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### Shaking the house

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By Nick Gallo and Giovanni Gallo

As we approach Nowruz—the Persian new year—and gear up for the start of spring, many of us feel the urge to do some thorough, deep cleaning in our homes. This annual tradition, known as khaneh tekani (Khāne-takānī, literally “shaking the house”), involves shaking out the dust, dirt, and grime from every corner of our living spaces, including drapes and furniture.

And as we shake out the physical dirt and grime from our homes, it’s also a perfect time to reassess and refresh our approach to ethics and compliance within our organizations. Just like our homes, old approaches to driving a culture of integrity can become dusty and need revision.

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