

# Scouting, Selling & Succeeding

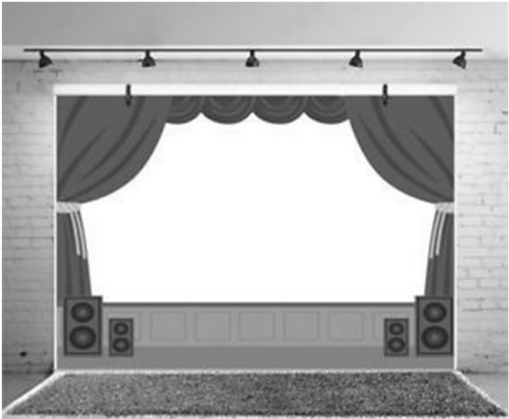
How Compliance Officer Should Approach Their Next Job Search

2020 HCCA Compliance Institute  
Nashville, Tennessee

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## Let's set the stage...

- Who?
- What?
- Why?
- How?



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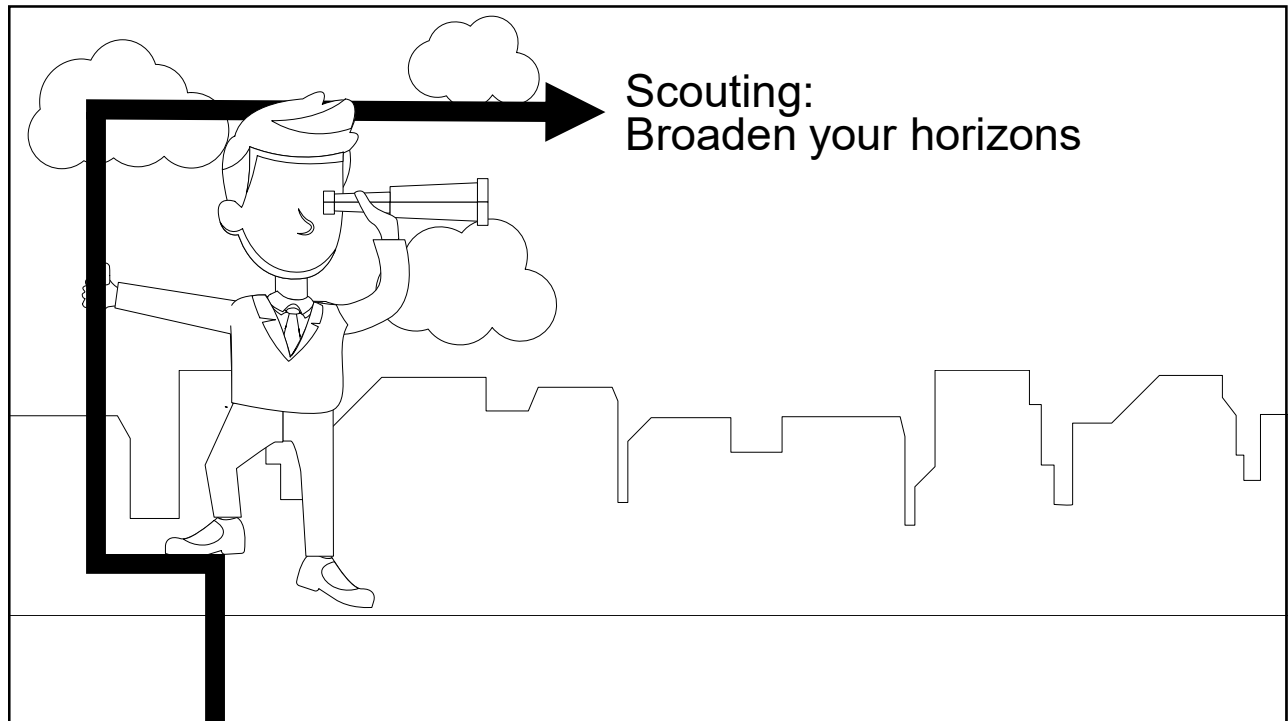
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# Before we begin...

## Who are you?



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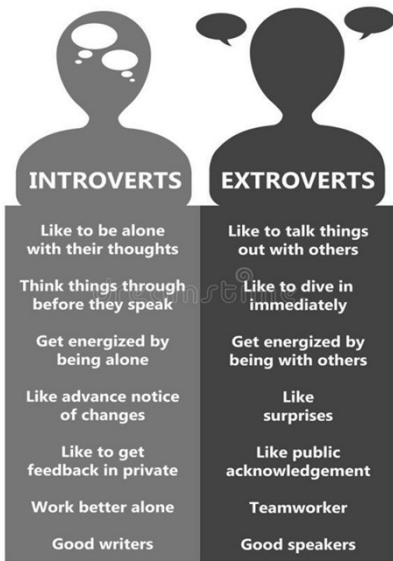


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# Self-Assessments

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# Beyond Your Comfort Zone



The infographic is divided into two main columns. The left column is for Introverts, featuring a silhouette of a person with three thought bubbles above their head. The right column is for Extroverts, featuring a silhouette of a person with two speech bubbles above their head. Each column contains a list of characteristics and preferences. A thick black horizontal line is positioned below the infographic.

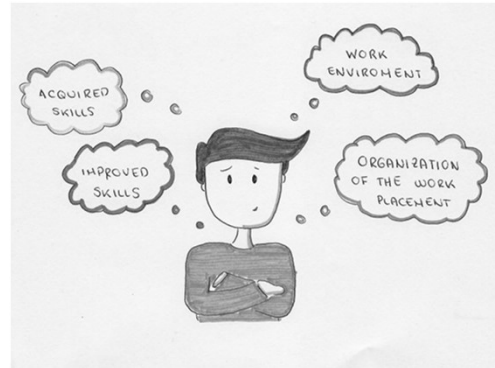
INTROVERTS	EXTROVERTS
Like to be alone with their thoughts	Like to talk things out with others
Think things through before they speak	Like to dive in immediately
Get energized by being alone	Get energized by being with others
Like advance notice of changes	Like surprises
Like to get feedback in private	Like public acknowledgement
Work better alone	Teamworker
Good writers	Good speakers

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## Evaluate YOUR Situation

- Are you actually happy?
- Moving vs. Stagnant
- Stable company/entity?
- Cohesive Team/Supportive?



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## Ongoing & Periodic Inquiries

**Linked in**

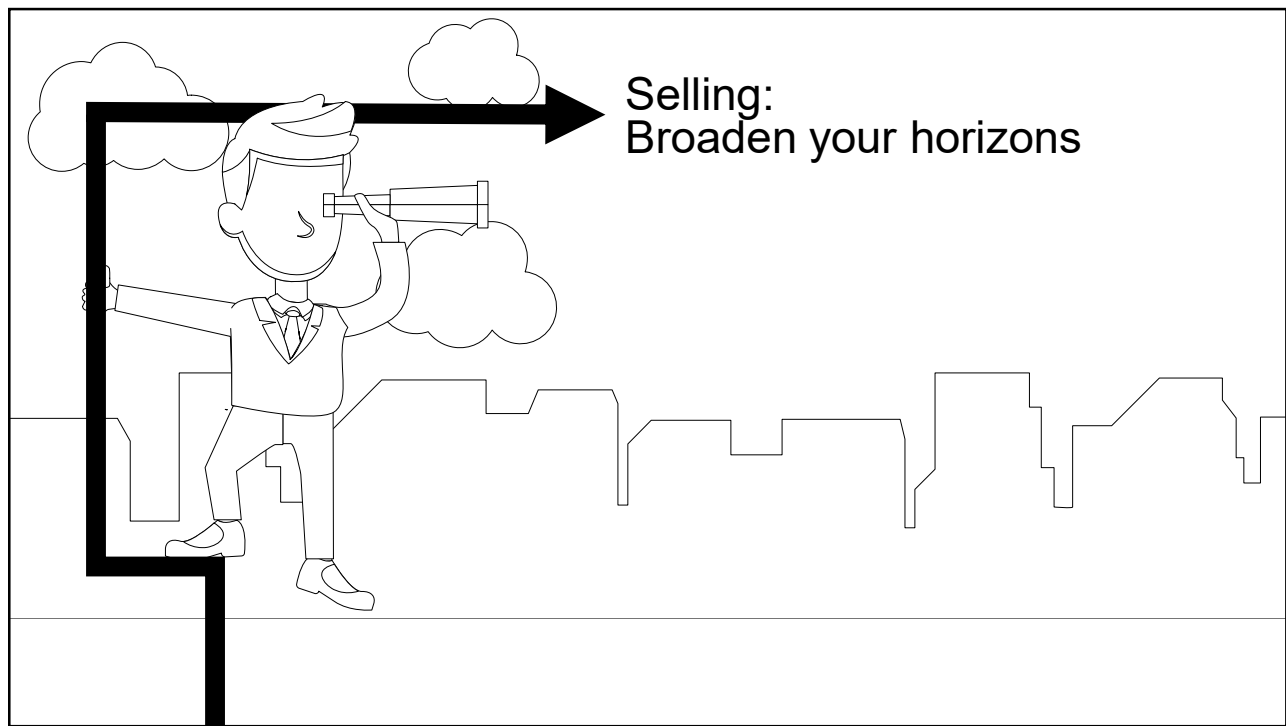
careerbuilder®

indeed



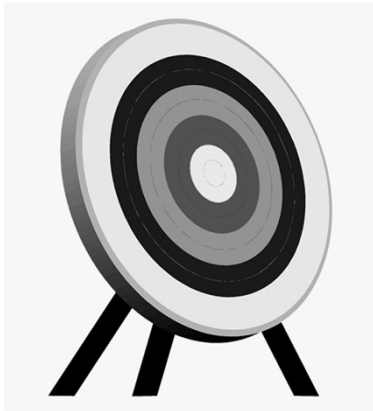
HEADHUNTER

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## What do I want?



- Know thyself
- Targeting the job you want
- Imagine the reality

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## You are not your job title



Who Am I?

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## So... what are the Core Compliance Skills?

- Training
- Interviewing & Investigating
- Documenting
- Policy Writing
- Research
- Issue Spotting
- Problem Solving
- Translating
- Leading / Cajoling / Enlisting
- Other Duties as Assigned...



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## Who are they?

- Headhunter
- Human Resources
- Department
- Stakeholders



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## What do they want?

- What are their specific needs?
- How can my skills fill their needs?



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## Know your audience



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## Context Matters... a little

- Cover Letters
- Phone interviews
- In-person Interviews
- Panel Interviews
- Negotiations



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## Remember to Sell Yourself



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## But you are also buying...

- Finding a match
- Discussions not interrogations
- Interview them too



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## Flipping It

- Writing job descriptions
- Identifying and recruiting candidates
  - Who?
  - Where?



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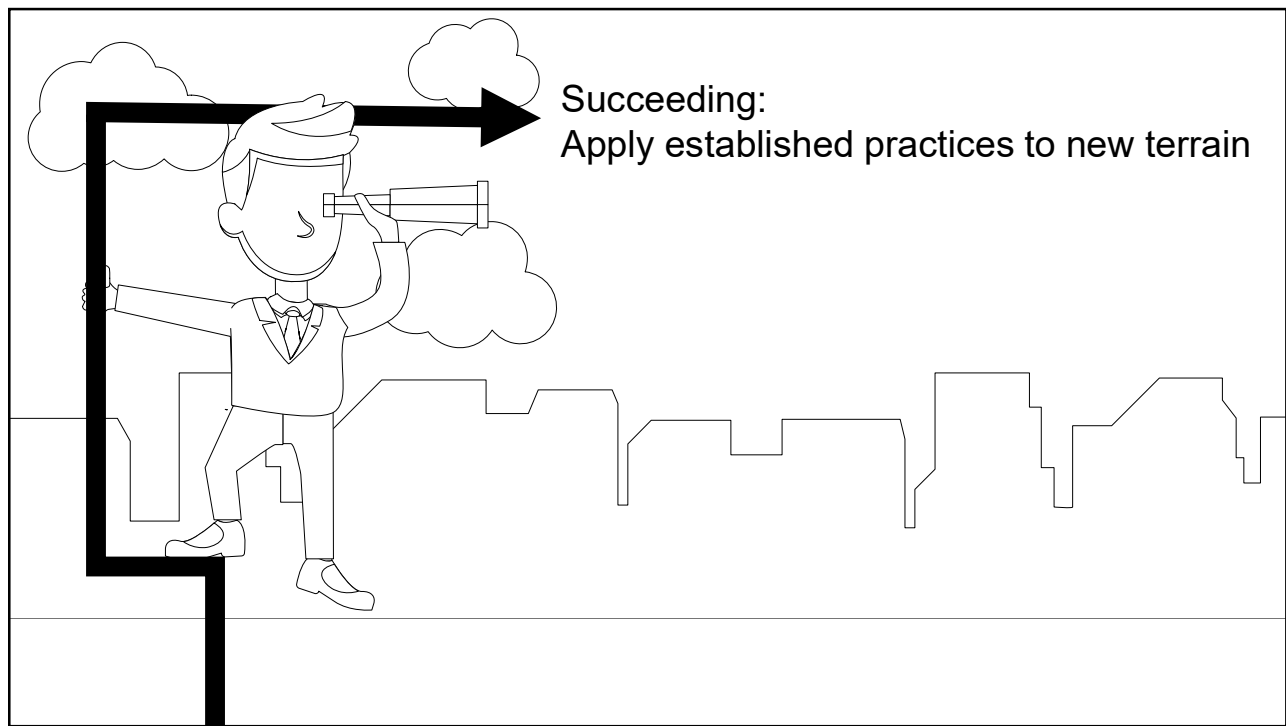
## Working With HR

- Filters
- Who is doing the first pass review?
- Do they understand the role / team?



"That's true. We did advertise for someone who 'works well under pressure'..."

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Success = Additional Work



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## Promotions and Internal Transfers



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## Work Life Balance: Establish Your Definition



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## Professional Skills: External Application

- Board Service
- Charity Work
- Personal Life



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