

## World Class Internal Audit Tales From My Journey

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recognized as one of the premier thought leaders in internal auditing norman marks served as the chief audit executive at global companies for more than twenty years he now spends his time speaking and presenting at conferences around the world on internal audit risk management governance and better run business this book is about the professional experiences that shaped norman and led him to be acknowledged by audit committees company executives and his peers as the leader of world class internal audit teams read what led people to say about norman and his team internal audit provides us with a competitive advantage you have yet to perform an audit i wouldn t gladly pay for you help the audit committee sleep through the night you are not a typical internal auditor a current chief audit executive who worked with norman at two different companies had this to say norman had a unique leadership philosophy where he adapted to the

demands of the situation the abilities of the staff and the needs of the organization he was able to move between leadership styles utilizing the one needed for the challenges that the company was facing he was at times visionary along with a coaching emphasis while not micromanaging norman set high standards was democratic but occasionally would utilize a classic authoritarian style when needed with certain employees and situations norman moved easily between leadership styles which resulted in developing world class departments as the chief audit executive for a semiconductor company i still consult norman on various audit topics and practice leadership techniques i learned under his tutelage

this book and its companion volume auditing that matters case studies the discussion provide internal audit practitioners and students of the art with a variety of case studies that can be the basis for discussion and debate on the path to learning work class internal auditing internal auditing leaders want their teams to build their skills preferably leading to an approach to internal auditing that is consistent across the group they not only encourage everybody to attend external training sessions such as the conferences and seminars run by the institute of internal auditors and others but hold internal staff meetings with educational content several bring the entire team together one or more times each year which can be a challenge for large global organizations to hear not only internal but external speakers as a learning and growing experience the case studies in this book many of which come from real life provide materials that internal audit leaders can use to explore and advance internal audit practices each presents a situation where the internal auditor has to make a decision discussing what that decision should be is an excellent way for both individuals and the team as a whole to upgrade their understanding of world class internal auditing these two books can also be used in internal audit college classes either as topics for group discussion or as essay assignments auditing that matters case studies the discussion has a number of thoughts about each case study that the facilitator can use they are suggestions based on my experience as the leader of internal audit functions that were recognized as world class by firms such as protiviti and incorporate the author s thoughts embodied in his prior writings the direct result can be improved and more valuable services to the organization

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