

Preserving a Strong Compliance Workforce

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COMPLIANCE WEEK 2014
POWERFUL INSIGHTS, PRACTICAL IDEAS, REAL SOLUTIONS

#CW2014

Preserving a Strong Compliance Workforce

Cost of non-compliance is skyrocketing

- Evolving regulatory expectations for compliance management systems
- Requires diversity of people and skill sets to limit your blind spots
- Everyone is a risk manager

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Building a Compliance Culture

Three Lines of Defense

- Business Units
- Risk Management
- Internal Audit/Credit Review

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Compliance is a career path

- Consumer facing associates focus on impact to consumers and can see the 'grey' areas
- Look for business line experience
- You can teach compliance!

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Building Bench Strength

- Build relationships to reach common goals
- Thought process and skill set goes beyond technical requirements to the ‘spirit’ of the regulatory environment
- Empower to constructively challenge up, down and sideways

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Strategies for Associate Engagement

- Help associates understand company's mission and how their work fits into the overall strategy
- Stretch goals for enterprise-wide exposure
- Have a 'best friend' at work
- Two-down touchpoint meetings