

Eric Roring Pesik

Presentations and Publications

Compliance and Ethics

The Truth about Tone from the Top: Learning from the latest scandals about building a sustainable and ethical corporate culture

Presentation and panel discussion regarding key takeaways from recent FIFA, Volkswagen, LIBOR, FOREX, and 1MDB corruption scandals.

<http://www.slideshare.net/ericpesik/the-truth-about-tone-from-the-top-by-eric-pesik>

Asian Banker Financial Crime 360 conference, November 24, 2015.

Encouraging Employees to use Corporate Reporting Mechanisms to Mitigate Whistleblower Risk

Presentation about crafting compliance policies and creating an environment to encourage employees to use internal reporting before reporting outside to regulatory agencies.

Anti-Corruption & Anti-Bribery Master Class, November 2, 2015.

Setting up an Optimal Anti-Corruption and Anti-Bribery Training and Compliance Programme

Member of panel discussing the building blocks of an effective training and compliance programme; devising clear anti-bribery policies and controls to ensure employees can distinguish between legitimate entertainment and misconduct; and how to enforce core values of ethics despite peer pressure and cultural differences.

South East Asia Anti-Corruption Forum, June 30, 2015.

JP Morgan and the Princlings of China

Presentation of real world case study analysis of the JP Morgan "Sons & Daughters" Program.

<http://www.slideshare.net/ericpesik/jp-morgan-and-the-princlings-of-china-by-ericpesik>

Mastering Compliance in the International Markets, June 9, 2015.

Bringing the Concept to Life: Enhancing Business Value with Well-Defined Risk Appetite & Risk-Intelligent Culture

Member of a panel discussing how to overcoming the challenges of developing a comprehensive risk appetite; and how it affects business decisions.

Enterprise Risk Management, May 11, 2015.

Why Compliance Adds Value

Member of a panel discussing top tips for effective management of anticorruption due diligence, and balancing compliance costs and managing compliance Expectations.

International Financial Law Review, April 23, 2015.

Managing Risk from Top to Bottom

Member of a panel presenting how to train different-level employees on compliance issues, from C-Suite to the factory line; and how to use HR as a compliance gatekeeper.

<http://www.slideshare.net/ericpesik/managing-risk-from-top-to-bottom-by-ericpesik>

3rd Asia-Pacific Summit on Anti-Corruption, Compliance and Risk Management, December 03, 2014.

Economics of Bribery

Who bribes? How much do they pay? And what value do they get? How can we use the answers to discourage bribery? And while we will never eliminate the motivation for bribery, we may reach the point where bribery is no longer business as usual.

<http://www.slideshare.net/ericpesik/compliance-day-event-economics-of-bribery>

American Chamber of Commerce in Singapore, March 18, 2014.

Prime-Time Asia Personal Power Lunch

Building on previous presentations on corruption, presented further discussion on the economics of bribery: who bribes, how much do they pay, and what value do they get?

<http://www.slideshare.net/ericpesik/economics-of-bribery>

Private event for Prime-Time Asia on October 24, 2013

The Economics of Corruption

An in-depth look at who pays bribes, how much they pay, and what benefits do they get; contrasting the performance comparisons between bribe-paying companies and control firms.

<http://www.slideshare.net/ericpesik/economics-of-corruption>

CFO Asia Congress, October 8, 2013.

Globalization of Ethics and Compliance

Guest lecture examining the history of global compliance and ethics: where did it start; where are we now, and what's in store next for multinational companies.

<http://www.slideshare.net/ericpesik/globalization-of-ethics-and-compliance>

University at Buffalo School of Management, the State University of New York, September 21, 2013.

The Perceived and Real Effectiveness of Integrated Versus Separate Compliance and Legal Functions

Moderator and panel member discussing the benefits and challenges facing integrated versus separate compliance and legal functions; the impact on departmental resources, oversight, and autonomy; the perception of internal clients.

<http://www.legalbusinessonline.com/features/emerging-problems-emerging-solutions/57773>

Southeast Asia In-House Legal Summit, March 12, 2013.

Reality Check - Benchmarking Anticorruption Resources

Whitepaper proposing a methodology for measuring corruption risk and to translating the risk assessment into a benchmark for appropriate allocation of resources.

<http://www.slideshare.net/ericpesik/corruption-reality-check>

Published January 14, 2013.

Effective Internal Controls

Presentation explaining how to develop risk-focused internal controls; conducting risk analysis; understanding human factors in implementing effective internal controls.

<http://www.slideshare.net/ericpesik/effective-internal-controls>

Corruption & Compliance, South & South East Asia Summit, September 20, 2012.

Fighting Global Corruption

Presentation on building sustainable corruption risk assessment processes and developing risk management plans proportional to organizational risk exposure; understanding the responsibility of risk officers in identifying corruption risks and implementing effective remedial measures.

<http://www.slideshare.net/ericpesik/fighting-global-corruption>

Asia Risk Professionals Congress, March 8, 2012.

Bribery and Corruption

Internal training to sales team on identifying bribery and corruption risks, "know your customer", being careful of intermediaries, avoiding facilitation payments, accurate record keeping, and the problem of fake receipts.

Seagate annual sales conference February 1, 2012.

Everybody's Problem: The Global Challenges of Bribery and Corruption

Member of panel discussing legislative proliferation of FCPA, UK Bribery Act, and similar laws; balancing bribery risk against traditional fraud risks, such as employee theft and financial statement fraud.

Asia-Pacific Fraud Conference, organized by Association of Certified Fraud Examiners, October 25, 2011.

Tools and Strategies for Promoting Compliance as an Integral part of Business Decisions

Member of panel discussing legal department's advisory role in framing the compliance problems in a way that gains support; removing the perceived need for bribery; providing effective employee training.

4th Annual Anti-Corruption South & SE Asia Summit, September 15, 2011.

The Foreign Corrupt Practices Act

A statutory reference set compiling the Foreign Corrupt Practices Act and the whistleblower provisions of Dodd-Frank Wall Street Reform and Consumer Protection Act.

<http://www.amazon.com/Foreign-Corrupt-Practices-Act-Reference/dp/1463600577/>

Editor, 22 July 2011, ISBN: 1463600577

Antitrust and Competition Law

China Anti-Monopoly Law

Training on on China's anti-monopoly and anti-unfair competition laws; effect on M&A activities and pricing and non-price related restrictions; jurisdictional reach of enforcement agencies, including the Ministry of Commerce (MOFCOM), National Development and Reform Commission (NDRC), and State Market Regulatory Administration (SMRA).

Legal department internal training, April 1, 2019.

Acquiring and Using Competitive Information

Internal training to sales team on proper acquisition and use of competitive information; how to use publicly available information, how to manage discussions with customers, consultants, and third parties; how to engage with people at tradeshows, social interactions, emails, and other communications.

Seagate annual sales conference January 21, 2016.

Antitrust and Competition Law

Internal training to sales team on how to identify antitrust and competition law risks, how to avoid price fixing, market allocation, and abuse of market power, all while competing vigorously in the marketplace.

Seagate annual sales conference January 30, 2013.

Contracts Law

Top 10 Negotiated Contract Terms (and why they matter)

This presentation examines the top 10 contract terms from three perspectives: (1) what terms are the most important to the business, (2) what terms are the most frequent sources of disputes, and (3) what are the most negotiated terms. How do these top 10 lists relate to each other? And what lessons can we take away from this to become better business partners to our clients.

<https://law.scu.edu/event/top-10-negotiated-contract-terms-and-why-they-matter/>

Santa Clara University School of Law, High Tech Law Institute, June 23, 2022.

Contracts Training Series

Developed a series of weekly short-form "BrainShark" trainings on drafting better contracts, avoiding ambiguity, creating enforceable obligations; and disrupting general drafting conventions.

Presented live with Q&A discussion and recorded in BrainShark as part of streaming series for legal development programs, 2020-2021.

Identifying Contract Risks and Reducing Exposure Through Indemnification, Insurance, Warranties and Liabilities Limitations

Intensive two-day program teaching non-legal professionals to identify risk-related contractual provisions and assess the relevant risks during each stage of the contract lifecycle; participants learn to transfer and mitigate risks using indemnity, insurance, warranty, liability limitations and other tools, to effectively reduce risks and manage potential loss in the event of contract failures.

Clariden Global Leadership Institute Executive Education, August 3-4, 2016.

Cross-Border and International Contract Drafting

Member of panel discussing strategic considerations for the in-house counsel when drafting cross-border contracts business.

Counsel-to-Counsel Asia Exchange, September 17, 2014.

Faster Better Contracts

Internal training to sales team on the legal contracting process and contract lifecycle management; how to implement best contracting practices by breaking down barriers to teamwork and initiative, and helping to ensure that contracting decisions are made at the appropriate levels of organization.

Seagate annual sales conference January 14, 2014.

Drafting Game Rules to Minimize Litigation

Chair of summit and keynote presentation discussing business solutions that help avoid or divert disputes to keep everyone "playing at the table" and protect business relationships.

<http://www.slideshare.net/ericpesik/drafting-game-rules-to-minimize-litigation>

Litigation & Corporate Counsel Asia Summit, May 20, 2013.

Practical Drafting of Employment Contracts

Training workshop on how to simplify employment contracts; avoid common drafting errors; minimize employment disputes; transform legacy contract templates into effective employment contracts.

Employment Law Congress, June 29, 2011.

Contract Law for Non-Legal Professionals

Presented two modules for legal and business professionals; the anatomy of a typical business contract; how to work with contracts lawyers; how to draft business requirements to become effective legal requirements; understanding common mistakes and simple tips for drafting commercial agreements.

Interactive Workshop for Drafting & Enforcing Business Contracts, May 26, 2010.

International Trade

Incoterms 2020

Understanding the International Chamber of Commerce, Incoterms 2020 and their applicability for incoming materials & components, outgoing finished goods, and inter-company shipments.

Presented live with Q&A discussion and recorded as part of logistics training program, 2019-2020.

Incoterms 2010

Same as previous, but with prior version of International Chamber of Commerce, Incoterms 2010.

Seagate Logistics Training 2009 and 2010.

International Traffic in Arms Regulations

A statutory reference set compiling the US International Traffic in Arms Regulations, US Arms Export Control, and Directorate of Defense Trade Controls.

<http://www.amazon.com/International-Traffic-Arms-Regulations-Reference/dp/1442183624/>

Editor, 2008 ISBN: 0557010349; 2009 ISBN: 1442183624

Intellectual Property and Trade Secrets

Trade Secrets, Confidential Information, and Contracts Exceptions

Internal training to sales team on trade secret lawsuit, protecting confidential information, and contracts exceptions.

Seagate annual sales conference January 27, 2015.

Corporate Law

Singapore Companies Law

Second-year business course focusing on British and Singaporean corporate law: agency, partnership, limited liability companies, corporations, shareholder rights, directors and management, company stock and finance, insolvency and liquidation, securities laws and public offerings.

Regent Business School with Paris Graduate School of Management, Singapore, 2008 through 2011.

Corporations and Other Business Organizations

Served as adjunct Professor of Law for core legal curriculum covering US federal securities laws, merger and acquisitions, shareholder lawsuits, business ethics, fiduciary duties, corporate finance, capital markets, corporate organization, alternative forms of business organizations, limited liability companies, limited partnerships, and privately-held close corporations.

Monterey College of Law, Monterey, California, USA, 2001 to 2006.

General Legal

China Legal Update

Bilingual (English and Mandarin) training and case studies for China sales team regarding trade secret lawsuit against major competitor, responding to government investigations, and contract management.

Seagate China sales conference December 11, 2014.

International Business Law, Politics, & Ethics

Served as visiting adjunct Assistant Professor for executive MBA course examining international legal, political, and ethical issues faced by business executives in multinational corporations, and regional companies looking to expand internationally; answering the real-life question: "what do I need to know to do business here?"

https://drive.google.com/file/d/0B_i9azqfo3jVa0lCbEJPMjF1eUU/view

University Buffalo School of Management, the State University of New York, October 20, 2014 through November 1, 2014.

Social Media Issues Facing In-House Practitioners

Member of panel discussing how to balance of freedom of speech and privacy rights; guidelines for monitoring and controls required to protect your company's right across social media platforms.

Counsel-to-Counsel Exchange, September 12, 2013.

Social Media and the Law

Member of panel discussing the legal risks associated with social media and risk mitigation strategies.

3rd Annual Social Media for HR Congress, March 14, 2013.

Meeting in the Middle: Embracing Negotiation to Protect Business Interests and Relationships

Presentation explaining how to avoid litigation through effective negotiation techniques and early reconciliation; understanding business and interpersonal behavior in managing disputes; focusing on business fundamentals.

<http://www.slideshare.net/ericpesik/meeting-in-the-middle-embracing-negotiation-to-protect-business-interests-and-relationships>

Litigation Asia Summit, May 20, 2012.

Legal Environment of Business

First-year business course on legal issues of Singapore-based businesses: contracts, sale of goods, negligence, economic torts, agency, business organizations, and historical context of Singapore business laws.

Regent Business School with Paris Graduate School of Management, Singapore, 2008 through 2011.

Insider Trading and "Expert Networks"

Internal training to sales team on how to identify insider trading risks, how to educate customers on appropriate use of nonpublic information, how to combat use of "expert networks" by hedge funds to obtain inside information.

Seagate annual sales conference January 2011.

Management and Leadership

Great Corporate Culture Doesn't Happen by Accident

Leadership summit presentation for Legal, Government Relations, Global Trust & Security team. Focus on how leaders support positive practices and inspire change. Examined history of Seagate's corporate culture and strategic initiatives beginning from its founder, Al Shugart, through current CEO, Dave Mosley.

Leadership Summit for Legal, Government Relations, and Global Trust and Security, June 7, 2022.

PowerPoint for Leaders

Series of seven videos tips on how to present as a leader when delivering PowerPoint and other presentations. How to avoid the most common mistakes that presenters make. Specific focus on issues faced by women presenters.

Originally presented live for Seagate's Singapore Women's Leadership Network August 18, 2020; re-recorded for ongoing online training.

Awesome PowerPoint for Awesome Lawyers

How to develop communication skills for lawyers to deliver compelling legal presentations and trainings; how to represent legal to our business counterparts and facilitate smart business decisions.

Presented at legal all-hands meeting, October 2019.

Asia's Increased Competitive Landscape & HR Implications on Talent Attraction and Retention

Presentation examining the rise of Asia and the new diversified workforce; what sets winning companies apart; what is new in performance & pay; how to bring HR programs to reality.

<http://www.slideshare.net/ericpesik/asias-increased-competitive-landscape-hr-implications-on-talent-attraction-and-retention>

Compensation & Benefits Asia Congress, March 24, 2014.

How to Create an Environment that Prevents and Reduces Employee Burnout

Training seminar dispelling myths about job motivation and burnout; understanding cross-cultural factors that drive job satisfaction; creating lasting changes in productivity and employee attitudes through job enrichment.

Effective Strategies to Prevent Employee Burnout, March 4, 2010.

Teamwork and Leadership

Third-year small group module focusing on leadership and management of cross-cultural teams, understanding individual and group dynamics, organizational behavior, trust & conflict within teams, building high-performance teams, developing effective communication.

Regent Business School with Paris Graduate School of Management, Singapore, 2009.

Other Presentations and Trainings

Destroy PowerPoint Zombies!

Featured on The Best Slideshares of 2015 with nearly a half million views

Have you ever felt trapped in a bad PowerPoint presentation? Ever listen to a speaker drone on like a zombie? Do boring uninspiring slides leave you feeling like the walking dead? Don't be a PowerPoint zombie! Here are 6 tips to avoid Death by Powerpoint!

<http://www.slideshare.net/ericpesik/zombie-powerpoint-by-ericpesik>

Published July 17, 2015.

Do you want to be a Billionaire?

Billionaires are members of the most elite group of people in the world; to join the billionaire club, you must be one in three million; the good news is - if you want to join this elite club, its membership is growing.

<http://www.slideshare.net/ericpesik/do-you-want-to-be-a-billionaire-by-ericpesik>

Published October 2, 2014.

Top 10 Things People Admit Doing on Conference Calls

Why are conference calls unproductive? Over half of all employees admit they are multitasking with other priorities while attending conferences calls; what are the top 10 things your colleagues are doing while on mute?

<http://www.slideshare.net/ericpesik/top-10-things-people-do-during-conference-calls>

Published August 24, 2014.

25 things NOT to do during Hungry Ghost Festival

Every year, usually in August, the Chinese in Singapore observe a large-scale tradition of paying respects to the dead; during this month, the "Gates of Hell" are opened and souls of the dead are freed and allowed to roam the earth where they seek food and entertainment; if you want to experience Ghost Festival without insulting the spirits, this presentation compiles a collection of taboos.

<http://www.slideshare.net/ericpesik/twenty-five-things-not-to-do-during-hungry-ghost-festival>

Published August 4, 2014.

Interviews and Citations

Privacy at Work

Interviewed regarding the legal aspects of employee privacy and social media, and the balance between the legitimate needs of companies to protect their reputations, HRM Asia online magazine, August 1, 2012

Data Gatekeeper: How HR can Manage IT Security

Interviewed in legal and business concerns regarding the exploitation of corporate information by competitors, customers, and suppliers; abuse of confidential information in insider trading, HRM Asia magazine, Issue 11.8, August 2011 .

Eric Pesik: Seagate Technology International

Profile of my role at Seagate Technology; discussing my views on the development opportunities for in-house lawyers in Asia; advice for aspiring corporate counsel, Asian Legal Business magazine staff, Issue 10.11, November 2010.

Putting a Lid on Stress

Interviewed regarding managers' roles in reducing employee stress through job growth and enrichment opportunities contrasted with task rotation and job loading, HRM Singapore magazine, Issue 10.5, May 2010.

Leading Practices in Information Management and Records Retention Programs

Interviewed regarding development of in-house corporate records management program and records management training; Part of an ongoing series of American Corporate Counsel Association's Best Practices Profiles, August 2003.