



The Challenges and Pitfalls of Transitioning Into (or Out Of) the Compliance Officer Role

GC AdvantageSM Webinar

May 16, 2023



GC AdvantageSM

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The General Counsel's Role in Private Company Growth at Each Development Stage

Jun 14, 2023 @ 1:00 pm - 2:00 pm EDT

Questions & Answers



Submit questions to panelists at any time throughout the presentation via the Zoom **Q&A feature**.

Featured Speakers



Haydee Olinger

Senior Advisor – **BarkerGilmore**

Former Global Chief Compliance Officer – **McDonald's Corp.**



Stephanie Lambert

Vice President and Chief Compliance Officer – **NETSCOUT**

Transitioning into the Chief Compliance Officer Role

- New to CCO role/company
- Understand the history of compliance in the company
- Understand the skill set required for the new role (leveraging your expertise vs. driving cultural change)
- Understand the corporate culture/values
- Review your budget and understand your resources
- Change in focus as new CCO
- Be prepared to create proactive strategies to support corporate culture and manage/mitigate risks
- Focus beyond legal regulations

Chief Compliance Officer Focus in First 90 Days

- Securing early wins
- Build credibility
- Build productive relationships with your boss and other key corporate leaders
- Be a student of the business and understand the corporation's strategies
- Assess how the current program fits into the company's overall strategies and risks
- Understand the compliance and ethics DOJ mandate

Chief Compliance Officer Focus in First 90 Days

- Set strategic goals
- Identify compliance risks and develop a plan to mitigate the risks
- Assess the hotline program (call volume, trends, etc.)
- Assess the corporate culture
- Prioritize tasks/projects

Exiting the Chief Compliance Role



- What are your aspirations?
- Provide as much notice as possible
- Is it time to leave?
- What has been the company's commitment to compliance and ethics?
- Do you need to quit your job? (i.e. refusal by management to implement compliance program recommendations or are you in a highly stressed environment?)

Thank you for attending.



Please let us know how BarkerGilmore can help
you succeed.

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