



Tuesday / April 21

TIME	TYPE OF SESSION
10:30 am - 10:45 am	Conference Welcome Patricia J. Harned, Ph.D., <i>Chief Executive Officer, Ethics & Compliance Initiative</i>
10:45 am - 11:45 am	Keynote Session: The Neuroscience of Influence Join David Rock from the NeuroLeadership Institute as he dives into the science of how leaders can make it more likely that others do the right thing, especially in extraordinary circumstances. During uncertain times (with the spread of COVID-19), calm, agile, and effective leadership can keep employees engaged and reduce stress, increasing their cognitive capacity. David will explore what happens in the brain when we try to change others' behavior and what science indicates are the key drivers for successful behavior change at scale. While the foundation of the keynote will be science-based, it will be an insight-rich session, helping leaders build new habits they can apply immediately. David Rock, <i>Co-founder & Chief Executive Officer, NeuroLeadership Institute</i> Moderator: Patricia J. Harned, Ph.D., <i>Chief Executive Officer, Ethics & Compliance Initiative</i>
11:45 am - 12:00 pm	Break – HQP Benchmark: Speaking Up – Visit the Virtual HQP Booth. 
12:00 pm - 1:00 pm	Benchmarking Session: Developing an Engaging Ethics Culture  <p>This session identifies innovative approaches for making E&C programs more engaging and effective. Drawing on behavioral science and their experience, panelists present techniques for designing E&C programs that resonate with employees. In an interactive exercise, participants apply the Nudge concept to add oomph to E&C programs. Participants will leave the session with actionable ideas for making their programs more engaging.</p> <p>Carsten Tams, <i>Senior Advisor, Ethics & Compliance Initiative</i> Yan Tougas, <i>Global Ethics & Compliance Officer, Raytheon Technologies Corporation</i> Kim Yapchai, <i>Chief Ethics & Compliance Officer, Tenneco, Inc.</i> HQP Benchmark: Speaking Up Supporting Objectives – Attend this session to learn more. Visit the Virtual HQP Booth.</p>
12:00 pm - 1:00 pm	Benchmarking Session: Opportunity from Adversity – Lessons from COVID-19 A crisis is always a great teacher, often a more severe teacher than we would like, and we all need to be prepared to learn from it. How we work is likely to be changed forever by the events of the past few months. E&C could be evolving through this journey in many positive ways that will define our industry, our work and our reputation, for the next decade. Join us as we explore the lessons learned and the need for action now as the world transitions from this period of mitigating COVID-19 to preparing for the new tomorrow. This collaborative session will include an interactive panel discussion, followed by virtual workshops and sharing of innovative ideas with your peers. The goal is that you walk away with tangible actions to start working on tomorrow. Jane Mitchell, <i>FRSA, Founder, JL&M Ltd.</i> Phil Winterburn, <i>Chief Strategy Officer, Convercent</i>
1:00 pm - 3:00 pm	Virtual Exhibition & Networking – HQP Benchmarks – Visit the Virtual HQP Booth. 
3:00 pm - 4:00 pm	Keynote Session: Recognizing & Addressing Workplace Harassment Every day, workplace harassment, discrimination, bullying and other toxic behaviors fill our news feeds. Yet these are some of the most difficult issues to acknowledge, understand and address. The Hollywood Commission for Eliminating Sexual Harassment and Advancing Equality is tasked with establishing programs to address these problems in the entertainment industry. In this session, Pat Harned talks with Anita Hill, Chair of the Hollywood Commission, about the process of understanding, measuring, and creating a respectful workplace. Anita Hill, <i>Chair, Hollywood Commission for Eliminating Sexual Harassment and Advancing Equality</i> Moderator: Patricia J. Harned, Ph.D., <i>Chief Executive Officer, Ethics & Compliance Initiative</i>
4:00 pm - 4:15 pm	Break – HQP Benchmark: Strategy – Visit the Virtual HQP Booth. 
4:15 pm - 5:15 pm	Benchmarking Session: Leveraging Technology to Turbocharge Ethics and Compliance Having an integrated technology development team has changed AT&T's Chief Compliance Office. From approaches to problems to skilling up for future roles, the technology team has helped drive better compliance results through technology. This discussion will focus on examples of how technology has enhanced compliance throughout AT&T, finding the right technical talent, and creating a realistic roadmap of technology evolution. Cory Cain, <i>Senior System Engineer, AT&T Chief Compliance Office</i> Michael Gullledge, <i>Senior Solution Architect, AT&T Chief Compliance Office</i>

Tuesday / April 21 (continued)

TIME	TYPE OF SESSION
4:15 pm - 5:15 pm	Benchmarking Session: Driving Continuous E&C Program Improvement Through HQP  In this session, learn how one company is taking steps to incorporate the HQP Measurement Framework into their existing ethics program assessment practice. E&C professionals will share how they have used the framework to assess and improve program effectiveness in a large organization with international operations. Karen Clapsaddle, <i>Director, Ethics Core Programs & Services, Lockheed Martin Corporation</i> Doug Dunham, <i>Ethics Director, Lockheed Martin Corporation</i> Marie Walsh, <i>Senior Ethics Officer, Lockheed Martin Corporation</i>
5:15 pm - 6:15 pm	Virtual Happy Hour & Networking – Sponsored by LRN  Inspiring Principled Performance®

Wednesday / April 22

TIME	TYPE OF SESSION
10:30 am - 10:45 am	Welcome Patricia J. Harned, Ph.D., <i>Chief Executive Officer, Ethics & Compliance Initiative</i>
10:45 am - 11:45 am	Keynote Session: A Conversation with Sally Yates Sally Yates left her position as Deputy Attorney General on January 20, 2017, after serving in the Department of Justice in varying roles over a thirty-year career. Join her in a deep conversation about her career at the DOJ and her insights about the Justice Department's enforcement journey in the space of compliance – not only where it has been in the past or its current state, but most importantly, where it may be going in the future. Sally Yates, <i>Partner, King & Spalding LLP & Former Attorney General U.S. Department of Justice</i> Moderator: Nancy Higgins, <i>Chief Ethics & Compliance Officer, Bechtel</i>
11:45 am - 12:00 pm	Break – HQP Benchmark: Culture – Visit the Virtual HQP Booth.
12:00 pm - 1:00 pm	Benchmarking Session: What E&C Professionals Need to Know About Navigating Employment Law in a Pandemic Since many issues finding their way to E&C originate in Human Resources, it benefits practitioners to understand broadly how employment law and legislation is evolving in the pandemic. This session will examine various acts and provisions related to employment law in the context of the current crisis, as well as legislation enacted to provide relief to workers. The session will also explore the compliance issues associated with alternatives to layoffs, including pay reductions, work share arrangements, partial unemployment, and furloughs. Jason Boulette, <i>Partner, Boulette, Golden & Marin L.L.P.</i>
12:00 pm - 1:00 pm	Benchmarking Session: A New Playbook: Corporate Culture in Transition As E&C professionals, we have all heard about the need to create and maintain an organizational culture of ethics and compliance. But what is such a culture? Can it be defined? Can it be measured? Can anything be done about it? During this session, we will explore these questions, provide some answers, and discuss strategies that work in the real world. Andrene Bresnan, <i>Director, Ethics and Business Conduct, The Boeing Company</i> Jeff Oak, Ph.D., <i>Former Chief Enterprise Risk Officer, Bon Secours Mercy Healthcare</i> Jim Walton, <i>Senior Ethics and Compliance Advisor, LRN</i> HQP Benchmark: Culture: Supporting Objectives – Attend this session to learn more. Visit the Virtual HQP Booth.
1:00 pm - 3:00 pm	Virtual Exhibition & Networking – HQP Benchmarks – Visit the Virtual HQP Booth.
3:00 pm - 4:00 pm	Keynote Session: Navigating Organizations Through Crisis: Lessons Learned, Tools Developed, and Core Values Confirmed In this session, you will gain key insights to help better prepare your organizations to respond and adjust quickly when faced with a significant crisis. Based on lessons learned, Jan will share her perspectives on the importance of core values, as well as some recommendations for navigating your organization through a challenge. Jan Swartz, <i>President, Princess Cruises and Carnival Australia</i>
4:00 pm - 4:15 pm	Break – HQP Benchmark: Accountability – Visit the Virtual HQP Booth.
4:15 pm - 5:15 pm	Benchmarking Session: Using the Lockdown to Ramp Up Times of disruption often present the opportunity to grow and expand staff development programs. It's always a challenge to develop meaningful and effective training strategies and resources that meet the role-specific needs and roles of the E&C professional. This session addresses how to make E&C staff development activities and supporting resources engaging and relevant. Wendy Evans, <i>Senior Ethics Investigator, Lockheed Martin Corporation</i> Alicia Olmstead, <i>CCEP, Global Ethics & Compliance Consultant, Dell Technologies</i>

Wednesday / April 22 (continued)

4:15 pm - 5:15 pm	Benchmarking Session: Building and Evolving an Ethics Ambassador Program Want to start an ambassador program or reinvent your existing program to promote a values-based culture? This session will explore how to gain leadership support, select the right ambassadors, and engage them through meaningful dialogue, tools, and resources. Learn how SCE transformed its Ethics Ambassador Program to its current Values Ambassador Program and how it has harnessed company values to positively influence change. Toni-Lynne Langeveld, <i>Senior Advisor, Corporate Compliance, Southern California Edison</i> J.P. Shotwell, <i>Director of Corporate Compliance & Information Governance, Southern California Edison</i>
5:15 pm - 6:15 pm	Virtual Happy Hour & Networking – Sponsored by Convercent 

Thursday / April 23

TIME	TYPE OF SESSION
10:30 am - 10:45 am	Welcome Patricia J. Harned, Ph.D., <i>Chief Executive Officer, Ethics & Compliance Initiative</i>
10:45 am - 11:45 am	Keynote Session: Together4Integrity Together4Integrity – T4I for short – is part of TOGETHER2025+, the Volkswagen Group’s strategy for sustainable mobility of tomorrow, is based on the five principles of ECI’s High Quality E&C Program Framework. These principles relate to strategy, risk management, culture of integrity, speak-up environment and resolute accountability. The T4I program plays an integral and central role at Volkswagen and supports a corporate culture that enables every employee to act with integrity and in accordance with rules at all times. This fully integrated initiative is designed to reach over 700 entities and the minds and hearts of 670,000 employees, creating sustainable governance, risk and compliance structures. In addition, the Volkswagen Group has created and is piloting an integrity index as a measurement and change management tool. Hiltrud D. Werner, <i>Board Member, Integrity and Legal Affairs, Volkswagen Group</i> Tobias Heine, <i>Head of Together4Integrity, Volkswagen Group</i> Moderator: Steve Scarpino, <i>Director, Ethics & Compliance, Global Programs, BP</i>
11:45 am - 12:00 pm	Break – HQP Benchmark: Risk Management – Visit the Virtual HQP Booth. 
12:00 pm - 1:00 pm	Benchmarking Session: Mitigating Fraud Risk in Times of Uncertainty Robust and regular risk assessments are a fundamental component of an organization’s efforts to deter and detect fraud. As we enter a time of potential increase in misconduct, what should your compliance program focus on to manage fraud? Understanding your organization’s fraud landscape and identifying emerging risks during the current crisis provides key players in E&C an opportunity to take action. This panel will highlight impacts of the COVID-19 pandemic and practical steps to maintaining the most critical components of your fraud risk management program. Margot Cella, <i>Vice President, Research & Anti-Fraud Initiatives, Center for Audit Quality</i> Holly Tucker, <i>Partner, Deloitte Risk & Financial Advisory</i>
12:00 pm - 1:00 pm	Benchmarking Session: Antitrust Compliance Issues During the COVID-19 Crisis: Gauging Risk and Adjusting Your Program This session identifies areas of antitrust risk and discusses new Department of Justice guidance on what constitutes an effective antitrust compliance program. Drawing on their experience as former government officials, in-house and outside counsel, panelists will use real-world examples to provide insights into improving and implementing industry-specific antitrust compliance programs. Michael Holt, <i>Counsel, BakerHostetler, LLP</i> Jeffrey Martino, <i>Partner, BakerHostetler, LLP</i> Ann O’Brien, <i>Partner, BakerHostetler, LLP</i>
1:00 pm - 1:15 pm	Closing Remarks Patricia J. Harned, Ph.D., <i>Chief Executive Officer, Ethics & Compliance Initiative</i>

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