

## Integrating experiential learning in compliance education

an interview with  
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by Roy Snell, CHC, CCEP-F

# So much has changed for compliance professionals

*Please don't hesitate to call me about anything any time.*

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**W**e have really had a great deal of change since we started HCCA about 20 years ago. I think the biggest change has been the adoption of compliance programs in other industries.

Every industry has some companies committing fully to compliance and ethics programs. Yes, even the sketchy industries. Girls Gone Wild had a compliance officer and may still have one. It's interesting to see industry after industry going through the same stages of grief that healthcare did before they fully committed. One after another, they are becoming fully committed. We have all gone through the same process.

The other interesting thing is the international commitment to compliance. Several countries are adding regulations that are having the same impact as the US Federal Sentencing Guidelines has had in the U.S. But regulations or encouragement by the government to implement compliance programs in other countries doesn't seem to be enough, as was the case in the U.S. It seems some companies in all countries need huge scandals or big settlements to trigger action. Brazil is all in. The amount of compliance activity in Brazil is really stunning.



Snell

We have been holding conferences there for about 8 years, and we have followed our Brazilian colleagues closely. The compliance profession is exploding there. Interestingly, Nigeria is in the top ten active countries, in my opinion. The data backs it up with their attendance at conferences, membership, and commitment to professional certification. As you might expect, Europe is very much committed to compliance. And we are holding our first local meeting in Sarajevo, Bosnia Herzegovina this year. So much is happening all around the world.

Coincidentally, I recently posted on social media that the spacecraft Voyager 1 has left the solar system, and its next encounter will be a star 40,000 years from now. As is often the case, the post triggered compliance comments. One person said the annual meeting of the Society of Corporate Compliance and Ethics will no doubt still be going strong when Voyager 1 encounters that star in 40,000 years. I wondered about the potential for an intergalactic compliance professional association. One person argued that we will no longer be having the problems that compliance and ethics programs are addressing now. Another disputed that and said we will still be discussing compliance program effectiveness. I suggested the problem will only be gone if we discover mind control or we are all replaced by robots. It was all pretty silly, but I don't really see an end in sight for compliance officers and compliance programs in the near future. ☺