulty speaking up about a speaker going off-label. It's a tough job but he's just the guy to do it.



Speakers & Off-Label - Not Approved for General Audiences

Here we highlight a potential off-label promotion issue involving an inappropriate audience at a speakers program. Even if our pediatric doc-doc wants to attend, if its not an approved audience, it's a no-no.



Transparency - Animation

In this animated short, we empathize with the sales rep who thinks that all the detailed expense reporting is a pain in the you-know-what. But we also tee up its importance.



Transparency - Blinded by the Light

In this playful video short, we literally see a spotlight being put on all the activities of our affable sales rep, calling attention to some of his questionable behavior, but also highlighting the issue of transparency and accurate reporting.



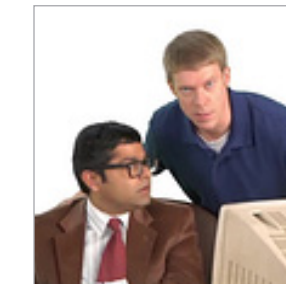
Transparency - Serenade

This musical video empathizes with the rep, acknowledging the hassle factor of record keeping, but showcasing how it will affect his clients. It also calls out aggregate spend.



Transparency - Sun-Shun Day

This short raises awareness about how the expenses and reimbursement spent on health care providers are now public.



Transparency - Track-N-Save

This fake infomercial highlights the importance of tracking, recording and reporting expenses accurately. By taking the opposite approach, we can call out some common problems in a playful way.

Pharma Sales

Ethical Pharma Sales made easy. No MIRF required.

In a dynamic sales environment, there can be immense pressure to cut corners. In this series of videos, we explore how sales, medical science, & patient access team members can maintain clear boundaries and protect the company from reputational harm.

Get in touch

Reach out to your representative today to sample a video

TALK TO A REP

8 VIDEOS >

The Workshop

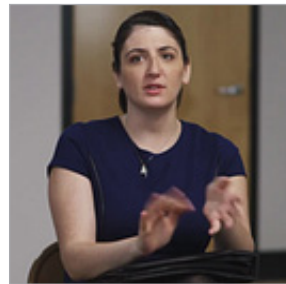
- Episode 1: Speaker Programs, Meal Allowances & You.
- Episode 2: Hitting Sales Goals — The Right Way, The Wrong Way, The DOJ Way
- Episode 3: Giving Gifts, Leveraging Samples & “Off the Books”
- Episode 4: Selling Off-Label
- Episode 5: Patient Access: Not All Good Deeds are Created Equal
- Episode 6: Recipe for Disaster: Off Label, Patient Access, & Adverse Events
- Episode 7: MSL's & Sales Reps: A Complicated Marriage
- Episode 8: Recipe for Success: MSL Etiquette, Samples & Patient Interaction

Pharma Sales



Episode 1: Speaker Programs, Meal Allowances & You.

Meet Kim, a Pharma Sales Rep who has it all: great rapport with clients, sales awards, and a problem with speaker programs & meal allowances. As part of her probation she joins a group of Pharma professionals with similar mistakes in their past. This episode also explores potential repercussions of making false and misleading statements about products, including clawbacks.



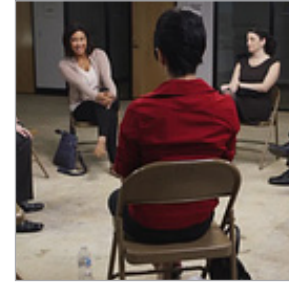
Episode 2: Hitting Sales Goals — The Right Way, The Wrong Way, The DOJ Way

While liaising with the Marketing Team, Kim (a Sales Rep) is tested when she realizes the Marketing Team is set on exaggerating study results. Later in Group, we meet a Hospital Rep who shows what happens when you combine an overzealous team leader, a whistleblower, and the DOJ.



Episode 3: Giving Gifts, Leveraging Samples & “Off the Books”

Kim discovers a fellow Rep is leveraging samples for sales. Later at group, She learns about the lengths some former reps went in order to sidestep meal allowances and disguise off the books gift-giving.



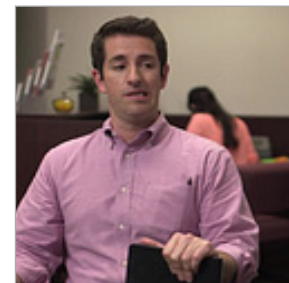
Episode 4: Selling Off-Label

Selling Off-Label Kim learns that some unpleasant conversations with physicians can't be avoided, especially when it comes to discussing safety risks. Later at group, Kim learns that being compliant means being vigilant even during a drug's preapproval phase.



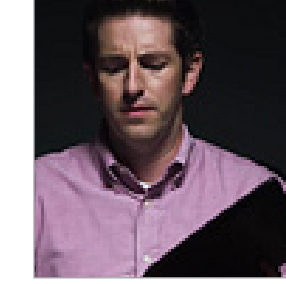
Episode 5: Patient Access: Not All Good Deeds are Created Equal

Kim faces a dilemma when she sees a misguided Rep violate both company policy and privacy laws to help resolve a patient access issue.



Episode 6: Recipe for Disaster: Off Label, Patient Access, & Adverse Events

Todd, a Pharma Sales Rep, potentially creates a perfect storm when he botches a MIRF process, introduces an MSL to an HCP, and points a patient towards a Patient Access Program for an off label indication. During group, Todd is reminded about the distinct roles MSL's, Sales Rep's and HCP's can and cannot play.



Episode 7: MSL's & Sales Reps: A Complicated Marriage

Todd work life turns into a nightmare when he envisions a chain reaction of unforeseen but preventable disasters. Later, Todd sees secondhand how pushing off label and leveraging a relationship with an MSL can be a disastrous combination.



Episode 8: Recipe for Success: MSL Etiquette, Samples & Patient Interaction

Seeing the error of his ways, Todd makes good and demonstrates proper MSL etiquette, sample drop offs, and Patient interaction.

A Fit for Every Audience



Animations

But Seriously, Folks

Animations

Comedy & Learning that can be translated into any language

Our animated shorts are an effective tool for reaching **global audiences**. With clean graphics and broad (yet effective) comedy, these videos demonstrate key learning points without sacrificing the humor that makes the learning so memorable.

Get in touch

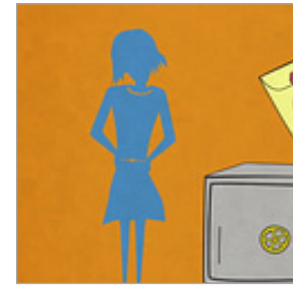
Reach out to your representative today to sample a video

TALK TO A REP

39+ VIDEOS >

Careful Communication	Docs Dedication	Safety Guy
Code & Helpline Awareness - Sign Me Up	EUGDPR - 5 Things	Environmental Excellence, Air
Code Confusion	EUGDPR - Finer Points	Environmental Excellence, Land
Code Courage	Export Controls	Environmental Excellence, Water
Comms Caution	Harassment & Discrimination	Industrial & Manufacturing Office
Comms Chaos	Incident Attention	Outside the Workplace
Conflict Care	Incident Insanity	Quality & Accurate Reporting
Conflict Commotion	Inclusion - Bob, Bobby, & Robert	Siloed Communication
Corruption & Bribery	Info Security	Think Before You Post
Device Diligence	Insider Trading	Third Party Compliance
Dilly Disarry	Intent vs Impact	Virtual Vulnerability
Do the Due	Platform Peril	Virus Vigilance
Doc Disorder	Pronouns	What's Extravagant

Animations



Careful Communication

In this animated short, we highlight over-sharing of private confidential information in a variety of situations and settings.



Code & Helpline Awareness - Sign Me Up

In this animated short, we highlight a common employee behavior that everybody knows, but no one talks about. And that is, employees certifying that they read and understand the code without reading it, and taking the training without paying attention.



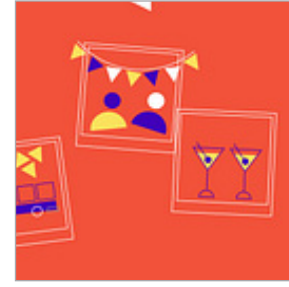
Code Confusion

Todd does a terrible triple, violating the code of conduct in three different, but no less damaging ways.



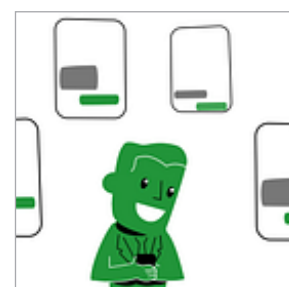
Code Courage

Consult the code and get guidance and governance about ethics, values and your responsibilities.



Comms Caution

This short is a reminder to only access information relevant to the business at hand. And to keep company, customer and co-worker information private.



Comms Chaos

An employee doesn't demonstrate careful communications, talking about virtually everything, virtually everywhere.



Conflict Care

Strike a mutually beneficial balance between your pursuits outside the company and your work inside the company.



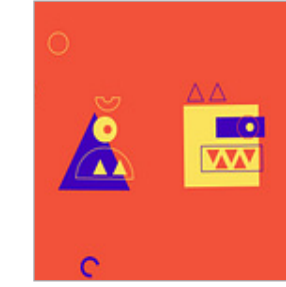
Conflict Commotion

Eyebrows are raised when a colleague fails to disclose the nature of a relationship with a "friendly" vendor.



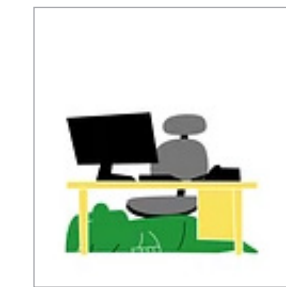
Corruption & Bribery

In this animated short, our playful antagonist shows us some of his questionable sales tactics and its explained that these techniques are in fact corrupt.



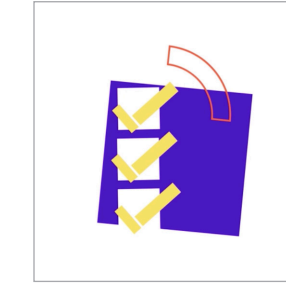
Device Diligence

Avoid assumptions about apps and platforms to strengthen security, especially when working remotely.



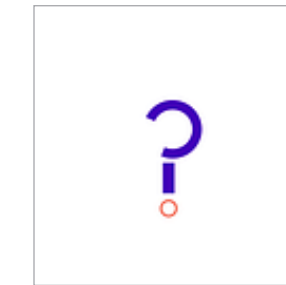
Dilly Disarray

A co-worker makes some mistakes when they hastily hire and potentially price fix.



Do the Due

Dedication to due diligence saves you from sometimes sordid and often unsavory surprises.



Docs Dedication

Practice concision and care when you devise your documents as they are potentially preserved for posterity.



Docs Disorder

A fellow employee flagrantly disregards document best practices with their unnecessary and unprofessional docs.

Animations

continued



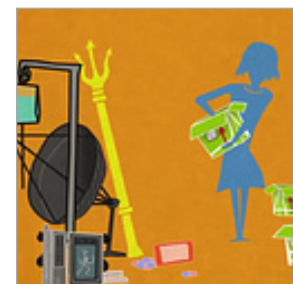
EUGDPR - 5 Things

How does EUGDPR affect your company? Are you in danger of being fined for violating it? This short animation clarifies what EUGDPR is and how it applies to your business.



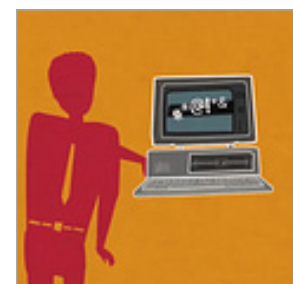
EUGDPR - Finer Points

This animated piece delivers a high level overview on the steps needed to become GDPR compliant.



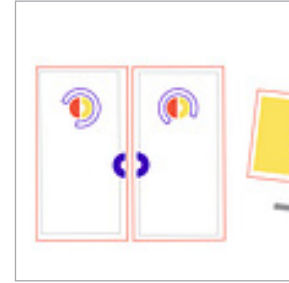
Export Controls

In this animated short, our Abbott and Costello-like characters explain the basics of this risk area, and encourage employees to ask good questions and keep good records.



Harassment & Discrimination

In this short, animation helps us tackle discrimination and the many forms of harassment including physical, verbal, and quid pro quo. The animation takes us out of reality which makes it easier to land the learning points in a playful way that doesn't feel too preachy.



Incident Attention

When you see something unsettling, know you're protected and speak up to help get it corrected.



Incident Insanity

A peer resists reporting, missing several opportunities to do the right thing.



Inclusion - Bob, Bobby, & Robert

Inclusion theater episode where, Bob, Bobby, Robert, are hesitant with a new employee. Zelda doesn't do things the way things used to be done. Later, "the Bob's" embrace inclusion and allow company culture to change inspiring new ideas and enabling others to bring their full self to work.



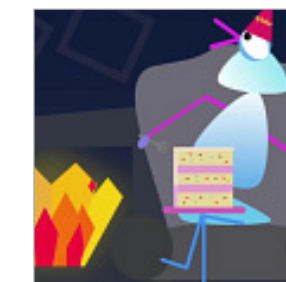
Info Security

This animated short focuses on awareness. It showcases a variety of ways people carelessly put the organization at risk for privacy breaches without realizing it.



Insider Trading

In this animated short, we highlight over-sharing of private confidential information in a variety of situations and settings and how this could lead to insider trading.



Intent vs Impact

Inclusion theater episode where our host describes office situations that we can learn from our mistakes and do better in the future. We learn to put our differences aside, own our impact and help lessen the hurt in front of us.



Platform Peril

Lena learns some legitimate lessons about security and storage when she starts to work from home.



Pronouns

Gender pronouns are an important part of one's identity. Learning someone's pronouns is a show of respect and validates that you care.

Animations

continued



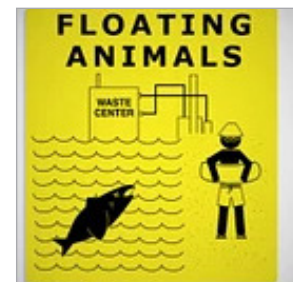
Safety Guy - Environmental Excellence, Air

Daryl, that guy from the caution signs branches out to talk about sustainability and environmental harm. This segment discusses air environment.



Safety Guy - Environmental Excellence, Land

Daryl, that guy from the caution signs, branches out to talk about sustainability and environmental harm. This lowlight reel focuses on land environment.



Safety Guy - Environmental Excellence, Water

Daryl, that guy from the caution signs branches out to talk about sustainability and environmental harm. This series of examples focuses on water environment.



Safety Guy - Industrial & Manufacturing

Here we see our accident prone hero Daryl from the caution signs show a few ways he's injured himself in non-office based settings.



Safety Guy - Office

Daryl, our accident prone guy from the caution signs, shows how various office situations could lead to accidents.



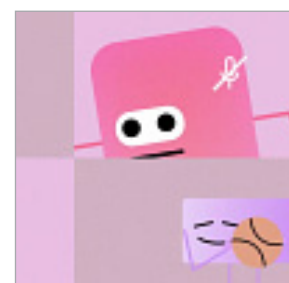
Safety Guy - Outside the Workplace

The guy from the caution sign comes to life to share a few of the ways he's been injured outside the workplace. If something bad can happen, it'll happen to Daryl.



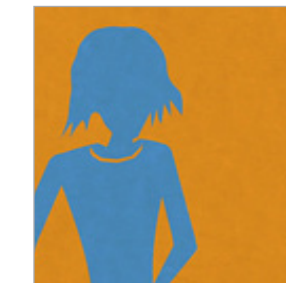
Safety Guy - Quality & Accurate Reporting

Daryl, our Mr. wrong-way guy from the caution signs, talks about some of the reasons he hasn't reported and documented safety and quality tests accurately. We see the results as it pertains to product quality, employee safety and customer safety.



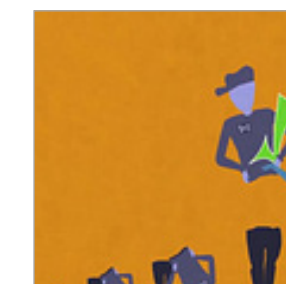
Siloed Communication

Inclusion theater episode where our host talks about working in a team environment and the natural blinders we put up. We learn to increase our awareness of the other voices around us and encourage others to collaborate. Removing silos will build a stronger team.



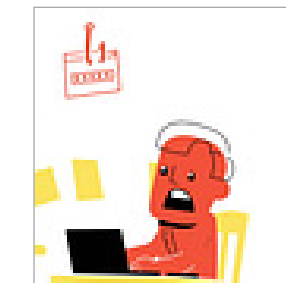
Think Before You Post

This animated short tackles the many issues that are associated with social media from confidentiality to bullying and harassment.



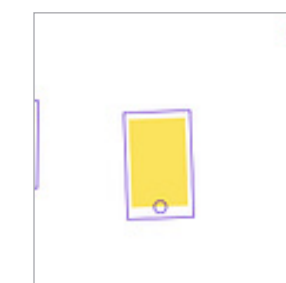
Third Party Compliance

In this animated short, our characters banter about the nuances of evaluating your vendors, suppliers, contractors and agents to make sure they don't have past transgressions on their record or are affiliated with a government official.



Virtual Vulnerability

An employee is vanquished by viruses, menaced by malware and fooled by phishing when they start working remotely.



Virus Vigilance

Caution and care reinforces the remote office and fortifies against phishing.



What's Extravagant

This animated short focuses on the overconfident employee who comes to realize that giving and receiving gifts is not so cut and dried. Emphasis is on the ambiguity around what is considered extravagant.



But Seriously, Folks

Let's Be Serious.

Informative, direct, but no less memorable. We offer a library of over 30 videos that use dynamic storytelling & scenarios on a variety of ethics, compliance & HR topics. Informative, direct, but no less memorable.

Get in touch

Reach out to your representative today to sample a video

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- | | | |
|--|--|--|
| Bribe Threshold | Gender Parity & Equality | Public Officials |
| Careful Communication | Harassment & Discrimination | Security Measure 101 |
| Code and Helpline Awareness - Sign Me Up | Incident Attention | Unintended Consequences: Speak Up Policy |
| Code Courage | Info Security | Think Before You Post |
| Comms Caution | Insider Trading Gender Parity & Equality | Third Party Compliance |
| Conflict Care | LGBTQ+ | Unconscious Bias |
| Corruption & Bribery | Microaggressions | Virus Vigilance |
| Device Diligence | Multi-Generational Workforce | What's Extravagant? |
| Differently Abled | Multicultural Competency | |
| Do the Due | Open Secrets. Public Scandals | |
| Docs Dedication | | |
| Facilitation Fees | | |

But Seriously, Folks



Bribe Threshold

One employee learns that anything of value can be considered a bribe, even if it's not cash.



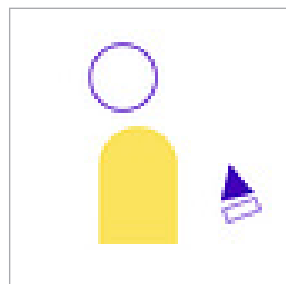
Careful Communication

Pause before posting to increase care when communicating.



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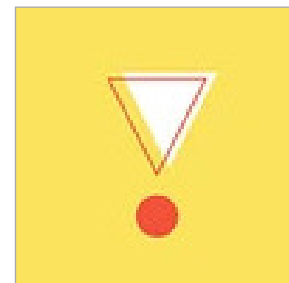
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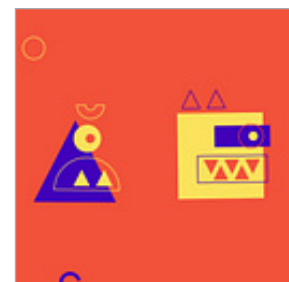
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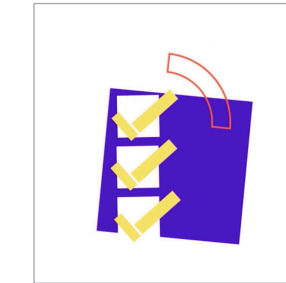
Device Diligence

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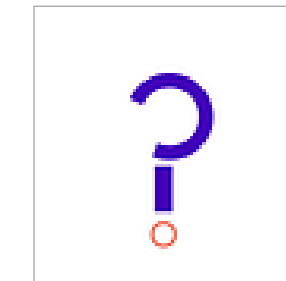
Differently Abled

This is an information video about "Differently Abled".



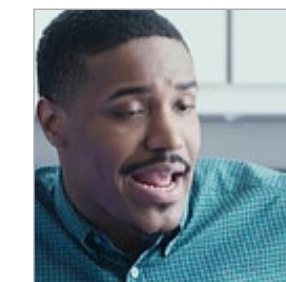
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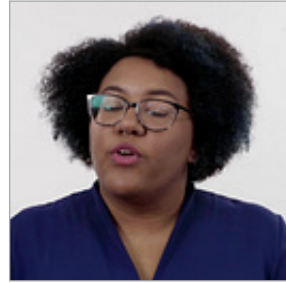


Facilitation Fees

We end up in the Risky Zone when an employee offers to expedite a process by offering additional payment outside of standard official fees.

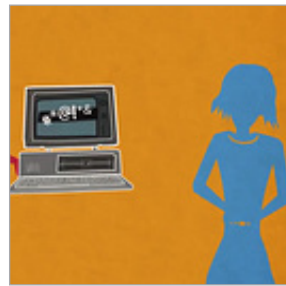
But Seriously, Folks

continued



Gender Parity & Equality

This is an information video about Gender Parity & Equality



Harassment & Discrimination

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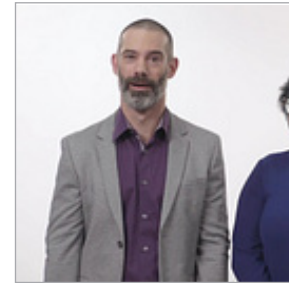
Information Security - Security Measure 101

This is a great overview of the many info security issues employees need to be aware of. And you might recognize this Second City alum from SNL.



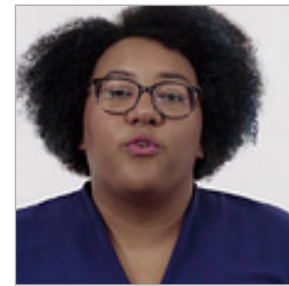
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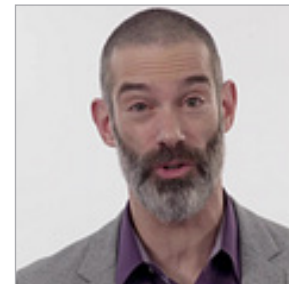
LGBTQ+

This is an information video about LGBTQ+.



Microaggressions

This is an information video about Microaggressions



Multi-Generational Workforce

This is an information video about Multi-Generational Workforce



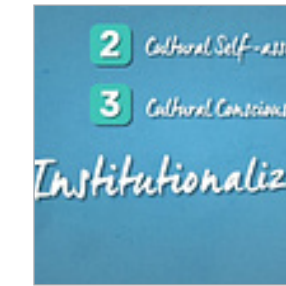
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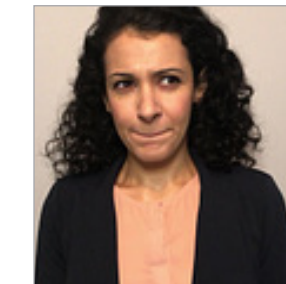
Info Security

This animated short focuses on awareness. It showcases a variety of ways people carelessly put the organization at risk for privacy breaches without realizing it.



Multicultural Competency

This is a short information video on Multicultural Competency.



Open Secrets. Public Scandals

This live action video explores the dangers of not speaking up and highlights the relative intuitiveness of the policy, even in a more remote/work from home environment. Video concludes with general advice on how to proactively address questions or concerns about the Speak Up policy.



Public Officials

An employee lands in the Risky Zone when she provides a discount in exchange for expedited permits

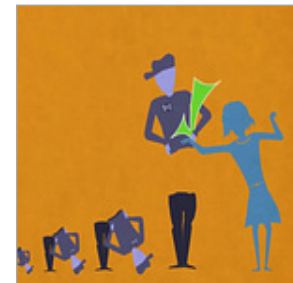
But Seriously, Folks

continued



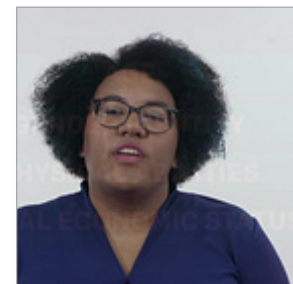
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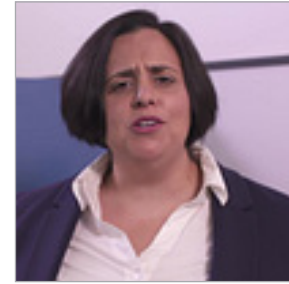
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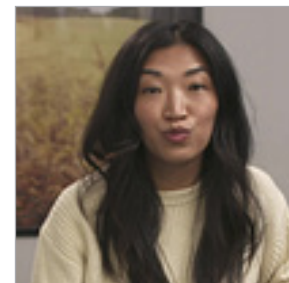
Unconscious Bias

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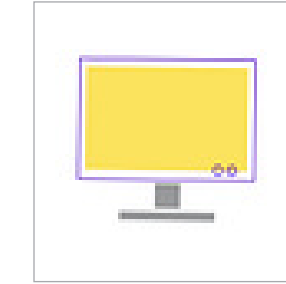
Unintended Consequences - Gifts & Entertainment

This live action video explores the misconceptions, truths, and consequences of violating a company's Gifts and Entertainment policy. Video also provides takeaways on how to proactively address concerns / questions about the policy.



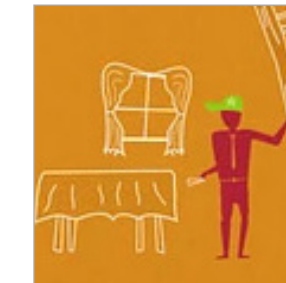
Unintended Consequences: Speak Up Policy

This live action video offers a glimpse of the wide reaching consequences of not speaking up. Video also includes general advice on how to proactively address concerns / questions about the Speak Up policy.



Virus Vigilance

Caution and care reinforces the remote office and fortifies against phishing.



What's Extravagant?

This animated short focuses on the overconfident employee who comes to realize that giving and receiving gifts is not so cut and dried. Emphasis is on the ambiguity around what is considered extravagant.

SUPPORT TOOLS

To help you kickstart better E&C conversations, Real Biz Shorts has created Campaign Kits. With helpful resources such as email templates, memes, posters, discussion questions, and facilitator guides, RBS Campaign Kits can be used to drive conversations about the topics and reinforce key learning messages.

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