

European Compliance & Ethics Institute

29 MARCH–1 APRIL 2015
HILTON ON PARK LANE | LONDON, UK

**Gain a
European
perspective
on compliance
and ethics
challenges**



"This organization is pure professional. The speaker, the topics, the facilitation, everything was first class and fantastic. I learned so much this week and am going home with many new ideas and tools to implement within my company's programme. The vendors were a great addition and very much appreciated! Thank you for a fantastic and educational conference." — A 2014 ATTENDEE



REGISTER NOW

www.europeancomplianceethicsinstitute.org

questions: taci.tolzman@corporatecompliance.org



about the institute

SCCE's European Compliance & Ethics Institute provides an invaluable opportunity to learn the latest practices for effectively addressing the wide range of challenges facing the European compliance and ethics community. Learn directly from experienced compliance and ethics professionals through both formal presentations and informal networking events. Help improve your compliance and ethics programme and develop your expertise in this growing and evolving profession.

NEW CONFERENCE HAPPENINGS FOR 2015

Advanced Discussions

The purpose of the new Advanced Discussion sessions is to bring compliance professionals from across the world together for a professional exchange of ideas and increase communication among discussion participants. These are not formal presentations, but are designed to involve everyone in the room. Advanced Discussions will be held on Monday and are indicated with an "AD" before the session number. Advanced Discussions are limited to 50 participants and filled on a first-come, first-served basis. Pre-registration is not available for these sessions.



Volunteer Project

Sunday 29 March, 9:00–11:00

Come to the Institute early and help us give back to the community! SCCE will help The Children's Trust with assembling gift hampers, Easter masks and decorations for the charity's Easter fair.

For more information and to sign up, visit:
europeancomplianceethicsinstitute.org/ForAttendees/Volunteer.aspx



Authors' and Academies Reunion Reception

Sunday 29 March, 18:15–18:45

Have you attended a Basic Compliance & Ethics Academy? Have you written an article for SCCE's *Compliance & Ethics Professional* magazine or authored one of our books? If you answer yes to any of these, this reception is for you! We're hosting a special gathering to thank you—please join us!

Contact Patti Hoskin to sign up at patti.hoskin@corporatecompliance.org

TweetUp

Monday 30 March, 18:15–18:45

New to Twitter? Do you have a Twitter account but are not sure how to use it? Are you on Twitter and want to help fellow attendees learn how to tweet? Make sure to attend the TweetUp on Monday 30 March from 18:15–18:45. It will be a fun atmosphere in which to talk with your peers about how technology affects your day-to-day job.

SpeedNetworking

Sunday 29 March, 11:30–12:30

The SpeedNetworking event is coming to the European Compliance & Ethics Institute for the first time and you won't want to miss this opportunity. This fun interactive activity will help you build out your network of professional contacts.

A separate registration form is required, but the SpeedNetworking event is complimentary with your conference registration. You will fill out a brief profile when you sign up that prioritizes the types of compliance professionals you would like to meet. Then, during the event on 29 March, you will receive your line-up of appointments at the beginning of the session. That's all there is to it! Just bring your business card and let the networking begin.

Learn more and register at:
www2.speednetworking.com/ViewEvent/scceeurope2015

Please note: A maximum of 1.5 CCB credits for networking may be awarded per year.



Become a Certified Compliance & Ethics Professional- International

Increase your value
to your employer

Gain expertise in
the fast-evolving
compliance field

Broaden your
professional
qualifications

There's never been a better time to be a part of the demanding compliance and ethics profession. Budgets are tight, governments around the world are looking to add new regulations, public trust in business is low, and employees are tempted to cut corners.

As a Certified Compliance and Ethics Professional–International (CCEP-I)[™], you'll demonstrate your ability to meet the challenges of these times and have the knowledge you need to help move your programme and your career forward. CCEP-I certification is not tied to the laws of one country, but reflects the knowledge needs of compliance professionals globally. It draws upon international frameworks for effective compliance programmes.

CCEP-I[®]
INTERNATIONAL
Certified Compliance & Ethics Professional

Visit compliancecertification.org to learn more about what it takes to earn the CCEP-I designation.

Take the CCEP-I Exam at the 2015 European Compliance & Ethics Institute

Wednesday, 1 April 2015, 13:30–17:00

APPLICATION DEADLINE: Monday, 23 March 2015

The CCEP-I exam is optional and requires advance registration and payment separate from the conference registration. To download the exam application, visit europeancomplianceethicsinstitute.org and click the "Certifications" tab. To qualify to sit for the exam, 20 CCB CEUs (a minimum of 10 live) are required. To obtain CEUs for this conference, fill out the CEU Application on-site at the conference, noting all sessions attended. This conference is worth a maximum of 21.6 CCB CEUs: one clock hour equals 1.2 CCB CEUs.

programme at a glance

Sunday 29 March / PRE-CONFERENCE

9:00–11:00	Volunteer Project – New this year! <i>See page 2 for more information.</i>		
10:30–17:15	Registration Open		
11:30–12:30	SpeedNetworking – Lunch will be provided only for those participating in this event. SEPARATE REGISTRATION IS REQUIRED and is complimentary with your conference registration.		
13:00–15:00 SYNDICATE SESSIONS (15-MINUTE BREAK)	P1 Data Privacy for Multinationals: How to Build and Implement a Compliance Plan – Augusta Speiser, European Compliance Manager, DENTSPLY International; Janine Regan, Solicitor, Charles Russell Speechlys	P2 Compliance 101 – Debbie Troklus, Managing Director, Aegis Compliance & Ethics Center; Sheryl Vacca, Senior Vice President/Chief Compliance & Audit Officer, University of California	
15:00–15:15	Break		
15:15–17:15 SYNDICATE SESSIONS (15-MINUTE BREAK)	P3 Organizational Ethics: Who Needs It? – Art Weiss, Chief Compliance & Ethics Officer, TAMKO Building Products; Marjorie Doyle, Marjorie Doyle & Associates, LLC; Andrijana Bergant, Advisor of the Compliance and Integrity Centre, NLB d.d.	P4 New Mandate, New Mindset: Making a Successful Transition Into a Compliance & Ethics Career (What Lawyers, In-House Counsel & Others In Transition Need to Know) – Donna Boehme, Principal, Compliance Strategists LLC; Ellen Hunt, Director, Ethics & Compliance, AARP; Patrick Gnazzo, Principal, Better Business Practices	P5 Data Security Technology 101 for Compliance Professionals – Jonathan Armstrong, Partner, Cordery; Dr. Jessica Barker, Cyber Security Consultant, J L Barker Ltd.; David Longford, Chief Executive Officer, Data Guidance
17:15–18:30	Welcome Reception		
18:15–18:45	Authors' Reception and Compliance & Ethics Academy Alumni Reunion Reception		

Monday 30 March / CONFERENCE

8:00–18:30	Registration Open		
8:00–9:00	Breakfast		
9:00–10:00	General Session: Economic Sanctions Panel – Maryann Clifford, Group Ethics & Compliance Officer, BP International Ltd.; Bruno Jackson, Director Customs & International Trade, BT PLC; Sheryl Vacca, CCEP, CCEP-I, CHC-F, CHRC, CHPC, Senior Vice President/Chief Compliance & Audit Officer, University of California; (Moderator) Adam Turteltaub, CHC, CCEP, Vice President of Membership Development, Society of Corporate Compliance and Ethics		
10:00–11:00	General Session: Pragmatic Compliance in the Real World: A Practitioner's View – Robert Streeter, Data Protection & Privacy Officer, News UK		
11:00–11:30	Networking Break		
11:30–12:30 SYNDICATE SESSIONS	101 The Importance of Being Earnest... about Your Programme Evaluation – Judith Nocito, Senior Advisor, Compliance Strategists; Patrick Gnazzo, Principal, Better Business Practices	102 Internal Investigations Panel Discussion – Gabriel Imperato, Managing Partner, Broad and Cassel; Dr. Kyrill Farbmann, EMEA Compliance and Ethics Manager, International Paper; Odell Guyton, SCCE Co-Chair, Vice President, Global Compliance, Jabil Circuit, Inc.	ADVANCED DISCUSSION AD103 Compliance and Ethics Training that Works – Claire Halligon, EMEA Compliance Senior Legal Counsel, NetApp
12:30–13:30	Lunch		
13:30–14:30 SYNDICATE SESSIONS	201 Does a Sign on a Gate Necessarily Mean the Right Culture? Reflections on How Organisations Can Put Ethics Into Their Corporate DNA – Jane Mitchell, Director, JL&M; David Richardson, Director Sales and Marketing for Central Government at Serco	202 Is an International Anti-bribery Management System Truly Achievable? – Judith Houston, Business Conduct & Ethics Manager, LEGO Company Limited	ADVANCED DISCUSSION AD203 Measuring the Ongoing Effectiveness of Your Compliance Programme – Bill Dee, Compliance and Complaints Advisory Services
14:30–15:00	Networking Break		
15:00–16:00 SYNDICATE SESSIONS	301 Risk Assessment: More, Wider, Deeper – Sally March, Director, Drummond March Ltd; Ruth Steinholtz, Values Based Business Ethics Advisor, AreteWork LLP	302 A Compliance Manager's View on Breach Management in a Company of Our Size Operating in Almost Every Country in the World – Micky Khurana, Global Compliance & Ethics Breach Manager, Diageo	ADVANCED DISCUSSION AD303 Managing Multi-National Value Chain Risks – Tuula Nieminen, International Law, Policy and Compliance Professional, Florentine Consulting Ltd
16:00–16:15	Networking Break		

programme at a glance

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16:15–17:15 SYNDICATE SESSIONS	401 Towards Ethical Norms in International Business Transactions – Simon Webley, Research Director, Institute of Business Ethics	402 Using Top Sales Techniques to Sell the Compliance Programme to Your Internal Audience – Kristy Grant-Hart, Chief Compliance Officer, United International Pictures	ADVANCED DISCUSSION AD403 Emerging Market Risk: It's Not Just Corruption – Gareth Tipton, Director of Compliance and COO, BT Group-Legal, Governance & Compliance
17:15–18:30	Networking Reception		
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9:00–10:00	General Session: Setting Up A Helpline in Europe: A Solvay Case Study – Katinka Tattersall, Head of Ethics and Compliance, Solvay		
10:00–11:00	General Session: Role of the Data Protection Officer – Robert Bond, Partner and Notary Public, Charles Russell Speechlys LLP		
11:00–11:30	Networking Break		
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14:30–14:45	Networking Break		
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Wednesday 1 April / POST-CONFERENCE

8:00–12:30	Registration Open		
8:30–10:00	W1 The Alchemy of Ethics: The Workshop: Learn to Use Organisational Development Tools to Identify and Address the Drivers of Unethical Behaviour – Ruth Steinholtz, Values Based Business Ethics Advisor, AretéWork LLP; Ian Gee, International OD Consultant, Edgelands Consultancy		
10:00–10:15	Networking Break		
10:15–11:45	W2 Conflicting Compliance: When Foreign Laws Are at Odds with Anti-Corruption Compliance under the FCPA and UK Bribery Act – Winston Chan, Partner, Gibson, Dunn & Crutcher LLP; Lauren Reynolds, Regional Compliance Attorney for Europe, Microsoft; Thomas Firestone, Senior Counsel, Baker & McKenzie		
12:45–13:30	Check-in for CCEP-I Exam		
13:30–17:00	Certified Compliance and Ethics Professional-International (CCEP-I)™ Exam		

Sunday 29 March

PRE-CONFERENCE

9:00–11:00

Volunteer Project

New this year! See page 2 for more information and how to register.

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Registration Open

11:30–12:30

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www2.speednetworking.com/ViewEvent/scceeurope2015

13:00–15:00

SYNDICATE SESSIONS

P1 Data Privacy for Multinationals: How to Build and Implement a Compliance Plan

Augusta Speiser,
European Compliance Manager,
DENTSPLY International

Janine Regan, *Solicitor,*
Charles Russell Speechlys

- Overview of global data privacy legal framework; current laws and the future in respect of the proposed European Data Protection Regulation
- Case study: A practical insight on how a multinational company has built a data privacy compliance plan including the benefits and challenges faced by that company
- How to ensure that your data privacy programme stands the test of time

P2 Compliance 101



Debbie Troklus, *Managing Director,*
Aegis Compliance & Ethics Center



Sheryl Vacca, *Senior Vice President/*
Chief Compliance & Audit Officer,
University of California

- An in-depth look into the seven elements of an effective compliance programme
- Understanding the factors to consider when developing and implementing a compliance programme
- Project and programme management technique, systems, tools, etc.

15:00–15:15

Break

15:15–17:15

P3 Organizational Ethics: Who Needs It?



Art Weiss, *Chief Compliance & Ethics Officer,*
TAMKO Building Products



Marjorie Doyle, *Marjorie Doyle & Associates, LLC*



Andrijana Bergant, *Advisor of the Compliance and Integrity Centre, NLB d.d.*

- What are Organizational Ethics?
- How Do You Assess Your Organization's Culture?
- Small Group Ethical Scenario Discussions and Case Study

P4 New Mandate, New Mindset: Making a Successful Transition Into a Compliance & Ethics Career (What Lawyers, In-House Counsel & Others In Transition Need to Know)



Donna Boehme, *Principal,*
Compliance Strategists LLC



Ellen Hunt, *Director, Ethics & Compliance, AARP*



Patrick Gnazzo, *Principal, Better Business Practices*

- Understanding the Compliance Mandate: leaving your old role behind, embracing your new one, identifying what new skills/expertise are needed and how to get them
- Defining the Compliance Role (and supporting roles): Why Compliance is not a Legal function or a subset of any other function, but a new, distinct and value-adding professional expertise
- Creating your networks, jump-starting your knowledge base and other strategies for success, including real stories from the front lines and interactive scenarios

P5 Data Security Technology 101 for Compliance Professionals



Jonathan Armstrong,
Partner, Cordery

Dr. Jessica Barker, *Cyber Security Consultant, J L Barker Ltd.*

David Longford, *Chief Executive Officer, Data Guidance*

- Learn how EU and US businesses and the regulatory authorities are dealing with current cyber security risks and threats, including the most recent regulatory developments on both sides of the Atlantic
- Understand the new roles and responsibilities of the Data Protection Officer, the Chief Ethics and Compliance Officer, and the Chief Technology Officer under the proposed EU Data Protection Regulation, including innovative strategies for resolving conflicts
- Identify practical steps and "best practices" on how to instruct business employees and the global supply chain, identify ethical issues, and reduce cyber risks

17:15–18:30

Welcome Reception

18:15 – 18:45

Authors' Reception and Compliance & Ethics Academy Alumni Reunion Reception

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8:00 – 9:00

Breakfast

9:00 – 10:00

General Session:

Economic Sanctions Panel



Maryann Clifford, *Group Ethics & Compliance Officer, BP International Ltd.*



Bruno Jackson, *Director Customs & International Trade, BT PLC*



Sheryl Vacca, *CCEP, CCEP-I, CHC-F, CHRC, CHPC, Senior Vice President/Chief Compliance & Audit Officer, University of California*



(Moderator) Adam Turteltaub, *CHC, CCEP, Vice President of Membership Development, Society of Corporate Compliance and Ethics*

10:00 – 11:00

General Session: Pragmatic Compliance in the Real World: A Practitioner's View



Robert Streeter, *Data Protection & Privacy Officer, News UK*

- Deciding who you are aiming a compliance programme at: the impact on content and style.
- Using compliance to help the organisation achieve its goals: working with your colleagues, not in isolation.
- It has gone wrong; it will go wrong: it's the organisation's response, not just yours.

11:00 – 11:30AM

Networking Break

11:30 – 12:30

SYNDICATE SESSIONS

101 The Importance of Being Earnest...about Your Programme Evaluation



Judith Nocito, *Senior Advisor, Compliance Strategists*



Patrick Gnazzo, *Principal, Better Business Practices*

- Evaluating your internal compliance programme effectively, in a manner that gets to the heart of whether it is really "detecting and preventing" misconduct
- The 5 most common mistakes in the programme evaluation process, and best practices in how to avoid them
- The role of culture in a programme evaluation, including some inconvenient truths about those employee engagement surveys

102 Internal Investigations Panel Discussion



Gabriel Imperato, *Managing Partner, Broad and Cassel*



Dr. Kyrill Farbmann, *EMEA Compliance and Ethics Manager, International Paper*



Odell Guyton, *SCCE Co-Chair, Vice President, Global Compliance, Jabil Circuit, Inc.*

AD103 Compliance and Ethics Training that Works

ADVANCED DISCUSSION

Attendance limited to 50 participants on a first-come, first-served basis.



Claire Halligon, *EMEA Compliance Senior Legal Counsel, NetApp*

- Live training, computer based, both or something different?
- Assessing the effectiveness of the training
- Should you train your business partners?

12:30 – 13:30

Lunch (provided)

13:30–14:30

SYNDICATE SESSIONS

201 Does a Sign on a Gate Necessarily Mean the Right Culture? Reflections on How Organisations Can Put Ethics Into Their Corporate DNA



Jane Mitchell, *Director, JL&M*

David Richardson, *Director Sales and Marketing for Central Government at Serco*

- This case study session explores how one of the world's largest organisations set about galvanising leaders, managers and staff to focus on ethical leadership during very challenging times.
- When Serco hit the news in 2013, for the wrong reasons, it was suddenly no longer the biggest company people had never heard of. The lessons learned before; during and after that period show a company courageous enough to tackle some difficult questions.
- Joining dots is critical to make sense of what it means to operate with an ethical culture. Sustainable success will come from identifying those dots and connecting them in meaningful ways for all stakeholders. We will explore the mysteries of both.

202 Is an International Anti-bribery Management System Truly Achievable?



Judith Houston, *Business Conduct & Ethics Manager, LEGO Company Limited*

- Learn from Network Rail Consulting's experience implementing an anti-bribery management system
- Explore the benefits that an anti-bribery management system can bring to your organization
- Discuss the challenges of implementing an anti-bribery management system in a global company

AD203 Measuring the Ongoing Effectiveness of Your Compliance Programme

ADVANCED DISCUSSION

Attendance limited to 50 participants on a first-come, first-served basis.



Bill Dee, *Compliance and Complaints Advisory Services*

- What elements of today's compliance programme need to be measured
- What's needed to measure their effectiveness
- How measured data can be presented effectively

14:30– 15:00 Networking Break

15:00– 16:00 SYNDICATE SESSIONS

301 Risk Assessment: More, Wider, Deeper



Sally March, *Director, Drummond March Ltd*



Ruth Steinholtz, *Values Based Business Ethics Advisor, AreteWork LLP*

- Recap basic compliance risk assessment processes. OK, you've identified your big risk areas. What next?
- Explore the differences between ethics and culture risk and why they are important
- Discover some techniques for assessing these apparently less tangible risks

302 A Compliance Manager's View on Breach Management in a Company of Our Size Operating in Almost Every Country in the World

Micky Khurana, *Global Compliance & Ethics Breach Manager, Diageo*

- How the compliance function in Diageo, a FTSE 20 company with offices in over eighty countries, has sought to enhance breach management
- Challenges the compliance function faced in driving through change—cultural resistance, stakeholder management, process clarity
- Can compliance do more to ensure when concerns are raised they listen to and acted upon?

AD303 Managing Multi-National Value Chain Risks

ADVANCED DISCUSSION

Attendance limited to 50 participants on a first-come, first-served basis.



Tuula Nieminen, *International Law, Policy and Compliance Professional, Florentine Consulting Ltd*

- The crisis in the Middle East, sanctions on Russia, the Ebola outbreak, mining restrictions in conflict-affected areas... Supply chains of global businesses are increasingly being affected by international crisis, and exposed to disruptions, human rights violations and corruption
- In the UK alone, three quarters of businesses have zero visibility of their supply chains beyond the second tier, and 11% of the businesses polled consider it 'likely' that modern slavery exists in their supply chains
- The Group will discuss how compliance officers can more effectively manage risk challenges to multi-national supply chains and prepare their companies for future opportunities

16:00– 16:15 Networking Break

16:15– 17:15

401 Towards Ethical Norms in International Business Transactions



Simon Webley, *Research Director, Institute of Business Ethics*

- Is there a truly global definition of responsible business?
- Can a set of universal standards (or norms) be developed which take account of value differences across cultures?

402 Using Top Sales Techniques to Sell the Compliance Programme to Your Internal Audience



Kristy Grant-Hart, *Chief Compliance Officer, United International Pictures*

- Use the motivational techniques and ideas of Zig Ziglar and other sales pioneers to create a buzz and get your internal prospects (board members, employees, mid-level managers) to buy into the compliance programme
- Use the four primary motivators to excite and challenge your audience during training and committee meetings, and how to use the Sandler 70/30 principle, active listening and mirroring to make the company believe you are the solution to their problems
- Learn techniques of closing the sale, and how to apply those to your conversations with your internal audience so that you get genuine commitment and buy-in for your initiatives and your programme. Learn how to create a shared vision for success

AD403 Emerging Market Risk: It's Not Just Corruption

ADVANCED DISCUSSION

Attendance limited to 50 participants on a first-come, first-served basis.



Gareth Tipton, *Director of Compliance and COO, BT Group-Legal, Governance & Compliance*

- Common risk areas beyond anti-corruption
- Human trafficking and other civil rights issues
- Conflict minerals

*Learn the essentials of managing
compliance & ethics programmes*



2015 Basic Compliance & Ethics Academies

in EUROPE, AUSTRALIA, ASIA, SOUTH AMERICA, and UAE



You and your colleagues around the world can benefit from the same invaluable, intensive training in the fundamentals of managing a compliance and ethics programme. Our international Academies cover critical content in-depth and are a great preparation course for the CCEP-I exam.

- Standards, policies, and procedures
- Compliance and ethics programme administration
- Communications, education, and training
- Monitoring, auditing, and internal reporting systems
- Response and investigation, discipline and incentives
- Anti-corruption and bribery
- Risk assessment

So let your colleagues around the world know about SCCE's Academies, and get your entire compliance team on the same page.

Brussels, Belgium
April 13–16

Sydney, Australia
May 11–14 **NEW**

Singapore
July 13–16 **NEW**

São Paulo, Brazil
August 24–27

Dubai, UAE
December 13–16

Plus 9 more Academies in the United States



www.corporatecompliance.org/academies

Questions: lizza.catalano@corporatecompliance.org

17:15–18:30
Networking Reception

18:15–18:45
TweetUp

New to Twitter? Do you have a Twitter account but are not sure how to use it? Are you on Twitter and want to help fellow attendees learn how to tweet? Make sure to attend the TweetUp. It will be a fun atmosphere in which to talk with your peers about how technology affects your day-to-day job.

Tuesday 31 March

8:00–18:30
Registration Open

8:00–9:00
Breakfast

9:00–10:00
General Session: Setting Up A Helpline in Europe: A Solvay Case Study



Katinka Tattersall, *Head of Ethics and Compliance, Solvay*

- Solvay created one of the very first helplines in Europe
- How the company worked with data authorities including CNIL in France
- Engaging works councils
- Working through post-launch challenges

10:00–11:00
General Session: Role of the Data Protection Officer



Robert Bond, *Partner and Notary Public, Charles Russell Speechlys LLP*

11:00–11:30
Networking Break

11:30–12:30
SYNDICATE SESSIONS

501 Reducing Third-Party Risk in Russia and Ukraine through a Business-Driven, Regional Approach Based in Chambers of Commerce

Frank Brown, *Value Chain/Anti-Corruption Program Team Leader, Center for International Private Enterprise*

Paul Kitson,
Independent Consultant

- A novel approach to managing third-party risk that relies on providing low-cost compliance services from locally trained compliance consultants based in chamber of commerce
- Pooling resources of mid-sized firms to create common compliance resources like hotlines, group trainings and shared online resources
- Pursuing collective action integrity pacts to give firms committed to compliance some protection from predatory government officials

502 Being Financially Compliant Is Not Enough! A Brief Review of European Marketing Legislation and Compliance Requirements that You Must Not Ignore



Jeremy Stern, *Managing Director, PromoVeritas*

Philip Circus, *Consultant Legal Adviser, PromoVeritas*

- Background on marketing compliance: The risks associated with running promotions in Europe, Definition of promotional mechanics, why your company may run certain types of promotions, why you rarely get to see the material!
- Compliance for overseas promotions: Differences in European Marketing legislation, how this affects keeping promotions compliant, Different groupings of countries according to the challenges they present, Solutions to the problem
- Data Protection Law and Marketing: Background to changes in Data Protection Regulation, Key areas of the proposals, Implications for your marketing department and company, How to get a head start on the changes

503 Mind the Gap! Equipping Middle Managers to Champion Ethical Cultures, and Why It Matters



Jane Mitchell,
Director, JL&M



David Harris,
Senior Advisor, PwC LLP

- Tone may be set at the top, but what about the mood in the middle? At the heart of successfully embedding and sustaining an ethical culture, sit 'middle managers', often disempowered, disengaged, overworked, little caring about 'ethical leadership'
- For as long as corporate time has existed, people have been promoted to manager on the basis of their operational excellence. But what about excellence in people skills? Are organisations supporting these key influencers as well as they could?
- Managers need support in ethical leadership, mindfulness and consciousness, decision-making and communication, as they climb the corporate ladder. If they were treated more as people and less as numbers, they would be the key to embedding ethical cultures

12:30–13:30
Lunch



13:30-14:30

SYNDICATE SESSIONS

601 Making Training More Effective: How Tesco Transformed Their Compliance Training with an Innovative Elearning Package



David Ward, *Regulatory, Ethics & Compliance Director, Tesco*



Kate Pasterfield, *Creative Director, Sponge UK*

- Learn how Tesco implemented a completely new approach to compliance training
- Stop elearning from becoming a tick-box exercise and really engage with your staff
- Take away hints and tips for making your own compliance training more effective

602 The Value of Values: Why We Should Care about Ethics & Compliance



Paul Fiorelli, *Professor of Legal Studies and Co-Director, Cintas Institute for Business Ethics, Xavier University*

- Learn the difference between legal and ethical duties
- Discuss slippery slopes and difficult it is to build a reputation, and how quickly you can lose it
- Analyse working “in the grey” when we want absolute black and white answers

603 Anti-bribery Compliance: What’s in Store for the Future



Severin Wirz, *Director, Advisory Services, TRACE International, Inc.*

Carolyn Lindsey, *Senior International Compliance Counsel, NBCUniversal*

- Best practices for taking your anti-bribery compliance programme to the next level: from training to third party due diligence
- Status check on the UK Bribery Act: a time for complacency or caution?
- The evolving role of the Chief Compliance Officer and its impact on how companies deal with anti-bribery compliance

14:30-14:45

Networking Break

14:45-15:45

SYNDICATE SESSIONS

701 Compliance Challenges in Europe



Andrew Henderson, *Director of Due Diligence Products, The Red Flag Group*

- Recent compliance violations in Europe and European companies overseas / Operating in compliance-challenged regions
- Risk mitigation through third party monitoring
- Managing external compliance challenges and internal expectations

702 What Are the Implications for Compliance When Working with a Contract Sales Organization or Other Third Party

David Young, *Vice President, Compliance, Quintiles Commercial Ltd*

Nicola Jamieson, *Director EU Compliance, Quintiles Commercial Ltd*

- Managing the responsibilities for compliance—what are the challenges
- Pan-European outsourcing—how do we manage the risk and ensure successful start up and wrap up of projects
- Collaborating for successful outcomes—how easy is this to achieve

703 COSO Revised: Implications for Compliance and Ethics Programmes



Urton Anderson, *Director, Von Allmen School of Accountancy, University of Kentucky*

- The COSO Framework—beyond internal control over financial reporting
- What changed, why, and implications for ethics and compliance.
- Principle 1—demonstrating a commitment to integrity and ethical values
- Compliance Objectives and the 17 Principles
- The 17 Principles and the elements of an effective compliance programme
- Implementation Issues—the experience from year 1
- The future of COSO as a framework for compliance and ethics

Wednesday 1 April

8:00 – 12:30
Registration Open

8:30 – 10:00

W1 The Alchemy of Ethics: The Workshop: Learn to Use Organisational Development Tools to Identify and Address the Drivers of Unethical Behaviour



Ruth Steinholtz, *Values Based Business Ethics Advisor, AretéWork LLP*



Ian Gee, *International OD Consultant, Edgelands Consultancy*

- Learn how organizational development (OD) professionals and principles can help you bring about the cultural shifts required to sustainably embed your ethics and compliance programme.
- Learn how to diagnose and address the drivers of (un) ethical behaviour
- Using case studies, as well as your own input, and working in small groups; put your knowledge to use to observe, diagnose and address the drivers of (un)ethical behaviour and develop strategies that you can use in your own organisations.

10:00 – 10:15
Networking Break

10:15 – 11:45

W2 Conflicting Compliance: When Foreign Laws Are at Odds with Anti-Corruption Compliance under the FCPA and UK Bribery Act



Winston Chan, *Partner, Gibson, Dunn & Crutcher LLP*

Lauren Reynolds, *Regional Compliance Attorney for Europe, Microsoft*



Thomas Firestone, *Senior Counsel, Baker & McKenzie*

- Best practices in anti-corruption compliance have been extensively discussed and are now well established. But what has not been as thoroughly analysed is what to do when those best practices conflict with local laws
- For example, local employment laws can make it difficult to terminate or discipline employees who have been found to be paying bribes; and local criminal laws sometimes require immediate reporting of suspected acts of corruption to local authorities
- Companies attempting to comply with the FCPA, UKBA and other national anti-corruption laws may find that, by doing so, they are placing themselves at risk of local prosecution. This panel will analyse such conflicts in a variety of jurisdictions

12:45 – 13:30

Check-in for CCEP-I Exam

13:30 – 17:00

Certified Compliance and Ethics Professional–International (CCEP-I)TM Exam

The CCEP-I exam is optional and requires advance registration and payment separate from the conference registration. Please see page 3 for more information.



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Conference dates and locations are subject to change.

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Utilities & Energy Compliance & Ethics Conference

February 22–25 ■ Houston, TX

European Compliance & Ethics Institute

March 29–April 1 ■ London, UK

Higher Education Compliance Conference

May 31–June 3 ■ Austin, TX

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October 4–7 ■ Las Vegas, NV



Audit & Compliance Committee Conference

November 9–10 ■ Scottsdale, AZ

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February 13 ■ Phoenix, AZ

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April 24 ■ Chicago, IL

May 1 ■ Washington DC

May 15 ■ New York, NY

June 19 ■ San Francisco, CA

June 25–26 ■ Anchorage, AK

October 23 ■ Minneapolis, MN

October 30 ■ Atlanta, GA

November 13 ■ Boston, MA

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February 9–12 ■ San Francisco, CA

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April 13–16 ■ Brussels, Belgium



May 11–14 ■ Sydney, Australia



July 13–16 ■ Singapore

August 24–27 ■ São Paulo, Brazil

December 13–16 ■ Dubai, UAE

YOUR FULL NAME _____
(please type or print)

1 DEMOGRAPHIC INFORMATION

Thank you for sharing your demographic information with SCCE. It will help us create better networking opportunities for you.

What is your functional job title? Please select one.

- | | |
|--|---|
| <input type="checkbox"/> Academic/Professor | <input type="checkbox"/> Compliance Officer |
| <input type="checkbox"/> Administration | <input type="checkbox"/> Compliance Specialist |
| <input type="checkbox"/> Analyst | <input type="checkbox"/> Consultant |
| <input type="checkbox"/> Asst Compliance Officer | <input type="checkbox"/> Controller |
| <input type="checkbox"/> Attorney (In-House Counsel) | <input type="checkbox"/> Corporate Responsibility & Performance |
| <input type="checkbox"/> Attorney (Outside Counsel) | <input type="checkbox"/> Ethics & Integrity Officer |
| <input type="checkbox"/> Audit Analyst | <input type="checkbox"/> Executive Director |
| <input type="checkbox"/> Audit Manager/Officer | <input type="checkbox"/> General Corporate Counsel |
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| <input type="checkbox"/> Charger Master | <input type="checkbox"/> Information Technology |
| <input type="checkbox"/> Chief Compliance Officer | <input type="checkbox"/> Nurse |
| <input type="checkbox"/> Chief Executive Officer | <input type="checkbox"/> Privacy Officer |
| <input type="checkbox"/> Chief Financial Officer | <input type="checkbox"/> President |
| <input type="checkbox"/> Chief Information Officer | <input type="checkbox"/> Quality Assurance |
| <input type="checkbox"/> Chief Medical Officer | <input type="checkbox"/> Regulatory Affairs |
| <input type="checkbox"/> Chief Operating Officer | <input type="checkbox"/> Reimbursement Coordinator |
| <input type="checkbox"/> Clinical | <input type="checkbox"/> Risk Management |
| <input type="checkbox"/> Coder | <input type="checkbox"/> Security/Services Technology |
| <input type="checkbox"/> Compliance Analyst | <input type="checkbox"/> Trainer/Educator |
| <input type="checkbox"/> Compliance Coordinator | <input type="checkbox"/> Vice President |
| <input type="checkbox"/> Compliance Director | <input type="checkbox"/> Other (please indicate below) |
| <input type="checkbox"/> Compliance Fraud Examiner | |

List others not listed here: _____

What certifications do you hold? Select all that apply.

- | | | | | | |
|-------------------------------|---------------------------------|---------------------------------|--------------------------------|-------------------------------|-------------------------------|
| <input type="checkbox"/> ACHE | <input type="checkbox"/> CCEP-I | <input type="checkbox"/> CHPC | <input type="checkbox"/> DDS | <input type="checkbox"/> MHA | <input type="checkbox"/> PhD |
| <input type="checkbox"/> AIC | <input type="checkbox"/> CCS | <input type="checkbox"/> CHRC | <input type="checkbox"/> ESQ | <input type="checkbox"/> MPA | <input type="checkbox"/> PMP |
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| <input type="checkbox"/> CCEP | <input type="checkbox"/> CHP | <input type="checkbox"/> CUSECO | <input type="checkbox"/> MBA | <input type="checkbox"/> PCI | |

List others not listed here: _____

What best describes the industry you work for? Please select one.

- | | |
|---|--|
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| <input type="checkbox"/> Administrative and Support Services | <input type="checkbox"/> Human Resources/Recruiting |
| <input type="checkbox"/> Advertising/Marketing/Public Relations | <input type="checkbox"/> Information Technology |
| <input type="checkbox"/> Aerospace/Aviation/Defense | <input type="checkbox"/> Installation/Maintenance/Repair |
| <input type="checkbox"/> Agriculture | <input type="checkbox"/> Insurance |
| <input type="checkbox"/> Airlines | <input type="checkbox"/> Internet/E-Commerce |
| <input type="checkbox"/> Architectural Services | <input type="checkbox"/> Law Enforcement/Security Services |
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| <input type="checkbox"/> Banking | <input type="checkbox"/> Military |
| <input type="checkbox"/> Biotechnical and Pharmaceutical | <input type="checkbox"/> Mining |
| <input type="checkbox"/> Chemical/Polymers/Fibers | <input type="checkbox"/> Operations Management |
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| <input type="checkbox"/> Computer Software | <input type="checkbox"/> Purchasing |
| <input type="checkbox"/> Construction | <input type="checkbox"/> Real Estate/Mortgage |
| <input type="checkbox"/> Consulting Services | <input type="checkbox"/> Research & Development |
| <input type="checkbox"/> Consumer Products | <input type="checkbox"/> Restaurant and Food Service |
| <input type="checkbox"/> Customer Service/Call Center | <input type="checkbox"/> Retail/Wholesale |
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| <input type="checkbox"/> Financial Services | <input type="checkbox"/> Transportation/Warehousing |
| <input type="checkbox"/> Forest Products | <input type="checkbox"/> Veterinary Services |
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Are you a first-time attendee of this conference?

- This is my first European Compliance & Ethics Institute

REGISTRATION CONTINUES ON NEXT PAGE (OVER)

2 CONTACT INFORMATION *Please type or print below.*

Mr. Mrs. Ms. Dr.

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Last Name

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Job Title

Name of Employer

Street Address

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Country Zip/Postal Code

Phone

Email (required for registration confirmation & conference information)

3 SESSION SELECTION

*Please select only one session per time slot. Advanced Discussions marked with * are limited to 50 participants and available on a first-come, first-served basis on-site at the conference.*

SUN 29 MARCH PRE-CONFERENCE	MON 30 MARCH SYNDICATE SESSIONS	TUE 31 MARCH SYNDICATE SESSIONS	WED 1 APRIL POST-CONFERENCE
13:00–15:00	11:30–12:30	11:30–12:30	8:30–10:00
<input type="radio"/> P1	<input type="radio"/> 101	<input type="radio"/> 501	<input type="radio"/> W1
<input type="radio"/> P2	<input type="radio"/> 102	<input type="radio"/> 502	10:15–11:45
15:15–17:15	* AD103	<input type="radio"/> 503	<input type="radio"/> W2
<input type="radio"/> P3	13:30–14:30	13:30–14:30	
<input type="radio"/> P4	<input type="radio"/> 201	<input type="radio"/> 601	
<input type="radio"/> P5	<input type="radio"/> 202	<input type="radio"/> 602	
	* AD203	<input type="radio"/> 603	
	15:00–16:00	14:45–15:45	
	<input type="radio"/> 301	<input type="radio"/> 701	
	<input type="radio"/> 302	<input type="radio"/> 702	
	* AD303	<input type="radio"/> 703	
	16:15–17:15		
	<input type="radio"/> 401		
	<input type="radio"/> 402		
	* AD403		

Registration for Sunday's SpeedNetworking session is separate. Register online at: www2.speednetworking.com/ViewEvent/scceeurope2015

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London W1K 1BE, United Kingdom
Phone: +44 207 493 8000

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us prior to the start date of the event by email at helpsteam@corporatecompliance.org or by fax at +1 952 988 0146. Please note that if you are sending a substitute, an additional fee may apply.

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5 or more: \$100 discount for each registrant
10 or more: \$150 discount for each registrant

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Meals: Continental breakfast, lunch, and refreshment breaks are provided on Monday and Tuesday only. Coffee will be served on Sunday and Wednesday.

Prerequisites/Advanced Preparation: None.

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- Build out your network of experienced compliance and ethics experts
- Get the continuing education units you need and take the Certified Compliance & Ethics Professional–International (CCEP-I)TM exam