**Marsha Ershaghi Hames**

Marsha Ershaghi Hames is LRN’s Managing Director, Strategy and Development. She has spent two decades advising the boards and executive teams on transforming organizational culture, building effective compliance risk mitigation strategies, training effectiveness and promoting greater leadership accountability. She believes compliance matters are no longer just legal issues but business and reputational priorities.

As a highly cited thought leader, Dr. Ershaghi Hames has delivered speaking engagements at industry and association meetings including the Defense Industry Initiative, Society of Corporate Compliance and Ethics, Ethics & Compliance Initiative, Ethisphere and led executive programs at Georgetown University and the University of Southern California. Dr. Ershaghi Hames has been interviewed and cited in the media and trade journals including Law360, Entrepreneur.com, CNBC, Chief Learning Officer, Association of Talent & Development, The FCPA Report, Compliance Week, Corporate Counsel, Human Resources Executive, Risk & Compliance Magazine, and more. She leads executive workshops for Boards and executive leadership teams. She has guided projects for organizations across a spectrum of industries both in the private, commercial and non-profit sectors including Dell, DuPont, Altria, Allstate, Dow Chemical, Orbital ATK, United Technologies Corporation, BAE, Inc., Phillip Morris International, Inc., TechnoServe, The Hartford, Progressive, MGM Resorts International, Inc. and more.

Dr. Ershaghi Hames holds a Doctorate in Educational Technology & Leadership, an M.A. in Educational Technology from Pepperdine University, a B.A. from the University of Southern California. She is a Certified Compliance and Ethics Professional. She serves on the Advisory Board of LMH Strategies, Inc. and Compliance.ai and is an Expert Fellow at the University of Southern California Neely Center for Ethical Leadership and Decision Making.