

3 THINGS

YOU MAY NOT KNOW ABOUT ME...

1. I met Adam Ant after a concert when I was in middle school, found out where he was staying and, at my mother's urging since I was such a big fan, invited him to brunch of all things! He said he was flattered but turned me down.
2. My middle son weighed 13 lbs. 2oz at birth and was 24" long, shattering the records at the hospital in Atlanta where I gave birth. I turned down requests to be interviewed on CNN. (I wouldn't recommend it - it wasn't a C-section).
3. I wrote a guidebook outlining Georgia's obligations to children in foster care which is still in use.



Danette Joslyn-Gaul

VP Global Compliance
Pearson

Q&A

THE SECRET SAUCE OF COMPLIANCE

WHAT IS TOP OF YOUR COMPLIANCE AGENDA IN 2021?

We conducted a poll to get a gauge on trending areas of focus for compliance programs in the New Year:

Diversity, Equity & Inclusion: 14%

Return To Work Risks: 28%

Environmental Sustainability: 9%

Information Security & Privacy: 50%

A strong winner in I.S. and Privacy - we're not surprised given the focus on that skillset in compliance recruiting this year. Return To Work is a new risk for everyone; We would like to know your plans for getting back into the office in a compliant way!

What is your secret sauce of compliance?

Push myself and our program to focus 80% on moving the needle programmatically, and only 20% on daily crises if possible.

What are some things that you changed in 2020 to make a big difference to the compliance culture at Pearson?

In light of George Floyd protests in the US and around the world, we are updating our Code of Conduct to ensure that we promote the anti-racist culture we would like to be, and otherwise strengthening our Code around those points.

Also, we moved gift and hospitality requests in the US from paper to a workflow portal that will hopefully streamline and make requests more efficient.

How have you and your team adapted to remote working arrangements?

We are accustomed to working remotely; however, we were accustomed to traveling to worksites frequently during the year, and to visit places when we were handling an investigation. That change has been hard. We have tried to do what we needed to do as efficiently and effectively as possible from a distance using technology and to minimize disruption in a year that is full of disruption. I am pleased with how much we have been able to get done despite the distance, COVID, uncertainty, etc.

What would you say to someone considering a career in compliance?

There are few areas I have encountered that have the breadth of subject matter and issues as compliance. In that sense it is extremely interesting and well-rounded work. It can be a political juggle because you are often entering territory where you aren't wanted so it is important that senior leaders and middle managers understand the value you will bring to the equation as a compliance professional. Make sure your company values the compliance function and that it is properly positioned internally with proper resources.

What is one objective you have for the compliance program at Pearson going into 2021?

Increasing automation in a number of areas of our program.

JD or not JD, that is the question

I think having a few team members with JDs is important- for privilege, and with the right backgrounds they understand how to handle investigations and regulations. They are also, generally speaking, quite effective communicators. However, having financial acumen is extremely important somewhere in your program, as is someone who understands internal communications. The most important aspects in my judgment are effective communication and an understanding of risk.

What in compliance keeps you awake at night?

Thorny investigations, or anything I may be missing (which could be a lot!)

Why did the compliance officer cross the road?

To collaborate with those on the other side.

Interviewed by Steve Harrison

Partner at Conselium Compliance Search

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PEOPLE ARE TALKING

"Thank you to Conselium - we are very excited about the hire we made!"
Chief Human Resources Officer

"We have successfully worked with Conselium on several occasions"
Chief Compliance & Ethics Officer

"I appreciate Steve's honest approach - he gives helpful feedback and is always responsive"
Chief Compliance Officer

HAVE A COMPLIANCE JOB TO FILL OR LOOKING FOR ONE YOURSELF?

Click the links below - we look forward to hearing from you!

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