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MORE ABOUT ME

If money and location were no object, what would your perfect day involve?

Spending the day with my entire extended family from all over the world.

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

When Martin Luther nailed his Ninety-five Theses to the door of All Saints' Church in Wittenberg on October 31, 1517.

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

TV: Band of Brothers / Movie : Minority Report

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

The one professional family photo that was taken of my mother, father, and two brothers back in 1996.

Asked & Answered

THE SECRET SAUCE OF COMPLIANCE

What is your secret sauce for compliance?

With any secret sauce, there are several ingredients in the right ratio that make a great compliance program. For me, two come to mind.

Pragmatism. I often say "A perfect compliance program would have an unlimited budget and no business." Meaning, a compliance program can't be perfect and it's limited by size and resources. Therefore, achieving compliance needs to strive for excellence that is reasonably designed and resourceful.

The right compliance culture. This starts at the top and resonates throughout the organization. It's a culture where compliance is a flexible partner to collaborate with. Everyone should feel comfortable walking to their compliance department without fear of being admonished. An open office policy. "Come on in and let's talk."

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

Data security and privacy are under constant threat from malicious actors who exploit vulnerabilities in systems, networks and devices. The consequences of data breaches can be devastating for individuals, organizations and societies, affecting their reputation, trust, finances and well-being.

Despite the efforts of governments, regulators, industry and civil society to protect data and privacy, the challenges are increasing as technology evolves and new risks emerge. Therefore, it is fair to say that we are losing the fight on data security and privacy, and we need to take urgent and coordinated actions to reverse this trend.

How important is data analytics to a compliance program?

Data analytics helps to identify and mitigate risks, monitor and evaluate performance, and improve decision-making and efficiency. Data analytics can also provide insights into emerging trends, best practices, and areas of improvement. By using data analytics, a compliance program can enhance its effectiveness, credibility, and value.

Data analytics enables compliance programs to prioritize the crucial aspect of building trust and addressing human factors. By using data analytics, compliance programs can save time and resources that would otherwise be spent on less relevant tasks.

What makes a successful compliance leader?

A successful compliance leader is someone who can balance the needs and expectations of various stakeholders, while ensuring that the organization adheres to the highest ethical standards. A compliance leader should have humility, grace, flexibility, empathy and organization as key attributes.

Humility means being open to feedback and learning from mistakes. Grace means being respectful and courteous to others, even when facing challenges or disagreements. Flexibility means being adaptable and responsive to changing situations and demands. Empathy means being able to understand and appreciate the perspectives and emotions of others, especially those who are affected by compliance issues.

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

Putting our work into perspective and know what we do is not brain surgery or flying a plane. "Stay and carry on." Create priorities and look for quick impactful wins. Celebrate your wins. Finally, allowing yourself and others lots of grace and forgiveness.

How do you "sell" compliance to other leaders?

Reputation is an invaluable asset. Therefore, compliance should be motivated by a desire to safeguard reputation, protecting our investors and install faith in our Firm. Achieving compliance requires collaborative solutions.

We need to engage with diverse perspectives and expertise, and work together to find the best possible outcomes. Let's work together and come up with a solution.

How significant are compliance certifications to doing the work?

Compliance certifications are important for those in the financial services industry. They demonstrate that we have the necessary skills, knowledge and qualifications to perform our tasks according to the standards and regulations. Compliance certifications can also enhance our reputation and credibility and the organizations we represent.

I would encourage all future compliance leaders to work to get them.

THE RESULTS

On LinkedIn, we asked...

Hiring Managers: Do you look at the social media accounts of candidates before you decide on hiring them?

Yes	37%
Sometimes	21%
No	42%

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

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