

Culture, Diversity & the Way Forward

For Corporate Governance in Ireland



Banc Ceannais na hÉireann
Central Bank of Ireland
Eurosystem



Trinity College Dublin
Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin

25 October 2018

The aim of the Conference is to discuss Culture and Diversity in the Financial Services sector in Ireland. The Conference will examine the Central Bank's Review of Behaviour and Culture of the Irish Retail Banks and consider the lessons to be drawn from it for all firms in the financial services sector. It will highlight the contribution of recent scholarship to our understanding of the role of culture and diversity in firms; discuss possible tools that might be used by financial services firms in the future to improve organisational culture and diversity to the benefit of their customers, employees and shareholders.

Conference Agenda

08.30- 09.30 **Registration**

09.30 - 09.50 **Opening Remarks: Paschal Donohoe, Minister for Finance and Public Expenditure and Reform**

Session I - The Central Bank of Ireland's Behaviour and Culture Review

09.50 - 10.05 **Keynote: Derville Rowland, Director General, Financial Conduct, Central Bank of Ireland**

10.05 - 11.15 **Panel Discussion**

Moderator: Gráinne McEvoy, Director of Consumer Protection, Central Bank of Ireland

Panel: Baroness Onora O'Neill, Emeritus Professor of Philosophy, University of Cambridge

Professor Niamh Moloney,
London School of Economics

Derville Rowland, Director General, Financial Conduct,
Central Bank of Ireland

Dermot Ryan, General Secretary, Financial Services Union

Claire Lanigan, Head of Division, Asset Management
Supervision Division, Central Bank of Ireland

11.15- 11.45 **Break & refreshments**

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Session II - Culture and Diversity: Evidence from the Field

11.45- 12.00 **Keynote: Professor Iain McNeil, University of Glasgow**

12.00- 12.15 **Keynote: Professor Blanaid Clarke, Trinity College Dublin**

12.15- 13.30 **Panel Discussion**

Moderator: Gerry Cross, Director of Policy and Risk, Central Bank of Ireland

Panel: Professor Deirdre Ahern, Trinity College Dublin
Professor Marco Lamandini, University of Bologna
Professor Eddy Wymeersch, University of Ghent
Fiona McMahon, Director of Compliance, Ulster Bank
Peter Osborne, McCann FitzGerald

13.30- 14.30 **Lunch**

Session III - Improving Culture and Behaviour

14.30-14.45 **Keynote: Ed Sibley, Deputy Governor, Prudential Regulation**

14.45- 16.00 **Panel Discussion**

Moderator: Ed Sibley, Deputy Governor, Prudential Regulation, Central Bank of Ireland

Panel: Francesca McDonagh, Chief Executive Officer, Bank of Ireland Group Plc
Richard Fox, Head of Department, Cross-Sectoral & Funds Policy, Financial Conduct Authority, UK
Professor Jennifer Hill, University of Sydney Law School
Sylvia Cronin, Director of Insurance, Central Bank of Ireland
Wijnand Nuijts, Supervisory Manager on Governance, Culture and Organizational Behaviour, De Nederlandsche Bank/Dutch Central Bank

16.00 **Closing Remarks**