

2025 New York Leadership Series

**Responsible Supply Chain
Stewardship and Leadership:
Navigating a Dynamic Era**

**Speaker & Facilitator
Biographies**



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Ian Spaulding

CEO, LRQA

Ian Spaulding is the Chief Executive Officer (CEO) of LRQA, the global leader in **reimagining risk management**. LRQA combines deep sector expertise and cutting-edge technology to offer a unique range of services in **certification, inspection, advisory, cyber security, and data-insights**. These offerings empower clients to proactively anticipate, mitigate, and navigate risks in an increasingly complex and fast-paced world.

Since becoming CEO, Ian has led LRQA through a period of transformation, establishing the company as a leader in **redefining how organizations approach risk**. Some of the key achievements from LRQA under Ian's leadership include:

- **Streamlining operations** to eliminate inefficiencies, delivering more value to clients.
- **Revamping the company culture** to be more client-focused and market-driven.
- **Improving revenue and sales per client**, highlighting the value of trust and performance.
- **Dramatic improvement in EBITDA** with a **35% CAGR** over 3 years, driven by strategic growth, operational efficiency, market expansion, and nearly **15% CAGR in revenue** over the same period.
- **Completing 6 acquisitions in 3 years**, enhancing LRQA's service offerings and global footprint.
- Achieving a step change in **decluttering our digital landscape**, reducing costs, and developing new client-facing products, including nearly **10 AI-enabled solutions**.

With over 25 years of experience across Asia, Europe, and the U.S., Ian has built, led, and grown businesses in business assurance, consulting, and sustainability. Prior to becoming CEO, Ian was instrumental in shaping LRQA's growth as Chief Growth Officer and Assessments Business Director, and he played a key role in setting the strategy behind the company's **Full Potential Plan**. This ambitious plan is driving LRQA's growth, allowing the company to remain a proactive leader in managing risk, not merely responding to it.

Earlier in his career, Ian held senior leadership roles at Sears Holdings, KPMG, and BSR, and later founded ELEVATE, a world-class risk and sustainability solutions organization acquired by LRQA in 2022.

Today, Ian leads LRQA's execution of its **Full Potential Plan**, positioning the company to deliver **innovative, comprehensive risk management solutions** across 150 countries to more than 61,000 clients. By focusing on proactive risk management and driving innovation across certification, inspection, advisory, cyber security, and data, LRQA is enabling clients to thrive in an increasingly complex world.



Lisa Bate

EVP, Americas & Global Advisory, LRQA

Lisa Bate is Executive Vice President for the Americas, where she oversees the region and delivers on LRQA's growth plans. She also leads the Global Advisory and Responsible Sourcing businesses globally, leveraging her experience to deliver tailored solutions to Fortune 1000 companies worldwide.

Having lived and worked in USA, China and UK, Lisa has more than 25 years of global leadership experience in the Testing, Inspection and Certification (TIC) industry, spanning the consumer products, technology, energy and food sectors.

Most recently, Lisa served as Senior Vice President at Element Materials Technology, where she led the consolidation and growth of the Global Connected Technology and Mobility Group, and was a member of their Senior Leadership team.

Prior to Element, Lisa spent over 20 years at Bureau Veritas beginning as a Deputy Managing Director following their first acquisition in the Consumer space, based in Hong Kong. She was instrumental in building a nearly \$1B USD Consumer Division, later assuming dual roles as Head of Global Sales & Strategy and Chief Executive, Americas Operations.

Lisa was also part of the BV Group Senior Leadership team and was a five-time member of their group strategic planning and growth process. Throughout her career, she has had experience in 25+ acquisitions and has held various industry board and chair roles. Before entering the TIC industry, she worked in Corporate Merchandising and Supply Chain in New York City.

Lisa holds both an MBA and an Executive MBA. She lives in Montclair, NJ, with her husband and two children.



Chris Lee

EVP, Americas & Global Advisory, LRQA

Chris Lee is LRQA's Global Head of Advisory, which includes its program management, consulting, and training services platforms. Prior to joining LRQA, he was Managing Director of Strategy & Corporate Development for Palladium, a 6,000-person firm providing strategy execution and program management services to clients across 90 countries. Over the last 20 years at organizations such as Bank of America, the Milken Institute, and the U.S. Development Finance Corporation, he has led nearly \$15 billion of projects and transactions across more than 30 countries and 10 sectors.

His writing about the relationship between social and financial innovation has appeared in popular outlets such as Reuters and The Hill, as well as professional publications including BioCentury, MIT Innovations, and American Banker. He volunteers his time to various causes with organizations including the U.S. Food & Drug Administration, National Institutes of Health, and several charitable organizations. He studied commerce and foreign affairs at UVA and fiction at Johns Hopkins.