

3 THINGS YOU MAY NOT KNOW ABOUT ME...



TABITHA OMAN

Deputy GC & Chief Compliance Officer
Axalta Coating Systems

1. I've travelled to more than 80 countries and lived in a total of three.
2. I speak three languages: English, French and Haitian Creole.
3. I went to law school at night while working full time - I am a fantastic time manager as a result!



Do you feel you have been the victim of age discrimination in a recruiting process?

Yes **51%**

Probably **18%**

Probably Not **11%**

No **20%**

Q&A

THE SECRET SAUCE OF COMPLIANCE

What is your secret sauce for compliance?

Framing compliance as a positive differentiator for the business, client or operation that I am supporting. If you can show your client WHY, they more quickly adopt your WHAT and HOW.

The WHY might be reputational, financial or regulatory, or a combination – each situation is different – so, I try to put myself in the shoes of my client and see the issue from their perspective.

What is one thing you changed that has made a big difference to compliance culture at Axalta?

We've made our compliance program's policies, procedures and training more digestible and practical. There used to be binders of policies and procedures aimed at providing an answer to every potential compliance question. Today, our Code and policies are designed to be actively engaged with by our employees – not left on the shelf.

What do CCOs need more of?

Data - both 1) access to information to help identify and mitigate risks across our businesses and across the world and 2) real-time results from the compliance tools we have in place.

What is your involvement in and how are you addressing ESG at your company?

I'm leading our ESG Steering Committee which is engaged in a materiality and goal setting process to ensure our sustainability goals and programs remain aligned with the expectations of our stakeholders. ESG and compliance go hand in hand – HOW we do business is ultimately how we will be judged by our employees, our customers and our shareholders.

How do you build and maintain employee engagement in your compliance program?

Keep it relevant – we use examples that are meaningful to the employee group we're targeting, use non-technical language, and make it fresh. Also, it is always a good idea to have a compliance horror story in your back pocket to scare folks a little!

Interview by Steve Harrison, Partner at Conselium Compliance Search
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What are the compliance issues you see consuming more of your time in the future?

I see the linkage between Data Privacy and Cyber Security leading to CCOs being more involved in the design of cyber security programs. Because of our work designing GDPR and CCPA compliant data handling processes, my team has a unique understanding of how data is managed at our company.

This perspective is invaluable to our cyber-preparedness efforts, including conducting table top exercises.

JD or not JD, that is the question

I think having a JD and experience with presenting on behalf of a client to the DOJ, SEC, USAO or other regulator is important for a compliance leader. These experiences (gained during my time in private practice) have informed my design of our company's compliance program in a way that reading guidance or listening to speeches from regulators just can't match.

That said, there are areas of compliance where industry expertise or deep experience in a regulatory regime – ideally on the enforcer side – would more than substitute for a JD.

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

Be curious. What I love about being a CCO is that I get to learn something new every day, whether about an aspect of our business I didn't previously understand, a cultural difference that explains a practice in another part of the world, or a new wrinkle in the EU data privacy regime – there is never a dull moment!

Why did the Compliance Officer cross the road?

To have a positive impact on her business!

PEOPLE ARE TALKING



Thank you to Steve for a smooth and successful recruiting process!
- General Counsel - Technology



"In a difficult market to find talent, Conselium found us the right candidate."
- President - Wealth Management



"A great shortlist with speed"
- Regional Compliance Leader - Pharmaceuticals

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