

IIA Singapore President, Ms Tan Boon Yen shared her views on “As a business leader, how do you "get the organisation's culture right" - and ensure the values preached are practised on the ground?”, which was published in The Business Times on 10 June 2019.

"Culture is a unique component of every organisation’s personality. It manifests itself from how an organisation adopts and articulates the key values which contribute to the successful achievement of organisational goals to how top management creates the environment and tone for its employees to translate these values into every day actions.

Organisation culture and tone at the top can make or break an organisation and we have seen many of the major corporate failures that are due to ethical and conduct issues as well as misplaced corporate values. As the “eyes and ears” and the trusted advisor of the Board of Directors, internal audit plays a critical role in providing an independent and objective assessment of corporate culture. Corporate culture is always on the radar of internal audit when it conducts audits throughout the organisation."