

Blurring Lines in a Systemically Transformed Landscape

IIA Belgium Conference – Auditing Beyond Today

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What is expected from the Internal Auditor of tomorrow?



Listen to the field

Tune into the spaces in between



How does the Internal Audit work change?

1. Strategic Influence and Value Creation

Offering forward-looking insight rather than backward-looking critique.

2. Tech Fluency and Data-Driven Assurance

Making sense of data, from sampling to sensing connecting risk, strategy and performance.

3. Adaptive Risk and Systems Thinking

From siloed control to systemic awareness.

4. Human and Ethical Intelligence

From procedures to purpose.

The internal auditor of tomorrow will be: a strategic, tech-empowered, ethically grounded systems thinker

who delivers **trust**, **foresight**, **and transformation insight** — not just assurance.

5. Collaboration and Cross-Functional Agility

From independence as isolation to independence through relevance.

From retrospective assurance to real-time insight and foresight

Taking an *outside – in* and *future back* perspective



What shifts do internal auditors need to make?

To become tomorrow's strategic advisors, we need to start today by shifting our perspectives, and enhancing our awareness to the point, where even when nothing changed around us, everything changed because we shifted the way we listen, observe and the way we invite for answers.

What shifts do internal auditors need to make?

Developing your Systemic Awareness

Systemic

The purpose creates the team
See conflicts as systemic and
understand how organizational
dynamics are played out in the team

Wide angled empathy Sensing the spaces between people and teams What is disconnected that needs connecting?

Systemic Perceiving Developing Systemic Awareness

Thinking

Systemic Being Be present to ourselves without judgment or reactivity Stay calm in the storm Don't take things personally



The success of the intervention depends on the interior condition of the intervenor

Be at peace with yourself

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Systemic

Doing

From Lines (of defense) to a Systemic Team of Teams

Team of Teams



From Lines (of defense) to a Systemic Team of Teams

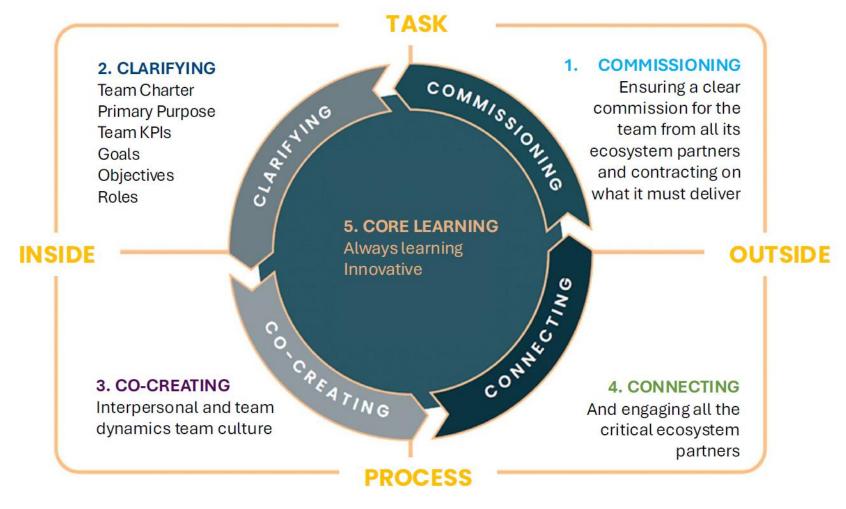
Creating a Team of Teams

- ☐ Align with other GRC functions under a shared purpose and mission
- ☐ Think systemically, integrate and connect various outcomes to deliver systemic
 - and organisation wide impact and added value.
- ☐ Co-learning to create shared awareness and collective consciousness to
 - ensure fast adaptability for a constantly changing organisation

Working as a Team of Teams together with other assurance functions

- ☐ Map your stakeholders
- ☐ Bring their voice into the room when making decisions
- ☐ Identify shared stakeholders and their needs
- ☐ Include future risks in today's assessments, when taking actions
- ☐ Bring the heart into the house!

5 Disciplines of High Value Creating Teams

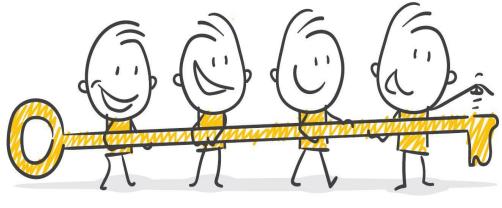




WRAP IT UP!











Thank You



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