Review of GRC skills

Making GRC all-rounders

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• GRC Practitioners...

display authority on **GRC** matters

> show courage taking personal and career risks

give and receive criticism with assurance

> help to create a sense of community, collective purpose and shared understanding of values etc

provide clear and precise explanations on GRC matters

must be able to...?



receive trust

confidence

upwards and

downwards

and

both

collaborate with teams in other functions and with GRC practitioners

demonstrate resilience and determination

> represent a personable and professional self in social

reflect on own

cognitive bias

and that of

others

work independently in pursuit of a goal

situations

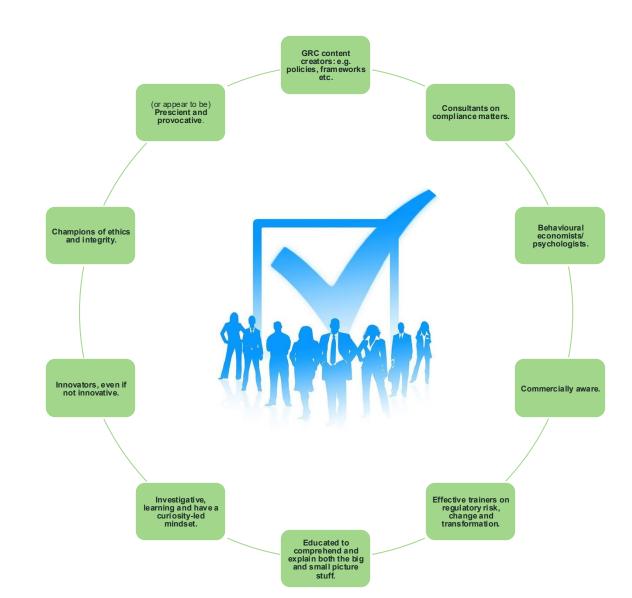
The key skills

According to *Haiilo*, the top 10 most in-demand 'soft' skills are:

- Communication
- Organisation
- Teamwork
- Punctuality
- Critical thinking

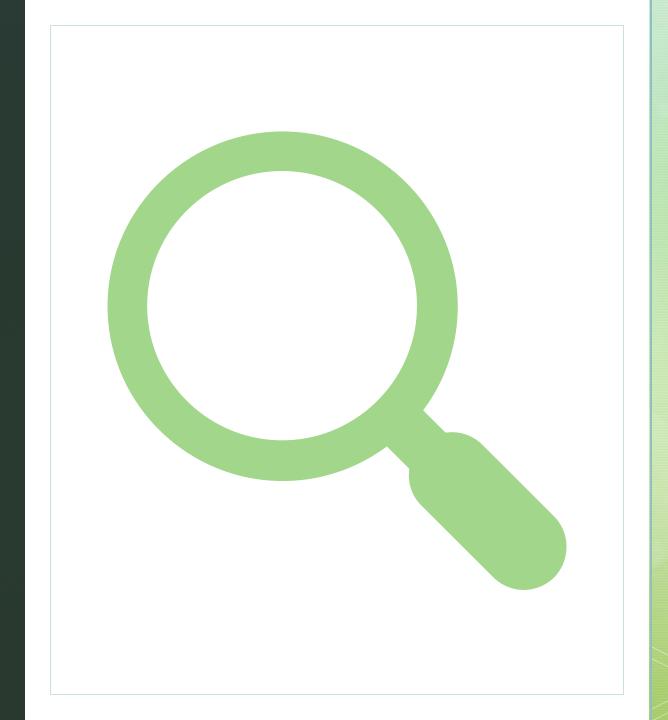
- Social skills
- Creativity
- Interpersonal communication
- Adaptability
- Projecting a friendly personality

■ GRC Practitioners are…?



Evaluate and review.

Let's focus on just one of these skills



Communicate v communication

So, what's the difference?

Communication is a noun describing the imparting or exchange of information

Communicate is a verb describing the action of transmission, liaison, contact, staying connected.

Action, not words

Naming something (noun) provides a useful label to establish the objective of coaching, but there is a vital need to describe the end result of any coaching; what is someone able to do and how will this help their employability and career development (verb)?

Conventionally, this has been formulated as a learning outcome, or in coaching terms, completion of GROWTH factors. In many cases, this is refined and targeted to the needs of an entity (e.g. employer, industry or business sector) rather than holistically considering all the inhibitions affecting an individual's development.

What about GRC practitioners?

Regulatory risk and compliance: examples

planning compliance training interventions

making recommendations for regulatory risk controls

collaborating on the development and implementation of GRC IT solutions

So, GRC Practitioners must be able to communicate with effect!



What is GRC?



GRC is... the outcome of the efforts of every professional involved in delivering GRC in their organisations.

WHAT DO YOU THINK?

