

Global Compliance Programs

Applying the positive: How to remove the Complexity, Mystery & Negative Stigma around your Program.

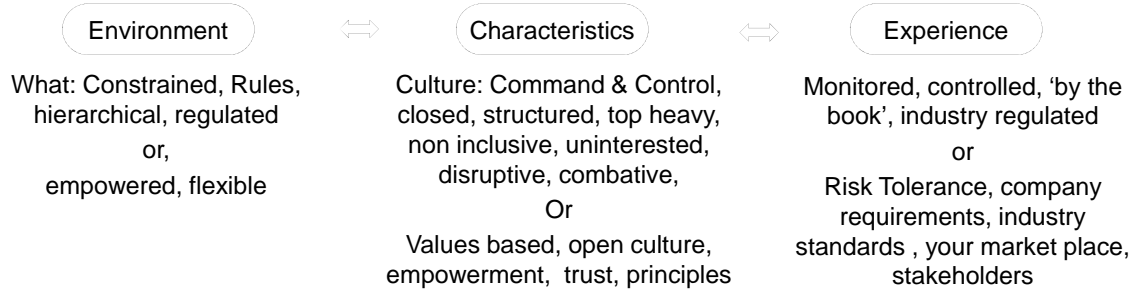
Susan Du Becker. Cisco Systems BV - Global Compliance Enablement
SCCE Berlin, Germany. March 11th, 2019



Agenda

- How to understand your company culture, critical focus areas and, what is important for your business
- How to identify and garner support from internal partners
- How to make your compliance program relevant to get employees on board

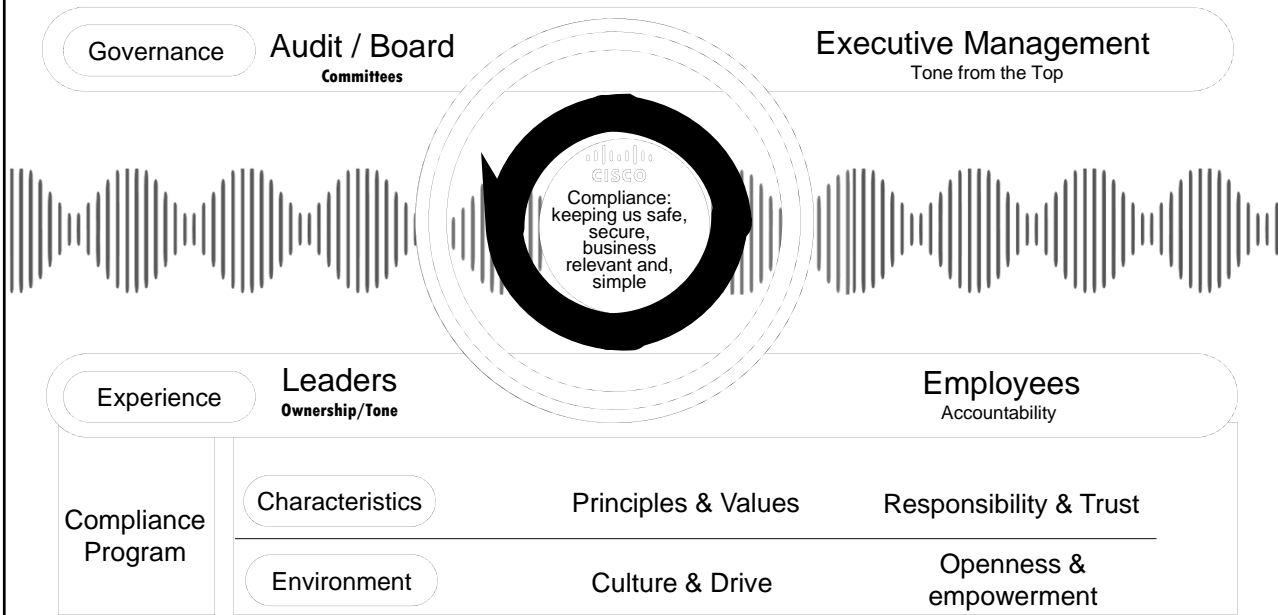
Complexity – Understanding & Positioning



Address Your Unknown

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Compliance – Removing complexity



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Who are you ?

Understanding your
company, your scope &
your culture
critical focus areas

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Understanding your Business – Relevancy



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Adding Value

How to identify and
garner support from
internal partners

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Program Outline; be definitive – An Example

Cisco Compliance Program

Objective / Strategy

What are we trying to solve for

Understanding our business

- Compliance & Ethics program that meets regulatory & financial requirements
- Reflect Cisco values and, culture
- Risk based, business focused with ownership
- No over pivoting - respect the business & client

Stakeholders

Four tier interlock

Relationship with the audience

- Steering Committee, Audit Committee & Executive for high level information, directionality & escalation
- Senior Management, General population
- Country & Functional focus

Methodology

Framework, tools

How do we do this ?

- Regular cadence meetings (virtual/F2F), up and down feedback & discussion
- Tools – web based: VoD, Webex/Telepresence, email, social media, automated tools, Compliance ambassadors, Country Teams, 'friend' of compliance & ethics
- Ownership as part of DNA. Drive down into the organization.

Effectiveness

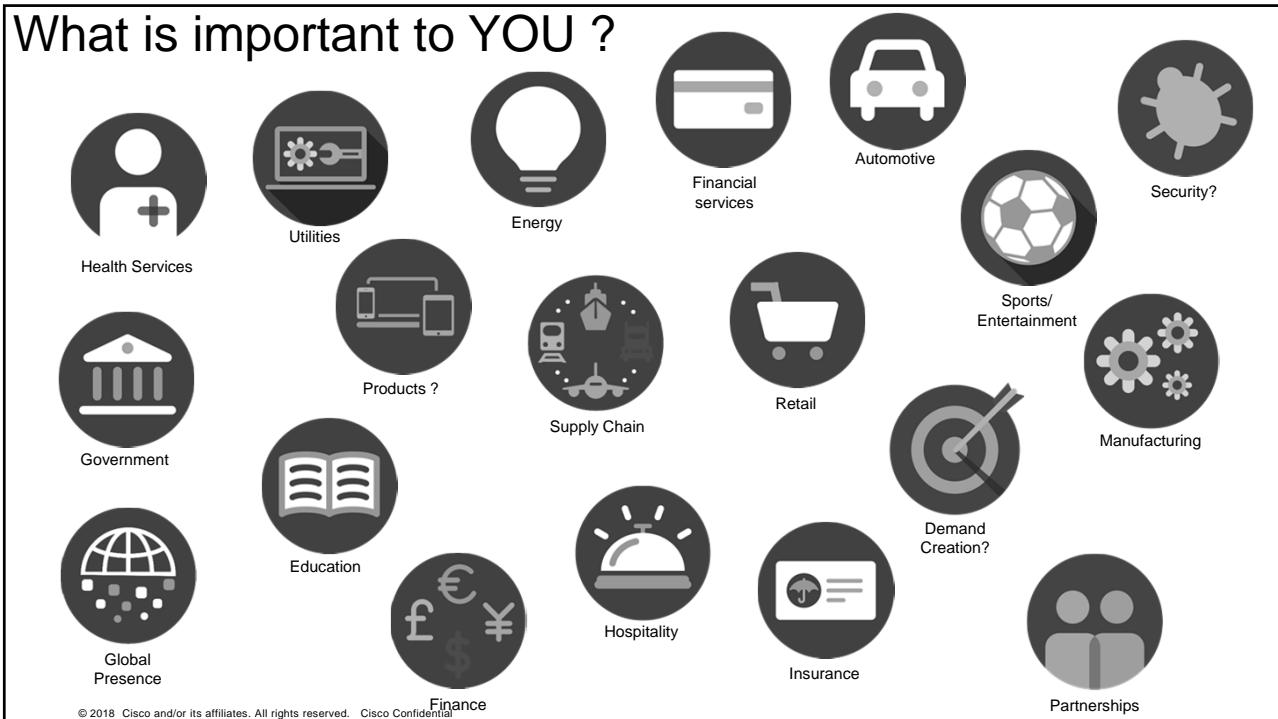
Data and information used in analysis, business intelligence and, as a framework for solutions

Measurements of Success

- Dashboards, Matrices, directionality, regular reporting, automated tools & measurement
- Support for the business & inter-dependent relationships
- Respecting our focus – Reputational, Financial and Criminal

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What is important to YOU ?



Relevancy
&
Delivery

How to make your
compliance program
relevant to get employees
on board

Food for Thought

Addressing your audience

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Key Points for Consideration

- Know your **Business**, Know your Audience
- Relevancy
- Buy in, make it **interesting** – our world is ‘challenging’
- Did I mention ‘**Relevancy**’ ?
- Stakeholder **Relationships** are important
- Keep it **Simple** and **REMOVE** complexity – Don’t ‘boil the Ocean’
- We CAN have **tolerance** as well
- Tailor messaging to the right audience – It’s not a mystery
- RELEVANCY

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BIG Learning



Communicate

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