



# LEADERSHIP

## DICO Talk: Compliance as a leadership task – international perspectives

Wednesday, 19th of April 2023, 15:00 - 17:30 CET

Dentons, Berlin or via live-stream

**DICO**

Deutsches Institut für Compliance

Is the current model of ethics and compliance working from a leadership perspective? Are traditional methods enough to help leaders sustainably embrace compliance as one of their tasks?

DICO would like to invite you to an interactive discussion on:

**“Compliance as a leadership task – international perspectives”.**

The event will be live in Berlin, at the offices of Dentons, with a live-stream for those who would like to join virtually.

**Discussion points include:**

- The importance of “compliance as a leadership task” and how organizations approach the topic.
- How can “compliance as a leadership task” be sustainably implemented in an organization?
- In organizations where compliance is a strategic goal does that result in reducing compliance teams? Is this a threat or a success?
- What are best practices to help leadership appreciate that “compliance as a leadership task” is critical to setting ethics and compliance expectations in an organization?
- Does “compliance as a leadership task” result in friction between compliance and business teams, and is that a sign of success?
- How to inspire a leadership mindset that embraces how compliance teams are there to help personnel have a balanced mindset between risk and innovation?

## Program: Wednesday, 19th of April 2023, 15:00 - 17:30 CET

15:00 CET	<b>Welcome</b> <b>Judith Aron</b> , Partner, Dentons, Co-Head, Global Compliance and Investigations Group
15:05 CET	<b>Introduction</b> <b>Dr. Rainer Markfort</b> , DICO, Member of the Board
15:05 – 17:25 CET	<b>Panel discussion followed by live and virtual interaction</b> <b>Panelists</b> <b>Michaela Ahlberg (Sweden)</b> , Ethics & Compliance Specialist, Former Chief Ethics and Compliance Officer, Getinge, Telia and the Volvo Car Group. Co-author, The Grey Zone <b>Dr. Thomas Meiers (Spain)</b> , Chief Governance and Legal Officer SEAT and CUPRA, Member Board of Directors SEAT:CODE, Former Chief Coordinator Volkswagen Group U.S. Monitorship <b>Richard Bistrong (United States)</b> , CEO, Front-Line Anti-Bribery LLC, Contributing Editor, The FCPA Blog. Former FCPA violator and law enforcement cooperator <b>Franziska Janorschke (Switzerland)</b> , Global Head Data Privacy, Digital & AI Compliance at Novartis International AG <b>Moderator</b> <b>Gernot Tölle (Germany)</b> , DICO, Co-Chair of the working group “Compliance as a leadership task”, Head of Awareness, Prevention & Antitrust, Bilfinger SE
17:25 - 17:30 CET	<b>Wrap up and concluding remarks</b> <b>Dr. Rainer Markfort</b> , DICO, Member of the Board
17:30 – 18:00 CET	<b>Refreshments and networking for Berlin attendees</b>



# Participants

## Michaela Ahlberg



Michaela Ahlberg is a lawyer with 35+ years' experience with global businesses and an advocate for ethics & compliance empowering leadership and strengthening a culture of business ethics. She has been responsible for ethics and compliance programs at several multinational companies such as Nokia, Volvo Cars, Telia Company and Getinge, a global healthcare company of Swedish origin. During her time Telia Company she was an integral part of the negotiations for Telia Company's DPA with the DOJ, SEC and Dutch prosecutors. Despite the record high fines and disgorgements of 965 MUSD, the company was recognized for its high quality E&C work and no monitor was deemed necessary. Michaela now works as a senior advisor, lecturer, and speaker on topics such as business ethics, responsible leadership, psychological safety and human factors as a risk to understand and address. where she is now a senior advisor and a program for responsible leadership.

Michaela is the co-author of the book "The Grey Zone – a practical handbook in Corporate Conduct, Compliance and Business Ethics".

## Richard Bistrong



Richard Bistrong spent much of his career as an international sales executive and currently consults and speaks on foreign bribery, ethics and compliance issues from that front-line perspective. Richard was the Vice President of International Sales for a large, publicly traded manufacturer of police and military equipment, which included residing and working in the UK. In 2007, as part of a cooperation agreement with the US DOJ and subsequent Immunity from Prosecution in the UK, Richard assisted the US, UK, and other governments in their understanding of how FCPA, bribery and other export violations occurred and operated in international sales. In 2012, Richard was sentenced as part of his own Plea Agreement for violating the FCPA and served fourteen-and-a-half months at a Federal Prison Camp, returning home in December 2013. Since 2014, in person and virtually, Richard has presented to hundreds of diverse global multinationals in North America, South America, Europe, Asia and the Middle East. Richard has been featured in The Wall Street Journal, the Financial Times, The New York Times, Forbes, and the Harvard Business Review, among other periodicals. In 2020, Richard was named by Refinitiv as one of the top 100 social influencers in risk and compliance. In 2017, he was named by Compliance Week as a Top Mind in the field of Governance, Risk and Compliance, and in 2016 he was named one of Ethisphere's 100 Most Influential in Business Ethics. Richard is a Contributing Editor of The FCPA Blog and a featured columnist for Compliance Week.

## Franziska Janorschke



Franziska Janorschke leads the Novartis Data Privacy, Digital & AI Compliance function since May 1st 2022. She reports to Dr. Klaus Moosmayer, Chief Ethics, Risk & Compliance Officer at Novartis. Prior to her current appointment, Franziska Janorschke served as the Global Head SpeakUp Office in Novartis ERC, managing whistleblowing and internal investigations. Following her law studies in Germany, she joined Novartis in 2006 in Human Resources for Corporate Functions and in 2010 she moved to Novartis Corporate Security as the Region Head Business Practices Office in Europe.





# Participants

## Dr. Rainer Markfort



Dr. Rainer Markfort is a corporate partner in the Berlin office of Dentons and member of the board at DICO. He focuses on advising corporation in critical situations. He supports company's management in internal investigations and in setting up compliance management systems. Rainer has years of experience in advising on the restructuring and refinancing of companies. His practice covers insolvency advice to creditors, shareholders and management as well as developing and implementing insolvency plans, further advising on MBO and M&A transactions.

## Dr. Tom Meiers



Dr. Thomas Meiers has been Chief Governance and Legal Officer of SEAT and CUPRA in Spain since October 2020. Previously, he had headed the Volkswagen Group's global coordination department with US monitor Larry D. Thompson since 2017. Before joining Volkswagen, he held various management positions at Italdesign, MAN Truck & Bus and GE Healthcare. Thomas began his career at the international law firm Freshfields. Outside of his legal and compliance activities, he is committed to diversity, equality and inclusion (DEI) both within the Volkswagen Group and outside of it.

## Gernot Tölle



Gernot Tölle is Head of Compliance Awareness, Prevention & Antitrust and Compliance Officer Headquarter for Bilfinger SE since 2018 and has been part of the team successfully concluding the Compliance Monitorship under a Deferred Prosecution Agreement with the US Department of Justice. Gernot has been working inhouse in Legal and Compliance roles in various industries since 2001. He holds an MBA in Governance, Risk, Compliance & Fraud management, is an ACFE certified fraud examiner, coach, organizational transformation coach and mediator.



## About DICO:

DICO - Deutsches Institut für Compliance e.V. was founded in Berlin in November 2012 at the instigation of leading compliance practitioners and experts and, as a non-profit association, has members from all sectors in Germany, including well-known DAX companies, auditing and consulting firms, and academia. DICO sees itself as an independent interdisciplinary network for the exchange between business, science, politics and administration and sees itself as a central forum for the consistent and practice-based promotion and further development of compliance in Germany.

DICO promotes compliance in Germany, defines minimum standards in this area, accompanies legislative projects and at the same time supports practical compliance work in private and public companies, promotes training and further education and develops quality and procedural standards.

For more information, visit [www.dico-ev.de](http://www.dico-ev.de).

### Location:

Dentons Europe LLP  
Markgrafenstraße 33  
10117 Berlin

Parking garage: Kronenstr. 43, 10117 Berlin

To register for the event in Berlin and for the live-stream use the following link:

<https://www.dico-ticket.de/event/dico-talk-compliance-as-a-leadership-task-international-perspectives/>

**Event will be in English and not limited to DICO members.**

**\*Please note that capacity for both the live and virtual event is limited, so participation is on a limited basis.**

