

# **Real Integrity: Practical solutions for organisations trying to encourage integrity**

1800 hrs on Tuesday 30 October 2012  
Centenary Gallery, Parkinson Building, University of Leeds

## Programme and Presenter Biographies

### Outline Programme

- 1800 hrs      **Welcome**  
*Professor Peter Moizer,  
Dean of Business School, University of Leeds*
- 1810 hrs      **Why this research?**  
*Elizabeth Higgs, Ethics and Integrity Manager  
Institute for Chartered Accountants in England & Wales (ICAEW)*
- 1820 hrs      **What we did, what we found out and what next**  
*Jim Baxter, Professional Ethics Development Officer  
Principal researcher and author, Real Integrity  
Inter-Disciplinary Applied Ethics Centre, University of Leeds*
- 1835 hrs      **Perspectives from Industry**
- Frances Morris, Head of Audit and Risk, Marks and Spencer
  - Charlie Dawson, Founder, the Foundation
  - Judith Wardell, Founder, Kingswood Consulting
- 1920 hrs      **Panel discussion ~ questions from the floor**
- 1950 hrs      **Closing remarks**  
*Professor Chris Megone, Director  
Inter-Disciplinary Applied Ethics Centre, University of Leeds*
- 2000 hrs      **Wine reception and light refreshments**

### Presenter Biographies (in alphabetical order)

- **Jim Baxter** is Professional Ethics Development Officer at the Inter-Disciplinary Ethics Applied Centre at the University of Leeds. His role involves managing the Centre's training, consultancy and applied research activities. Jim is the main researcher for the Real Integrity project and principal author of the Real Integrity report. Prior to joining the University in 2006, Jim was a Research and Development Project Manager for Ufi/learndirect, developing diagnostic tools and maintaining an online learning platform for work-based HE-level qualifications. He is currently studying part-time for a PhD at Leeds, on the subject of moral responsibility and psychopaths.
- **Charlie Dawson** set up ethical management consultancy The Foundation in 1999, and has led its growth over a decade, establishing the discipline of Strategic Innovation and working with a wide range of blue chip clients across many sectors to enable them to achieve value-enhancing long-term growth. He was previously Managing Director of DFGW, the independent advertising agency, and ran the advertising launch of Daewoo Cars.

- **Elizabeth Higgs**, LLB, is Ethics and Integrity Manager in the Integrity and Markets team at ICAEW. She is a solicitor and worked in practice in the UK before joining ICAEW. Elizabeth has a range of responsibilities including ICAEW's code of ethics, acting as secretary to the ICAEW Ethics Standards Committee and CCAB Ethics Group and also thought leadership work on integrity. Elizabeth specialises in ethics having previously worked in an advisory capacity on ICAEW's ethics and anti-money laundering helplines, giving practical advice on both subjects. She has also worked in ICAEW's Professional Conduct Department, enforcing ethical standards.
- **Chris Megone** is Professor of Interdisciplinary Applied Ethics and Director of the Inter-Disciplinary Ethics Applied Centre at the University of Leeds. His prime responsibility is to work with the Executive and CETL manager to develop the strategic direction of the Centre in its mission to become a world class Centre for Applied Ethics. This includes leading the development of its learning and teaching, research and professional ethics activities, and seeking to ensure their integration. He has been a member of the Philosophy Department at Leeds since 1991, and previously taught at York. He previously studied Classics at Oxford where did a BPhil and a DPhil in Philosophy.
- **Peter Moizer** is Dean of the University Business School and Professor of Finance and Accounting. He trained as a chartered accountant with Price Waterhouse, has been influential in numerous roles for the Institute of Chartered Accountants in England and Wales (ICAEW) and produced reports for the Department of Trade and Industry (DTI). In addition, he continues as a member of the Competition Commission's inquiry into the BAA airports. He is also an active member of the University's Business Ethics Theme Team which develops innovative teaching in ethics and corporate responsibility.
- **Frances Morris** is the Head of Internal Audit & Risk at Marks & Spencer plc, within the Corporate Governance team. Frances manages the company's Group Risk Profile process and leads a programme of audit work across all business activities to provide assurance over the adequacy and effectiveness of controls. She promotes governance, risk and control awareness across the organisation, running risk workshops and education sessions. Prior to joining the retailer in 2004, Frances spent 17 years with American Express, where she held various Finance and Audit roles, including VP of Global Finance Audit based in New York.
- **Judith Wardell** has over 20 years' experience in HR Management within both the private and public sector. She has been a key player in the top teams of blue chip companies through periods of significant strategic and organisational change and has worked for Peugeot Talbot, Smith & Nephew and Colgate-Palmolive. In addition, she held the first civilian HR Director post in North Yorkshire Police during a time of major cultural change and diversity issues. Judith's particular expertise lies in helping businesses understand their legal and ethical responsibilities.