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WAUD CAPITAL PARTNERS

MORE ABOUT ME

Skydiving, sunbathing, or sightseeing?

Equal amounts sunbathing and sightseeing. Couldn't pay me to jump out of a plane.

If you could go back to witness one historical event, what would it be?

It would be amazing to time travel back to the Seneca Falls Convention, the first women's rights convention in the United States, which launched the women's suffrage movement.

Which TV show or movie you can watch over and over and never get bored of?

I love some of the classic Christmas movies, like Home Alone and Elf. I can watch these every year and never get tired of them.

The house is on fire and every person and animal is out safely – what item would you dash back in to save?

There is not a single material item for which I would rush back into a burning house.

Asked & Answered

THE SECRET SAUCE OF COMPLIANCE

What is your secret sauce for compliance?

My secret sauce for compliance is approaching it like any other part of the business. As a compliance leader, I am committed to understanding the business as a whole and integrating my strategy into that of the organization. By understanding the needs and objectives of my colleagues, I can support their efforts and explain the ROI of compliance initiatives in a meaningful way. Don't be a silo!

How do you "sell" compliance to other leaders?

You must understand the strategic goals of the organization and, more specifically, of other leadership team members, so you can communicate to each stakeholder about compliance from a "what's in it for me" standpoint. It's really no different than successfully influencing others in any area of life. Get out of your own head and into theirs.

Compliance jobs often come with a high degree of stress - what is something practical you do to maintain a feeling of control?

I have two key strategies. The first is, don't take anything personally. If you haven't read The Four Agreements, by Don Miguel Ruiz, it's a must; and not taking things personally is one of the four. Realizing that most resistance you encounter has nothing to do with you personally frees you up to think clearly about getting to "yes."

The second is trying to maintain a proactive mindset. In every situation, define your desired outcome and think about what the next action is that you take to get closer to that outcome. It's amazing how empowering this shift in approach can be. I'm not going to pretend I execute flawlessly on these two strategies, but it's something I strive for.

Are we winning or losing the fight on data security and privacy and why?

It's a street fight right now, and I'm not sure who is winning. On one hand, I am encouraged by increasing awareness of and attention to addressing risk in these areas. I am seeing increasing literacy around these topics among Boards and executive teams. On the other hand, the barrage of cyber attacks continues to grow exponentially, and the growing number of regulators and state-specific laws in these areas is making it difficult to focus efforts and resources productively.

To what extent is it the compliance leader's responsibility to oversee ESG at their company?

I am in the pro-compliance-leading-ESG camp. Compliance leaders are experts in building corporate culture, judiciously developing actionable and supportable policies and procedures, and implementing monitoring of compliance with organizational policies. We are also skilled relationship builders who are used to mobilizing team members throughout an organization (who don't report to us) to accomplish our strategic goals. These talents translate perfectly to overseeing ESG efforts.

To what degree do you feel in-person contact is important for the running of a compliance program?

The pandemic has taught us all just how much can be done remotely, but I believe that the best relationships are built in person. There can be an inherent apprehension about interacting with compliance---a perception of us as investigators and enforcers. The quickest way to change that view is face-to-face interactions that allow deeper personal connections. Once the foundation is laid, remote/virtual work can be effective.

What does it mean to be an ethical company in 2023?

To keep it simple, I think it's a company where the culture promotes doing the right thing, not just the legal thing, even when no one is watching. With the growing importance of ESG and DE&I, I think the definition of ethical is expanding to include the way organizations' actions impact not just their own employees and shareholders, but the communities they serve and operate in and the planet.

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

I went into compliance after entering health care as a clinician. My path turned first to operational leadership, then to an executive role in quality assurance and professional development. From there, I was "voluntold" to create a compliance program for the company I was with. What made it a fit for me was believing that building a culture of compliance and ethics protects a healthcare organization, its employees, and its patients.

This translates to benefiting workers and consumers in other industries as well. I think it's essential to have a "why" that's much bigger than rule-following for its own sake. I also immensely enjoy not being the personality that many people expect when they meet a compliance officer.

THE RESULTS

On LinkedIn, we asked...

Unemployment claims are up 26% and job searches are often taking longer. How long did your last job search take?

Walked right into a job	17%
Several weeks	12%
Several months	48%
Still looking	23%

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

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