

# Tackling Regulatory Complexity and Cost: A Simple Approach with Radical Results

*October 2017*

# The challenge of regulatory complexity

Regulation is complex and costly. Decisions must be taken, involving cost-benefit analyses and a review of risks and conflicts of interest. Getting it wrong increases costs and may expose you and your staff to regulatory reviews and, unfortunately, litigation.

Change and regulatory compliance comes with tolls, such as:

- organizational confusion and misalignment
- time away from “priorities”
- frustrated customers
- low morale
- inefficient work patterns and processes
- increased costs
- lost opportunities

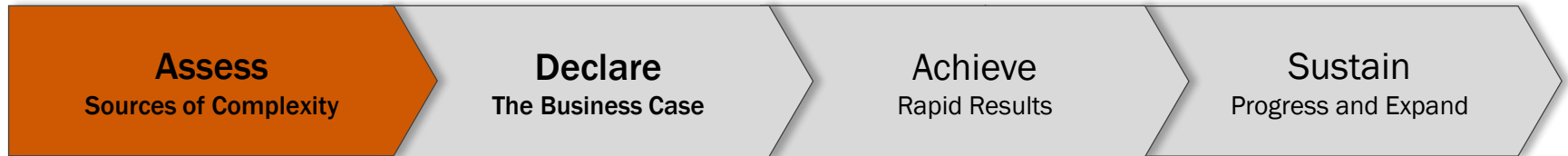
Through deep expertise, extensive research and practical experience, CompliGlobe and Schaffer have pioneered a compelling approach to tackle complexity in ways that are “loaded for success”.

# Our approach to simplification

- Understand how and where, and why, complexity impacts your organization
- Develop and implement a cost-effective strategy
- Address and eliminate where possible complexity while driving performance and results



# Core roadmap - overview



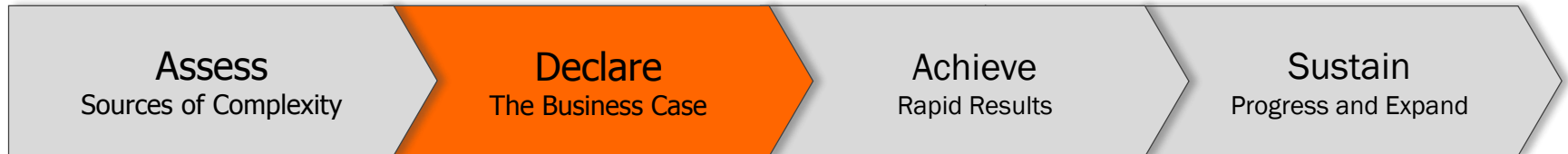
*We work with you to:*

- Conduct an in-depth gap analysis of regulatory issues
- Establish a framework around complexity
  - how does it affect you and to what degree?
  - What are the sources?
  - What can be done?
- Identify the biggest opportunities for simplification
- Employ the “fix”
- Monitor and test to validate your new approach

# What does the gap analysis measure?

## The Assessment

# Core roadmap - overview



*We work with you to:*

- Communicate the effort to the organization
- Achieve buy-in
- Ensure continued support
- Ensure cost control and avoid slippage
- Be flexible to deal with the unexpected

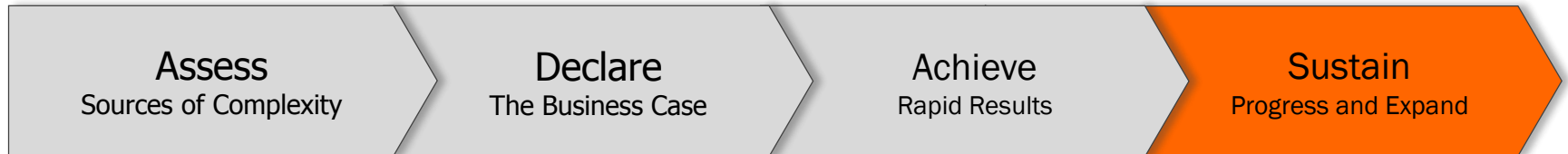
# Core roadmap - overview



*We work with you to:*

- Mobilize resources at hand by using our pioneering and proven methodologies
- Launch Initiatives that produce results within 100 days
- Build your capacity to reduce complexity and get things done
- Coach your leaders and teams to be successful

# Core roadmap - overview



*We work with you to:*

- Apply lessons learned and leveraged results to other areas
- Sustain momentum
- Expand the effort



# Client Example:

## Global Pharmaceutical – “Perform and Transform”

**Issue - Widespread complexity, organizational redundancies and a cultural legacy of deliberation was curtailed agility and responsiveness to critical issues and opportunities**

### **How Schaffer helped – Schaffer worked with the organization to:**

- Assess and prioritize impacts of complexity and affected performance
- Launch a portfolio of rapid-paced, results-focused initiatives to address major pain points and deliver results in historically frustrating areas.
- Reinforce participants’ leadership behaviors related to decisiveness, speed, and cross-boundary alignment while working on the projects.
- Build capabilities of internal change agents and develop complexity reduction skills throughout the organization

### **Results achieved in Year 1 (examples)**

- \$500 million incremental revenue
- 17,000+ hours of time liberated
- Streamlined sales and operating review to ensure product availability
- End to end integration of regulatory portfolio

# Client Example: Global Insurance/Asset Management

**Issue – global insurance firm proposed to enter new market and establish itself as the global leader in LDI**

**How CompliGlobe helped – we worked with the organization to:**

- Conduct a gap analysis, identify risks and conflicts, advise on policies and procedures and file to secure its regulatory registrations
- Monitor and test written policies and procedures to help prevent (or detect and address) regulatory issues while growing the business
- Advise upon and help manage regulatory and compliance risk while growing from seven employees, one client and \$6b AUM to more than 130 employees, 200 clients and \$156b AUM – and two new regulatory registrations
- Navigate successfully regulatory exams and serve increasing numbers of clients with complex needs
- Foster a 10+ year relationship

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