

## Mark Harris

FORMER DIRECTOR OF COMPLIANCE  
THE WENDY'S COMPANY

### MORE ABOUT ME

**If you could tell your past self one thing, what would it be?**

You need to read a book or attend a seminar during times of uncertainty and doubt. Simply leverage the core values and 14 Leadership Traits for Success that you learned in the U.S. Marines. Make them your guiding light as they will never fail you.

**The interview for your dream job ends with a solo karaoke performance – which song would you perform?**

'Feel So Close' - Calvin Harris

**What is the most beautiful place you've ever seen in person?**

Ocmulgee Mounds

**What is your biggest ever extravagance?**

For nearly a decade, before I had children, I gave 33% of my gross income to charity.



## Asked & Answered

### THE SECRET SAUCE OF COMPLIANCE

**What is your secret sauce for compliance?**

As a Compliance executive, my "secret sauce" blends deep knowledge of laws, continuous education, proactive risk management, and fostering a culture of awareness. Clear communication with stakeholders is key to ensuring everyone understands their role in maintaining compliance.

**What new subject matter expertise are you working on to stay at the cutting edge of your practice?**

Currently, I'm diving into international data privacy regulations and pursuing the Certified Information Privacy Professional (CIPP) certification. I'm also exploring the intersection of privacy law and emerging technologies like AI and blockchain.

**To what extent are you concerned about Compliance Officer liability?**

Compliance Officer liability is a substantial concern, especially with initiatives like the DOJ's pilot program requiring Chief Compliance Officers to certify compliance programs. This adds an extra layer of responsibility, and it's a point of apprehension, particularly when budget constraints or inheriting an existing program may pose challenges to ensuring robust compliance.

**What is the ideal relationship between Compliance and Legal teams?**

The ideal relationship between Compliance and Legal teams should be one of close collaboration and communication. Both teams share the goal of ensuring the company operates within the bounds of law and regulations, but their focus areas can be slightly different. This collaborative relationship not only helps in risk mitigation but also in creating a robust corporate governance framework.

**To what extent should a compliance and ethics program have coverage of off-channel communications?**

A comprehensive program should cover all communications, formal or informal, ensuring they comply with legal and ethical standards.

Guidelines for monitoring and managing off-channel communications are crucial. This includes emails, social media interactions, text messages, and even casual conversations. It's important to remember that any form of communication can potentially lead to compliance issues if not properly managed.

**If you weren't a compliance professional, what would you be and why?**

If not in compliance, I'd likely be a college-level English instructor, driven by a passion for language and education. Witnessing students' growth in articulating thoughts would be immensely rewarding for me.

**Is Artificial Intelligence a pro or a con to the compliance profession and why?**

Artificial Intelligence is a double-edged sword. It aids in data analysis and automation but raises concerns. If not properly managed and controlled, AI systems could potentially access or use sensitive data in ways that violate laws and regulations. Additionally, reliance on AI could lead to over-automation, where human oversight and judgment become marginalized, potentially leading to missed or misunderstood compliance issues.

**What are your predictions for the future of compliance?**

I foresee a heightened focus on data privacy, artificial intelligence, machine learning, and increased scrutiny of supply chain compliance. This multifaceted approach reflects the evolving landscape, where technological advancements and global supply chain intricacies necessitate a more comprehensive compliance strategy.

**How can a compliance and ethics team work to prevent political polarization and conflict in the workplace?**

A compliance and ethics team can play a vital role in preventing political polarization and conflict in the workplace. Setting clear policies against hostile political discussions, providing training on maintaining a respectful workplace, establishing a reporting mechanism, and leading by example can create a respectful and inclusive environment.

**In the ups and downs of the economy, compliance teams are often under the spotlight for cuts during the downs – why is that and what can be done to prevent it?**

Economic downturns often target compliance teams. Regularly showcasing achievements, emphasizing their role in risk mitigation, and integrating compliance into the business strategy can prove their value and prevent cuts. In other words, strive to demonstrate that compliance provides a competitive advantage - because it does.

## THE RESULTS

We asked....

**Aside from meeting job application criteria, has your undergrad degree benefited your career in any way?**

|                               |     |
|-------------------------------|-----|
| Yes significantly             | 29% |
| To some extent                | 29% |
| Only to get to postgrad study | 13% |
| Not in any way                | 29% |

LOOKING TO HIRE IN COMPLIANCE OR LOOKING FOR A JOB YOURSELF?

Please click on the links below:

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[CURRENT JOB OPENINGS](#)

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