



The Starling *Compendium*

Contributors 2018-2025

The Starling *Compendium* is our annual report in which we curate information from around the world regarding a regulatory reform agenda that addresses culture and conduct-related risks in the financial sector. The *Compendium* series has featured nearly 200 contributors, among them: policymakers, regulators and supervisors; industry boards and executives; international standard setting bodies and associations; renowned scholars and other stakeholders.



PREAMBLE



FRANCIS FUKUYAMA (2025)

Author, *Trust: The Social Virtues and the Creation of Prosperity*



ANDY HALDANE (2021)

Chief Economist, Bank of England



MICHAEL HSU (2023)

Acting Comptroller, US Office of the Comptroller of the Currency



ELIZABETH MCCAUL (2024)

Member of the Supervisory Board, European Central Bank



GREG MEDCRAFT (2019)

Director, Directorate for Financial and Enterprise Affairs, OECD



WIJNAND NUIJTS (2020)

Head, Expert Centre for Governance, Behaviour and Culture, DNB



GILLIAN TETT (2022)

Chair of the Editorial Board and Editor-at-Large, *Financial Times*

IN FOCUS

With leading policymakers, regulators and industry bodies



TIM ADAMS (2021)

President & CEO, The Institute of International Finance



ONG-ANG AI BOON (2021)

Director, Association of Banks in Singapore



SHIGERU ARIIZUMI (2025)

Chair, International Association of Insurance Supervisors



GREG BAER (2024)

President & CEO, Bank Policy Institute



ANNA BLIGH (2024)

CEO, Australian Banking Association



CLARE BOLINGFORD (2021)

Director of Banking & Insurance, FMA (New Zealand)



MICHELLE W. BOWMAN (2024)
Governor, US Federal Reserve Board



BRIAN BROOKS (2021)
Past-Acting Comptroller, US Officer of
the Comptroller of the Currency



ANDREW BRAGG (2022)
Senator (Australia)



WAYNE BYRES (2022, 2024)
Past-Chair, Australian Prudential
Regulation Authority



F. CHRISTOPHER CALABIA (2022)
Past-CEO,
Dubai Financial Services Authority



BILL COEN (2022)
Past-Secretary General, Basel
Committee on Banking Supervision



MARK COOKE (2020)
Chairman, Operational Risk Exchange



ALISON COTTRELL (2021)
CEO, UK Financial Services
Culture Board



JONATHAN DAVIDSON (2021)
Past-Director, UK Financial
Conduct Authority



SHARON DONNERY (2024)
Deputy Governor for Financial
Regulation, Central Bank of Ireland



ANDREA ENRIA (2024)
Past-Chair of the Supervisory Board,
European Central Bank



NEIL ESHO (2024)
Secretary General, Basel Committee on
Banking Supervision



KATHERINE GIBSON (2021)
Deputy Commissioner,
FSCA (South Africa)



CHRIS GOWER (2024)
Exec. Dir., Cross-Industry Insights Div.,
APRA (Australia)



ADRIENNE HARRIS (2024)
Superintendent, New York State
Department of Financial Services



MICHAEL HELD (2021)
EVP, Legal Group, Federal Reserve
Bank of New York



JAMES HENNESSY (2020, 2022)
Senior Vice President, Federal Reserve
Bank of New York



HO HERN SHIN (2021)
Deputy MD, Financial Supervision,
MAS (Singapore)



FRANCESCA HOPWOOD ROAD (2022)
Head of the Bank for International
Settlements Innovation Centre, London



HANK HUANG (2023)
President, Taiwan Academy of
Banking and Finance



BRYAN HUBBARD (2023)
Past-Deputy Comptroller for
Public Affairs, US OCC



EVA HÜPKES (2023)
Head of Regulatory and Supervisory
Policies, Financial Stability Board



IAN JOHNSTON (2023)
CEO, Dubai Financial
Services Authority



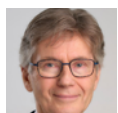
MARION KELLY (2020)
CEO, Irish Banking Culture Board



MARCUS LIM (2022)
Assistant MD, Banking and Insurance,
MAS (Singapore)



CHARLES LITTRELL (2022)
Inspector, Central Bank of the Bahamas



TED MACDONALD (2022)
Senior Technical Specialist,
Financial Markets Standards Board



DR. STUART MACKINTOSH (2022)
Executive Director, The Group of Thirty



MOTONOBU MATSUO (2021)
Secretary-General, Japan SESC



GREG MEDCRAFT (2020)
Director, Directorate for Financial and
Enterprise Affairs, OECD



WIM MIJS (2024)
CEO, European Banking Federation



MARTIN MOLONEY (2023)
Secretary General, IOSCO



THOMAS M. NOONE (2022)

Counsel & Assistant Vice President,
Federal Reserve Bank of New York



KEITH NOREIKA (2023)

Past-Acting Comptroller, US Officer of
the Comptroller of the Currency



CRIS PARKER (2020)

Director, Australian Banking &
Finance Oath



RANDAL QUARLES (2023)

Past-Vice Chair for Supervision, US
Federal Reserve Board



T. RAJA KUMAR (2023)

President, Financial Action Task Force



CHARLES RANDELL (2024)

Past-Chair, UK Financial
Conduct Authority



SARAH RAPSON (2022)

Executive Director of Supervision, UK
Financial Reporting Council



FERNANDO RESTOY (2025)

Chair, Financial Stability Institute



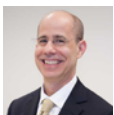
CHRISTOPHER RICH (2022)

General Counsel, Financial Markets
Standards Board



MARK ROE (2021)

Head of Risk Culture, Australian
Prudential Regulation Authority



JOSHUA ROSENBERG (2023)

Advisor, Federal Reserve
Bank of New York



PETER ROUTLEDGE (2022)

Chief, Office of the Superintendent of
Financial Institutions, Canada



JEAN-PAUL SERVAIS (2025)

Chair, International Organization of
Securities Commissions



CECILIA SKINGSLEY (2024)

Head, BIS Innovation Hub



BRYAN STIREWALT (2024)

Past-CEO, Dubai Financial
Services Authority



YOSHIKI TAKEUCHI (2022)

Deputy Secretary-General, OECD



SIMON THOMPSON (2023)
Chief Executive Officer,
Chartered Banker Institute



RUTH WALTERS (2023)
Senior Advisor, Financial
Stability Institute



JOY WANN (2022)
Advisor, Bank for International
Settlements Innovation Hub



CHRIS WHITEHEAD (2021)
CEO, Financial Services Institute
of Australasia



BOB WIGLEY (2024)
Chair, UK Finance



SIMON WILLS (2020)
Executive Director,
Operational Risk Exchange



CHRIS WOOLARD (2021)
Past-Interim CEO,
UK Financial Conduct Authority



RAIHAN ZAMIL (2023)
Senior Advisor,
Financial Stability Institute

GROUND BREAKERS

With pioneering industry innovators



SUSAN AXELROD (2022)
Broker-Dealer Compliance Oversight
Executive, Bank of America



ALEXANDRA CHESTERFIELD (2022)
Head of Behavioural Risk,
Group Internal Audit, NatWest



ZACH COSEGLIA (2023)
Managing Principal,
Ropes & Gray Insights Lab



SARAH DAHLGREN (2022)
Past-Head of Supervision,
Federal Reserve Bank of New York



RICHARD EDELMAN (2025)
CEO, Edelman



JOHN FLINT (2021)
Past-Group CEO, HSBC



NANCY HARRINGTON JONES (2022)
Chief Culture & Conduct Officer,
Société Générale (Americas)



DANIELA JARAMILLO (2024)
Head of Sustainable Investing
(Australia), Fidelity International



EUGENE LUDWIG (2025)
past-Comptroller, US Office of the
Comptroller of the Currency



LES MATHESON (2022)
Group COO, National Australia Bank



WILLIAM ONUWA (2023)
Chief Audit Executive,
Royal Bank of Canada



DAME SUSAN RICE (2025)
past-Chair, UK Financial Services
Culture Board



SIR KEITH SKEOCH (2024)
past-CEO, Standard Life Aberdeen



KATIE TAYLOR (2022)
Chair of the Board, Royal
Bank of Canada



CARINE SMITH IHENACHO (2024)
Chief Governance & Compliance
Officer, NBIM



CHARLES LI (2022)
Past-CEO, Hong Kong Exchanges
and Clearing Limited



WALTER MASSEY (2025)
past-Chair, Bank of America



JASON NORMAN LEE (2023)
Managing Director,
Legal & Regulatory, Temasek



MIREA RAAIJMAKERS (2021)
Global Head of Behavioral Risk
Management, ING



KANWALJIT SINGH (2022)
Senior Program Officer,
Bill & Melinda Gates Foundation



NICOLAI TANGEN (2024)
CEO, Norges Bank Investment
Management



RIMMA TEPER (2023)
Head of Behavioural Science & Risk
Culture, Internal Audit, RBC



SHEE TSE KOON (2021)
Country Head, DBS Singapore



WIES WAGENAAR (2022)
Head, Centre for Behaviour, Ethics & Compliance Learning, ABN AMRO



ANNE WALSH (2023)
Chief Investment Officer, Guggenheim Partners Investment Management



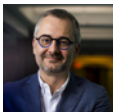
AXEL WEBER (2022)
Past-Chairman, UBS; Past-President, German Bundesbank



LORETTA YUEN (2021)
General Counsel, OCBC

THE ACADEMY

With world-renowned scholars



ALBERT-LÁSZLÓ BARABÁSI (2023)
Robert Gray Dodge Professor of Network Science, Northeastern University



ROY BAUMEISTER (2025)
Visiting Scholar in Psychology, Harvard University



DAMON CENTOLA (2021)
Professor of Communication, Sociology & Engineering, UPenn



DIANE COYLE (2022)
Bennett Professor of Public Policy, University of Cambridge



ROB CROSS (2022)
Edward A. Madden Professor of Global Leadership, Babson College



ROBIN DUNBAR (2022)
Professor of Experimental Psychology, Magdalen College, University of Oxford



ALEX EDMANS (2023)
Professor of Finance, London Business School



EMILY ERIKSON (2024)
Associate Professor of Sociology, Yale University



HENRY FARRELL (2024)

Professor of International Affairs,
Johns Hopkins



ALEX GILLESPIE (2023)

Professor of Psychological and
Behavioural Science, LSE



JONAS HEESE (2023)

Marvin Bower Associate Professor of
Business Administration, Harvard



KRISTEN JACONI (2023)

Associate Professor of the Practice in
Accounting, USC



SIR JOHN KAY (2022)

Emeritus Research Fellow,
St John's College, University of Oxford



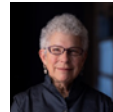
DAVID KIRON (2022)

Editorial Director, *MIT Sloan
Management Review*



KEVIN LALA (2024)

Professor of Behavioural and
Evolutionary Biology, St Andrews



MARGARET LEVI (2025)

Past-Director, Stanford
Center for Advanced Study in the
Behavioral Sciences



KATHY MATSUI (2021)

Adjunct Professor of Management,
University of Kyoto



SANDRA MATZ (2025)

Professor of Business, Columbia
Business School



COLIN MAYER (2024)

Past-Dean, Saïd Business School



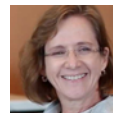
MICHAEL MUTHUKRISHNA (2024)

Associate Professor of Economic
Psychology, LSE



MARK PAGEL (2023)

Head of the Reading Evolutionary
Biology Group, University of Reading



ANN PENDLETON-JULLIAN (2021)

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Study in the Behavioral Sciences



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Fellow, Stanford Institute for
Human-Centered AI



ROSHNI RAVEENDHRAN (2023)

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Administration, University of Virginia



TOM READER (2021)

Associate Professor of Organisational Psychology, LSE



EDGAR SCHEIN (2022)

Professor Emeritus, Massachusetts Institute of Technology



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Professor of Economics, University of Toulouse



CHRISTINA SKINNER (2021)

Assistant Professor of Legal Studies & Business Ethics, Wharton, UPenn



KARIN THORBURN (2022)

Finance Research Chair, Norwegian School of Economics



PETER TURCHIN (2024)

Project Leader, Complexity Science Hub-Vienna



BOB WARDROP (2022)

Director, Cambridge Centre for Alternative Finance



HARVEY WHITEHOUSE (2025)

Director, Oxford Centre for the Study of Social Cohesion



RICHARD WRANGHAM (2024)

Professor of Biological Anthropology, Harvard University

GOOD COUNSEL

With prestigious legal scholars and practitioners



DOUGLAS ARNER (2024)

Professor of Law, University of Hong Kong



ELISE BANT (2024)

Professor of Law, Univ. of Western Australia



PETER CONTI-BROWN (2025)

Associate Professor of Financial Regulation, The Wharton School



JOHN CRAWFORD (2023)

Professor of Law, UC Law San Francisco



SALLY DEWAR (2023)
CEO, Allen & Overy Consulting



ADAM FINE (2022)
Assistant Professor,
Arizona State University



BRANDON GARRETT (2022)
Director, Wilson Center for Science and
Justice, Duke Law



HOLLY GREGORY (2023)
Co-Chair, Corporate Governance
Practice, Sidley Austin, New York



HIROKI HABUKA (2022)
Specially Appointed Professor,
University of Kyoto



TODD HAUGH (2022)
Professor of Business Law and Ethics,
Kelley School of Business



WILLIAM H. HINMAN (2025)
Past-Director of Corporation
Finance, US Securities and
Exchange Commission



LINDA JENG (2022)
Visiting Scholar on Financial
Technology, Georgetown Law



KATHRYN JUDGE (2025)
Professor of Law, Columbia Law School



BRAD KARP (2022)
Chairman, Paul Weiss



MICHELLE KIRSCHNER (2023)
Co-Chair, Global Financial Regulatory
Group, Gibson, Dunn & Crutcher



GREG MITCHELL (2022)
Professor of Law, University of
Virginia School of Law



MATTHEW NUNAN (2023)
Partner, Gibson, Dunn & Crutcher



ARI REDBORD (2022)
Head of Legal & Government Affairs,
TRM Labs



DAVID ROUCH (2022)
Partner, Freshfields



MEG TAHYAR (2024)
Head of Financial Institutions Group,
Davis Polk & Wardwell LLP



TOM TYLER (2022)

Professor of Law and Professor of Psychology, Yale Law School



BENJAMIN VAN ROOIJ (2022)

Professor of Law and Society, University of Amsterdam

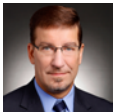


CIARAN WALKER (2022)

Consultant, Eversheds Sutherland

PEER PERSPECTIVES

Leadership lessons from other sectors



MICHAEL ARENA (2022)

Past-VP Talent & Development, Amazon Web Services



ELIZABETH BRODERICK (2024)

past-Sex Discrimination Commissioner (Australia)



MICHAEL BROWN (2023)

Past-Dir., Defense Innovation Unit, US DOD



TOMAS CHAMORRO-PREMUZIC (2023)

Chief Innovation Officer, Manpower Group



DAN DAVIES (2025)

Author, *The Unaccountability Machine*



DANTE DISPARTE (2025)

Chief Strategy Officer, Circle



ANTOINE FERRÈRE (2022)

Global Head of Behavioral & Data Science, Novartis



ROSE GAILEY (2023)

Partner, Heidrick & Struggles



PETER GLEASON (2024)

CEO, National Association of Corporate Directors



REID HOFFMAN (2025)

Co-Founder, LinkedIn; Partner, Greylock



CHARLES F. MCMILLAN (2022)
10th Director,
Los Alamos National Laboratory



CRAIG MUNDIE (2025)
Past-Chief Research & Strategy
Officer, Microsoft



TIMOTHY O'NEILL (2022)
Senior Counselor in the Executive
Office, Goldman Sachs



TERRI PATTERSON (2024)
past-Chief, Behavioral Analysis Unit,
US Federal Bureau of Investigation



**ADMIRAL CHARLES RICHARD
(2023)**
Past-Commander, US Strategic
Command (STRATCOM)



ADMIRAL MIKE ROGERS (2023)
Past-Director,
US National Security Agency



LT. COL. LANGLEY SHARP (2024)
past-Head of The Centre for Army
Leadership, UK Ministry of Defence



ROBERT STOUT (2024)
past-Head of Regulatory Affairs,
BP (formerly, British Petroleum)



OWEN WEST (2022)
Past-Assistant Secretary of Defense
for Special Operations (US)

OUR VIEW

Perspectives from our world-class advisors



JOHN SEELY BROWN (2021)
Past-Head, Xerox PARC



DAMON CENTOLA (2022)
Professor of Communication,
Sociology & Engineering, UPenn



SIEW KAI CHOY (2020)
Past-Managing Director, GIC



NICHOLAS CHRISTAKIS (2019)
Professor of Social & Natural Science,
Yale University



JAY CLAYTON (2023)

Past-Chairman, US Securities and Exchange Commission



GARY COHN (2020, 2021, 2022, 2023)

Vice Chair, IBM; Past-Dir., US NEC; Past-Pres. & COO, Goldman Sachs



KAREN COOK (2019, 2021, 2022)

Professor of Sociology, Stanford University



TOM CURRY (2020, 2021)

Past-Comptroller, US Office of the Comptroller of the Currency



AMY EDMONDSON (2021, 2022)

Professor of Leadership & Management, Harvard Business School



JAMES H. FREIS, JR. (2021)

Past-Director, FinCEN



BETSY LEVY PALUCK (2022)

Professor of Psychology and Public Affairs, Princeton University



RICK KETCHUM (2021)

Past-Chairman & CEO, FINRA



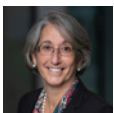
THOMAS MALONE (2020, 2021, 2022)

Founding Director, MIT Center for Collective Intelligence



KEITH NOREIKA (2022)

Past-Acting Comptroller, US Office of the Comptroller of the Currency



BARBARA NOVICK (2022)

Co-founder & Past-Vice Chair, BlackRock



SCOTT PAGE (2023)

Professor of Complexity, Social Science, & Management, University of Michigan



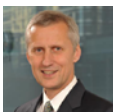
TOM READER (2022, 2023)

Associate Professor of Organisational Psychology, LSE



RICHARD SPENCER (2022)

Past-Secretary of the US Navy



MARTIN WHEATLEY (2020)

Past-CEO, UK Financial Conduct Authority

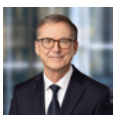
CLOSING COMMENTS



SIMONE DI CASTRI (2024)
Co-Head, Cambridge SupTech Lab



KLAAS KNOT (2022)
Chair, Financial Stability Board



TIFF MACKLEM (2025)
Chair, Group of Central Bank Governors
and Heads of Supervision



CAROLYN ROGERS (2021)
Secretary General, Basel Committee on
Banking Supervision



SIR PAUL TUCKER (2023)
Research Fellow, Harvard University;
Past-Deputy Governor, Bank of England