Consulting Services

GRC
solutions

About us

Over 15 years GRC Solutions has worked with hundreds of organisations from various industries in different jurisdictions and cultures. In that time we have not come across one organisation who felt fully confident about their compliance program. Many programs had strong components but were missing pieces. The majority felt their programs were under-resourced.

Our consulting practice helps your organisation create an effective compliance program and culture, no matter how far along you are in the journey.

How we can help

Putting together a program can be daunting. It's hard to know where to start, what the various components should be and how they fit together. Creating a compliance program is only the first step to minimising your organisation's risk. Questions to ask include:

•   Which areas of compliance should you target first?
•   How do you allocate budget and make the most of the investment you're making?

We can help you map out the most effective compliance program for your organisation, developing a risk-based approach to prevent, identify and respond to potential cases of compliance breach. Further, this approach will aim to protect you and your organisation's reputation, raise overall levels of governance and integrity and improve organisational efficiency.

Working to meet regional and international standards, we'll help you understand your organisation's compliance risk profile and apply the elements that comprise an effective compliance program.

How do you get employees to accept a GRC Program?

We all know that some governance, risk and compliance (GRC) programs meet resistance on deployment. But why is this so? There's the well enshrined view that, if it's GRC-related, it will automatically restrict the way of doing things. After all, GRC professionals don't care about business objectives – they just like new toys and self-serving functionality, right? Our consultants are here to debunk the myths and get employees to engage with GRC Programs.

Developmental Compliance Organisational Diagram

Change through

People

Plan

Present

2 ACTIVE
PURSUING COMPLIANCE RENEWAL

Change through

People

Plan

Present

1 REACTIVE
IMMATURE COMPLIANCE ORGANISATION

3 PROACTIVE
CREATING A CULTURE OF COMPLIANCE

Developmental Compliance Organisational Diagram

1 REACTIVE
IMMATURE COMPLIANCE ORGANISATION

Reactive
- Ad hoc response to events
- High insurance costs
- Non-existent or expensive reporting structure
- No review of systems or outcomes
- Risk of reputational damage or fines

2 ACTIVE
PURSUING COMPLIANCE RENEWAL

Active
- Compliance is a developing priority
- Document hierarchy is designed
- Key staff responsibilities are outlined
- Systems are in place for regulatory obligations
- Training is developed

3 PROACTIVE
CULTURE OF COMPLIANCE

Mature compliance organisation

Proactive
- A culture of compliance is encouraged
- Automatic reporting and proactive reviews occur
- Clear processes and expectations are in place
- Compliance is a partner to new business ventures
- Compliance/risk executives are assigned overt accountability

Consulting Services

Compliance Program Establishment & Reviews

>> Identify your compliance risk profile
>> Establish a framework for the development of your compliance program
>> Review your current compliance program against the standards (AS/NZ 3806 and the new international standard, ISO 19600)
>> Identify high-risk areas to target for improvement
   Continuously monitor risk exposure and review/refine performance

Customised Training & Workshops

>> Development of tailored compliance training programs to suit staff, management and specific high risk job roles.
>> Development of customised eLearning materials, either based on our existing library of courses or developed from scratch.
>> Development and delivery of tailored workshops on compliance standards, AML/CTF and Anti-bribery & Anti-fraud.

Policy Review & Development

>> Review of your current policy suite, identify gaps and build consistency.
>> Provide evaluation of best practice based on your organisation's risk appetite.
>> Drafting of policies & codes of conduct and provide a framework for consistency of further development

Consulting Services

Anti-Money Laundering/Counter Terrorist Financing (AML/CTF) Program Reviews

›› Review your AML/CTF program
›› Validate your program against regulators' criteria
›› Make recommendations for improved efficiency and effectiveness of your program
›› Develop training and internal communication policy

Anti-Bribery and Anti-Fraud Reviews

›› Understand your corruption-risk profile
›› Provide an independent review of your anti-bribery and anti-fraud program
›› Assist to develop your anti-bribery and anti-fraud strategy and develop an integrated corruption prevention & control framework
›› Define the steps needed to raise ethical standards, improve integrity and develop a compliance culture in your organisation
›› Develop training and policy to assist with communication within your organisation

Conduct Risk Reviews

›› Develop an understanding of conduct risk in your organisation
›› Identify the drivers of conduct risk and identify conflicts between policy and culture which give rise to conduct risk exposure
›› Develop a set of recommendations to target areas of conduct risk and improve cultural resilience in your organisation

Our People

Nathalie Nuijens
Senior Consultant L&D
nathalie.nuijens@grcsolutions.com.au
02 8823 4130

Nathalie is a senior learning and development consultant at GRC Solutions. In this role, she works with a range of clients on developing learning materials to suit their specific business requirements. Having been with GRC for five years, Nathalie comfortably works with a vast range of clients across many industries, topics and legislations.

Nathalie has been instrumental in developing a new strategy for the delivery of compliance training at GRC. Under her guidance, the training development team redeveloped the existing course library to improve user engagement, time to competence and instructional design. The implementation of effective adult learning concepts and methodologies was key in this process.

Sam Gibbins
General Manager Asia
sam.gibbins@grcsolutions.com.sg
+65 6622 5666

Sam focuses on regulatory compliance in financial services and learning development in corporates. Being local to Singapore and having worked in Asia for 10 years, Sam has a deep understanding of cultural drivers and nuances for both regulatory and L&D successes.

With an extensive background in corporate training across compliance, anti-money laundering, financial crime and soft skills, Sam helps companies establish their training and development needs by reviewing their existing standards and processes, and offering guidance on areas for further improvement.

Liam O'Brien
Senior Consultant
liam.obrien@grcsolutions.com.au
07 3056 1840

Liam is a senior consultant and subject matter expert at GRC Solutions. He has worked for large, diverse organisations in senior management roles since 2003, including Suncorp, SAI Global and QR Limited. He has provided expert content to professional development courses for industry bodies such as the Governance Institute and several universities.

He is a professional trainer and often speaks at conferences and networking events for industry associations such RMIA, GRC Institute, Governance Institute, Institute of Internal Auditors and the IAPP.

Lyndon Lovell
Senior Consultant
lyndon.lovell@grcsolutions.com.au
03 9012 8473

Lyndon is a learning and development specialist who has over 10 years' experience in governance, risk and compliance projects. In 2012, Lyndon completed a Master of Learning Science and Technology at the University of Sydney, focusing on e-learning and mobile devices, directly applied to compliance and ethics training programs.

Lyndon has extensive experience in e-learning, instructional design, project management, blended learning, training facilitation and coaching and mentoring.

Contact us

contactus@grcsolutions.com.au

GPO BOX 427 Sydney NSW 2001

Australia 1800 676 011 | New Zealand 0800 629 691

Singapore 800 852 3070 | Asia +65 6622 5654 | International +61 2 8823 4100

Visit us today at www.grcsolutions.com.au

GRC solutions