**GRC Principles: Elements of an Effective Compliance Function**

**1. Introduction (10 minutes)**

* Welcome and course objectives
* "Brakes allow you to go fast" concept
* Quick participant introductions/expectations
* **Interactive Element**: Opening poll on compliance challenges

**2. Foundations of Effective Compliance (15 minutes)**

* Defining compliance in practical terms
  + Compliance as outcome vs. activity vs. function
  + Hard laws vs. soft laws vs. social requirements
* Core requirements for an effective compliance function:
  + Mandate and authority
  + Resources and expertise
  + Access to information
  + Independence and reporting lines
* **New Slide**: Behavioral Compliance: Beyond Rules
  + Why traditional approaches often fail
  + Practical behavioral science applications
  + Making compliance the path of least resistance

**3. Compliance Risk Identification and Prioritization (20 minutes)**

* Creating a comprehensive compliance universe
  + Legal requirements inventory
  + Contractual obligations tracking
  + Soft law considerations
* Risk-based approach to compliance
  + Leveraging enterprise risk assessments
  + Identifying high-impact compliance risks
  + Practical risk quantification methods
* **Interactive Element**: Risk Prioritization Exercise
  + Participants rank sample compliance risks by impact
  + Discussion on risk appetite and tolerance
* **New Slide**: Metrics and KPIs for Effective Compliance
  + Leading vs. lagging indicators
  + Practical measurement approaches
  + Using metrics to drive improvement

**4. Control Design and Implementation (20 minutes)**

* Types of controls (preventative, detective, responsive)
* Manual vs. automated controls
* Embedding controls in business processes
* **Interactive Element**: Control Classification Exercise
  + Identifying control types from real examples
  + Discussing effectiveness and automation opportunities
* **New Slide**: Compliance in Remote/Hybrid Environments
  + Control adaptations for distributed workforce
  + Technology enablement for remote compliance

**5. Integration with Risk Management (15 minutes)**

* Practical partnership between compliance and risk functions
  + Shared assessments and reporting
  + Common risk language and taxonomy
  + Coordinated monitoring activities
* Using risk analysis to inform compliance priorities
  + Focusing on highest organizational risks
  + Aligning compliance activities with risk appetite
  + Risk-control matrices and their practical application
* **Interactive Element**: Integration Discussion
  + How participants currently coordinate risk and compliance
  + Barriers to integration and practical solutions

**6. Integration with Governance (15 minutes)**

* Compliance role in governance structure
  + Reporting to board and committees
  + Supporting management decision-making
  + Aligning with organizational strategy
* Practical governance integration approaches
  + Policy management connections
  + Delegation of authority alignment
  + Coordinated assurance activities
* **New Slide**: Technology Enablement for Integration
  + Data sharing between governance, risk and compliance
  + Workflow coordination and automation
  + Consolidated reporting approaches

**7. Measuring Compliance Function Effectiveness (10 minutes)**

* Compliance program maturity assessment
* Self-assessment approaches
* Benchmarking against industry practices
* Continuous improvement cycle
* **Interactive Element**: Compliance Maturity Self-Assessment
  + Participants rate their own organization's maturity
  + Identify one high-priority area for improvement

**8. Conclusion and Key Takeaways (5 minutes)**

* Summary of effective compliance elements
* Action planning for participants
* Preview of next course on frameworks
* Q&A

**Suggested Interactive Elements for Online Delivery**

1. **Opening Poll**: "What is your biggest compliance challenge?"
   * Resource constraints
   * Lack of management support
   * Complexity of requirements
   * Measuring effectiveness
   * Integration with business processes
2. **Risk Prioritization Exercise**: Present 5-6 compliance risks and have participants rank them based on potential impact and likelihood.
3. **Control Classification Exercise**: Present examples of controls and have participants classify as preventative/detective/responsive and manual/automated.
4. **Integration Discussion**: Facilitated conversation about practical ways to integrate risk and compliance functions.
5. **Compliance Maturity Self-Assessment**: Simple matrix for participants to assess their organization's current state.

**Key Slides to Keep from Original Presentation**

* "Brakes allow you to go fast" concept
* Basics of compliance definitions
* Risk management slides that focus on practical application
* Control types and examples
* Collection of data from controls (practical aspects)

**Key New Slides to Add**

1. Behavioral Compliance Approaches
2. Practical Metrics and KPIs
3. Compliance in Remote/Hybrid Environments
4. Technology Enablement for Integration