

BIO

DAN OSTERGAARD



Dan is founder & CEO of PolicyStore, which combines integrity and behavioral economics insights with modern technology to impact behavior. He is also co-founder of Trusty.report and founder of HonestyPledge.io and Integrity by Design, a boutique consultancy in the area of responsible leadership and integrity management with clients such as Swiss Re, Heineken, Airbus, Glencore, Total, Zurich, Merck, UBS, L’Oreal, Nestle, Johnson & Johnson, Daimler, GSK, PwC, EY, Deloitte, and Novo Nordisk.

Dan co-founded an award-winning leadership program and has guest lectured on integrity management and leadership at several business schools, including Yale School of Management. He has delivered leadership education to leaders from dozens of Fortune 500 companies, has written articles on responsible leadership and created the ‘Walk the Talk Matrix’ for assessing leaders’ performance on integrity. Dan has been featured in publications, such as Financial Times, TagesAnzeiger, Berkeley Alumni Magazine, CEO Magazine and Journal for Sustainable Banking.

In his previous role, he had worldwide responsibility for Managing Integrity & Compliance at Novartis, as a member of its Corporate Executive Group. Dan was also Chairman of the Board of a leading European-wide association of integrity management professionals.

He holds a B.Sc. in Business & Law from Copenhagen Business School, an LLM from King’s College London, an MBA from Monterey Institute, and Executive Education from Harvard Business School. A lifelong athlete, Dan has won national basketball championships earlier in his career and remains active in triathlon, yoga, golf, and tennis. He lives with his family in Basel, Switzerland.