

Alexis Wermuth

HEAD OF GLOBAL HEALTHCARE COMPLIANCE

GETINGE



MORE ABOUT ME

What is the most interesting thing about you?

I am a life-long learner. I look for ways to improve myself and enhance my perspective.

Skydiving, sunbathing or sightseeing?

Sightseeing. I love the opportunity to learn more about other cultures whenever I travel someplace new.

What is one thing you could not go a day without? (Not including necessities)

Gratitude.

What would you love to learn to do?

Glass-blowing. I went to a Chihuly exhibit when I was in college and it made an impression on me. I wish I could make beautiful installations, but for now, I'd be happy to learn how to make a functional vase for flowers.

Q&A

THE SECRET SAUCE OF COMPLIANCE

What is your secret sauce for compliance?

I read somewhere that everything you need to know about life you learned in kindergarten. The same is true for the heart of a compliance program. One thing children have in common is the overuse of the question “why?”

Although adults don't ask questions with the same frequency, we still seek to understand the “why” in our daily lives. Anticipating this question and proactively answering it is the “secret sauce” to making an impact with stakeholders and establishing legitimacy for your program. I put myself in the shoes of my business colleagues and make sure that I can answer the following questions: Why does the company still need an ethics and compliance program? Why does it matter to my role? Why should I care?

What makes a GREAT compliance leader?

One can be so focused on demonstrating objective evidence of compliance and building a control framework that the human side of an ethics and compliance program becomes an afterthought.

A good compliance leader understands that it is important to have tailored and effective policies, training, risk assessments, etc., but a great leader knows that none of it truly makes an impact without a culture of ethics. A great leader teaches others how to make ethical decisions that demonstrate the right thing to do, beyond mere compliance with a law or regulation.

Share one not-so-secret trick to keeping a team motivated.

Involvement in a new project or the opportunity to develop a skill will motivate some. For others, public recognition of their experience and expertise gives them a renewed sense of pride in their work.

My not-so-secret trick is to pay attention. Listen to your team and learn what motivates them. Then, act accordingly to the best of your ability.

Is technology and automation the answer to the understaffed compliance team?

It helps, but it isn't the whole solution. For example, technology and automation can help you to build an effective auditing and monitoring program and reduce the probability of human error in the accumulation and processing of data. However, a person still needs to interpret the results and take action.

What does it mean to be an ethical company in 2022?

It isn't sufficient anymore to be a company that makes great products and brings value to shareholders. Perhaps I've been influenced by my Nordic colleagues, but I think it is equally important for a company to focus on the impact it has on others and the world. To be an ethical company in 2022 means a renewed focus on human rights and environmental sustainability.

Why did you decide a career in compliance was right for you?

Years ago, I attended law school at night while working as a paralegal during the day. Although I found the work to be intellectually interesting, most days felt the same. When I passed the bar in 2009, there was an ongoing economic crisis and very few traditional legal roles were available. I expanded the scope of my job search and met with a lawyer who worked in compliance to learn more.

Back then, the field of compliance was still evolving and wasn't nearly as established as it is today. I mentioned that I was looking for variety in my job and she told me that every day is different in compliance. I landed my first compliance role in 2010 and haven't looked back. Depending on the day, I feel like a lawyer, a teacher, an investigator, a writer, a philosopher, or a marketing specialist, and no day is the same.

The challenges of a compliance officer are never-ending – how do you personally stay motivated?

I feel most energetic and reinvigorated after meeting with other compliance professionals. It is quite therapeutic to spend time with others who face the same challenges. Not only do I feel a common sense of purpose, but I also have the opportunity to learn. Inevitably, I return with fresh ideas or a new approach to try. In-person meetings provide the biggest boost, but they have become less frequent due to the pandemic and I have found more sources for inspiration. I meet with my compliance friends online and follow my favorite ethics and compliance celebrities on LinkedIn.

What is your favorite question to ask people you interview?

When hiring, I look for potential team members who will respectfully challenge me if they have a differing opinion. I ask candidates to recount a time when they felt challenged or had to make a difficult decision. The gem is a candidate who found a proper solution to the problem that differs from the approach I would have taken and achieved the desired result.

THE RESULTS ARE IN

On LinkedIn we asked:

People Managers - which is more difficult right now....

Attracting Talent	16%
Retaining Talent	28%
Both!!	55%

NEED OUR HELP FILLING A POSITION OR LOOKING FOR ONE YOURSELF?

Please click the links below

[HIRING A COMPLIANCE PROFESSIONAL](#)

[SEE CURRENT JOB OPENINGS](#)

AUGUST 2022