

Compliance & Ethics Professional

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CEI: Exploring the Ethics track

Adam Turteltaub, CCEP, CHC (adam.turteltaub@corporatecompliance.org), Vice President of Membership Development at SCCE interviewed **Art Weiss**, CCEP-F, CCEP-I, Chief Compliance and Ethics Officer at TAMKO Building Products in Joplin, MO.

The 2015 Compliance and Ethic Institute, scheduled to take place in Las Vegas from October 4-7, will once again feature an Ethics track. To better understand the sessions in the track, and how they were selected, I spent some time with track chair

Art Weiss (art_weiss@tamko.com), who is a member of the SCCE/HCCA board and the Chief Compliance & Ethics Officer for TAMKO Building Products, Inc. in Joplin, MO.



Turteltaub

AT: How did you go about selecting the sessions for this track?

AW: I wanted to select presentations that would provide practical solutions for the problems that compliance and ethics professionals face when dealing with questions of ethics. Organizational ethics are critical to the health of a compliance and ethics program and to the health of an organization. We must set the tone for employees,

management, and the organization's governing authority. Education, training, and communication about making choices, setting examples, and being responsive are critical. I wanted sessions that would do that. I'm very pleased with the topics and

excellent presenters we chose. I just wish we had time for all the great presentations that were submitted.

AT: Ethics is filled with age-old issues like conflicts of interest. What are some of the classic ethics issues that will be addressed, and what are some of the new insights into them that you are seeing?

AW: I'm extremely excited about Sunday's pre-conference breakout sessions. The morning session on using an educational board game for business ethics should be a great presentation and a lot of fun. The afternoon session is by a speaker, Paul Fiorelli, whom I try to never miss. His insight into ethical behavior and the examples he offers are always useful. I can't wait to hear him speak on 'Death by PowerPoint'—something many of us have been guilty of. Monday's lessons for a first timer should be invaluable for new (and experienced) compliance and ethics professionals. I've been doing this for a while, and I always learn something new. Second City's session on the power of using stories should be both fun and entertaining. And I'm really excited about any session with 'Breaking Bad' in the title. Tuesday we hear about leadership's role in fostering an ethical culture, making ethics real for employees, and attracting and retaining ethical employees.

AT: What are some of the emerging issues that will be addressed in the Ethics track?



Weiss

AW: Training and communications are not necessarily what I might call emerging, but for those of us who are strong believers in continuous improvement, I am always looking for creative new ideas on training and communication, and how to make ethics real for employees.

AT: There's been a long debate, especially across the Atlantic, about ethics vs. compliance. It's sometimes as if people can't accept both. Is it an either/or issue, or is it really that we need both and the real issue is finding the right balance?

AW: I think the early years of Compliance overlooked ethics. We saw that with organizations that had all the necessary codes, policies, and procedures, but didn't walk the talk. Without the ethical culture, compliance eventually fails. An example I often use is: If your employees are honest, they don't pay bribes or accept improper gifts. If they treat other people with respect, they aren't harassing or bullying others. Those of us who are lawyers recognize the need for compliance, but those of us who are both lawyers and human beings, recognize the need for ethics as well. *

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