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# Roger Steare



Professor Roger Steare is internationally recognized as one of the leading experts advising the Boards and executive teams on building high performing, ethical organizations. His work with BP after the Gulf of Mexico disaster has been crucial to the company's recovery plan, with Roger's decision-making framework and leadership training endorsed within the US Department of Justice Consent Agreement of 2016. He has advised Barclays, HSBC, Lloyds Bank and RBS after the credit crisis, PPI mis-selling and Libor manipulation scandals, with his work publicly endorsed by the Financial Conduct Authority. His most recent assignments have included Senior Advisor, People & Culture at Nationwide Building Society; and he is currently working with a Big 4 audit and consulting firm on their global trust ambition.

Roger has worked with clients to achieve these results by basing his guidance on the evidence of best practice across all sectors from around the world. He has conducted extensive empirical research on both personal and professional integrity, with his MoralDNA<sup>®</sup> Profile cited in papers published by the Chartered Management Institute, the Chartered Insurance Institute, EY, the FCA and PWC.

Roger is now working with an IBM-Watson award-winning AI software house in developing an ethical AI system for talent management and corporate integrity ratings.

His work has also been profiled in The Times, the Financial Times, The Wall Street Journal, Les Echos and The Guardian. His book *ethicability* has sold over 25,000 print copies and has been licensed as an e-book to over 600,000 employees across the firms he advises. He also teaches and writes for Thinkers50, "the world's most reliable resource for identifying, ranking, and sharing the leading management ideas of our age."

Roger is Visiting Professor in the Practice of Organizational Ethics and Corporate Philosopher in Residence at Cass Business School. He also teaches at Duke Corporate Education, Headspring Executive Development (Financial Times), London Business School and on the Thinkers50 Executive MBA.

*"Roger has helped me consider business decisions from a fresh perspective. His approach might be rooted in philosophy, but in reality, it is about pragmatic, profitable yet principled management of a business, for long-term success."* **Joe Garner, CEO, Nationwide Building Society**