

## A Network of Leaders

R&G Insights Lab, together with a growing collective of internal and external contributors and advisors, will enable clients to draw on the insights and experience of global leaders in law, data science, analytics, behavioral science, and diversity and inclusion.

### **The Lab's growing internal team includes:**

**Ropes & Gray.** The firm's attorneys bring to R&G Insights Lab their focus on key industries, including private equity, asset management, health care, life sciences, and technology, as well as their extensive knowledge of global risk and culture issues. Ropes & Gray also brings to bear for clients its global IT capabilities, including its industry-leading e-Discovery and information security teams, who work hand in hand with lawyers in the firm's data practice.

**Zach Coseglia.** Most recently the head of global compliance monitoring, analytics and digital at Pfizer, Zach Coseglia has joined Ropes & Gray to launch and co-lead R&G Insights Lab. An experienced litigator, investigator, and compliance executive, Zach has carved a unique path in the industry by leaning into his creative and entrepreneurial instincts. Over the last several years, Zach has built industry-leading global compliance monitoring and analytics programs at Pfizer and has overseen the development of analytically powered digital solutions that transformed that organization's approach to risk management. In this role, Zach also led a digital compliance office that counseled leaders on the risks associated with emerging technologies and operated as an internal innovation hub, designing digital solutions to simplify and automate compliance-related internal processes. He was also responsible for building one of the industry's first compliance-embedded analytics teams, composed of engineers, statisticians, data scientists, and visualization experts.

At Pfizer, Zach was previously Assistant General Counsel and China Investigations Lead. In this role, he had the opportunity to live and work in Beijing and Shanghai and emerged as an early leader in the use of data and analytics to drive effective, efficient and outcomes-driven risk management initiatives.

**Amanda Raad and Will Rosen.** Amanda and Will, respectively described by clients in *Chambers* as "incredibly tactical" and "having an ability to read commercial situations," have a track record of using data and behavioral science to guide a broad range of public and private companies and investors on complex risk and decision-making.

R&G Insights Lab will also be supported by the following partners as Geographic Leads:

Americas: Alex Rene and Carolyn Vardi

EMEA: Rohan Massey and Rosemarie Paul

Asia: Andy Dale and Peng Yu

## **The Lab's External Network and Advisory Council**

R&G Insights Lab has also begun to assemble a premier network of external contributors to complement its internal talent. These organizations and individuals, engaged on a project-by-project basis, allow the Lab to deliver the people, expertise, and perspectives needed to tackle a specific client project or challenges. Potential contributors include:

### **Behavioural Insights Team**

Behavioural Insights Team (BIT) is a social purpose company committed to improving the lives of people and communities. It originated inside the British prime minister's office as the world's first government institution dedicated to the application of behavioral sciences. It is now an international consulting firm whose mission is to help organizations apply behavioral insights in support of social purpose goals. BIT is highly empirical and committed to testing and evaluating its ideas before they are implemented. It has a track record of success across a range of areas, from health care to humanitarian aid, economic growth to early years, and social capital to consumers. BIT scales successful interventions by sharing lessons and supporting wider adoption. BIT is jointly owned by the UK government, Nesta (the innovation charity), and BIT employees.

### **Professor Eugene Soltes and Integrity Lab**

Eugene Soltes is a Professor of Business Administration at Harvard Business School, where his research focuses on corporate integrity. He utilizes data to proactively identify organizational cultures and compliance systems that can effectively prevent, detect, and respond to reputational and regulatory threats. Eugene teaches graduate and executive education courses on corporate misconduct and risk management, and was the recipient of the Charles M. Williams Award for outstanding teaching.

Eugene is the author of the bestselling book *Why They Do It: Inside the Mind of the White-Collar Criminal*, which was described by *Kirkus Reviews* as “a groundbreaking study” on white-collar criminality. Based on years of research and hundreds of hours of interviews, the book refutes popular explanations of why seemingly successful managers engage in misconduct by showing that many make decisions on intuitions and gut feelings. Eugene is also the co-author of the forthcoming textbook *Corporate Criminal Investigations and Prosecutions*.

He frequently serves as an advisor and consultant to leading corporations regarding the design of their compliance programs, and is routinely invited to speak to regulators, including the Department of Justice, Securities and Exchange Commission, and the United States Treasury. Drawing on his experience with multinational companies and government agencies, Eugene founded Integrity Lab, which creates integrated, data-driven technology to cultivate organizational integrity and strengthen corporate culture.

### **Lextegrity**

Lextegrity is the industry leader in digital transformation for risk management, providing software to continuously monitor and audit spend using data analytics and automated diligence and compliance pre-approval processes. Lextegrity was founded and is led by veteran former inside and outside legal and audit professionals with experience before the DOJ, SEC and other international regulators, who launched Lextegrity to build the risk management tools they wished they had when they were in-house.

Lextegrity's spend monitoring and data analytics software was recently cited by the SEC in its resolution with one of Lextegrity's clients and has been before the DOJ in the monitorship context. Its software aligns with, and exceeds, the recent DOJ updated compliance guidance calling for using data analytics on an ongoing basis to test compliance programs and transactions, conduct ongoing risk assessments, manage third-party risk post-diligence, and audit M&A targets post-close.

## **Methods Analytics & Methods**

[Methods Analytics](#) is a whole life cycle data services company. Founded in 2013, Methods enables its customers to use data to do good things and solve difficult problems. It combines passionate people, sector-specific insight, and technical excellence to provide an end-to-end data service. Methods Analytics' approach is collaborative, creative, and user-centric; its outputs are transparent, robust, and transformative.

Working across health care, life sciences, and other sectors, including with international clients, Methods Analytics undertakes projects and delivers services along the spectrum from problem identification through data management, analytics, visualization, and interpretation and delivery of actionable intelligence.

Methods Analytics is a part of [Methods](#), one of the UK's leading service transformation partners. Methods delivers end-to-end business and technical solutions that are human-centered, safe, and designed for the future.

### **Our Advisory Council**

Finally, R&G Insights Lab is pleased to introduce its inaugural **Advisory Council**. These global thought leaders will advise the Lab's leadership on the development and operationalization of business strategies, new product offerings, and market trends. The advisory council includes:

#### **Rachel Coyle**

Rachel is the Managing Director for Europe, Middle East & Africa at Behavioural Insights Team (BIT). She supports the delivery of BIT's EMEA-based projects with a focus on international development, security, anti-corruption and organisational behaviour. Prior to joining BIT, Rachel was Head of Corporate Intelligence at S-RM, an international risk and intelligence consultancy, where she led a team of intelligence and financial crime analysts whose assessments supported well-informed, ethical decisions relating to fraud, money laundering, bribery and corruption, and other social and governance concerns. Rachel started her career as a civil servant at the Ministry of Defence, and in 2013 was awarded an MBE for Services to Defence.

#### **Roger A. Fairfax, Jr.**

Roger advises companies and professional services firms, nonprofit and educational institutions, and individuals on strategic, investigative, and diversity, equity, and inclusion (DEI) matters. He has considerable expertise in strategic counseling and in conducting internal investigations and DEI culture reviews, bringing over two decades of practice and administrative experience and academic insight to help leaders and organizations solve complex problems.

Roger is a law professor and former Senior Associate Dean for Academic Affairs at George Washington University, where he is a DEI leader and teaches courses in white-collar investigations, criminal law and procedure, and professional ethics. His writings appear in numerous books and articles in leading journals, and he is a frequent speaker and commentator on anti-corruption, internal investigations, corporate monitorships, and DEI issues.

Prior to academia, Roger practiced at a large international law firm, where he handled complex internal investigations, strategic counseling, and the representation of corporate entities and individuals in securities enforcement and other matters. He began his career as a federal prosecutor at the United States Department of Justice, handling white-collar and corruption investigations and criminal prosecutions. Roger has testified before Congress, spoken at the White House, and serves on the U.S. Supreme Court committee responsible for drafting and revising the rules governing federal criminal cases. Roger earned his undergraduate degree from Harvard College, a graduate degree from the University of London, and his law degree from Harvard Law School, where he served on the *Harvard Law Review*.

## **Parth Chanda**

Parth is Founder and CEO of Lextegrity. Over the past 15 years, Parth has established himself as a leader in the field of anti-corruption and financial crimes compliance. Starting with a fellowship in 2002 in the World Bank's internal investigations group, Parth has been at the vanguard of enterprise efforts to combat bribery and fraud.

Prior to Lextegrity, Parth served as the lead counsel for Pfizer's global anti-corruption program office. In that role, he navigated its FCPA deferred prosecution agreement while overseeing a multiyear transformation of its anti-corruption program, from redesign of procedures and third-party due diligence processes to financial systems integration, risk assessment, and fraud analytics.

Prior to Pfizer, Parth oversaw the enhancement of Avon's global anti-corruption compliance program after its voluntary disclosure of FCPA matters to U.S. authorities.

Parth began his career at the law firm of Shearman & Sterling, where he served on two FCPA monitorship teams, led multicountry FCPA investigations, and was Contributing Editor of its FCPA Digest. He has a JD from Harvard Law School, an MPA from the Kennedy School of Government, and a BA from Northwestern University.

## **Mark Thompson**

Mark Thompson is a Professor of Digital Economy in INDEX (Initiative for the Digital Economy) at University of Exeter Business School. He holds a BA in Human Sciences from University of Oxford, an MSc in Development Studies from SOAS, and a PhD in Information Systems from University of Cambridge. Mark's research draws on practice-based theories to investigate the intersection between emerging digital business models, and organizational innovation and transformation.

Mark has published articles in a broad range of journals, including *Information and Organization*, *Academy of Management Review*, *Organization Science*, *Journal of Public*

*Administration Research and Theory, Government Information Quarterly, Public Administration, Human Relations, Journal of International Development, and Journal of the Association of Information Systems.*

He is acknowledged in the public domain as one of the architects of digital service redesign within the UK public sector, and blends the roles of academic, practitioner, and policy commentator. He has chaired several of the large annual conferences on digital in the UK public sector, including the annual National Digital Conference, and contributes to *Computer Weekly* and a range of other practitioner publications.

Mark combines his university role with other roles as Board Member of TechUK, and as Strategy Director for Methods and its businesses, including Methods Analytics. He has held previous roles as Senior Lecturer in Information Systems at Cambridge Judge Business School, and Change Management Consultant at Accenture.