Module 702:

Compliance Transformation in Central Europe:
Will Integrity Management and Digital Compliance Bring Us the Future of Sustainable Compliance Programs?

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Markus Jüttner, Vice President – Compliance, E.ON SE
Andreas Pyrcek, Partner Forensic & Integrity Services, EY

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Your Speaker today

Markus Jüttner
Vice President Compliance E.ON SE
E.ON SE
Essen, Germany

Tel: +49 (0) 178 553 7074
E-mail: markus.juettner@eon.com

Andreas Pyrcek, CCEP-I
Partner
EY Forensic & Integrity Services
Düsseldorf, Germany

Tel: +49 (0) 160 939 26881
E-mail: andreas.pyrcek@de.ey.com

Our topic today

Compliance Transformation in Central Europe:
Will Integrity Management and Digital Compliance Bring Us the Future of Sustainable Compliance Programs?

- The future of compliance in Central Europe, especially the **role of values and ethics**; compliance needs more than good policies and procedures—will the future bring in more **behavioral ethics and technology**?
- How can employees **experience integrity, ethics, and compliance** as part of the daily business and not as a burden? What are the challenges and opportunities in building value-based compliance and ethics programs in a European context?
- How does **the digital transformation enable organizations in a cultural change**—but also impact the role of the compliance office, the compliance program, and the way we as professionals manage new and emerging risks?

Integrity & Digital Transformation

INNOVATION

DISRUPTION

Principles of digital transformation

Digital transformation refers to changes impacting day-to-day life, business and society as a result of the **use of digital technologies and techniques** as well as their effects.

What is digital transformation?

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What exactly are innovation and disruption?

Innovation	Disruption
The future will require new ways of working Our industry is becoming more professional New inspiring ideas are becoming an important currency Working with multiple perspectives is critical	Circular economy and workplace of the future are more than buzzwords Professional service model requires a refresh Acceleration of the pace of change is tangible Higher interconnectivity and need for purpose are fundamental

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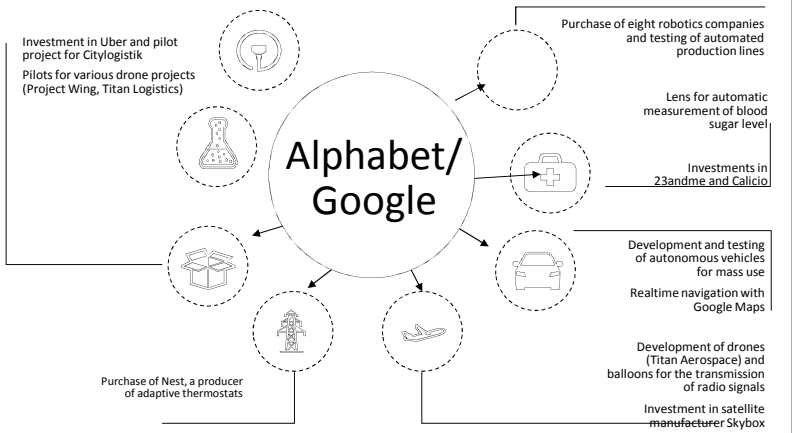
INTERNET COMPANIES DISCOVER THE INDUSTRIAL SECTOR AS A GROWTH AREA

A selection of Google's industrial projects and investments



Source: Roland Berger

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Business opportunity

Organizations are becoming faster as well as more agile, dynamic and creative.

Business Competition risk

New competitors are entering the market, which is exerting pressure on margins and market share.

Regulatory risk

Business models are growing increasingly complex, which involves the refining of laws and provisions and the creation of new regulations.

Generational Transformation

Employees are changing – Generation Y will become the predominant age group in the workplace.

But what does that have to do with the issue of Compliance?

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Business opportunity

Business Competition risk

How is Compliance preparing for the digital transformation?

With all its opportunities and risks?

Regulatory risk

Generational Transformation

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10 principles of digital transformation and compliance management

Digital transformation Integrity & and compliance

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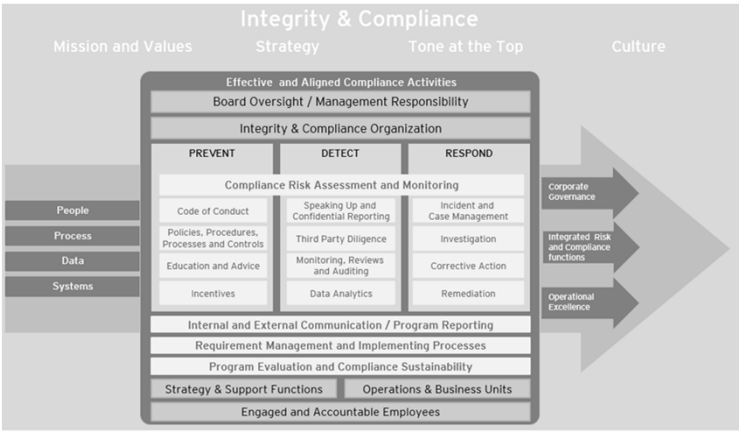
10 principles of digital transformation and compliance management

Digital transformation Integrity & and compliance



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Digital transformation Integrity & and compliance

1) Digital transformation means more data and thus greater transparency, more opportunities but also other risks
2) Digital transformation and corporate values – Increasing integrity via improved employee understanding
3) Digital transformation involves a different way of dealing with risks and the compliance risk analysis
4) Digital transformation and compliance prevention – Are the rules, policies and processes up to date?
5) Digital transformation and compliance training – Revolution in the classroom
6) Digital transformation and third-party compliance due diligence – Are databases a cure-all?
7) Digital transformation, compliance and human resources – A new and strong partnership on the data front?
8) Digital transformation and compliance audits and reviews – Is the auditor going digital?
9) Digital transformation and compliance reporting – Implementation for full transparency at last?
10) Digital transformation and the compliance office – The future of the compliance organization

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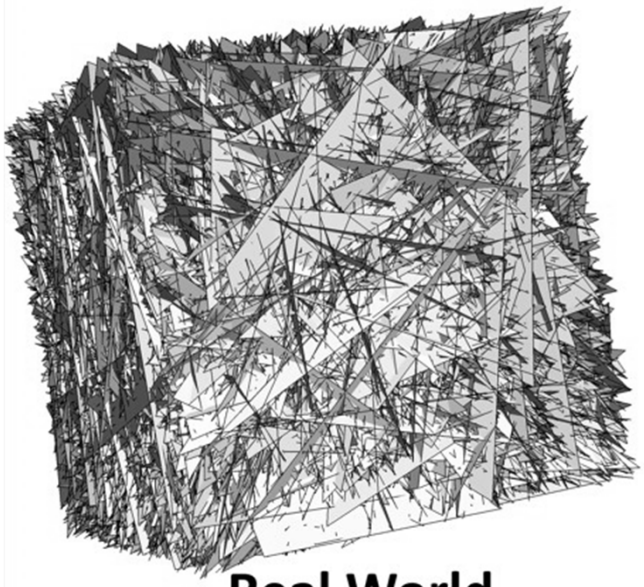
Small World



Real World

Compliance in a Small World wants Virtue Land

All have to be Saints!
Ethical leadership
Moral values, moral compass,
Moral self-governance

Compliance methods in a Small World

Rational and Moral organizations & employees

Looking for Big Data and tracking activities & process

Risks, Probability and Serverity

Zero tolerance concept

Behavioral prevention = education of employees

… but Real World is Little-Sinners-Land

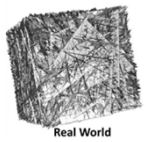
On average, people solved four problems but reported solving six

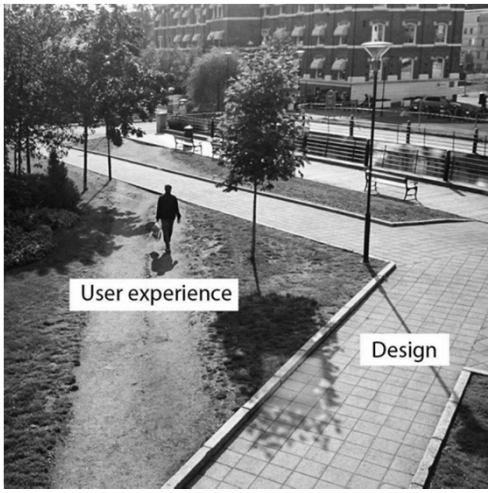
Nearly 70% cheated

Only 20 out of the 40,000 were "big cheaters"

7

… but Real World is Little-Sinners-Land

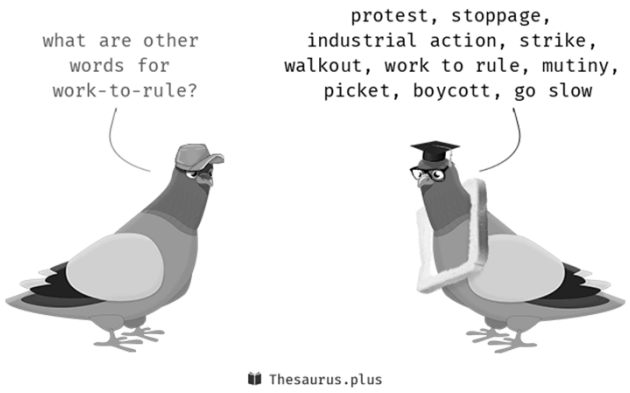




Deviation from a given pedestrian way:

If the short cut is **> 25%** shorter
than the given way

… but Real World is Little-Sinners-Land



… but Real World is Little-Sinners-Land

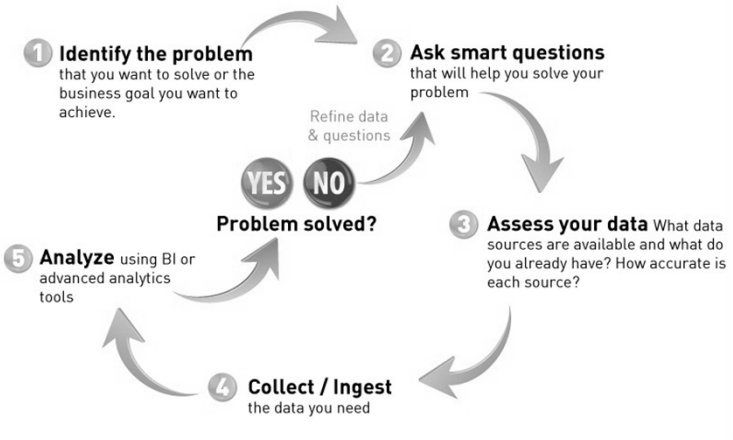
Distinction between

Organizational Deviance & Individual Deviance

(Misconduct in Company interest) (Misconduct against Company)

Compliance Data in the Real World

Quality not Quantity



Compliance methods in the Real World

Rational
Bounded rationality
moral satisficing
Predicitive Analytics
= Small but precise
data of root cause
metrics
Uncertainty
Organisation
Management OF
rule breaking
Situational
prevention