



2nd Russia and CIS Summit on Anti-Corruption

Friday 12th March

14:15

Training Employees and Third-Parties
and Promoting Anti-Bribery Awareness

Panelists



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What we're going to discuss

- 1) What are the major issues facing multinationals in making a global compliance programme local?
- 2) How do you roll out the training programme?
- 3) What delivery techniques do you use?
- 4) How do you measure the effectiveness of the training?
- 5) What can companies do together?

What are the major issues facing multinationals in making a global compliance programme local?

- Variations in local cultures
- Bribery as a way of life
- Who benefits from being clean?
- Durability of training
- Ability to monitor and control
- Employees vs suppliers and distributors
- Correspondence with local laws

How do you roll out the training programme?

- Initiate from the top
- On-line training and introduction
- Priority staff training
- Compliance training in functional teams
- Approaches for new employees

What delivery techniques do you use?

- To employees:
 - * Make it relevant – real issues
 - * Plenty of case studies
 - * Get anonymous inputs
 - * Show live examples of consequences
- To third parties:
 - * Make it clear up front as condition
 - * Visible monitoring
 - * Personal, interactive sessions
 - * Could include with employee training

How do you measure the effectiveness of the training?

- Absence of violations!
- Consistency in implementation and delivery
- Number of questions received
- Use of hot line
- FCPA audits and levels of awareness during audit interviews
- Awareness testing results

What can companies do together?

- Share best practices through workshops
- Ensure consistent approach in single industries
 - Develop modules from best training experiences
 - Train the trainers - in the business associations, local chambers of commerce
 - Set up shared training facility