

July 16, 2020

## Building Relationships & Making Connections (Part I)

Communication is key to building relationships. While we should look to ourselves as a starting point for effective communications, creating an open and safe environment for others to communicate freely is also an integral part of that process. This note summarizes part one of our two-part podcast with Julian Danobeitia, executive coach and director of DownTheCorridor, on this topic, which can be accessed in full [here](#).

- The role of legal and compliance in business:
  - Legal and/or compliance personnel have the opportunity to keep a finger on the pulse of an organization.
  - However, lack effective communication between different functions can lead to a circle of distrust, resulting in a disjointed approach.
  - We should consider and change our own behavior first before expecting others to accept our views and input.
  - Considering relationships can help lawyers and compliance personnel target their audience and become more effective at communicating advice.
  - **Takeaway:** Take the first step in breaking down mental and sometimes physical walls between the business and legal and/or compliance functions.
- Keeping the door open:
  - An effective compliance program fosters good-decision making, but requires an open environment and lines of communication.
  - Isolation can increase bias, particularly unconscious bias.
  - Provide platforms for people to share and think through experiences together to help foster good decision-making.
  - **Takeaway:** Create an environment where individuals feel secure to have open and honest discussions, particularly on challenging topics.

### Speakers



[Tina Yu](#)



[Julian Danobeitia](#)