



COMPLIANCE  
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# UPPING YOUR GAME

Compliance Moves into the 2030s



On February 10, 2025, the Trump Administration suspended investigations under and enforcement of the Foreign Corrupt Practices Act via Executive Order. Many compliance professionals have since wondered what this will mean for corporate compliance programs going forward. Hui Chen in a blog post entitled *Pause in FCPA Enforcement: Crisis or Opportunity?* said, “Many in the compliance world have expressed lament, concerns, and anger. Understandably so. For an industry that has been so dependent on enforcement as its *raison d’être*, this may feel like an existential crisis. Yet in every crisis, there is an opportunity. This is no exception.” She went on to state, “We will have the opportunity to find out which companies do not believe they need to engage in bribery in order to be competitive. But we will also see companies recalibrate their risk tolerance not because the door to foreign bribery has been wedged open, but because their past fear-driven strategy resulted in a sometimes-overly-narrow view of corporate risk and responsibility in this space.” She listed three key areas to start, the third being “it’s time to up your game.”

I agreed whole-heartedly with Chen. Inspired by Chen, I wanted to write a book for compliance professionals about how they could think through ‘Upping Their Game’ by using currently existing Generative AI (GenAI) tools to dramatically improve their compliance programs. It all starts with the precept from Carl Hahn,

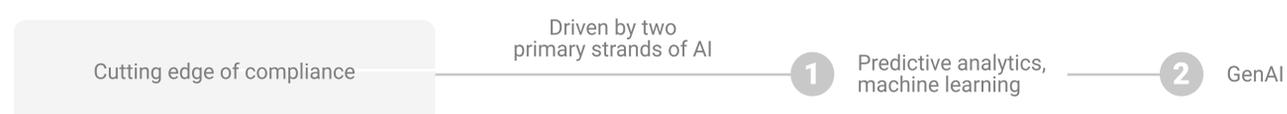
“To me the animating reason for our compliance program was in fact to **deliver business value**. And that was my proposition day one. It is a positive business forward proposition that's based on returning on investment, returning value to the business, being part of the business strategy, enabling the achievement of strategic goals, enabling the company to successfully deliver to its customers, its investors, its stakeholders, its employees.”

 CARL HAHN

As compliance professionals, it is critical to recognize that this moment is not merely about incremental improvements. The Trump Executive Order brings to the compliance profession a rare inflection point where revolutionary technological advancements, if harnessed strategically, have the potential to elevate our profession to a completely new level of effectiveness, efficiency, and organizational value.

Compliance monitoring, once reliant on manual oversight, reactive reporting, and periodic audits, is evolving into a proactive, real-time capability empowered by sophisticated AI technologies. Compliance professionals historically functioned as gatekeepers, viewed as necessary but inconvenient barriers to business velocity. But now, driven by AI, compliance stands poised to shed that restrictive image, embedding directly into core operational workflows and thus shifting from gatekeeper to integral business partner.

Today, the cutting edge of compliance is driven by two primary strands of AI: predictive analytics, through the leveraging machine learning and GenAI.



Each has distinct capabilities, but combined, they represent a powerhouse able to address the vast majority of traditional compliance challenges and emerging risks. At its core, compliance seeks to identify, manage, and mitigate risks. Traditionally, this has meant looking backward, investigating past issues, and reacting to problems after they occur. AI fundamentally shifts compliance from this rearview mirror perspective to a forward-looking, predictive posture. Machine learning technologies empower compliance officers to train AI models on vast quantities of historical data, teaching systems to recognize patterns and indicators that suggest elevated risk in real time.

A compliance officer today can use predictive analytics to tag transactional data by risk category, identifying potential bribes, improper payments, fraud, conflicts of interest, and sanctions violations. With these capabilities in place, compliance teams can proactively identify, isolate, and remediate issues before they escalate, significantly reducing organizational exposure and regulatory risk.

This shift from reactive to proactive risk management also enhances compliance agility. Organizations equipped with AI-powered monitoring can swiftly pivot to address new regulatory developments or emerging business risks. Because AI can integrate and analyze data in real-time from diverse sources, financial records, employee communications, operational metrics, and third-party data, the organization is positioned to respond to regulatory inquiries swiftly, accurately, and effectively, thus greatly enhancing compliance resilience.

AI offers a transformative capacity to integrate compliance directly into essential business processes by embedding compliance directly into the business operations of an organization. Andrew McBride approach termed approach the "Holy Grail" for compliance professionals who seek to seamlessly embed compliance responsibilities within operational workflows, enabling employees to carry out compliance tasks without interrupting their regular business activities.

For all of these reasons and more I am thrilled today to announce the publication of my latest book Upping Your Game: How Compliance and Risk Management Move to 2030 and Beyond.



- ☰ Dedicated chapters covering all aspects of your compliance program
- ☑ Key lessons and case studies for compliance professionals
- 🔑 Key tactics, concepts and strategies to **Up Your Game**
- 🎙 Features interviews and insights from professionals and leaders in the compliance industry

The compliance function is uniquely situation to lead the management of risk going forward and in this book, I provide every compliance professional with key tactics, concepts and strategies to move forward with GenAI today to answer the call to Up Your Game. Each chapter is dedicated to one area of a compliance program; risk management, third parties, training, chatbots and embedded compliance. I provide key lessons for compliance professionals in each chapter, together with a case study on how one or more companies have created GenAI tools which can be adapted for compliance. Each one of these strategies meets Hahn's precept to enhance business value.

I interviewed some of the top thinkers on GenAI in the compliance field for this book. Contributors included Vincent Walden, CEO of konaAI, a global, AI-driven technology company focused on anti-fraud, anti-corruption and compliance risks. Matt Galvan co-founder of Gentic Global Advisors. Carl Hanh, co-founder of Gentic Global Advisors. Dr. Hemma Lomax, the Vice President, Global Head of Ethics and Compliance at Docusign. Jag Lamba is the founder and CEO of Certa. Eric Sydell, is a Cofounder and CEO of Vero AI. I hope you check out the book and use it as a basis for Upping Your Game going forward. You can purchase a copy of the book on Amazon.com