

traliant 



Boar's Head

Challenge

With much of its workforce based in manufacturing and distribution facilities, Boar's Head needed compliance training employees could relate to. Traditional office-based scenarios didn't reflect their work environments or experiences, making it harder for training to feel relevant and influence behavior.

Solution

Boar's Head partnered with Traliant to deliver engaging, scenario-based compliance training tailored to different work environments. Industrial and office versions give employees realistic situations and interactions that reflect their day-to-day experiences.



Overview

Founded in 1905, Boar's Head Brand is a family-owned company and leading provider of premium delicatessen foods, with more than 500 products distributed nationwide.

Ivan Grunenthal, Director of Talent and Organizational Development, helps create learning experiences that are practical, consistent and accessible across Boar's Head locations. His goal goes beyond delivering training. It's about changing behavior and making a meaningful impact on the organization.

Making compliance relevant to the workforce

Most Boar's Head employees work in manufacturing plants, where traditional office-based compliance scenarios can feel disconnected from their everyday experience.

"They can't relate to someone sitting in a cubicle or wearing business casual," Grunenthal says.

"They think, 'Oh wow, this has really happened. And I didn't realize this extends to vendors also.' So, we are seeing a change in behavior."

-Ivan Grunenthal, Director of Talent and Organizational Development at Boar's Head

Triliant helps bridge that gap with training designed for different workplaces.

Boar's Head uses industrial versions for manufacturing and distribution facilities and office versions for office employees.

When employees see an interaction between a vendor and a maintenance technician, for example, they recognize situations that could happen in their own workplace and better understand how the concepts apply to them.



Storytelling employees actually remember

For Grunenthal, effective compliance training has to do more than convey information. Employees need to pay attention, remember it and apply what they learn.

“Human beings, we learn through storytelling. We remember movies. We remember music.”

Traliant’s realistic characters and story-driven scenarios bring that idea into compliance learning. Employees remember the stories and characters, and some have even asked when they will receive new harassment prevention training.

“This is the first time in my career where people have said, ‘I haven’t had that new harassment training.’ It’s incredible. And they remember the story, the characters.”

-Ivan Grunenthal, Director of Talent and Organizational Development at Boar’s Head

From training completion to behavior change

For Boar’s Head, success isn’t simply about whether employees complete compliance training. It’s whether the experience changes what they understand and how they respond.

Grunenthal says he has seen evidence of that change. Realistic workplace scenarios help employees recognize issues they may not have considered before and understand how compliance expectations apply to their own roles.

That has also shaped how he evaluates training providers. His advice: look beyond price and the size of the content library to whether the training can produce meaningful results.

“Focus on what you think is going to truly bring results, something that people can relate to, something where there’s some evidence of behavior change,” Grunenthal said.



A compliance partner Boar's Head trusts

Boar's Head's experience with Traliant has opened the door to a broader relationship. Early access to content gave Grunenthal the opportunity to experience Traliant's approach before making a purchase decision.

The quality and creativity stood out immediately. After previewing Traliant's Code of Conduct training, his reaction was simple: "I wanted to grab some popcorn."

Now Boar's Head is considering additional Traliant learning experiences as it looks for new ways to engage employees and strengthen compliance.

"Three words I would use to describe Traliant are reliable, current and trusted."

-Ivan Grunenthal, Director of Talent and Organizational Development at Boar's Head

