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# Global Compliance – One Size Doesn't Fit All

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**Do you have employees in more than one country?**

Yes

No

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**Is your company in multiple industries?**

Yes

No

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# Foundation

**Culture Drives People**

Core Principles


High vs Low Context

Culture Is!

Cultural Champion

***Integrity as a Competitive Advantage***

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# Getting Started

Learn the Business  
Own Deliverables  
Understand Culture

***Build Trust &  
Drive Values***

Risk Identification  
Enable Inclusivity  
Mitigation & Values

***Evaluation &  
Mitigation***

Tailor Policy  
Strengthen Processes  
Reputation Impact

***Business  
Enablement***

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# Just Do the Right Thing

Multilanguage Video

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**Is language and/ or culture a communication barrier?**

Yes

No

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Hello. Përshëndetje. Bonjour.  
Tere. γειά σου. Witam. Alo.  
你好. Dobry den. Вітанкі. مالس.  
Salut. こんにちは. Hallo. Hallå.  
Merhaba. สวัสดี. Здравствуйте.  
Xello. Sveiki. Olá. 안녕하세요.  
Ciao. מולש. Hailō. Salam.





Language/Cultural barriers = Delays



Leverage local resources



Online Translation



Words = Different meanings

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## Overcoming Barriers



### In Country Contacts

Identify  
Establish  
Relationships  
Define Role



### What's in Place

Inquire  
Compare  
Share



### Engage

Build Trust  
Understand the  
Culture  
No Assumptions

***When in doubt always ASK, ASK and ASK.***

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# Global vs. Local

Standards Ideas  
 Ethical Laws  
 Goals Policies  
 Beliefs Global Regulations  
 Tone Training  
 Values Risks Culture  
 Integrity Common



Singapore Tailored  
 Germany Processes London  
 Brazil Local Localized  
 Regulations  
 Country - Specific  
 Argentina UK Training  
 Policies Laws Integrity  
 Ethical Risks Mexico  
 India Colombia

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# Roadmap for a Great Compliance Partnership



## Culturally Sensitive

Relevant  
 Content/Visuals  
 Emotional Connection



## Local Experts & Relationships

Ask, Listen & Accept  
 Best Interest  
 Face Time



## Risk Assessments

Line of Business  
 Re-assess  
 Relevant

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# Things to Remember

**Inspire Trust**



**Live Values**

**Embrace Culture**

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