Collaboration frameworks for HR, Legal and Risk and Data Teams

Learn about 3 Frameworks that will improve your organizations collaboration with Data Teams and accelerate success of your data projects/initiatives

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Introduction

In today's fast-moving, data-powered world, the organizations that win aren't just those with the best technology—they're the ones that create a culture of collaboration across teams.

Data isn't just an IT issue. It's a business-wide responsibility that requires all teams to actively engage in shaping policies, governance, and strategic decision-making. That's why I'm sharing the REPORTS, RELIC, and PAIR frameworks—three powerful models that help organizations break silos and align HR, Risk, and Legal teams with data teams to drive cultural transformation, improve compliance, and gain a competitive edge. More frameworks to come for other departments - but start here!

What's the evidence supporting the need for collaboration?

- According to IBM, Data silos cost the U.S. economy $3.1 trillion per year due to inefficiencies, errors, and duplication (IBM). Yet, many organizations still treat data as an IT-only concern. https://hbr.org/2016/09/bad-data-costs-the-u-s-3-trillion-per-year

- A McKinsey report found that 70% of digital transformations fail—not due to tech, but because of people and culture issues. https://www.mckinsey.com/capabilities/transformation/our-insights/perspectives-on-transformation

- Demand for data talent has grown 650% since 2012 (LinkedIn). Yet, many companies misfire by hiring only technical experts without prioritizing business acumen and governance skills. https://www.forbes.com/sites/louiscolumbus/2017/12/11/linkedins-fastest-growing-jobs-today-are-in-data-science-machine-learning/

- The average cost of a data breach hit $4.45M in 2023 (IBM). Yet, many Risk teams lack visibility into data governance. https://www.techrepublic.com/article/ibm-data-breach-cost/

- Despite GDPR fines exceeding $4 billion, 60% of businesses still don't comply (DLA Piper). https://www.dlapiper.com/en/insights/publications/2024/01/dla-piper-gdpr-fines-and-data-breach-survey-january-2024

The Frameworks

📊 REPORTS (HR & Data Collaboration):

Strong data cultures start with people. HR must work with Data Teams to hire the right talent, enforce policies, manage performance, and foster data literacy across the organization.

> Access Webinar

🔍 PAIR (Risk & Data Collaboration):

A proactive risk strategy depends on independent risk assessments, proper risk alignment with data priorities, integrated risk acceptance, and transparent reporting of data risks.

> Access Webinar

⚖️ RELIC (Legal & Data Collaboration):

In an era of increasing regulations and AI oversight, Legal Teams must work alongside Data Teams to ensure compliance with cross-border data transfers, risk mitigation, contractual oversight, and regulatory defense.

> Access Webinar

> Access all 3 Webinars, Playbooks and Handouts

💡 Competitive Advantage Starts Here. Organizations that align their HR, Risk, and Legal functions with Data Teams don't just mitigate risks—they unlock innovation, build trust, and accelerate data-driven growth.

💬 Are your teams working together to maximize your data potential? It's time to align, collaborate, and lead with data!

REPORTS FRAMEWORK (HR + Data Team)

The best data-driven organizations work closely with HR to build a strong data culture. However, most HR teams aren't equipped to support data teams effectively. The *REPORTS* Framework is a 7-step framework to help align your HR and Data teams for better business outcomes. 🚀

Here's how HR and Data teams must work together for success:

`1` **Recruitment** — Collaborate to identify the right technical and non-technical team members you need.

`2` **Enterprise Policy Enforcement** — Develop the processes (escalation, actions taken on violations) to make your enterprise data policies enforceable

`3` **Performance Management** — Make data contributions part of performance management and set clear expectations and career paths for data professionals and those interested in data.

`4` **Organizational Learning** — Enable both mandatory and optional learning opportunities that help employees become fluent with your organization's expectations of their handling of your data.

`5` **Rewards & Recognition** — Incentivize and reward engagement, data-driven decision-making, and maturity progress at every level.

`6` **Title Standardization** — Evaluate where there are opportunities to standardize personnel titles and roles to enable access control and simplify stewardship identification

`7` **Skills Assessments** — Understand your current skills gaps and ensure ongoing upskilling and certification in data competencies.

👉 Is your HR team engaged in helping you achieve data success?

RELIC Framework (Legal Team + Data Team)

Legal teams play a critical role in ensuring compliance, mitigating risks, and safeguarding enterprise data. However, many Legal teams aren't fully aligned with Data teams on regulatory guidance, compliance, and risk mitigation. The RELIC framework—a structured 5-step framework, ensures Legal and Data teams work together seamlessly to navigate risk, compliance, and policy enforcement.

🚀 Here's how Legal and Data teams must collaborate for success:

1️⃣ **R**isk Management & Data Security Compliance — Provide regulatory interpretation and compliance guidance, mitigate risks, ensure legal due diligence, enforce data subject rights, navigate cross-border data transfers, and manage litigation and regulatory defense.

2️⃣ **E**nterprise Policy Enforcement — Ensure that data policies and standards align with employment laws, employee rights, and contractor protections, avoiding unintended legal risks.

3️⃣ **L**egal Guidance to Decision-Makers — Advise on risk acceptance, compliance priorities, and upcoming laws while ensuring the organization is represented effectively in legal disputes and regulatory inquiries.

4️⃣ **I**dentification of Regulatory & Compliance Requirements — Ensure that the organization meets all relevant data, AI, and emerging technology-related regulations, adapting proactively to evolving requirements.

5️⃣ **C**ontractual & Vendor Oversight — Oversee data-related contracts and vendor agreements, ensuring that external partners comply with internal policies, data security standards, and legal obligations.

👉 Is your Legal team actively working with your Data team to minimize risk and maximize compliance?

PAIR Framework (Risk and Data Team)

Risk Management and Data Teams must work hand in hand. However, many Risk Teams and Data Teams operate in silos, leading to gaps in risk assessment, misaligned priorities, and missed opportunities to mitigate potential threats. The **PAIR** framework - a 4-step framework that ensures Risk and Data Teams collaborate effectively to proactively manage risk, improve data governance, and enhance decision-making.

🚀 Here's how Risk and Data Teams must work together for success:
1️⃣ **Providing Independent Assessment** — Ensure risk teams conduct unbiased evaluations of data-related risks, separate from the teams responsible for data governance and management.
2️⃣ **Alignment of Risk Framework to Data Priorities** — Integrate risk considerations into data strategy by aligning enterprise risk frameworks with key data priorities.
3️⃣ **Integration of Risk Acceptance Processes in Data Governance** — Embed risk acceptance processes into data governance decision-making, ensuring that risk assignments are properly designated to data owners and stewardship teams.
4️⃣ **Reporting of Data Risks** — Establish a clear process for data teams to escalate and report identified data risks to the Enterprise Risk Registry, ensuring visibility and action.

👉 Is your Risk Team working closely with your Data Team to minimize threats and maximize governance efficiency?

What's Next?

🚀 Click the links to learn more and create an action plan for your organization by accessing the webinar series:

`1` REPORTS
`2` RELIC
`3` PAIR
`4` ALL 3 FRAMEWORKS (REPORTS, RELIC & PAIR)

👉Connect with our advisory services and workshops so we can help you align your HR, Legal, Risk and Data teams.
👉Subscribe your organization to our exclusive content library to enable your practitioners to execute and increase your data literacy.

Engage with me!

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