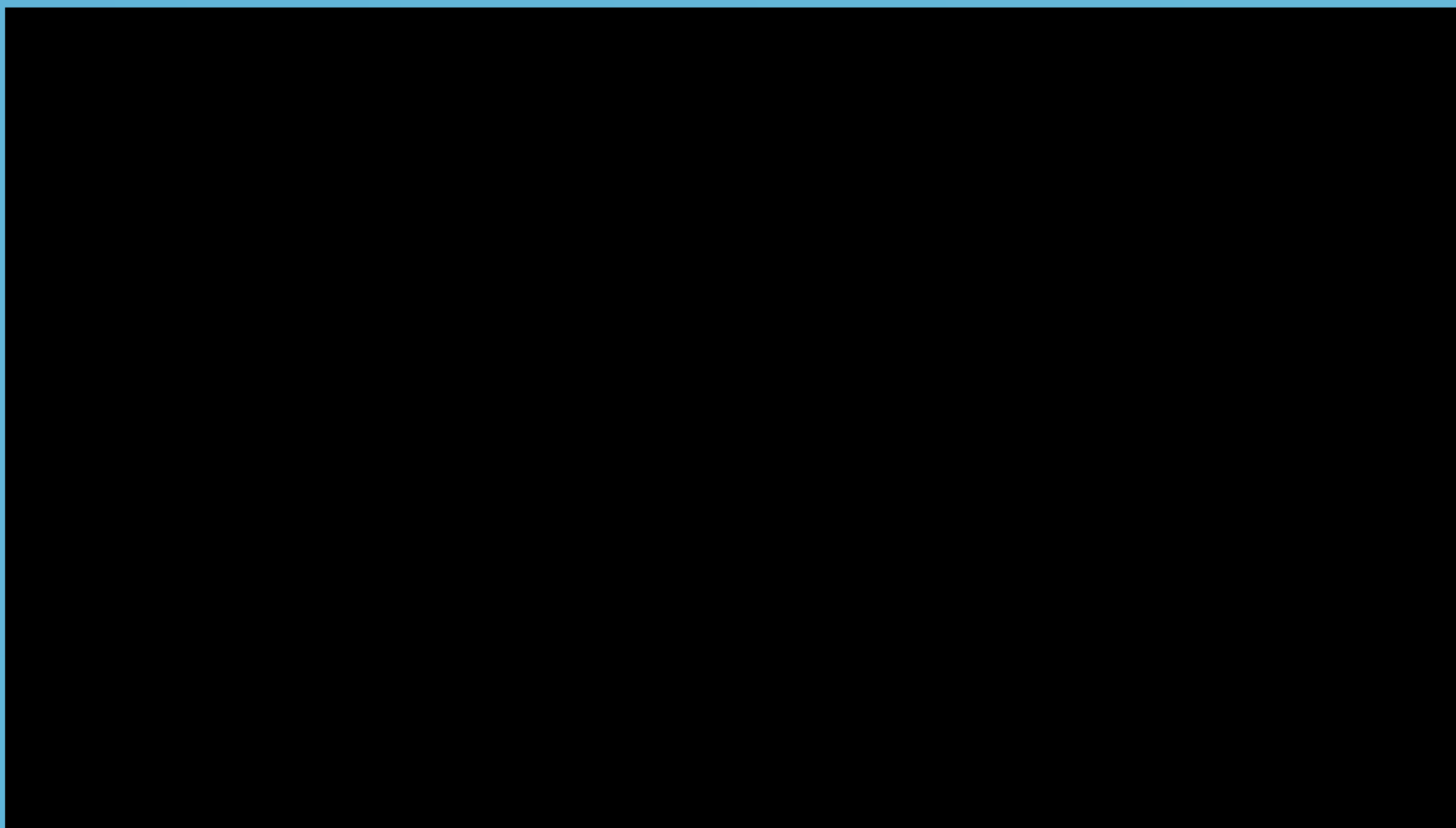




Saying NO to Power

A must have skill for a
Compliance Officer



Why




does it



matter?



Be prepared!

- 
- A hand holding a piece of white chalk is positioned to the right of a clipboard. The clipboard has a brown cover and a silver clip at the top. It holds a white sheet of paper with a list of five points. The background is a dark chalkboard with the text 'Be prepared!' written in white chalk and underlined with a yellow chalk line.
1. Agree to disagree
 2. When to disagree
 3. Earn the right to disagree
 4. Ask for permission
 5. Don'ts to keep in mind



1. Agree to disagree

2. When to disagree

3. Earn the right to disagree

4. Ask for permission

5. Don'ts to keep in mind

Agree



to

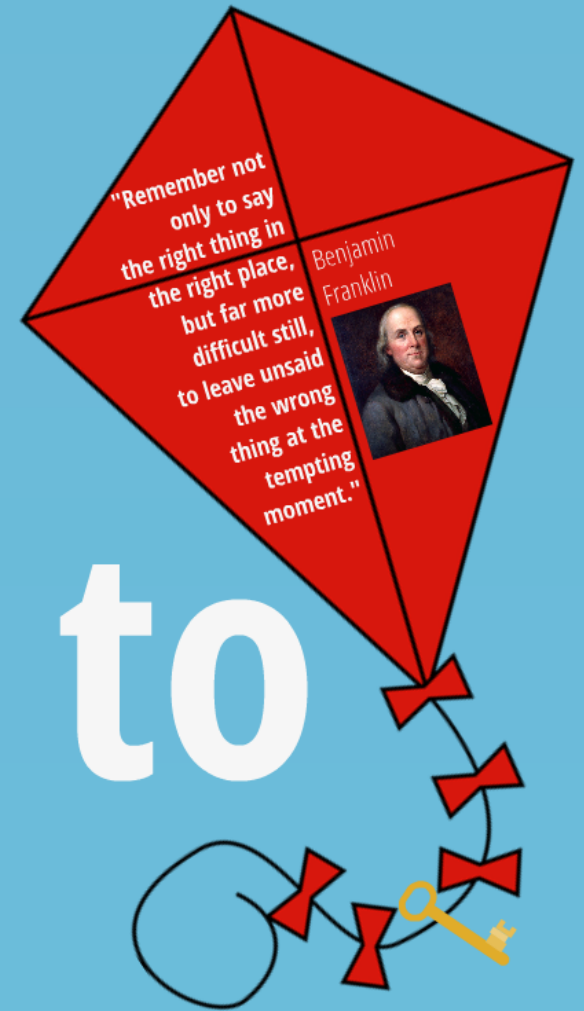
Disagree







Preparing to Disagree



**"Remember not
only to say
the right thing in
the right place,
but far more
difficult still,
to leave unsaid
the wrong
thing at the
tempting
moment."**

Benjamin
Franklin





Pick your
battles
wisely

Don't sweat
the small
stuff



THE POWER OF SAYING

NO

Be willing
to admit
mistakes

Acknowledge
your bias

Earn the right
to disagree

Develop history
of ethical
decisions

Develop
history of
success

Be
open-minded &
independent



**Be willing
to admit
mistakes**



**Acknowledge
your bias**



**Earn the right
to disagree**



**Develop history
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**Develop
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Be

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- ❌ Don't confront when angry
- ❌ Don't confront during a meeting
- ❌ Don't disagree with every little thing
- ❌ Don't get personal
- ❌ Don't use email

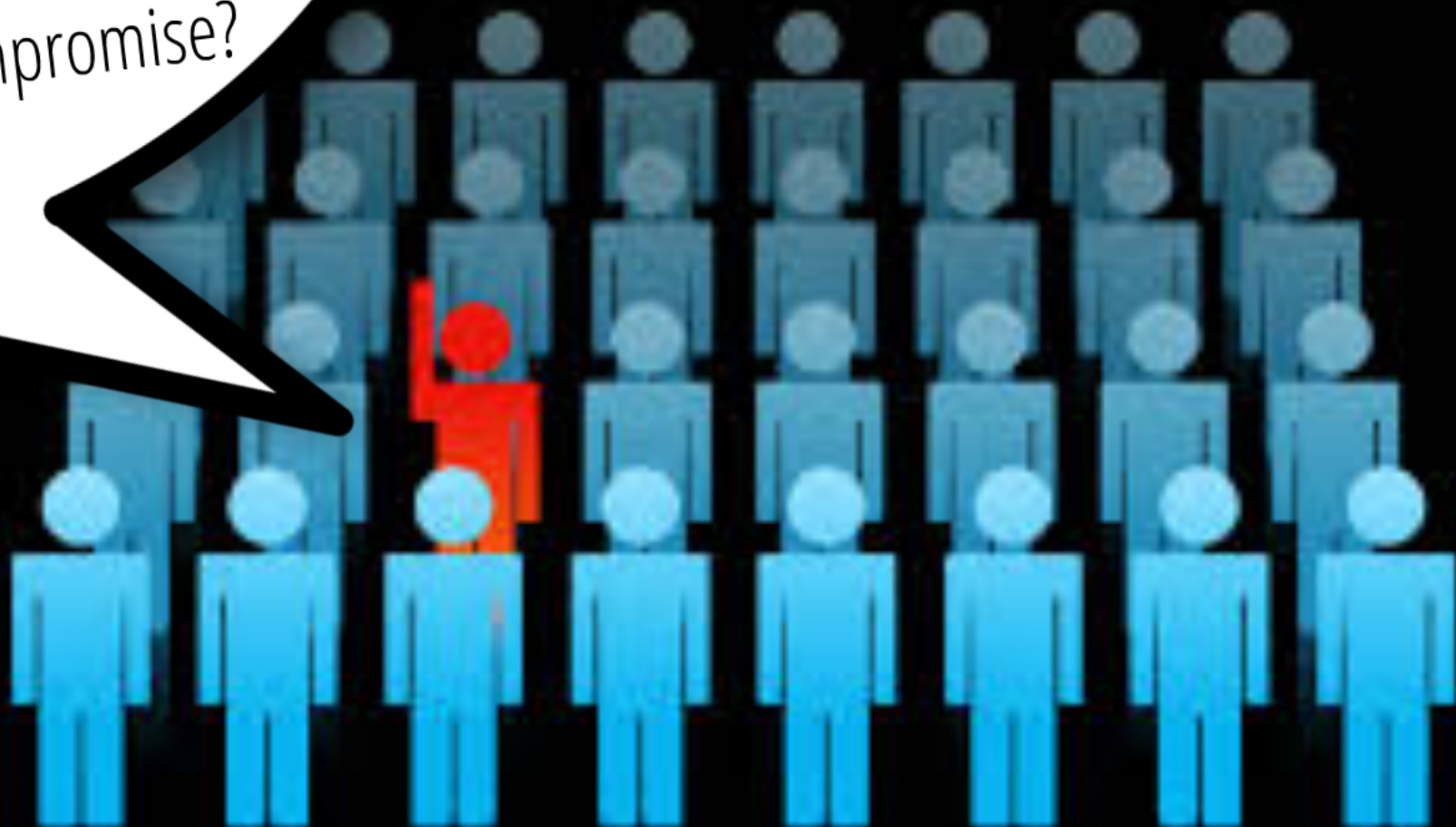


1. Acknowledge the decision maker
2. Acknowledge shared goals
3. Be empathetic
4. Explain the consequences
5. Discuss the facts



n made?
for additional input?

y for compromise?



Is it too late?

**Explain that you accept
the decision.**

Still okay to ask:

- What facts led to the decision?
- How was the decision made?
- Is there opportunity for additional input?
 - Timing is key
- Is there opportunity for compromise?



Is it too late?



**Why is it so
difficult?**

Why is it so difficult?

The solution or rationale sounds reasonable.



- No such thing as 100% compliance
- No one expects 100% compliance
- Customers expect results, missions to fulfill
- Greater good



Why is it so difficult?



Your boss or others know more than you.

Why is it so difficult?

losing a coveted assignment **Fear** losing a promotion
losing respect



Why is it so difficult?

Desire to get along.



- You don't make enough to deal with the problem
- Go along to get along
- Making waves
- "CYB"

Why is it so difficult?

Desire to get ahead.

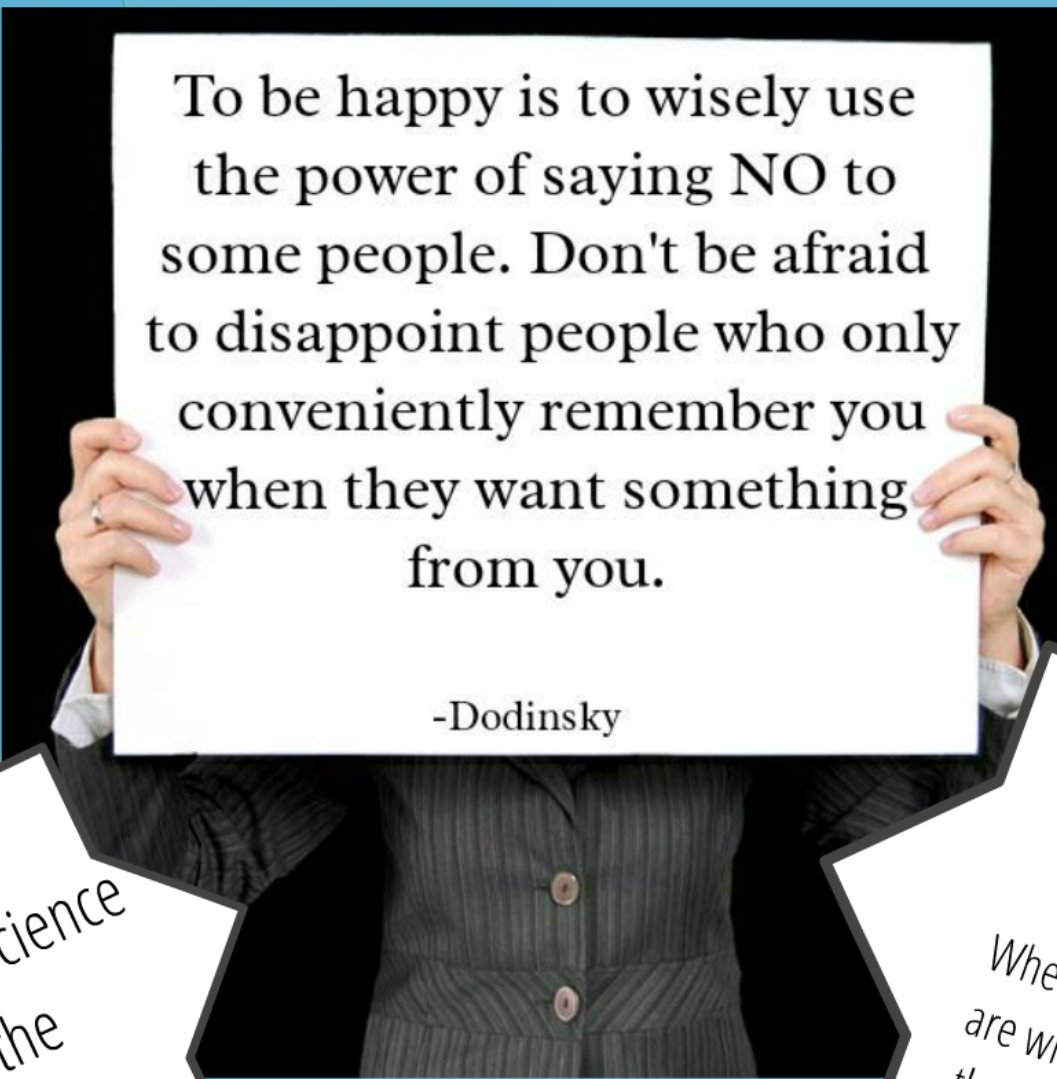
**IF WE DO THAT, THEN
ENRON WILL BECOME
THE LEADING
COMPANY IN THE
WORLD.**



Kenneth Lay
American businessman

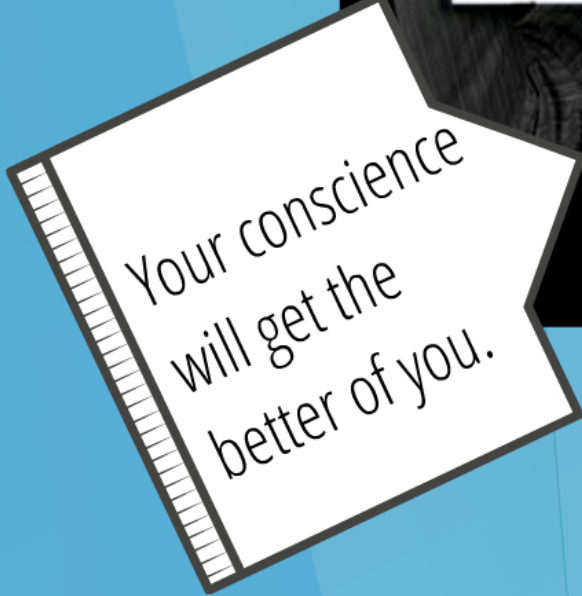
If you have to agree
to advance, you do
what it takes

You are only
following orders

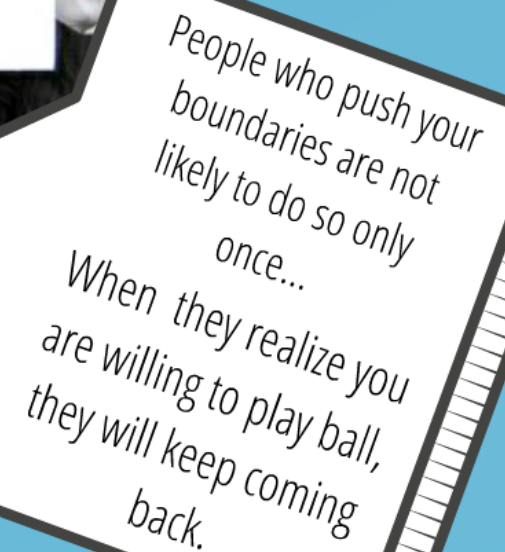
A person wearing a dark pinstriped suit is holding a large white rectangular sign. The sign contains text about saying no to people who only remember you when they want something from you. The background is a solid blue color.

To be happy is to wisely use
the power of saying NO to
some people. Don't be afraid
to disappoint people who only
conveniently remember you
when they want something
from you.

-Dodinsky

A tilted white rectangular sign with a black border and a lined left edge, containing text about conscience.

Your conscience
will get the
better of you.

A tilted white rectangular sign with a black border and a lined left edge, containing text about boundaries and people who push them.

People who push your
boundaries are not
likely to do so only
once...
When they realize you
are willing to play ball,
they will keep coming
back.



have the
power to say,
"This is NOT how my
story will end."

YOU

**have the
power to say,
"This is NOT how my
story will end."**

