



Ethical Breakdowns: How Great Companies Close the Intention-Action Gap

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June 12–13, 2018
The Conference Board Conference Center
New York City

www.conferenceboard.org/ethics2018

Agenda

Day One: Tuesday, June 12, 2018

8 – 9 am

9 – 9:30 am: **Registration and Continental Breakfast** **Welcome, Overview and Opening Scenarios**

Michael Ocrant, Program Director, **The Conference Board**

Jeff Benjamin, Former General Counsel and Chief Ethics & Compliance Officer, **Avon Products, Inc.**

9:30 – 10:30 am

The Workplace Post Weinstein

When those at or near the top of an organization flout basic ethical norms, the challenges in providing a safe working environment become acute, and the risk to the organization itself grows tremendously. But, the last 1 ½ years have shown that much work remains to guarantee a safe workplace environment. How do organizations ensure that the same ethical rules are followed from the top of the executive suite to those at the entry level? What are the best ways to foster a corporate culture with the highest and unquestioned ethical values?

David Irish, Global Ethics & Compliance Specialist, Global Compliance Department, **ManPowerGroup**

10:30 – 11:15 am

Time to Review, Assess and Adjust

The common issues associated with compliance, governance, harassment and misuse of power, continue to test companies' ability to address them comprehensively, even as new issues emerge, like the use of independent social media by employees, especially communications directed at or made about their companies. With so many new and old ethical questions arising, the equivalent of an ethical fiduciary checkup may be needed. Reviewing and assessing the effectiveness of programs, rules and general procedures for can help identify shortcomings and tackle them systematically to prevent ethical violations and respond more successfully when they occur.

Kellie Brennan, J.D., Compliance Director and Title IX/Clery Coordinator. Office of University Compliance and Integrity, **Ohio State University**

Jack Radke, Chief Ethics and Compliance Officer, **Owens-Illinois**

11:15 – 11:45 am: **Morning Networking Break**

11:45 am – 12:45 pm

Case Study: Meeting and Maintaining Ethical High Standards

How does a major enterprise establish and sustain the highest ethical standards? What criteria are used to ensure it is meeting its own high standards? The senior legal and compliance officer at Avon Products, Inc. will outline how the company achieves exceptional ethical outcomes, how it measures success and what it takes—from strong leadership

to the proper governance structure—to ensure consistent results throughout an organization.

Richard Davies, Vice President, Legal, Ethics & Compliance, **Avon Products, Inc.**

12:45 – 1:45 pm: **Lunch**

1:45 – 2:30 pm

The Essential Role of Board Oversight

Based on many incidents over the last several years, it would appear that board members frequently are not fully aware of their oversight responsibilities or have been lax in ensuring that aspirations meet results. contribute to ensuring that ethical boundaries are maintained? What leadership and organizational structures are needed to help boards monitor whether rules, practices and goals are aligned to guarantee that the highest ethical standards are being pursued? We will explore what this means in theory and in practice and discuss ways businesses can encourage their board members to be engaged in monitoring ethical behavior as part of their oversight responsibilities.

Jeff Benjamin, Former General Counsel and Chief Ethics & Compliance Officer, **Avon Products, Inc.**

2:30 – 3:15 pm

Defining Meaningful Transparency

Transparency is frequently cited as a key component of ensuring ethical behavior, but there are frequently gaps in the understanding of what it means or should entail, between and among managers and their staffs and at the corporate level. What are the key elements needed to create a meaningful level of transparency that results in a measurably more engaged workforce? The speaker will address, among other topics:

- Transparency about Compliance Hotline results
- What information to share with management
- What information to share with the board
- Addressing A/C privilege issues
- Transparency regarding Conflicts of Interest in a healthcare setting
- Educating about transparency and measuring outcomes

Greg Radinsky, Senior Vice President and Chief Corporate Compliance Officer, **Northwell Health**

3:15 – 3:45 pm: **Afternoon Networking Break**

3:45 – 4:30 pm

Where Do We Go from Here?

With the proliferation of sexual harassment and attendant issues exposed and being addressed more openly and directly, how do we ensure that the future will look brighter when it comes to dealing with the issue effectively? Have the efforts put into this issue over several decades really helped tackle it in any meaningful way? After all, rules, guidelines and educational communication efforts in most large companies have been actively used for decades and now seem to have been insufficient in all too many cases. Where can we accurately identify what has worked? What new or innovative policies, programs and ideas can we consider incorporating to

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attain more positive and consistent ethical outcomes? Walmart, the largest private employer in the world, must deal with these concerns on a grand scale, providing long and extensive experience that can provide guidance and insights to others.

Kristen Albertson, Vice President, Global Ethics and Compliance Administration, **Walmart Stores**

4:30 – 4:45 pm: **Closing Remarks**

Michael Ocrant, Program Director, **The Conference Board**
Jeff Benjamin, Former General Counsel and Chief Ethics & Compliance Officer, **Avon Products, Inc.**

Day Two: **Wednesday, June 13, 2018**

8:30 – 9:30 am: **Registration and Continental Breakfast**

9:30 – 9:45 am: **Welcoming Remarks**

9:45 – 10:30 am

Encouraging and Protecting a ‘Speak Up’ Culture

Research indicates organizations that create internal cultures and environments that promote employees to voice concerns and offer dissent without the threat or worry of retaliation more readily identify and address ethical and compliance issues that may otherwise fester. We will investigate what practices and policies should be implemented to support this behavior. We will also highlight a case recently decided by the United States Supreme Court on the question of whether employees who report internally can seek protection under the Dodd-Frank Act and outline the potential implications it will have. We will also examine the importance of policies such as formal anti-retaliation rules, and how to address the informal reality that retaliation often may still be attempted, and even overlooked.

Noreen M. Fierro, Chief Ethics & Compliance Officer, **The Guardian Life Insurance Company of America**

Azish Filabi, Executive Director, **Ethical Systems**

Barry M. Schindler, Vice President, Compliance, Legal Group, **Federal Reserve Bank of New York**

10:30 – 11:15 am: **Morning Networking Break**

11:15 – 12:00 pm

Instilling A Corporate Culture of Integrity For Better Results

How can integrity be instilled and nurtured in businesses, both in principle and practice? Beyond helping to safeguard a company against misbehavior and compliance violations, what are the benefits of deeply infusing the idea of integrity in the workplace in all interactions? Key principles to create a true culture of integrity will be reviewed along with the ancillary benefits that may extend to increasing workplace satisfaction and productivity, creating a healthier work environment and building trust among and between employees and managers.

Veena Lakkundi, Chief Compliance Officer and Vice President, Compliance and Business Conduct, **3M Company**

Karen Eryou, Global Head, Ethics & Compliance Programs, **UCB SA**

12:00 – 1:00 pm: **Lunch**

1:00 – 1:45 pm

The Future Has Arrived: Grappling with the Latest Ethical Business Issues

Using technology to monitor behavior, establishing policies about the use of social media in the workplace, (as well as outside of it), along with the unhampered use of social media to create and spread unflattering and imbalanced views about businesses and business practices, are a few of the rising ethical issues that are already at our doorstep. Ensuring equal pay for equal work, questions raised by disruptive technologies like Uber and Airbnb and the vulnerability of data to hackers also create new ethical issues. A few of the key modern ethical issues confronting businesses will be highlighted with suggestions on how best to prepare for them.

Jessica Colon, Esq., MPH, CHC/CCEP, Executive Director, Head of Policy and Strategic Excellence, Ethics & Compliance Department, **Novartis Pharmaceuticals Corporation**

1:45 – 2:15 pm: **Afternoon Networking Break**

2:15 – 3 pm

Responding to Ethical Breaches

The fallout from ethical wrong doing carries considerable financial and reputational risks, as recent notable examples at Volkswagen and Wells Fargo have demonstrated. But ethical violations, big and small, will occur under the best of circumstances, and regardless of whether management is complicit, how a corporation responds can determine ultimately how much damage is controlled. What should companies consider in preparing for, and responding to, ethical violations? What can example of appropriate and inappropriate strategies and communications for dealing with them tell us?

Kris Pugsley, Senior Manager Global Communications and Change Management, Certified Compliance and Ethics Professional, Compliance and Ethics Committee, **ON Semiconductor**

3:00 – 3:45 pm

Best Practices in Response to Supply Chain Challenges

As companies continue to become more international, both the products and services they deliver confront a growing number of supply chain ethical challenges. These challenges are made more difficult because of cultural and geographic differences, the size and scope of multi-national companies, the limits of technology that can't easily monitor human interactions and the potential appeal of financial or other gains to be had by individuals participating in unethical behavior. We will identify several key issues in securing supply chains from ethical breaches and discuss best practices by taking examples of how others have addressed them when they have occurred.

Melissa Bouilly, Director, Supply Chain Sustainability, **Dell**
Frank Geovannello, Director, ALCS Procurement, Supply Chain CR & Supplier Diversity, **Altria Client Services**

3:45 – 4:00 pm

Closing Remarks

Michael Ocrant, Program Director, **The Conference Board**
Jeff Benjamin, Former General Counsel and Chief Ethics &
Compliance Officer, **Avon Products, Inc.**

REGISTRATION INFORMATION

Online www.conferenceboard.org/ethics2018

Email customer.service@conferenceboard.org

Phone 212.339.0345

8:30 am – 5:30 pm ET, Monday – Friday

Pricing:	
Members	\$1,795
Non-Members	\$1,995

Fees do not include hotel accommodations.

Location

The Conference Board Conference Center

845 Third Avenue

(Between 51st and 52nd), 3rd Floor

New York, NY 10022

Customer Service: **212.339.0345**

Cancellation Policy

Full refund until three weeks before the meeting. \$500 administration fee up to two weeks before the meeting. No refund after two weeks before the meeting. Confirmed registrants who fail to attend and do not cancel prior to the meeting will be charged the entire registration fee.

Team Discounts per Person

For a team of three or more registering from the same company at the same time, take \$150 off each person's registration. One discount per registration. Multiple discounts may not be combined.