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Director, Drummond March & Company, London

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by Roy Snell, CHC, CCEP-F

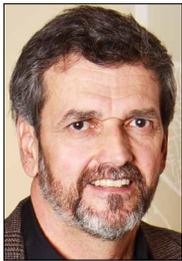
Managing a compliance program is a lot like raising a child

Please don't hesitate to call me about anything any time.

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If you have ever raised a child or watched a child being raised, you know there are some things parents have to do that are not pleasant. Because children have not learned enough about life, you may have to discipline them if they drink gasoline. (Nobody specifically said, "Roy, don't drink the gasoline.") Occasionally you have to step-up the punishment if they brush their teeth with India ink...twice. (What can I say? Apparently it tasted good.) Children think it's stupid if you insist they don't drive 85 miles an hour on a dirt road. (Had the parked car not been there, I would not have crashed



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into the trees.) And in order to successfully raise a child you have to change its diapers. (Hey, it was my parents' fault—they fed me.)

OK, so I made my parents' lives harder than they needed to be; but they didn't give up because it was challenging. If the acts of enforcing rules and cleaning up problems were all you looked at, you would have a dim view of raising children. Most people look at the bigger picture. In fact, in the end, most people say raising their family was the most rewarding thing they ever did.

We all know people whose parents were unwilling to do the difficult but necessary things to raise a child successfully. Some

parents don't effectively educate, audit, monitor, investigate, discipline, etc. Their children grow up without the proper respect for others or the rule of law. To raise a child successfully you must implement a compliance program for the child. There really is no difference in business. A compliance program is necessary to help create an ethical company that has respect for the rule of law.

Compliance programs are in their infancy... You have to make judgment calls people may not agree with. And most unpleasant of all, you have to clean up a lot of crap.

Compliance programs are in their infancy. It is understandable that some people don't appreciate compliance programs. Compliance officers have to stop employees from breaking laws they don't know about or laws they think are stupid. You have to make judgment calls people may not agree with. And most unpleasant of all, you have to clean up a lot of crap. Much like parents, compliance officers are not always appreciated in the short run. Much like a parent, you will get discouraged. However, in the long run it can be one of the most rewarding things you ever do. In the end... you will be proud. *