

VIRTUAL CONFERENCE

9th Annual SCCE ECEI

European Compliance & Ethics Institute 15–17 March 2021

The virtual ECEI will provide attendees with the great speakers and content you have come to expect from SCCE, in an online and interactive learning experience. This is the place to find out about the latest solutions to your compliance and ethics issues, including anti-corruption, data protection, and risk management. This year's conference will continue to take place in Central European Time (CET).

ECEI's educational sessions will provide you with the opportunity to earn live Compliance Certification Board (CCB)[®] continuing education units (CEUs) from the convenience of your home or office.



Register today:
corporatecompliance.org/2021ECEI



Join your compliance and ethics peers at the 2021 virtual European Compliance & Ethics Institute (ECEI) to learn about the challenges facing the European and global compliance & ethics community. This is the place to find out about the latest solutions to your challenges, hear strategies to mitigate risk, and improve your organization's compliance program.

ECEI's educational sessions will provide you with the opportunity to earn live CCB CEUs from the convenience of your home or office. Choose from a variety of sessions organized by knowledge levels: basic, intermediate, and advanced.

New lower pricing is now available! Additional registration discounts apply for SCCE & HCCA members. Group discounts are also available.

Session Topics:

- Anti-Corruption
- Pandemic Learnings
- Crisis Management
- Data Protection
- Implementing Global Trade Compliance
- Investigations
- Risk Management

Who attends?

- Compliance and Ethics Professionals
- In-house and Outside Counsel
- Audit Managers/Officers
- Information and Privacy Officers
- Regulators and Other Government Personnel
- Risk Managers
- Corporate Executives and Leaders
- Researchers and Policy Makers
- Human Resource Managers

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corporatecompliance.org/certification



Central European Time (CET)

| | | | |
|-------------------|---|--|---|
| 9:55 – 10:00 CET | Opening Remarks | | |
| 10:00 – 11:00 CET | GS1 Staying Positive in the Face of Obstacles <i>Karina Hollekim</i> , Professional Free-skier and B.A.S.E. jumper | | |
| 11:00 – 11:20 CET | Coffee Break | | |
| 11:20 – 12:20 CET | M1A Moving the Middle Tools and Strategies for Enhancing Middle Manager Engagement <i>David Barr</i> , Director, CampbellBarr Limited <i>Cedric Dubar</i> , Chief Compliance & Ethics Officer, Volvo Cars | M1B Stimulating Compliance in a (Post?) Pandemic World <i>David Benford</i> , Senior Consultant, Control Risks | M1C Corporate Anti-Retaliation Program: Fighting a Hidden Enemy <i>Darja Galante</i> , Sr. Business Integrity Mgr & Reg Inv Lead, Nokia Solutions & Networks |
| 12:20 – 13:00 CET | Mid-Conference Break | | |
| 12:20 – 12:45 CET | Break Networking Activity – Trivia (optional) | | |
| 13:00 – 14:00 CET | M2A The Road to Eldorado: Supercharge Third-Party Due Diligence with Financial Statements <i>Paul Zietsman</i> , Compliance Officer, SAP MENA, UAE <i>Gerry Zack</i> , CEO, SCCE & HCCA | M2B Building a Transnational Workplace Investigations Process <i>Merik Bloch</i> , VP, Global Investigations, Booking Holdings, Inc. <i>Daniel Post</i> , Senior Legal Counsel, Booking.com | M2C The New 2021 Recommendations of the French Anti-Corruption Agency (AFA) <i>Julien Betolaud</i> , Senior International Affairs Officer, French Agency Anticorruption |
| 14:00 – 14:20 CET | Coffee Break | | |
| 14:20 – 15:20 CET | M3A Global Data Protection and Privacy Hot Topics <i>Robert Bond</i> , Senior Counsel & Notary Public, Bristows LLP, Board Member, SCCE & HCCA | M3B Talent Acquisition and Compliance <i>Jad Mhanna</i> , Regional Compliance Officer, Ericsson <i>Doug Goodge</i> , Head of Global Talent Acquisition, Ericsson <i>Rani Garcia</i> , Senior Counsel, Employment, Ericsson | M3C Outside Activities and Relationships <i>Samantha Kelen</i> , Chief Ethics and Compliance Officer, Cardinal Innovations Healthcare, Board Member, SCCE & HCCA <i>Louis Perold</i> , Principal, Citadel Compliance, Board Member, SCCE & HCCA <i>R. Brett Short</i> , Chief Compliance Officer, UK HealthCare / University of Kentucky, Board Member, SCCE & HCCA |
| 15:20 – 15:40 CET | Coffee Break | | |
| 15:40 – 16:40 CET | M4A Surviving the New Normal: How to Build a Truly Global Export Compliance Program <i>Karen Bruntrager</i> , Senior Counsel, Regulatory Affairs, FedEx Corporation <i>Miriam Gonzalez Diaz</i> , Lead Counsel, FedEx Express Europe | M4B You've Ticked the Box, Now What? Taking Compliance Training from Good to Great <i>Paula Davis</i> , Director, Waypoint GRC <i>Kirsten Liston</i> , Principal, Rethink Compliance | M4C Conflict of Interest Management in FSU <i>Fedor Atroschenko</i> , Compliance, Control & Ethics Director, CSI Group <i>Nikolay Smetanin</i> , Director for Compliance & Investigations, CSI Group |
| 16:40 – 17:00 CET | Coffee Break | | |
| 17:00 – 18:00 CET | GS2 A Cross-Border Discussion of Enforcement <i>Nicola Bonucci</i> , Partner, Paul Hastings LLP and former OECD Général Counsel; <i>Lisa Osofsky</i> , Director, UK Serious Fraud Office; <i>Daniel Kahn</i> , Acting Chief, Fraud Section, US Department of Justice | | |

Level Key:

BASIC

INTERMEDIATE

ADVANCED

Central European Time (CET)

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|-------------------|--|---|---|
| 9:55 – 10:00 CET | Opening Remarks | | |
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| 11:00 – 11:20 CET | Coffee Break | | |
| 11:20 – 12:20 CET | T1A 8 Reasons Good People Give to Justify Bad Actions: An In-Depth Look into Behavioural Economics and the Psychology of Fraudulent Behaviour Laura Ellis , Global Compliance Enablement, Cisco International Limited | T1B Mindset in Crisis: The Watchers, Wingers, and Winners — Understanding the Impact of Extreme Ownership When Difficult Times Strike Steve Gaskell , High-Performance Coach, Vision Support & Challenge Coaching | T1C Benefit from Beneficial Owner Information Patricia Kordesch , Consultant |
| 12:20 – 13:00 CET | Mid-Conference Break | | |
| 12:20 – 12:50 CET | SpeedNetworking (optional) | | |
| 13:00 – 14:00 CET | T2A Understanding the Risk Beyond Your Borders Susan Du Becker , Director, Risk & Resiliency, Microsoft Systems Maria Lanci , Attorney, Partner, Squair Jacki Cheslow , Global Compliance Program Leader, IEEE | T2B More Sanctions Against Russia: How European Companies Deal with Russian Customers Yulia Eliseeva , Managing Partner, Ru Compliance | T2C Navigating Conflicts Between the New Whistleblower Directive and GDPR Julia Arbery , Managing Director, StoneTurn |
| 14:00 – 14:20 CET | Coffee Break | | |
| 14:20 – 15:20 CET | T3A The Compliance Consulting Business Is Booming in Europe. Are You Considering Consulting or Starting Your Own Compliance Business? What to Do NOW to Prepare for Success! Kristy Grant-Hart , Founder, CEO, Spark Compliance Joseph Murphy , Senior Advisor, Compliance Strategists Kirsten Liston , Principal, Rethink Compliance | T3B The Challenges of Cross-Border Investigations in a Data Privacy & Virtual Investigatory World Richard Bistrong , CEO, Front-Line Anti-Bribery LLC Helge Kvamme , CEO and Founder, Kvamme Associates Farzana Mohamed , Compliance & Investigation specialist : Maersk, IBM, Aveng and PwC | T3C Reducing Hiring Risks with Smart Intelligence Eyal Ben Cohen , CEO and Founder, Verifile LTD |
| 15:20 – 15:40 CET | Coffee Break | | |
| 15:40 – 16:40 CET | T4A Turning Whistleblowing into Your Most Trusted and Effective Tool Murray Grainger , Country Manager Spain and Portugal, Business Keeper Tobias Thibaut , Director Risk, Compliance & Internal Audit, Hotelbeds Emily Palmer , Senior Manager, Disputes and Investigations, Alvarez & Marsal | T4B Avoiding the Data Privacy Bear Traps James Castro-Edwards , Partner, Wedlake Bell | T4C E&C Coordination with Corporate Strategy: The Longer-Term View of Governance David Heller , VP Risk Management & General Auditor, Edison International |
| 16:40 – 17:00 CET | Coffee Break | | |
| 17:00 – 18:00 CET | GS4 Compliance and Ethics in the Post-Pandemic World Susan Du Becker , Director, Risk & Resiliency, Microsoft Systems; Klaus Moosmayer , Chief Ethics, Risk & Compliance Officer, Novartis; Alisia Grenville , Head of Compliance, Oerlikon; Yvonne Hilst , Ethics & Compliance Officer, VEON | | |

Level Key:

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|-------|--------------|----------|
| BASIC | INTERMEDIATE | ADVANCED |
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Central European Time (CET)

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|-------------------|--|--|---|
| 10:00 – 11:00 CET | W1A Conducting Cross-Border Internal Investigations Melina Llodra , Partner, Llodra Attorneys at Law Mariana Idrogo , Lawyer and Bachelore in Political Science, Senior Managing Director | W1B COVID-19: Crisis or Opportunity for Corporate Culture? Implications for Why and How Ethics and Compliance Should Thrive in This Evolving World Sally March , Director, Drummond March Ltd. Ruth Steinholtz , Values Based Business Ethics Advisor, AretéWork LLP Robert W. Smith , Director Business Compliance and Ethics, Serco Group plc Jane Mitchell , Founder, JL & M | W1C How the New ISO 37301 Will Help Compliance Officers: Compliance by Design, Not by Disaster Prof. Hernan Huwyler , Compliance Master Director, IE Law, IT Risk and Control Lead, Danske Bank |
| 11:00 – 11:20 CET | Coffee Break | | |
| 11:20 – 12:20 CET | W2A Boomers, Millennials, and Gen Z: Working Together or Forever Apart? Charles Vernon , Managing Partner, Vernon David & Associates Emanuela Culea , Associate, Vernon David & Associates Mihai Stan , Senior Associate, Vernon David & Associates | W2B Small Business Compliance and the Ethics of Third-Party Due Diligence Balazs Kis , co-CEO, memoQ Zrt | W2C How to Influence Culture and Behavior as an Ethics and Compliance Officer Geert Vermeulen , CEO, ECMC Susanne Hafkamp , Compliance Manager, EFPIA Lead, Pfizer Biopharmaceuticals Group Marlene Jans , Director, REM Netherlands GRC Consultancy GRV |
| 12:20 – 13:00 CET | Mid-Conference Break | | |
| 13:00 – 14:00 CET | W3A What is the Future of Cybercompliance When the World Has Fragmented into Different Data Jurisdictions? James Owen , Partner, Control Risks Stina Connor , Analyst, Control Risks | W3B Proactive Management of International Third-Party Integrity and Corruption Risks Steven Pegg , Senior Ethics Officer, Lockheed Martin International, Europe, Middle East & Africa Mimi Kind , Senior Manager Ethics, Asia Pacific Region, Ethics & Enterprise Assurance, Lockheed Martin Corporation Thad Coakley , Director & Associate General Counsel, Lockheed Martin International | W3C A Vision for Ethics and Compliance: Alignment, Culture, and Mission in a New Normal Philip Winterburn , Chief Strategy Officer, Convercent Jane Mitchell , Owner, JL&M |
| 14:00 – 14:20 CET | Coffee Break | | |
| 14:20 – 15:20 CET | W4A Crisis Management: Practical Tips for the Compliance Professional When it Goes Wrong Jonathan Armstrong , Partner, Cordery Kevin Paterson , Associate General Counsel & DPO, Insight Enterprises (EMEA) Mary Shirley , Head of Culture of Integrity and Compliance Education, Fresenius | W4B Compliance's Challenges in Strategic Planning Barbara Przedpelska , Europe Compliance Manager, CRH | W4C Amplify Your Annual Code of Ethics Training: A Case Study with Johnson Matthey Suzanne Brooks , Engagement Manager, Group Ethics and Compliance, Johnson Matthey Barbara Triolo , Paralegal and Compliance & Ethics Coordinator, Johnson Matthey, PA Janice Sargisson , Major Projects Lead, Deltanet International Limited Stacey Taylor , Learning Design Director, Deltanet International Limited |
| 15:20 – 15:40 CET | Coffee Break | | |
| 15:40 – 16:40 CET | W5A Culture Wars: Ethics and Compliance from Both Sides of the Atlantic Ann Sultan , Member, Miller and Chevalier Anna Romberg , Executive Vice President Legal, Compliance and Governance, Getinge | W5B Speak Plainly and Carry a Big Stick: Investigations, Discipline, and the Evolution of Your Compliance Program Krista Muszak , GS SOX Controls and Compliance, Johnson & Johnson - FL Louis Perold , Principal, Citadel Compliance, SCCE & HCCA Board Member Art Weiss , Chief Compliance & Ethics Officer, TAMKO Building Products LLC, SCCE & HCCA Board President | W5C Best Practices for M&A Due Diligence for Anti-Corruption from Initial Idea to Integration Daniel Wendt , Member, Miller & Chevalier - Sergio Leal , Head of Compliance, MANA & LATAM & M & A Daniel Jarman , Group Head of Ethics & Compliance, VEON Ltd |
| 16:40 – 17:00 CET | Coffee Break | | |
| 17:00 – 18:00 CET | W6A How to Survive a Monitor in a Time of Economic Crisis: Tips from Around the World Maria Lancri , Attorney, Partner, Squair Peter Skinner , Vice President Global Business Process Owner, Exyte Eric Feldman , Senior VP and Managing Director, Corporate Ethics and Compliance Programs, Affiliated Monitors Inc. | W6B Business Enabler or a Mere Control Mechanism Marios Skandalis , Director of Compliance, Bank of Cyprus Niki Charilaou , Manager, Financial Crime & Sanctions Compliance Department, Bank of Cyprus | W6C Boeing's 737 MAX: A Trifecta of Ethics and Compliance Failures Michael Fricke , Associate Director, Center for Leadership Ethics, & Sr. Lecturer, Department of Management & Organizations, University of Arizona Eller College of Management |

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9:55 – 10:00 CET

Opening Remarks

10:00 – 11:00 CET

GS1 Staying Positive in the Face of Obstacles

Karina Hollekim, Professional Free-skier and B.A.S.E. jumper

11:00 – 11:20 CET

Coffee Break

11:20 – 12:20 CET

Breakouts

M1A Moving the Middle Tools and Strategies for Enhancing Middle Manager Engagement

Level: Intermediate

*David Barr, Director, CampbellBarr Limited**Cedric Dubar, Chief Compliance & Ethics Officer, Volvo Cars*

- This session will be a candid discussion looking at the importance—but also the challenges—of building and sustaining middle manager engagement
- We will discuss specific engagement examples (drawn from Volvo cars and others)
- Incentives, appraisals, and mentoring strategies will also be discussed

M1B Stimulating Compliance in a (Post?) Pandemic World

Level: Intermediate

David Benford, Senior Consultant, Control Risks

- Reappraise the opportunities provided by (increasingly legally) mandatory compliance training
- Compel employees through creative approaches and relevant materials, not through obligation
- Take home ideas on how to keep content fresh with minimal cost and maximum employee engagement

M1C Corporate Anti-Retaliation Program: Fighting a Hidden Enemy

Level: Intermediate

Darja Galante, Sr. Business Integrity Mgr & Reg Inv Lead, Nokia Solutions & Networks

- Learn to recognize and understand workplace retaliation
- Focus on preventive vs. reactive approach
- Use data analytics to fight retaliation

12:20 – 13:00 CET

Mid-Conference Break

12:20 – 12:45 CET

Break Networking Activity – Trivia (optional)

Join in on an interactive, live trivia game to test your knowledge. See live player rankings and win prizes!

13:00 – 14:00 CET

Breakout Sessions

M2A The Road to Eldorado: Supercharge Third-Party Due Diligence with Financial Statements

Level: Intermediate

*Paul Zietsman, Compliance Officer, SAP MENA, UAE**Gerry Zack, CEO, SCCE & HCCA*

- Traditional due diligence usually only provides an external view of a third party; this session will demonstrate how audited financial statements play a vital role by providing a sneak preview of the inner workings of a third party, even before it is onboarded
- Discover the anti-bribery path through the maze of financial statements and learn the fine art of making the financial statements do the talking when assessing third-party risks
- Discover a cost-efficient way to combine financial statement analysis with analytical tools that will give you superpowered reports that can be presented to your board, as well as to the authorities

M2B Building a Transnational Workplace Investigations Process

Level: Intermediate

*Meric Bloch, VP, Global Investigations, Booking Holdings, Inc.**Daniel Post, Senior Legal Counsel, Booking.com*

- How to build a workplace investigations process that supports an effective compliance program, protects your speak-up culture, and supports management success
- Navigating the inevitable turf battles, resource constraints, cultural impacts, and conflicting priorities among the internal departments you depend on for your fact finding
- Facilitating basic investigation techniques, training needs, coaching, and documentation to show your program is a programmatic activity that can lead to defensible conclusions

M2C The New 2021 Recommendations of the French Anti-Corruption Agency (AFA)

Level: Basic

Julien Betolaud, Senior International Affairs Officer, French Agency Anticorruption

- Learn about the agency's history and jurisdiction
- Understand the latest recommendations based on three years of activity and experience from the AFA's consulting and control missions
- Learn how to use these recommendations, which can be deployed by all public and private legal entities

14:00 – 14:20 CET

Coffee Break

Central European Time (CET)

14:20 – 15:20 CET

Breakout Sessions

M3A Global Data Protection and Privacy Hot Topics

Level: Intermediate

Robert Bond, Senior Counsel & Notary Public, Bristows LLP, Board Member, SCCE & HCCA

- What does good privacy practice look like?
- What are the trends in regulatory investigations and enforcement?
- How do you maintain a global data protection compliance program?

M3B Talent Acquisition and Compliance

Level: Intermediate

Jad Mhanna, Regional Compliance Officer, Ericsson**Doug Goodge**, Head of Global Talent Acquisition, Ericsson**Rani Garcia**, Senior Counsel, Employment, Ericsson

- Hiring or giving internships could be considered an unlawful advantage (JPMorgan and other cases). What would constitute a breach?
- Forbidding all PEP hiring could be a breach of its own. How do you keep the equilibrium between equal employment and FCPA?
- Best practice cases

M3C Outside Activities and Relationships

Level: Advanced

Samantha Kelen, Chief Ethics and Compliance Officer, Cardinal Innovations Healthcare, Board Member, SCCE & HCCA**Louis Perold**, Principal, Citadel Compliance, Board Member, SCCE & HCCA**R. Brett Short**, Chief Compliance Officer, UK HealthCare / University of Kentucky, Board Member, SCCE & HCCA

- Join us for a fresh conversation on the age-old topic of conflicts of interest
- Practice your skills as we discuss challenging international case studies
- Learn practical tips for evaluating and resolving potential and actual conflicts

15:20 – 15:40 CET

Coffee Break

15:40 – 16:40 CET

Breakout Sessions

M4A Surviving the New Normal: How to Build a Truly Global Export Compliance Program

Level: Intermediate

Karen Bruntrager, Senior Counsel, Regulatory Affairs, FedEx Corporation**Miriam Gonzalez Diaz**, Lead Counsel, FedEx Express Europe

- Identify key elements of an effective global export and sanctions compliance program
- Evaluate and address risks that shape your company's export and sanctions compliance program
- Build agile processes to respond to evolving legal, enforcement, and operational challenges

M4B You've Ticked the Box; Now What? Taking Compliance Training from Good to Great

Level: Intermediate

Paula Davis, Director, Waypoint GRC**Kirsten Liston**, Principal, Rethink Compliance

- How adults really learn and why your compliance training might not be having the impact you want
- Tools and tips to engage your audience, build compliance "muscle memory," and drive ethical behaviour
- New technologies, new options: How to move beyond courses/LMSs to credibly measure impact

M4C Conflict of Interest Management in FSU

Level: Intermediate

Fedor Atroschenko, Compliance, Control & Ethics Director, CSI Group**Nikolay Smetanin**, Director for Compliance & Investigations, CSI Group

- Indicators of problems; Trust vs cautious in controls deployment
- Approaches that work in the region
- What to consider when you investigate conflict of interests; Lessons learned

16:40 – 17:00 CET

Coffee Break

17:00 – 18:00 CET

GS2 A Cross-Border Discussion of Enforcement

MODERATOR

Nicola Bonucci, Partner, Paul Hastings LLP and former OECD Général Counsel

PANEL

Lisa Osofsky, Director, UK Serious Fraud Office**Daniel Kahn**, Acting Chief, Fraud Section, US Department of Justice

- Perspectives of the UK SFO and US DOJ on corporate compliance programs, including recent guidance
- Lessons to be learned from recent enforcement actions
- Multi-lateral cooperation in pursuing corruption cases

Central European Time (CET)

9:55 – 10:00 CET

Opening Remarks

10:00 – 11:00 CET

GS3 From Crisis to an Electric Future: Inside the Cultural Transformation of One of the Largest Companies in the World – A Discussion

*Kurt Michels, Chief Compliance Officer, Volkswagen Group**Adam Turteltaub, Chief Engagement & Strategy Officer, SCCE & HCCA*

- Starting a transformation in the aftermath of a crisis
- Behind the scenes of Volkswagen's cultural transformation: The strategies that drove the turnaround
- Using a crisis to implement change: Lessons learned for compliance professionals

11:00 – 11:20 CET

Coffee Break

11:20 – 12:20 CET

Breakout Sessions

T1A 8 Reasons Good People Give to Justify Bad Actions: An In-Depth Look into Behavioural Economics and the Psychology of Fraudulent Behaviour

Level: Basic

Laura Ellis, Global Compliance Enablement, Cisco International Limited

- Laughing about how many of these rationalizations you have heard before
- Reviewing the psychology and behavioral economics behind them
- Discussing ways to prevent such thoughts from appearing in the first place

T1B Mindset in Crisis: The Watchers, Wingers, and Winners – Understanding the Impact of Extreme Ownership When Difficult Times Strike

Level: Intermediate

Steve Gaskell, High-Performance Coach, Vision Support & Challenge Coaching

- Responsibility is the first step in extreme ownership; don't underestimate the significance of taking responsibility and the impact on mindset
- Lessons from the front line on how extreme ownership can encourage high-level compliance in high-pressure situations today
- Why highly engaged organisations naturally encourage extreme ownership whilst unengaged ones don't

T1C Benefit from Beneficial Owner Information

Level: Basic

Patricia Kordes, Consultant

- Understand the concept of the beneficial owner, being the person that ultimately exercises control
- Associate the knowledge on beneficial ownership with potential benefits for risk-management, third-party relationships, and Finance
- Learn about the path to establish the ultimate beneficial owner and potential limitations along the way

12:20 – 13:00 CET

Mid-Conference Break

12:20 – 12:50 CET

SpeedNetworking (optional)

Connect one-on-one with your ECEI peers in this virtual SpeedNetworking event. It is a great way to build your network efficiently with meetings specifically matched to you! Pre-registration is required and open to conference attendees only. Visit the Attendee Opportunities page of the event website to sign up before Tuesday, 16 March and secure your spot.

13:00 – 14:00 CET

Breakout Sessions

T2A Understanding the Risk Beyond Your Borders

Level: Intermediate

*Susan Du Becker, Director, Risk & Resiliency, Microsoft Systems**Maria Lanci, Attorney, Partner, Squair**Jacki Cheslow, Global Compliance Program Leader, IEEE*

- Compliance has never been more challenging with evolving regulations and a dispersed workforce
- Explore the global influence of US and EMEA regulations and requirements on the compliance landscape
- Practical advice to adapt your assessment process and innovative thinking to address today's risks

T2B More Sanctions Against Russia: How European Companies Deal with Russian Customers

Level: Advanced

Yulia Eliseeva, Managing Partner, Ru Compliance

- Practical examples of the difficulties faced by Russian clients in meeting EU sanctions requirements
- Examples of best practices for implementing sanctions compliance programs in Russia and the Balkans
- An overview of the impact of sanctions against Russia on European companies that deal with Russia

T2C Navigating Conflicts Between the New Whistleblower Directive and GDPR

Level: Intermediate

Julia Arbery, Managing Director, StoneTurn

- Understand conflicts between GDPR and the new whistleblower directive for internal investigations
- Considerations to keep compliant with GDPR when processing personal data
- Anticipate challenges and remedies for unresolved conflicts between GDPR and whistleblower rights

14:00 – 14:20 CET

Coffee Break

Central European Time (CET)

14:20 – 15:20 CET

Breakout Sessions

T3A The Compliance Consulting Business Is Booming in Europe. Are You Considering Consulting or Starting Your Own Compliance Business? What to Do NOW to Prepare for Success!

Level: Advanced

*Kristy Grant-Hart, Founder, CEO, Spark Compliance**Joseph Murphy, Senior Advisor, Compliance Strategists**Kirsten Liston, Principal, Rethink Compliance*

- Learn why preplanning is critical—and how to do it effectively
- Use writing, speaking, and networking to advance your career or launch your business
- Learn how to master the business fundamentals: sales plan, finance, business type, and marketing

T3B The Challenges of Cross-Border Investigations in a Data Privacy & Virtual Investigatory World

Level: Intermediate

*Richard Bistrong, CEO, Front-Line Anti-Bribery LLC**Helge Kvamme, CEO and Founder, Kvamme Associates**Farzana Mohamed, Compliance & Investigation specialist : Maersk, IBM, Aveng and PwC*

- Learn how investigators can conduct robust and fair internal investigations, respecting the privacy and data-privacy laws governing individuals and countries in a remote and/or hybrid environment
- Understand best practices when it comes to virtual or hybrid interviews of employees as part of internal investigations that will withstand regulatory scrutiny.
- When virtually interviewing employees who might be a witness to misconduct, how can you challenge trustworthiness without sacrificing employee engagement and commitment.

T3C Reducing Hiring Risks with Smart Intelligence

Level: Intermediate

Eyal Ben Cohen, CEO and Founder, Verifile LTD

- Pre-employment screening is the first, and most important, step to preventing future misconduct
- Review the boundaries when using criminal records, credit reports, and social media
- Inside look into trends in pre-employment screening

15:20 – 15:40 CET

Coffee Break

15:40 – 16:40 CET

Breakout Sessions

T4A Turning Whistleblowing into Your Most Trusted and Effective Tool

Level: Intermediate

*Murray Grainger, Country Manager Spain and Portugal, Business Keeper**Tobias Thibaut, Director Risk, Compliance & Internal Audit, Hotelbeds**Emily Palmer, Senior Manager, Disputes and Investigations, Alvarez & Marsal*

- Prevent: Why is communication key? Rolling out the Hotelbeds Compliance & Ethics Helpline. Designing and implementing a best practice model and comparing to experiences in other organizations.
- Detect: How do you build trust and comply with the law? How do you manage anonymous whistleblowers within European and global companies?
- Respond: What are the next steps? Prioritizing actions on internal investigations. Communications with whistleblowers throughout the investigation process. What can go wrong—and how to avoid it.

T4B Avoiding the Data Privacy Bear Traps

Level: Intermediate

James Castro-Edwards, Partner, Wedlake Bell

- Recognize the main data protection risks that companies doing business in Europe face
- Understand the key data protection compliance failings that trigger regulatory action
- Adopt strategies to mitigate the main data protection risks

T4C E&C Coordination with Corporate Strategy: The Longer-Term View of Governance

Level: Advanced

David Heller, VP Risk Management & General Auditor, Edison International

- Overview of corporate strategy functions and the intersection with E&C goals and objectives
- Developing an E&C long-term strategy for your organization
- Leveraging the strategic plan to improve E&C and overall governance

16:40 – 17:00 CET

Coffee Break

17:00 – 18:00 CET

GS4 Compliance and Ethics in the Post-Pandemic World

MODERATOR

Susan Du Becker, Director, Risk & Resiliency, Microsoft Systems

PANEL

*Klaus Moosmayer, Chief Ethics, Risk & Compliance Officer, Novartis**Alisia Grenville, Head of Compliance, Oerlikon**Yvonne Hilst, Ethics & Compliance Officer, VEON*

- How compliance programs will need to adapt
- Keeping connected with a disconnected workforce
- Understanding the new risks while managing the old ones

Central European Time (CET)

10:00 – 11:00 CET

Breakout Sessions

W1A Conducting Cross-Border Internal Investigations

Level: Intermediate

*Melina Llodra, Partner, Llodra Attorneys at Law**Mariana Idrogo, Lawyer and Bachelore in Political Science, Senior Managing Director*

- Planning the investigation: Dos and don'ts, defining the scope and the team, developing policy and procedures to manage the investigation program, key cultural issues to be taken care of, and how to manage investigations under crisis situations (COVID-19)
- Gathering evidence: Conducting interviews and gathering documents, key challenges in cross-cultural investigations and impact of multiple legal frameworks—the case of European-Latam investigations; protocols and use of technology under crisis situations
- Drafting investigation report: Outline, key elements, objective, major pitfalls, protection of confidentiality. Postinvestigation phase: Self-report, cooperation with justice. Multiple jurisdictions, interaction of investigators and legal counsel

W1B COVID-19: Crisis or Opportunity for Corporate Culture? Implications for Why and How Ethics and Compliance Should Thrive in This Evolving World

Level: Intermediate

MODERATOR

Sally March, Director, Drummond March Ltd.

PANEL

*Ruth Steinholtz, Values Based Business Ethics Advisor, AretéWork LLP**Robert W. Smith, Director Business Compliance and Ethics, Serco Group plc**Jane Mitchell, Founder, JL & M*

- Assess culture and use the information to build new paradigms
- Shift role of functions, including E&C, to more collaborative work focused on corporate purpose
- Help leaders better communicate in a time when new working practices demand quality leadership

W1C How the New ISO 37301 Will Help Compliance Officers: Compliance by Design, Not by Disaster

Level: Intermediate

Prof. Hernan Huwyler, Compliance Master Director, IE Law, IT Risk and Control Lead, Danske Bank

- Uses and implications for the new ISO 37301 on compliance management systems
- Practical tips for preparing to meet the new requirements to certify compliance programs
- Examples to demonstrate compliance with the standard

11:00 – 11:20 CET

Coffee Break

11:20 – 12:20 CET

Breakout Sessions

W2A Boomers, Millennials, and Gen Z: Working Together or Forever Apart?

Level: Intermediate

*Charles Vernon, Managing Partner, Vernon David & Associates**Emanuela Culea, Associate, Vernon David & Associates**Mihai Stan, Senior Associate, Vernon David & Associates*

- Discover generational traits and identify methods to transform them into strengths
- Understand the difficulty of implementing ethics and compliance rules in "young" Eastern Europe
- Learn five ways to motivate your upcoming Gen Z workforce in your company's ethics and compliance culture

W2B Small Business Compliance and the Ethics of Third-Party Due Diligence

Level: Basic

Balazs Kis, co-CEO, memoQ Zrt

- Understand how small businesses face the need for a compliance program through corporate customers
- Become aware that corporate customers impose requirements that small teams lack resources to address
- Learn about challenges and opportunities of creating compliance programs in small businesses

W2C How to Influence Culture and Behavior as an Ethics and Compliance Officer

Level: Intermediate

*Geert Vermeulen, CEO, ECOMC**Susanne Hafkamp, Compliance Manager, EFPIA Lead, Pfizer Biopharmaceuticals Group**Marlene Jans, Director, REM Netherlands GRC Consultancy GRV*

- Why is it important that ethics and compliance officers help management influence culture and behavior?
- How can we do that? Presentation of a toolbox containing 45 tools to influence culture and behavior.
- Let's give it a try. We will practice with one or two tools.

12:20 – 13:00 CET

Mid-Conference Break

Central European Time (CET)

13:00 – 14:00 CET

Breakout Sessions

W3A What is the Future of Cybercompliance When the World Has Fragmented into Different Data Jurisdictions?

Level: Intermediate

*James Owen, Partner, Control Risks**Stina Connor, Analyst, Control Risks*

- Understand how digital connectivity is accelerating disruptive attacks on critical infrastructure
- Manage the implications of more protectionism in the creation and trade of software and hardware
- Examine the impact of diverging regulatory approaches to data privacy and data security

W3B Proactive Management of International Third-Party Integrity and Corruption Risks

Level: Intermediate

*Steven Pegg, Senior Ethics Officer, Lockheed Martin International, Europe, Middle East & Africa**Mimi Kind, Senior Manager Ethics, Asia Pacific Region, Ethics & Enterprise Assurance, Lockheed Martin Corporation**Thad Coakley, Director & Associate General Counsel, Lockheed Martin International*

- This session will explore the integrity and corruption risks posed by third parties and show that history has a habit of repeating itself with resultant impacts to organisations' reputations and financial/criminal sanctions
- It will show how a proactive compliance approach combining due diligence monitoring with annual values-based ethics and anti-corruption training of third parties globally can significantly reduce the integrity and corruption risk
- Through audience participation, the legal, cultural, and geographic challenges of managing multiple third parties globally as well as approaches used to address this will be identified

W3C A Vision for Ethics and Compliance: Alignment, Culture, and Mission in a New Normal

Level: Intermediate

*Philip Winterburn, Chief Strategy Officer, Convercent**Jane Mitchell, Owner, JL&M*

- Define how the pandemic, ESG, and conscious capitalism have shifted employee expectations
- Outline the data that can drive effectiveness and engage workforces with a vision, mission, and values
- Learn how to leverage societal revolutions to generate greater value for E&C and legal teams

14:00 – 14:20 CET

Coffee Break

14:20 – 15:20 CET

Breakout Sessions

W4A Crisis Management: Practical Tips for the Compliance Professional When it Goes Wrong

Level: Intermediate

*Jonathan Armstrong, Partner, Cordery**Kevin Paterson, Associate General Counsel & DPO, Insight Enterprises (EMEA)**Mary Shirley, Head of Culture of Integrity and Compliance Education, Fresenius*

- Companies face more crisis than ever before, in part due to increased public appetite for bad news, increased powers for regulators, and greater shareholder interest in compliance events. Compliance professionals should be a key part of the response team
- In this interactive panel, three leading experts with experience handling crisis around the world will discuss the role of the compliance officer when things go wrong
- The panel will focus on practical tips to help you when a crisis hits your organization

W4B Compliance's Challenges in Strategic Planning

Level: Advanced

Barbara Przedpelska, Europe Compliance Manager, CRH

- Misaligned Compliance Goals and Business Objectives
- Tactical vs Strategic Activities
- Measurement of Compliance Program Outcomes

W4C Amplify your Annual Code of Ethics Training: A Case Study with Johnson Matthey

Level: Intermediate

*Suzanne Brooks, Engagement Manager, Group Ethics and Compliance, Johnson Matthey**Barbara Triolo, Paralegal and Compliance & Ethics Coordinator, Johnson Matthey, PA**Janice Sargisson, Major Projects Lead, Deltanet International Limited**Stacey Taylor, Learning Design Director, Deltanet International Limited*

- Discover why you should refresh your Code of Ethics eLearning and why it is so important
- Learn how JM created and maintained high levels of employee awareness using an innovative programme to engage learners
- Understand how JM's culture of Doing the Right Thing is ultimately reflected in the context of the Code of Ethics and therefore, the eLearning.

15:20 – 15:40 CET

Coffee Break

Central European Time (CET)

15:40 – 16:40 CET

Breakout Sessions

W5A Culture Wars: Ethics and Compliance from Both Sides of the Atlantic

Level: Intermediate

*Ann Sultan, Member, Miller and Chevalier**Anna Romberg, Executive Vice President Legal, Compliance and Governance, Getinge*

- How can companies leverage the formal and informal parts of compliance and ethics programs to drive change and compliance throughout their multinational organizations? Lessons learned from in-house and external counsel involved in large FCPA resolutions.
- How are cultural differences and approaches reflected in guidance from enforcement authorities and what does this mean for companies facing or potentially facing enforcement action in multiple jurisdictions?
- US and European approaches to ethics and compliance often differ in key ways. How can multinational companies take into account these differences in their global compliance programs?

W5B Speak Plainly and Carry a Big Stick: Investigations, Discipline, and the Evolution of Your Compliance Program

Level: Advanced

*Krista Muszak, GS SOX Controls and Compliance, Johnson & Johnson - FL**Louis Perold, Principal, Citadel Compliance, SCCE & HCCA Board Member**Art Weiss, Chief Compliance & Ethics Officer, TAMKO Building Products LLC, Board President, SCCE & HCCA*

- Investigations: Discuss struggles and strategies of investigations. How do you adjust your risk assessments due to investigation outcomes?
- Discipline: Brainstorm forms of discipline and how to use these cases to communicate the "lessons learned." What do you do when there is pressure to not discipline?
- Evolution: Responding, reporting, and remediation. How do you use your investigation reports and discipline outcome to inform and evolve your program?

W5C Best Practices for M&A Due Diligence for Anti-Corruption from Initial Idea to Integration

Level: Intermediate

*Daniel Wendt, Member, Miller & Chevalier -**Sergio Leal, Head of Compliance, MANA & LATAM & M & A**Daniel Jarman, Group Head of Ethics & Compliance, VEON Ltd*

- Strategies for structuring anti-corruption compliance reviews for acquisitions and divestments
- Review of common issues that arise with intense time pressure and high stakes
- An overview of an approach for effective integration of new companies or assets

16:40 – 17:00 CET

Coffee Break

17:00 – 18:00 CET

Breakout Sessions

W6A How to Survive a Monitor in a Time of Economic Crisis: Tips from Around the World

Level: Intermediate

*Maria Lanci, Attorney, Partner, Squair**Peter Skinner, Vice President Global Business Process Owner, Exyte**Eric Feldman, Senior VP and Managing Director, Corporate Ethics and Compliance Programs, Affiliated Monitors Inc.*

- Identify significance of the changes contained in DOJ's June 2020 revisions to the Evaluation of Corporate Compliance Programs guidance
- Explore regulator expectations for modifying your E&C program to reflect changing risks during the global pandemic
- Learn why now is the optimal time to obtain an independent assessment of your E&C program

W6B Business Enabler or a Mere Control Mechanism

Level: Intermediate

*Marios Skandalis, Director of Compliance, Bank of Cyprus**Niki Charilaou, Manager, Financial Crime & Sanctions Compliance Department, Bank of Cyprus*

- Effectiveness vs. efficiency of the compliance function; next-generation technology as a catalyst for an effective and efficient compliance function
- Tremendous real corporate benefits accrue when compliance facilitates business; business ethics is a prerequisite for a business-enabling compliance function

W6C Boeing's 737 MAX: A Trifecta of Ethics and Compliance Failures

Level: Basic

Michael Fricke, Associate Director, Center for Leadership Ethics, & Sr. Lecturer, Department of Management & Organizations, University of Arizona Eller College of Management

- How Boeing's organizational culture stifled concerns about safety and ethical behavior
- How regulatory and compliance failures turned a surmountable challenge into a global disaster
- How ethical leaders use moral imagination to take ownership of challenges

15–17 March 2021

Virtual Conference

Contact Information

☐ Mr ☐ Mrs ☐ Ms ☐ Dr

Member / Account ID (if known)

First Name MI Last Name

Credentials (CHC, CCEP, etc.)

Job Title

Organization (Name of Employer)

Street Address

City/Town State/Province

Zip/Postal Code Country

Work Phone

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