

HELPING BOARDS SEIZE LEADERSHIP ON ETHICS & COMPLIANCE

In the wake of ongoing corporate scandals, boards of directors must set a moral tone for the businesses they oversee. In addition to preventing misconduct, ethical cultures have been linked to growth and long-term, sustainable success. Boards with a firm grasp of ethics and compliance and the role it plays in shaping culture, directing leadership, and informing governance are more effective in their oversight and deliver critical business value. What's more, regulators and courts are holding boards and individual directors accountable when they fail to do so.

HOW WE CAN HELP

Leveraging over 23 years of experience and evidence-based success factors, LRN will work with your board to design a customized experience that builds understanding and capability around ethics & compliance. Key areas of focus include:



Shaping board oversight to set tone from the very top about governance, culture, and leadership expectations



Maximizing limited board time to promote good conduct and deter misconduct



Assessing progress on corporate culture, ethics and compliance



Effectively exercising oversight of CECOs and ethics and compliance initiatives



Using the oversight of ethics and compliance as a lever to influence overall corporate culture and create competitive advantage

“Across a range of responsibilities, we simply expect much more of boards of directors than ever before.”

— JEROME POWELL,
CHAIRMAN OF THE
FEDERAL RESERVE

We offer a range of solutions:

- **ONE-HOUR SESSION:** explore the evolving landscape of ethics and compliance
- **HALF-DAY SESSION:** experiential case studies that catalyze discussion around the role of boards in ethics and compliance
- **FULL-DAY SESSION:** as described above + facilitated action planning for the board to exercise its oversight mandate
- **CATALYZING CONVERSATION TOOLKIT:** off-the-shelf library content to facilitate interactive training with your board

LRN's experienced team understands both sides of the board oversight relationship, and our most senior designers and facilitators will work with you to design the experience that meets your needs.

INFORMED BY RESEARCH AND FIRST-HAND EXPERIENCE

Our solutions are based on more than 20 years of helping global companies foster ethical cultures and almost a decade of empirical research into ethics and compliance program effectiveness, governance, culture, and leadership. Our research has shown that moral leaders, strong governance systems, and values-based cultures are key components of organizational excellence, and that ethics and compliance programs are critical to fostering such organizational attributes.



Based on in depth interviews with Chief Ethics and Compliance Officers (CECOs) of 25 global companies, LRN's most recent research report is the first of its kind to drill down deeply into the relationship between boards.

What's the Tone at the Very Top? The Role of Boards in Overseeing Corporate Ethics and Compliance offers a snapshot of what boards get right and wrong in overseeing the ethics and compliance function. Many CECOs told us that board oversight requires more time, priority, depth and strategy than is often available. Our solutions can help close these gaps.

LRN's board practice is led by David Greenberg, a former CECO of a major global company who currently sits as audit committee member, governance committee chair of a NYSE listed company, has served on several other corporate boards and advised numerous others.

“Our board would benefit from a...deep dive to understand in real terms how ethics and compliance comes to life, or doesn't, in the business.”

— ANONYMOUS CECO

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