How To Shine in Your New Compliance Role

When you're hired into a new compliance position, you have to do some work upfront to gain trust. The pressure to demonstrate performance is real. But, owning the challenge and executing a solid game plan amplifies your impact to protect the organization and mitigate risk. This checklist gives you eight ways to shine in your new position.

1. Identify top risks.

Prioritize your new department's needs based on risk to the organization. These will vary facility-to-facility. For example, billing accuracy and accounting might be a top risk for one organization while facilities present a top risk for another. Explain your reasoning to leadership.

2. Build morale.

Your new colleagues might have great ideas for compliance and know areas of increased risk that weren't previously addressed. When you acknowledge their concerns, they will then be bought into your plan.

3. Communicate progress early and often.

Cover your bases and ask how much detail on programming and progress leadership and the board need from you. Be specific in all your communications by tailoring compliance updates and messaging to each audience, from leadership and stakeholders to staff and patients.

4. Demonstrate the value of compliance.

Value doesn't always have to equal dollars. Use data to show improvements in areas such as safety, organizational reputation, and staff efficiency. All can be impacted by improved compliance and are metrics that leadership are invested in.

5. Integrate compliance into strategic initiatives.

Executives are often laser-focused on meeting the goals they have set for the organization. To remain top of mind, identify specific ways compliance can support the organization's mission and your leader's strategic goals, then regularly report on the progress you're making.

6. Break down silos.

Your job is infinitely harder when you're seen as a roadblock or a department everyone tries to sneak by. Being new to a role offers an opportunity to break down any barriers that may have previously existed. Go out of your way to acknowledge others and work collaboratively to reach solutions that all parties are comfortable with.

7. Uncover existing risks.

Use the organization's data to identify what needs to be improved and why. For example, if training assessment performance is low for critical courses, that indicates a risk for the organization and changes may need to be made. Continue monitoring the data as you make changes to demonstrate progress.

8. Increase efficiency.

Identify new ways of doing things so the compliance team can get more done, without compromising quality. Identify areas of overspend and develop methods for cutting costs, reducing burden, and streamlining processes. If additional tools are needed, be ready with a value-based business case.

By implementing these strategies, you will prove to your organization that they hired the right person for the job. Impress your leadership with comprehensive tracking and reporting using MedTrainer's all-in-one compliance platform. Automated and customizable reports give you all the data you need in just a couple clicks, with time back to invest in other important endeavors. Ready to shine?

See how MedTrainer can help.

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