

# HCCA's Compliance Institute Monday, April 18<sup>th</sup> 2016



## **NAVIGATING YOUR OPPORTUNITIES AS A COMPLIANCE PROFESSIONAL**

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# Session Agenda

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- ❖ Introductions
- ❖ Learning Objectives for the Session
- ❖ Maximizing your Current Opportunity
- ❖ Leveraging your Experience to Broaden your Horizons
- ❖ A Look at Compliance Across Industries
- ❖ Questions & Answers

## Learning Objectives for the Session

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- ❖ Provide an understanding of how to excel at and maximize your current opportunity
- ❖ Provide an understanding of how to leverage your experience as you seek to broaden your horizons as a healthcare compliance professional
- ❖ Provide an understanding of the compliance profession across industries to demonstrate the range of opportunities that may be available as a compliance professional

# Audience Polling?

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- ❖ Industry
- ❖ Role
- ❖ Years of experience
- ❖ Who has had only 1 compliance related job?
- ❖ Who has had at least 3 different compliance related jobs?
- ❖ Who has had at least 5 different compliance related jobs?
- ❖ Anyone trying to land their first compliance position?
- ❖ Who has changed jobs in last year? Last 2 years?
- ❖ Who is actively looking? Or would consider the right opportunity?

# Maximizing Your Current Opportunity

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- ❖ Discussion on progressing to next level from most junior to most senior
  - Junior to Mid Level
  - Mid to Senior
  - Senior to Valued Executive
  
- ❖ Internal focus – staying with your current organization
  - Getting additional training / certifications / experience / internal rotational opportunities
  - Presentation of a Competency / Skills Matrix ?
  - Gaining credibility with all constituents within the organization as a compliance professional
  
- ❖ External focus – considering opportunities at other organizations
  - Pros / Cons

## Positioning Yourself for Other Opportunities

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- ❖ Additional Course work/graduate degree
- ❖ Certifications
- ❖ Volunteer for Projects
- ❖ Leadership Initiatives
- ❖ Publish Articles / Speak at Conferences
- ❖ Network

**Exposure is Key!**

# Leveraging Your Experience to Broaden Your Horizons

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- ❖ Considering Other Opportunities / Evaluating if it is Time to Leave
- ❖ Evaluating the Other Opportunity
- ❖ Evaluating the Other Organization
- ❖ Presenting Your Credentials in Pursuit of Another Opportunity
- ❖ Preparing to re-establish your credentials and credibility in a new organization
  - The development of a 90 day plan

# Pursuing Opportunities

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- ❖ Resumes
- ❖ Elevator speech
- ❖ Permission Paradox
- ❖ The art of interviewing
- ❖ The end goal
- ❖ It's a world of laughter, a world of tears



## Career Planning: A Look at Compliance Across Industries (and Roles ?)

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- ❖ The growth of compliance profession
- ❖ The prevalence of compliance opportunities across industries
- ❖ Showing the spectrum of compliance opportunities across healthcare – i.e. Provider, Payor, Life Sciences AND also roles – i.e. Specialist, Compliance Officer, Privacy roles, EWR, Risk Management, Consultant, Regulator, Vendor (tracking, hotline, billing, published resources, training, auditing, etc.)
- ❖ Discussion on how to bridge the gap from being a “healthcare compliance professional” to being viewed as qualified to move into other industries.

# Thank You

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