

# Positioning Ethics & Compliance as a Strategic Leader in Times of Stress or Crisis

ECI Fellows  
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# E&C as Strategic Leader in Times of Stress

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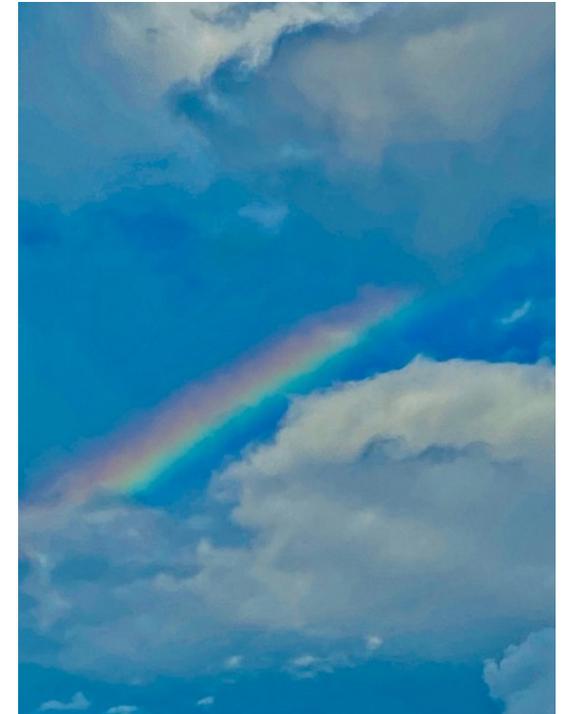
## AGENDA

- ❑ Overview of ECI Working Group – Charter and Approach – Wendy Evans
- ❑ Internal Factors – Robin Rohmer
- ❑ External Factors – Sundar Narayanan
- ❑ Toolkit – Suzanne Matthiessen
- ❑ Breakouts – Earnie Broughton and Wendy Evans
- ❑ Outbrief – Breakout Leaders

# E&C as Strategic Leader in Times of Stress

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- COVID 19
  - Threats to health and safety
  - Changes to professional/personal environments
  - Social distancing; travel restrictions
  - COVID-19 Safety protocols in workplace
- Socio-Political Environment
  - Social movements, #metoo, BLM, Political unrest
  - Proliferation of external and internal “social” media
    - Box, Slack, Confluence, Blogs, Posts
  - Lines blurred, personal and professional environments



# Working Definitions: Stress and Crisis

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Definitions (to be refined/elaborated upon by Sub-Groups)

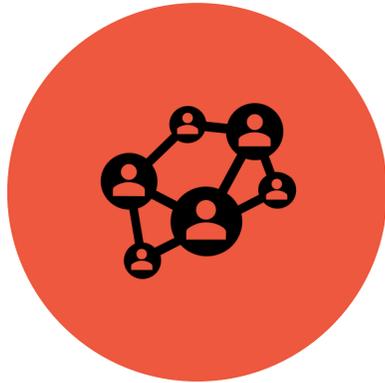
Stress: Mental, physical or emotional responses to actual or perceived environmental conditions

Crisis: A time of intense challenge, when important or difficult decisions must often be made in response to the circumstances or environment



# E&C as Strategic Leader in Times of Stress

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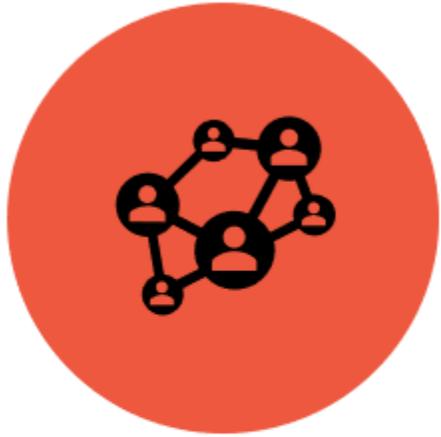
INTERNAL FACTORS  
ROBIN ROHMER



EXTERNAL FACTORS  
SUNDAR NARAYANAN



TOOLKIT  
SUZANNE MATTHIESSEN



## INTERNAL FACTORS

- Organizational Change
  - Leadership Changes
  - Operations
  - Mergers and Acquisitions

### PRINCIPLE 1

**STRATEGY:** Ethics & Compliance is central to business strategy

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### PRINCIPLE 2

**RISK MANAGEMENT:** Ethics & Compliance risks are identified, owned, managed and mitigated

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### PRINCIPLE 3

**CULTURE:** Leaders at all levels across the organization build and sustain a culture of integrity

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### PRINCIPLE 4

**SPEAKING UP:** The organization encourages, protects and values the reporting of concerns and suspected wrongdoing

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### PRINCIPLE 5

**ACCOUNTABILITY:** The organization takes action and holds itself accountable when wrongdoing occurs

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## EXTERNAL FACTORS

- COVID 19
- Social Movements
- Economic Factors
- Etc.

### PRINCIPLE 1

**STRATEGY:** Ethics & Compliance is central to business strategy

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TOOLKIT

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# STRESS READINESS RESPONSIVENESS & RESILIENCY AWARENESS + ACTIONS TOOLKIT

- Intro: The Risks of Workplace Stress
- Stress: The Good The Bad and The Ugly**
- The Leadership & Culture "Elephant"
- Address Root Causes of Workplace Stress**
  - Buyer Beware - Ineffective Stress Traini
  - Healthy Self Care Practices
  - Mindful Awareness Life Skills
  - Adaptive Leadership
  - Psychological Safety
  - Operational Resilience

# STRESS

https://suzannematthiessen.wixsite.com/my-site/root-causes

15:47  
23/06/2021

# Breakout!

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BREAKOUT LEADERS WILL FACILITATE DISCUSSION AND RETURN TO LARGE GROUP TO BRIEF 1-3 TAKE-AWAYS FROM BREAKOUT

# The Grand Reopening

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FINAL COMMENTS ABOUT HOW PREPARING FOR (AND ENDURING)  
CRISES MAKE US MORE PREPARED FOR CURRENT RE-OPENING