



Ethintegrity

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An innovative,
results-driven approach
to Ethics & Compliance
built on integrity and trust



What does Ethintegrity offer?

Ethics + Integrity = Ethintegrity!

Ethintegrity is a boutique consulting firm focusing on a culture-based approach to ethics and compliance using innovative techniques to help companies drive awareness and implementation of sustainable compliance programs which results in an ethical culture being embedded into the company's DNA and the compliance program being viewed as a competitive advantage.

We offer

1. a **complete 360 review**, assessment & evaluation of current compliance programs;
2. **bespoke development & implementation of sustainable compliance programs** based on the unique needs of the organization; and
3. **training** of both compliance staff and company employees.
4. **customised workshops** to facilitate discussions of complex issues affecting the team or company

Each service is customized based on an in-depth consultation with the organization to ensure results that meet and exceed the agreed upon objectives.

Our Services

Ethics & Compliance Program Assessment and Evaluation

Continuous improvement is part of an effective compliance risk management system. As businesses grow and change to react to the market, Compliance programs should be evaluated on a regular basis to ensure that the program is still “fit for purpose” and seen as a competitive advantage, not solely as a cost center. A comprehensive program assessment will help you to ensure that your program is accurately identifying and mitigating risk while optimizing the tools and policies.

The program assessment can include:

- In-depth review of the industry, company policies, tools, systems, etc.
- Interviews with leadership, compliance staff, and company staff across departments and regions
- Review of training materials and feedback

Ethics & Compliance Program Development and Implementation

Good business practice is dependent upon a strong & sustainable compliance program. Ethintegrity can assist you with developing a program that can accurately identify risks based upon business practices and implement mitigation measures to effectively minimize those risks. Creating a compliance program from scratch can be a daunting & overwhelming task without the right people advising on best practices to ensure you

effectively use your time and resources to develop a “best in class” program for your company.

Amongst others, we provide the following to help you with program development:

- Business Risk Assessments
- Program Implementation
- Policy development
- Compliance toolkits

Compliance Training

Ethintegrity provides pragmatic & innovative training of both compliance department staff, senior leaders, Board of Directors, and company employees.

Compliance Department Training sessions: training on how to effectively implement and communicate their compliance program.

Executive Management & Senior Leaders: we can customize an ethics-specific training based on scenarios that leaders would encounter in their day to day roles.

Board of Directors: we can help you optimize the effectiveness of your board by providing a highly interactive training that will help your board fulfill its role and make a real difference to your company’s performance.

Company employees: Ethintegrity can help you develop compliance training and awareness tools to effectively engage your employees in an efficient & interactive way.

Communication & Branding

Ethintegrity can help you develop your personal or department “brand”. In order to effectively communicate either your own or your group’s vision, you need to be clear about what your key values and purposes are. Through a series of exercises, Ethintegrity can assist you with becoming clear on your personal or department goals/vision and ultimately create a “brand” that accurately reflects it.

Once you are clear on your vision & purpose, it is imperative to ensure you are communicating clearly and effectively to your stakeholders. Ethintegrity can assist you in developing a communications plan which will include a variety of tools that will share your message in an effective and creative way to maximize impact and retention.

Workshops



“Play” does not mean that you aren’t working or learning. When used strategically, “play” is how we effectively build skills to make work more efficient, innovative and profitable.

LEGO® SERIOUS PLAY® Workshops

At Ethintegrity, our workshops are designed to assist leaders, teams, and organizations cultivate and implement a culture of creativity. This in turn facilitates a more streamlined and empowered workforce providing companies and individuals with a distinct competitive advantage.

We do this through a variety of innovative techniques, including the LEGO® SERIOUS PLAY® methodology which focuses on the “power of play”.

People tend to remember experiences more than Powerpoint presentations. Our innovative workshops create shared memories that involve stories and learning experiences from peers, not just the facilitator.

Public Speaking

Nichole is a regular panelist and speaker at ethics & compliance conferences as well as leadership events hosted in the US, UK and throughout Europe. Some of the recent topics presented include “Creative Approaches to Compliance Messaging”, “Training and Communication Innovations That Drive Culture”, “Redefining Yourself: Turning Challenges into Opportunities”, and “Third Parties: Assessing and Monitoring Risks with Global Relationships”.



About Nichole Pitts

Founder & CEO of Ethintegrity

Nichole's long-standing career as a senior leader and head of compliance for an international business along with her experience with successfully navigating a company through a 3-year Deferred Prosecution Agreement (DPA) give her a unique understanding of the challenges facing compliance departments and organizations when it comes to implementing an effective ethical culture and program which leads to real results.

An innovative, results-driven thought leader with over 20 years' business experience, Nichole focuses on helping companies achieve a competitive advantage through building a strong, culture-based ethical program.



Find out more about Ethintegrity and our services

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