# SpeakUp®

# Guide to your first 90 days as a compliance leader: where to focus?

As a new compliance leader, there is no better time than now to set the tone right.

The first six months in a compliance leadership role set the stage for lasting impact. Management and board look for action, employees look for trust, and regulators look for alignment. Here's how to deliver on all three and build a strong ethical foundation—fast.
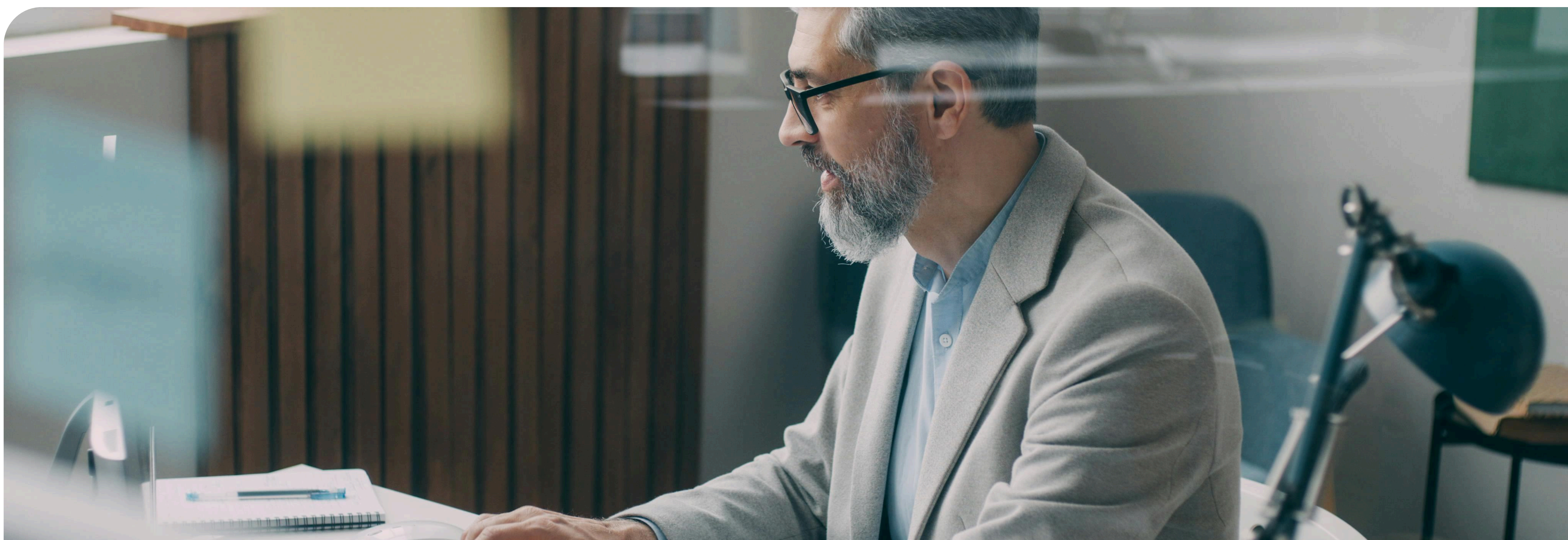
www.speakup.com

# 1.
# Fix what's broken

**You've inherited a compliance programme. Is it working?**
Identify gaps in reporting, case handling, and employee engagement. If your whistleblowing system is outdated, complex, or underused—replace it. A modern, secure solution shows leadership you're serious about risk management from day one.

✓ **Audit existing compliance tools**
Are they secure, anonymous, and easy to use?

✓ **Check adoption rates**
Are employees actually using the system?

✓ **Assess reporting efficiency**
Are cases being handled quickly and properly?

✓ **Review how reports are triaged**
Who handles them? How is data stored?

Upgrade it to a more user-friendly, future proof solution

# 2.
# Build trust with employees

**People won't report issues if they don't feel safe.**
Your job is to remove that fear. Make it clear that reporting misconduct is not only accepted—it's expected.

✓ **Launch an internal campaign**
Announce your new role and commitment to ethical leadership

✓ **Ensure anonymity**
Employees need confidence that their identity is protected

✓ **Offer multiple reporting options**
Web, phone, mobile—meet employees where they are.

> The easier it is to report, the faster you catch issues before they escalate.

# 3.
# Show leadership immediate wins

**Executives want proof that compliance is more than just a policy.**
Show them data. Demonstrate that your whistleblowing process is driving action, reducing risks, and strengthening company culture.

✓ **Track reports and response times**
Show measurable improvements in case handling.

✓ **Provide quarterly updates**
Keep leadership informed on trends and key insights.

✓ **Align with regulatory requirements**
Check that the organisation is protected from non-compliance risks.

> When you can show impact early, you can secure buy-in for long-term compliance success.

# How SpeakUp®
# helps you succeed

**Right now, you have a rare opportunity: a fresh start.**
The best compliance leaders don't inherit outdated tools that promise but don't deliver—they implement the most effective tools to set the tone right. That's why global brands like Nestlé, BMW, IKEA, and FrieslandCampina trust SpeakUp to secure their ethical backbone and 98% of our customers stay with us year after year.

✅ **Designed for adoption**
With 49% check bate rates, SpeakUp® has the highest adoption rate. Employees actually use SpeakUp® because it's anonymous, accessible, and simple—on any device, in any language.

✅ **AI-powered for efficiency**
Our AI features manage report intake, categorise and summarise cases, and more to reduce manual work so your team can focus on what matters.

✅ **Built for compliance**
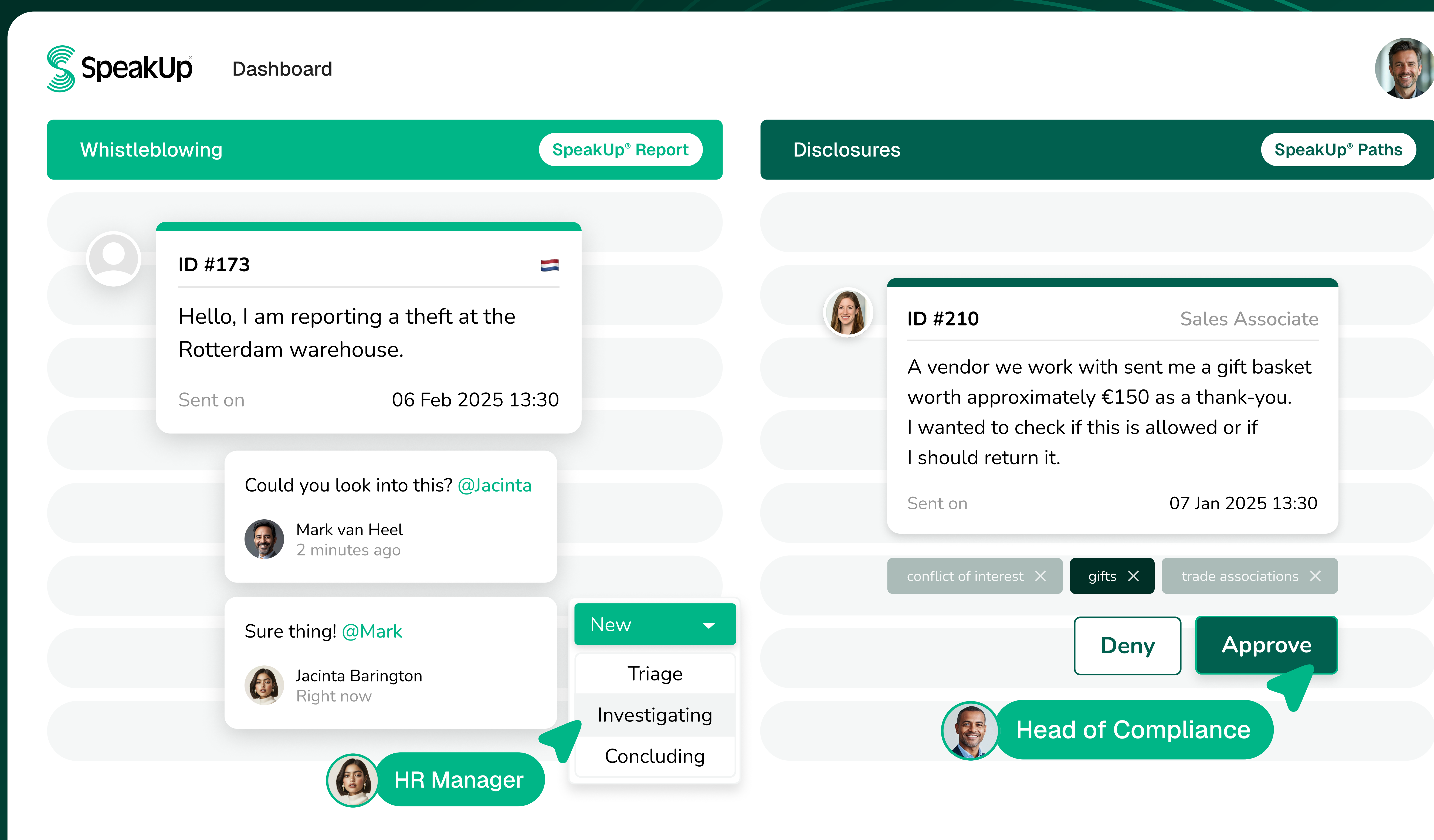Fully GDPR-proof, ISO-certified, and aligned with the latest regulations, keeping your organisation protected.

✅ **Proven at scale**
Whether you're overseeing 500 or 50,000 employees, SpeakUp® is built to handle high volumes of reports securely and efficiently.

# SpeakUp®
**Doing right, made easy**

# This is your moment to implement a system that works. Make the right choice, starting now.

**Book a demo** →

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## SpeakUp® Dashboard

### Whistleblowing — SpeakUp® Report

**ID #173**

Hello, I am reporting a theft at the Rotterdam warehouse.

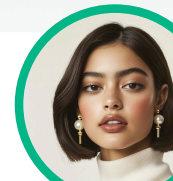Sent on      06 Feb 2025 13:30

Could you look into this? @Jacinta

Mark van Heel
2 minutes ago

Sure thing! @Mark

Jacinta Barington
Right now

New ▾
- Triage
- Investigating
- Concluding

HR Manager

### Disclosures — SpeakUp® Paths

**ID #210**      Sales Associate

A vendor we work with sent me a gift basket worth approximately €150 as a thank-you. I wanted to check if this is allowed or if I should return it.

Sent on      07 Jan 2025 13:30

conflict of interest ✕    gifts ✕    trade associations ✕

Deny      Approve

Head of Compliance