

EGRC Workshops

Unlock the GRC code



Workshops that develop or improve Enterprise Governance, Risk, and Compliance (EGRC) Processes in your business

The **4** EGRC Workshop Topics (overview)

1. Enterprise Risk Management (ERM)

Credit, market, operations, reputation, liquidity, solvency, and legal risk create a cascading complexity of risk for all organizations which is rarely addressed in a holistic and cross-disciplinary manner.

2. Universal Governance Risk and Compliance (GRC) Issues and Opportunities

The unrelenting move toward risk management, global accounting, audit, and corporate governance standards create major issues and opportunities for all even the most localized organizations.

3. Placing demands on Internal Audit to Improve Processes and Lower Costs

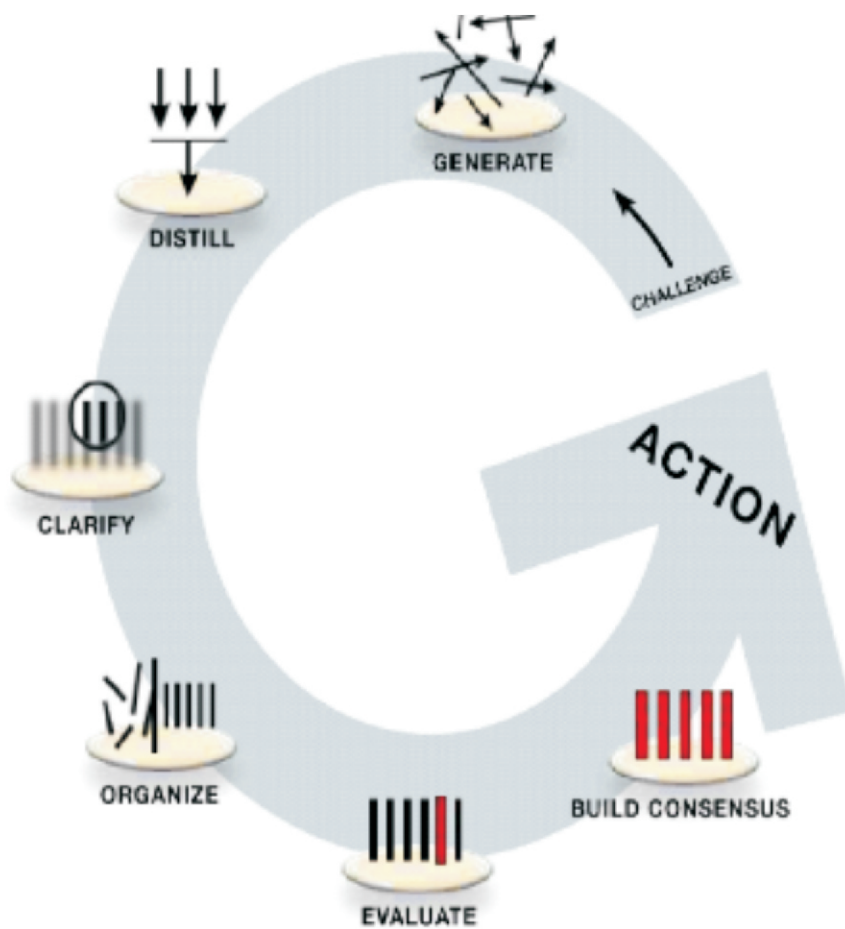
The scope internal audit can be expanded to create a pro-active process improvement and risk reduction team which can lower external audit fees, lower processes times, improve regulatory compliance and control expenses.

4. Ethics and the Foreign Corrupt Practices Act (FCPA)

Fraud and Corruption continue to be an accepted way of doing business in several parts of the world creating a need for the most forensic accounting programs to fight the issues. Without adequate transparency, controls, and whistleblower protections, a mindset that 'hires a thief to catch a thief', often the efforts are in vain.

EGRC Workshops

We offer the possibility an Interactive Dialogue at the EGRC workshops based on the following procedure:



The online workshop will ensure:

- Engaged attendees and Increase efficiency
 - Studies show that our Think-tank approach improves the quality of the workshop and the length of the meeting is reduced considerably
- Participants can contribute on equal terms and be anonymous
- Provide tangible results, faster than traditional meeting techniques
- Ensure that the interactive dialogue at the workshop is documented
- The GRC report is ready immediately after the workshop

- **Understand** how to assess the risk management capability and maturity of your business and how to implement ERM
- **Learn** how to stimulate improvement at each stage of the risk management process
- Assess **and prioritize** risks to determine the contribution of each risk to the aggregate risk profile
- **Discover** how to raise risk awareness and embed risk management thinking and practice
- **Understand** 'risk appetite' and how to communicate it
- **Balance** both threats and opportunities to maximize value to the business
- **Apply** your ERM Process to GRC: a proactive role for internal audit
- **Understand** new and emerging risks – and how you can contribute to protect your business
- **Monitor and review** the continual measurement and monitoring of the risk environment and the performance of the risk management strategies
- **Gain** insights into current best practice in risk management
- **Treat and exploit** risks including the development of strategies for controlling and exploiting the various risks

2. Universal Governance, Risk and Compliance Issues and Opportunities –

Develop a reassuring GRC infrastructure within the organization. GRC offerings should address the need of its divisions and subsidiaries to comply with government regulations. This workshop will provide techniques to enhance the GRC management capabilities through automation and optimization of processes, record keeping, reporting, and disclosures. The GRC project must ensure that even the most diversified organization can identify the GRC crevices from the GRC gaps.

▪ **Step1. Methodology**

- Define the individual elements and overarching goals of GRC implementation ('my G is your R which is corporate C')) and map them to the needs of each division.
- Determine the GRC landscape. Document and prioritize the volume of corporate information, regulations, policies, controls and the GRC groups that have to be involved across the organisation.
- Determine the (most) logical entry point as a pilot and develop a phased approach to all the divisions, subsidiaries in the GRC scope based on a business case that focuses on creating both short-term and long-term value to the enterprise.

▪ **Step2. Qualify the GRC services and IT specifications and solutions to fit the organization**

- Each of the GRC charter essentials have to be discussed with management. Based on the agreement and issues and items incorporated in the business case, provide assurance to ensure alignment of GRC activities across the organization.
- GRC solution development and management support for the divisions and subsidiaries is to approve, align and decide the GRC policies, programs, and implementation. Thereafter validate the GRC reports and process improvement proposals
- Develop recommendations for management regarding risk reporting feedback and improvements to the GRC/ERM staff. Prepare 'standard reports' to help and develop recommendations for Executive Management on governance, risk appetite/tolerance levels and compliance

▪ **Step3. Sample Deliverables. The GRC Center of Excellence (CoE) project will provide deliverables to align the current hot GRC business drivers within the organization.**

- Conduct on-site GRC knowledge sharing meetings to bring out major hot buttons and opportunities, especially when they are given a chance to vent.
- Develop GRC presentations and sales kits for major GRC initiatives – Standard templates can be modified for industry and client specific opportunities and fairly short notice.
- Conduct an annual GRC summit to align GRC business drivers with a defined GRC focus – This is a great means to network and develop strategic initiatives and campaigns.

The GRC learning/implementation curve/ process should provide the basis of preparing a GRC roadmap for the organization and push it to the required management level for decisions.

Attend This Workshop To

- **Understand** how to assess the capability and maturity of your business to comply with government and other regulations
- **Learn** how to stimulate improvement at each stage of the GRC management process
- **Assess & prioritize** individual elements and overarching goals of GRC to aggregate the GRC profile
- **Discover** how GRC can create both short-term and long-term value to the enterprise.
- **Understand** the most relevant GRC buttons. How to communicate them across the organization
- **Balance GRC** threats and opportunities to maximize value to the business
- **Apply** your GRC process to ERM thru a proactive role by the internal audit
- **Understand** new and emerging GRC threats – and how you can contribute to protect your business
- **Monitor** and review the continual measurement and monitoring of the GRC environment and the performance of the GRC management strategies
- **Gain** insights into current best practice in international GRC development
- **Treat and exploit** Good Governance including the development of strategies for controlling and exploiting the various dangers

3. Growing Your Internal Audit to Improve Processes and Lower Costs

What are the lessons learnt & how do difficult economic times impact the overall audit? What do stakeholders want from an internal audit function? How can the internal audit function protect the credibility & stability of the organization in a changing landscape? How can the audit function enhance your business operations as a financial watch dog? The workshop will provide the answers.

- **Re-positioning or shifting internal audit landscape - Managing the expectation gaps.**
 - Evolution of the current internal audit function.
 - The journey to achieving world class status, best practices to match the challenges
 - Can the audit function enhance your business operations?
 - What attributes are needed to build a highly effective risk-based audit program
 - The role of technology in the development of the IA function.
 - Enhanced audit committee reporting
- **Internal Audit connecting with the board of directors & the audit committee**
 - Roles and responsibilities, cooperation and reporting,
 - Baseline the tools and techniques for audit purposes
 - Leveraging resources. Developing a matrix structure of the organization
 - Capturing and escalating the basic data with relentless transparency and consistency
 - Integrating IT into all audit assignments
- **Controlling, Auditing and Integrating audit assignments thru technology & controls**
 - Exposure to cybercrime, e-fraud practices, web-based audit tool, intellectual property
 - Internal audit and risk management - the convergence.
 - Target audience with appropriate focus on balanced reporting, significant issues and tracking status

Attend This Workshop To

- **Understand** how to assess the competence and maturity of your IA function
- **Learn** how to stimulate improvement of the audit function to enhance your business operations
- **Assess and prioritize** the IA role to determine the contribution and profile
- **Discover** the advantages as a highly effective risk- based audit program
- **Balance** both threats and opportunities of total transparency to the business
- **Apply** your ERM & GRC processes to give internal audit a proactive role for monitoring
- **Gain** insights into current best practice in the IA area
- **Develop** control strategies for The Audit Committee and the role of IA in this respect

Specific Structure Concerning all 4 EGRC Workshops

- Conducting EGRC workshops business includes hands-on approach to clarify the frameworks and processes used by successful organizations to manage EGRC. It also includes hard lessons learned so you can avoid the pitfalls that others have suffered. The workshop helps participants at all levels to take advantage of practical issues and business opportunities related to the achievement of their objectives.
- The Workshops provides a framework for the management of relevant GRC issues, by identifying and proactively addressing the most relevant EGRC opportunities with the aim to create value and enhance GRC focus with and create real commitment from the board or senior management.
- The objective of each of the workshops is to arm the participant's at all managerial and supervisory levels with practical insights to ensure they leave the day confident in their skills to embed an effective EGRC management process in a fast changing environment.

4. Business Ethics based on the Foreign Corrupt Practices Act (FCPA) and EU directives

How can businesses avoid the situation whereby the political bite is not fully accomplished for fear of losing business reputation? Designing and rolling-out an integrated Business Ethics program that will be effective world-wide and requires more than just multiple translations. Regions and countries often have very different cultures, customs, laws and regulations. In this workshop, we will scan your company's experience in designing, drafting and rolling-out a Ethics program taking into consideration regulations such as the FCPA. How far should the organization go to accommodate international differences while maintaining a level of consistency and corporate identity? What roll-out strategies are most effective in an ethics program? These and the following issues will be addressed at the workshop..

- Looking at recent case studies of where political influence has had a negative impact on governance, i.e. peddling into organizational issues of financial mismanagement of public funds
- Making laws effective: FCPA and EU directives – what are the realities?
- Tips for managing compliance on a global scale – the value of whistleblowers and forensic accounting
- How can governments and multi-national businesses best manage corruption threats?
- Transparency governing how contracts for the delivery of goods and public services are awarded
- Instilling ethics into government and business performances and practices
- Practicing due diligence and influence peddling on accountability of public funds
- Monitoring of politically exposed persons (PEPs)
- When will the benefits of doing business ethically become of more value than the lure of hard cash?
- How has the recent uncovering of high profile frauds impacted your approach?

Workshop Objectives Concerning all 4 EGRC Workshops

- The EGRC workshop series will enhance strategic thinking, tactical planning, and actionable initiatives on how you can develop in house EGRC-focused programs and centers to address corporate regulatory issues, enterprise risk exposures, and, governance improvements to meet shareholder expectations.
- Address the EGRC issues that are common to all industries and professions and share experiences and guidance from broad industry segments learning from internationally accepted best practices. The workshops will provide specific insight on how to develop and implement an action plan for developing GRC programs that reflect current trends for future benefit.
- Provide your organization with current status, accepted best practices, and latest research concerning the corporate regulatory compliance environment, with special focus on Good Governance and ERM. How EGRC initiatives can provide value to the overall conduct of business by meeting regulatory requirement, improving risk management while reducing operating costs.
- We believe that the workshops are of interest to each person with GRC responsibilities in the organization. We recommend that companies prepare a GRC training program for Non-Executive Board Members, Members of the Audit Committee, CEO/CFO, Governance and Compliance Officers, Internal Auditors, Chief Accountant, Legal Counsel, CIOs/CTOs, IT Security Officers, Financial Officers, Information Security Managers, IT Directors and Managers, IT Analysts/IT Auditors. IT Governance, Risk or Compliance Managers.

4A. Additional Focus on FCPA and EU directives

- **Starts with Awareness at the Top**
 - Hopefully, awareness is gained through an ethical and moral foundation to doing business and from reading, education, interaction with peers, etc.
 - Hopefully not gained through SEC or DOJ Enforcement action.
- **Structural evidence of awareness**
 - Definition of Terms, Written Policies, procedures and directives;
 - Formal training, Information, Newsletters, Town Hall meetings, etc.
- **FCPA Sections and EU directives**
 - Anti-Bribery (also grease or facilitating payments separately discussed);
 - Books, records, and internal controls
- **FCPA and EU directives Compliance Program issues**
 - Transaction reviews – Payables, T and E, Contracts, Other Expenditure methods (e.g., check request or electronic fund transfer that do not flow through normal payable controls
 - Controls reviews – Similar to Sox work but separate / different risk analyses probably lead to different key controls and different testing
 - Disclosures – Monthly or quarterly roll-up of concerns (implies awareness and training at Business Unit level). Includes Top Legal Department Talent as final arbiter of what is disclosed.

Attend This Workshop To

- **Understand** how to assess the potential and maturity of your business and how to implement an Ethics program
- **Learn** how to stimulate improvement at each stage of the ethics and compliance management process
- **Assess and prioritize** risks to determine the contribution of each Ethics issue to the aggregate the business ethics profile
- **Discover** how to raise the awareness on Ethics issues and embed general Ethics management thinking and practice
- **Balance** both threats and opportunities to maximize value to the business
- **Apply** your ERM process to EGRC: a proactive role for internal audit
- **Monitor and review** the continual measurement and monitoring of the ethics environment and the performance of the ethics management strategies
- **Gain insights** into current best practice in ethics management
- **Treat and exploit** the ethics program including the development of strategies for controlling and exploiting the various ethics risks



Frank Hailstones is internationally recognized as a speaker on such topics as fighting fraud, embedding risk management, effective Corporate Governance and continuous monitoring / auditing. He has conducted over 350 successful risk management facilitations and has extensive experience on Consulting (Strategic and Operational), and Internal Audit (he was an Internal Audit Director for multiple outsourced internal audit appointments in both the private and public sectors).

Prior to co-founding CAMSoft in 2008, Mr. Hailstones spent 6 years in the USA building up a risk management and compliance solutions business, and eighteen years with PricewaterhouseCoopers, 13 of which as a Partner. In the USA, he worked with national and international organizations designing and building risk management solutions and is a regular presenter on the international conference circuit on risk management and compliance.

During his tenure at then PwC, he ran the Government practice in the UK, then the Internal Audit (IA) practice, building up the Europe, Middle East and Africa (EMEA) Team and network in 12 countries. He also led the development of technology support for Business Risk Management, and personally facilitated some 350 Business Risk assignments / workshops.

Your Workshop Leaders are



Kersi F. Porbunderwalla, (DENMARK)

Regulatory Governance, Risk and Compliance (GRC) frameworks, policies and procedures ensures effective compliance with FSA, EU directives, Stock Exchange and other Regulatory authorities. For the past 15 years Kersi has gathered an in depth knowledge, experience and background in structuring and developing the objectives to achieve a state-of-the-art control and risk assessments programs: from 1997 to 2005 as Business Controller for ExxonMobil. Since 2005 Kersi has focused his efforts on GRC issues as an independent GRC consultant for a number of international companies.

As a GRC consultant he has been a project lead in SOX, EuroSox, ISO implementations and given key Note Speeches and conducted workshops on 4 continents. These regulatory projects included identification of business and IT risks, development of business and IT processes and tests for risk mitigation and finally achieved certification for Regulatory Risk and Compliance implementations.

His initial decade long experience in accounting and finance is instrumental in analyzing and identifying key control weaknesses. The ability to see the bigger picture of events is the primary rationale to provide recommendations and follow-up of GRC and control weaknesses.



Anthony G. Tarantino, PhD, Six Sigma Black Belt, CPIM, CPM (United States)

Dr. Anthony Tarantino has 25 years of experience in risk management, regulatory compliance, and operations management on both the consulting and industry side. He has led multiple Sarbanes-Oxley, audit operations, risk management, and process optimization projects. He has been a senior advisor to business, IT, and accounting executives for many years, most recently as the senior advisor to IBM's GRC Center of Excellence.

Dr. Tarantino became a six sigma black belt in 2006, received his Certification in Sarbanes-Oxley (SOX Pro) in 2007, and has held CPIM and CPM certifications for twenty years. He is a frequent keynote speaker and workshop leader at both US and international conferences in compliance and risk management. His articles have been published for the Journal of Operational Risk GRC Institute's Inside GRC, the Institute of Industrial Engineers (IIE), Accounting Today, Cutter IT Journal, and Institute for Supply Management (ISM).

He is the author of Manager's Guide to Compliance, (John Wiley and Sons, March 2006), Governance, Risk, and Compliance Handbook, (John Wiley and Sons, March 2008), co-author with Deborah Cernauskas of Risk Management in Finance, Six Sigma and Other Next Generation Techniques (John Wiley and Sons, April 2009), co-author with Kersi Porbunderwalla of Governance, Risk, and Compliance: How to Achieve the Objectives of GRC Through a Center of Excellence (John Wiley and Sons, spring 2010)

Dr. Tarantino is an adjunct professor of finance at Santa Clara University's Leavey School of Business where he teaches enterprise risk management, corporate governance, and financial compliance.

The subjects and topics for the workshops are our suggestions, subject to adjustments to meet your wishes for implementing EGRC. Besides the lead instructor additional 2-3 qualified instructors will contribute to clarify the subject matter, depending on the project, diversity, duration and enterprise.

Contact Information:

Contact us for a proposal to assist you in the design of complete training program in the fields of Governance, Risk, Compliance, EuroSox®, or Internal Controls. Our proposal will elaborate on methodology, course materials, workshops, tests and certification for your staff and organization based on your current needs.

For additional information, available dates and prices.

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