

Risk is taking over compliance, and that's not a good thing. That's because regulations worldwide are many and varied, and just getting a handle on the various requirements is a full-time-plus job. We talk about the strategy that companies with global sales use to make it all make sense. Then, there are the technologies that track, target, and repair the planet. And let's talk about pay equity – paying everyone the same wage for the same work is a no-brainer that's not happening yet.

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Highlights



Finance & ERP

Navigating the Risks of Going Global

Risks might be similar, but local rules aren't. Keeping up with regulation specifics in different markets takes up most of a risk and compliance professionals' time, which means compliance is taking a back seat – way, way back, like the furthest row from the stage. Not only is understanding these rules time-consuming, but they also change often. It can be a seemingly never-ending cycle. And mistakes are expensive.

Help is on the horizon. The EU is streamlining requirements for member countries, while there are many others – the United States, for example, where its 50 states each have their own rules, on top of the federal ones – that still have extremely complicated conditions. The rise of tools like e-invoicing (which some areas are mandating – buh-bye paper!) will hopefully spread some simplicity. Much of the problem is there are so many rules that basically have the same purpose. Understanding how they connect is the starting point for an international sales strategy.

Go local. Why struggle when local expertise is available? In each region where a company operates, they should connect with a local partner who already knows the ins and outs of the rules. All that local knowledge can be connected through platforms that track rules, changes, and your own global compliance.

Read on for the playbook: **"Global sales? Help Finance comply with local rules."**

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Cooling the Climate

It's hot. And getting hotter. Heat records are broken every single month. Sure, those fortunate enough to have air conditioning can just adjust the temperature setting, but that's not solving the problem – it's making it worse. Hence, a rush for tech that can put into action new ideas for cooling down. Some of them are pretty out there, literally.

Tracking improvements. Emissions, food waste, carbon, and energy – all areas where efforts are underway to improve creation and consumption. Of particular interest for the business crowd is managing emissions from supply chains. On the horizon: Real-time emissions data to track its sources. Carbon footprints are also better monitored, which is crucial now because instead of being on the decrease, they're increasing thanks to AI's significant energy and water use.

Learn more: **"Emerging technologies to tackle climate change."**

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Department of Timeliness: Sept 18th International Equal Pay Day

Spotlighting Pay Equity

Equal pay is a no-brainer, but it's not the reality. In fact, pay equity is stuck. Globally, women still make less than their male counterparts for the same work – 83 cents to the dollar. This is the result of a long tail of historical imbalances that haven't been corrected. Women still have less retirement funding, are more likely to be un- or underemployed, and are the caregivers for their extended families and communities.

All the boats. This is, of course, a human rights issue. But we can also look at this from an economic standpoint. More women working is good for economies in a way that lifts all boats. So, where's a good place to start? One very effective place is pay transparency. Some organizations are open about their pay, and some regions are putting laws in place to make them do it. But employees are much more vocal about pay now, and more willing to share what they're earning. This is a cultural change many businesses haven't kept up but will need to, eventually. The conversation about pay equity is no longer theirs to control.

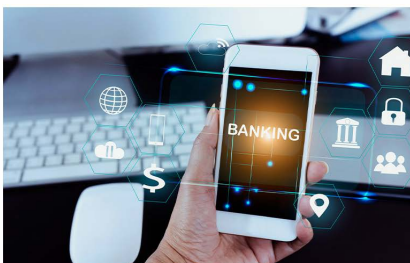
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ELI5. Tell us the deets. The default strategy to build trust in AI outputs might be providing the details of how a result – resulted. But those explanations aren't particularly trustworthy either, or, as it turns out, don't actually help humans make good decisions. Better approach: provide very, very specific rules for AI explanations. ([Proceedings of the ACM on Human-Computer Interaction](#))

Carbon Cancel. Carbon offsets were meant to help save the planet. But most companies are choosing from the bottom of the barrel – cheap and junky offsets that aren't doing anything but giving them good PR. Self-regulating isn't working, so offsetting might be abandoned in favor of contribution credits. Time to pay up for the planet! ([Nature Communications](#))

From our bad – to good. Businesses can't control online reviews (not legally, anyway) but they can control their responses. Better yet – use them to improve their brand and customer experience/relations. Acknowledging fault and a personal touch can turn that one star into five. ([The Conversation](#))

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The EU Deforestation Regulation deadline is looming – and it covers much more than trees.

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