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What if they hate me?

By Kristy Grant-Hart

Kristy Grant-Hart (kgranthart@sparkcompliance.com) is the Managing Director of Spark Compliance Consulting in London, and author of the book, *How to be a Wildly Effective Compliance Officer*.

- ComplianceKristy.com
- twitter.com/KristyGrantHart
- linkedin.com/KristyGrantHart

“They hate me. I’m sure they hate me. Or they will hate me,” said my client. She’d been relocated to Eastern Europe, where the company had just finished a massive investigation resulting in the firing of two regional leaders. She was parachuted in to keep an eye on things and to try to revamp the culture. The investigation had been long and slow, exhausting everyone, including her. She worried that even with a new manager, the remaining leaders would harbor resentment. What was she to do? And more importantly, what are you to do when you perceive robust distrust and anger in pockets of your organization?

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