



ROGER STEARE

THE CORPORATE PHILOSOPHER

As The Corporate Philosopher, I've worked closely with CEOs, their leadership teams, and colleagues to navigate multi-billion-dollar ethical challenges and opportunities. Each experience has been a story of reflection, learning and commitment to change for good.

Partnerships with Visionaries

In 2007, I embarked on an inspiring journey with CEO Joe Garner at HSBC, followed by collaborations at Openreach in 2012 and Nationwide Building Society in 2016. Our focus was on building a culture of social purpose and shared ethical values. Together, we worked with every leader and team on the art of making good decisions and doing the right thing. Reflecting on our journey in 2023, Joe penned a heartfelt reference, acknowledging, "*Roger is brilliant in his field and thinks very differently from most.*"

Learning from Disaster

Post the Gulf of Mexico disaster in 2010, I was entrusted by BP to spearhead an Ethical Leadership program, touching the lives of 4,000 global leaders. This initiative wasn't just successful; it became a benchmark. In 2016, the US Department of Justice recognised its impact, mandating its continuation in the US\$20.8bn Consent Agreement with BP – a testament to our transformative approach.

Shaping Cultures in Times of Change

The year 2012 marked a significant turning point with RBS. Post their US\$1,000bn balance sheet restructuring; I was headhunted to collaborate with PwC in pioneering a leadership and culture transformation program. The following year, CEO Stephen Hester's personal thanks encapsulated the essence of our success. His words, "*I have for one, have learned much,*" were not just a commendation but a reflection of our shared journey of learning and growth.

Building a Fairer Society

In 2021, I was asked to work with the Prime Minister's office for a national government to understand which ethical values help build a better, fairer society. We reviewed insights from anthropology, psychology and moral philosophy and identified Humanity, Justice, Wisdom, Courage, Temperance, and Resilience as the foundations for a fairer and sustainable society. Whilst this work will always be a "work in progress", for a national leader to ask this question is quite remarkable.