

Curriculum Vitae

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Simone de Colle

IESEG - Associate Professor, Business Ethics & Strategy
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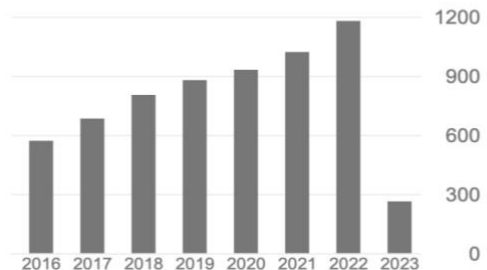
[Business Ethics](#) [Stakeholder Theory](#)

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i10-index	22	16



PROFILE

I have twenty-five years of experience in research, teaching, executive training and advisory on Business Ethics, Sustainability Management and Reporting, and Corporate Social Responsibility (CSR). I have taught courses on these topics in **Italy** (Universities of Verona, Torino, Bergamo, LIUC-Castellanza, Milano-Statale, Milano-Bicocca and Bologna), **Switzerland** (Univ. of Geneva), **Ireland** (DCU, Dublin), **Germany** (Kempten Univ. of Applied Sciences), **Austria** (Univ. of Salzburg), **Slovenia** (IEDC School of Management, Bled), **France** (GEM-Grenoble; UCO Angers, BSB Dijon, IÉSEG Paris & Lille), **United States** (University of Virginia), **Vietnam** (CFVG Hanoi & CFVG Ho Chi Minh City) and **United Arab Emirates** (NYU Abu Dhabi).

At IÉSEG since 2014 I teach Business Ethics, CSR and Sustainability courses to undergraduate and graduate students. In 2016 I designed the new Business Ethics course (16-hour, 2 ECTS) that is compulsory for all IESEG Grande Ecole students, coordinating a team of nine professors. I also introduced two new Executive MBA modules on “Developing a Sustainability Mindset” and “Sustainability Metrics”, a course on “Business Ethics and Corporate Responsibility” in 4 different Master programmes, and an elective called “Responsible Leadership” that includes several applications of ethics to managerial decision-making processes, including one class dedicated to Ethics & Artificial Intelligence.

In 2010 I obtained my PhD in Management and Business Ethics at the **Darden School of Business**, University of Virginia, with [R. Edward Freeman](#) as advisor (the world’s leading thinker in the field of Business Ethics with more than [117,000 citations](#) on Google Scholar). Since then, I have regularly been a Visiting Scholar at Darden, leading to six publications with Ed Freeman and other ongoing projects with him and other Darden colleagues.

I am a co-author of [Stakeholder Theory: The State of the Art](#) (Freeman et al., 2010, Cambridge University Press), a reference publication in stakeholder theory, having received more than [5,000 citations](#). I have published my research in top academic journals, including the *Academy of Management Annals* (ABS Academic Journal Guide 2021: cat. 4) and four articles in the *Journal of Business Ethics* (ABS cat. 3). I have presented my research at more than **sixty conferences** worldwide.

I am a passionate tennis player and love to play the piano in my free time. I live in Paris but still spend every summer in Negrar di Valpolicella (Verona), my hometown.

INTERNATIONAL APPOINTMENTS & AFFILIATIONS

- Visiting Professor of Business, Organizations and Society, [New York University Abu Dhabi](#)
- Visiting Professor, University of Bologna, [Bologna Business School](#) (since 2021)
- Visiting Professor, [LIUC University](#), Castellanza, Varese (2019-2022)
- Visiting Professor, [University of Applied Sciences, Kempten](#), Germany (2013-2023)
- Visiting Scholar, [Darden Business School](#), Charlottesville, Virginia (since 2015).

- Member of the Programme Board of the PhD on “International and public law, ethics & economics for sustainable development” ([LEES](#)), University of Milan (Statale).
- Member of the Scientific Committee of [EconomEtica](#), University Milan-Bicocca.

EDUCATION

- 2010: PhD in Management and Business Ethics, Darden School of Business, University of Virginia, USA. Dissertation title: “*Bounded Business Ethics: An interdisciplinary enquiry on the sources of organizational ethical failures*”. Advisor: R. Edward Freeman. Dissertation Committee: P. H. Werhane, A.C Wicks, S. Venkataraman, L. Sacconi.
- University degree in Political Science, University of Bologna. Final mark: 107/110.
- Masters’ degree in Rational Choice and Business Ethics, Politeia research centre, Milan (Italy). Final mark: 110/110 et laude.

RESEARCH INTERESTS

- Business Ethics, in particular focusing on:
 - Stakeholder theory (humanistic business ethics)
 - Moral imagination & ethical decision-making
 - Ethics & Artificial Intelligence
- Sustainability (concepts, management systems and reporting standards)

In a nutshell, my research approach focuses on the concept of [Responsible Capitalism](#), or a new way of conceiving business fully embracing **stakeholder theory**. In particular, I am interested in exploring the *antecedents* (e.g., Moral imagination) of **ethical decision-making** within organizations; understanding the role of **stakeholder relationships** in the value creation process; and developing the managerial mindset and tools (e.g., Artificial Intelligence, but also Theatre and the Arts) that can facilitate the transition towards more **responsible and sustainable organizations**.

PUBLICATIONS

ARTICLES IN INTERNATIONAL PEER-REVIEWED JOURNALS

1. de Colle, S., & Freeman, R.E. (2019). "[Unethical, Neurotic, or Both? A psychoanalytic Account of Ethical Failures within organizations](#)". *Business Ethics, The Environment & Responsibility* (formerly: *Business Ethics: A European Review*), 29(1):167-179. <https://doi.org/10.1111/beer.12239>
2. Civera, C., de Colle, S., & Casalegno, C. (2018). "[Stakeholder Engagement through Empowerment: The case of Coffee Farmers](#)". *Business Ethics, The Environment & Responsibility* (formerly: *Business Ethics: A European Review*), 28(2): 156-174. <https://doi.org/10.1111/beer.1220>
3. O'Brolchain, F., de Colle, S. & Gordijn, B. (2018). "[The Ethics of Smart Stadia: A Stakeholder Analysis of the Croke Park Project](#)", *Science and Engineering Ethics, OnlineFirst*. 01 March 2018. DOI:[10.1007/s11948-018-0033-5](https://doi.org/10.1007/s11948-018-0033-5)
4. Fassin, Y., de Colle, S. & R.E. Freeman (2017). "[Intra-Stakeholder alliances in plant-closing decisions: A Stakeholder Theory Approach](#)", *Business Ethics, The Environment & Responsibility* (formerly: *Business Ethics: A European Review*), 26(2): 97-111.
5. de Colle, S., R.E. Freeman, B. Parmar & de Colle, L. (2017). "[Practicing Human Dignity: Ethical Lessons from Commedia dell'Arte and Theater](#)", *Journal of Business Ethics*, 144(2): 251-262. DOI [10.1007/s10551-015-2898-4](https://doi.org/10.1007/s10551-015-2898-4)
6. de Colle, S. & A. M. Bennett (2014). "[State-induced, Strategic, or Toxic? An Ethical Analysis of Tax Avoidance Practices](#)", *Business and Professional Ethics Journal*, 33(1): 53-82. <https://doi.org/10.5840/bpej20145111>
7. de Colle, S., Henriques, A. & Sarasvathy, S. (2014). "[The Paradox of Corporate Social Responsibility Standards](#)", *Journal of Business Ethics*, 125(2): 177-191.
8. Arevalo, J., Castelló, I., de Colle, S., Lenssen, G., Neumann, K., & Zollo, M. (2011). "[Introduction to the special issue: integrating sustainability in business models](#)", *Journal of Management Development*, 30(10): 941-954.
9. Parmar, B.L., Freeman, R.E., Harrison, J.S., Wicks, A.C., Purnell, L. & de Colle, S. (2010). "[Stakeholder Theory: The State of the Art](#)", *Academy of Management Annals*, 4(1): 403-445. <https://doi.org/10.1080/19416520.2010.495581>
10. de Colle, S. & York, J. (2009). "[Why Wine Is Not Glue? The Unresolved Problem of Negative Screening in Socially Responsible Investing](#)", *Journal of Business Ethics*, 85(1): 83-95.
11. de Colle, S. & Werhane, P. (2008), "[Moral Motivation Across Ethical Theories: What Can We Learn for Designing Corporate Ethics Programs?](#)", *Journal of Business Ethics*, 81(4): 751-764.
12. de Colle, S. (2005). "[A Stakeholder Management Model for Ethical Decision-Making](#)", *International Journal of Management and Decision Making*, 6(3/4): 299-314.
13. de Colle, S. & Gonella, C. (2003). "[Corporate Social Responsibility: The need for an integrated management framework](#)", *International Journal of Business Performance Management*, 5(2/3), April 2003: 199-212.
14. de Colle, S. & Gonella, C. (2002). "[The Social and Ethical Alchemy: An integrative Approach to Social and Ethical Accountability](#)", *Business Ethics, The Environment & Responsibility* (formerly: *Business Ethics: A European Review*), 11(1): 86-96. <https://doi.org/10.1111/1467-8608.00261>

BOOKS

- [Stakeholder Theory: The State of the Art](#), by R.E. Freeman, A.C. Wicks, J.S. Harrison, B.L. Parmar and S. de Colle, Cambridge University Press, 2010. ISBN: 9780521137935

BOOK CHAPTERS

1. de Colle, S. (2022). Movies and Business Ethics Training, in: Poff, D.C., Michalos, A.C. (eds) *Encyclopedia of Business and Professional Ethics*. Springer, Cham. https://doi.org/10.1007/978-3-319-23514-1_1285-1
2. de Colle, S. & F. Scarpa (2021). "[*Ethical Analysis of Tax Avoidance*](#)", in: Poff, D.C., Michalos, A.C. (eds) *Encyclopedia of Business and Professional Ethics*. Springer, Cham. DOI: https://doi.org/10.1007/978-3-319-23514-1_1091-1
3. de Colle, S. (2018). [*Free riding*](#). In R. Kolb (Ed.), *The SAGE encyclopedia of business ethics and society* (Vol. 1, pp. 1488-1490). SAGE, <https://www.doi.org/10.4135/9781483381503.n491>
4. de Colle, S. (2018). [*International organization for standardization \(ISO\)*](#). In R. Kolb (Ed.), *The SAGE encyclopedia of business ethics and society* (Vol. 1, pp. 1908-1910). SAGE Publications, Inc., <https://www.doi.org/10.4135/9781483381503.n634>
5. *When David beats Goliath: Two case-studies in the brewery sector*, by de Colle S., Fassin Y., Freeman R.E. (2017). In: Freeman, Kujala, Sachs (eds.) [*Stakeholder Engagement: Clinical Research Cases*](#). Issues in Business Ethics, Springer, Chapter 14, pp. 311-337.
6. *CSR and Management Systems*, by S. de Colle (2006). In J. Alluche (ed.) [*Corporate Social Responsibility. Concepts, Accountability and Reporting*](#), Palgrave MacMillan.
7. de Colle, S. (2015). [*Business Ethics*](#), in *Wiley Encyclopaedia of Management*, 3rd Edition. Volume 11. Organizational Behavior, January 2015. Print ISBN: 9781119972518, Online ISBN: 9781118785317, DOI: 10.1002/9781118785317
8. "*Die Systematik des Stakeholder Managements*", (in German) by S. de Colle. (2004). In J. Wieland (ed.), [*Handbuch Wertemanagement*](#), Murmann Verlag, October 2004.
9. [*The Q-RES Project: The Quality of Social and Ethical Responsibility of Corporations*](#), by S. de Colle, L. Sacconi & E. Baldin (2003). In J. Wieland (ed.), *Standards and Audits for Ethics Management Systems: The European Perspective*, Springer, Berlin, pp. 60-115.
10. "*La Responsabilità sociale dell'impresa e la teoria degli stakeholder*" (2001). With A. Martinelli, in *Il Bilancio Sociale*, A. Martinelli et al., IlSole24Ore ed., 2001, pp. 11-70.

RESEARCH REPORTS AND OTHER PUBLICATIONS

1. de Colle, S (2021). "[*Éthique : les salariés notent des progrès, mais font moins confiance à leurs managers pour résoudre les problèmes*](#)", TheConversation, 17 November 2021.
2. de Colle, S (2021). "[*Évitement fiscal: un enfer \(parfois\) pavé de bonnes intentions*](#)", TheConversation, 20 October 2021.
3. de Colle, S (2019). "[*Un salarié français sur cinq dénonce des « pressions » pour agir contrairement à son éthique*](#)", TheConversation, 12 Avril 2019.
4. de Colle, S. (2018). "*National Partner's Comment*", within the *Ethics at Work: 2018 Survey of employees - France*, First published December 2018 by the Institute of Business Ethics, 24 Greencoat Place^[SEP]London SW1P 1BE, pages 6-9. www.ibe.org.uk
5. de Colle, S. & Maon, F. (2017). "[*Cultiver l'éthique des affaires au cœur du programme grande école: le cas de l'IESEG School of Management*](#)", with F. Maon, GrandAngle, La letter d'information de la Conférence des Grandes Écoles, No. 81, February 2017.
6. de Colle, S. (2015). "[*La massimizzazione del profitto? Un'idea controproducente. Due contributi recenti dall'economia e dal diritto societario*](#)", *Notizie di POLITEIA*, XXXI, 117. ISSN 1128-2401 pp. 19-26.
7. de Colle, S. (2013). "[*Giustizia Globale e Standard di Responsabilità Sociale: Uno sguardo critico*](#)". *Notizie di POLITEIA*, XXXI, 111, 2013. ISSN 1128-2401 pp. 165-178.
8. de Colle, S. (2010). "*Bounded business ethics. An interdisciplinary enquiry on the sources of organizational ethical failures*", PhD dissertation, Darden School of Business, University of Virginia. <http://search.lib.virginia.edu/catalog/u5311603>.

9. de Colle, S. (ed), (2015). [Contributing to the convergence of CSR management standards in Italy, Germany, France and the UK by developing and promoting a common CSR framework, terminology and Management Tools](#), Final Research Report. LIUC University, Italy, March 2005 (121 p.).
10. de Colle, S. (2005). "Il futuro degli standard di responsabilità sociale: L'iniziativa dell'ISO e una proposta per un Common Framework europeo", *Notizie di POLITEIA*, Anno XXI, No. 78: 131-155.
11. de Colle, S. (2005) "La Formazione Etica nell'impresa", "Comitato Etico d'impresa ed Ethics Officer" and "Il Codice Etico come strumento di gestione delle relazioni con gli stakeholder", in "Guida critica alla Responsabilità Sociale e al Governo d'Impresa", Bancaria Editrice, Roma, 2005.
12. de Colle, S. (2005) "I veri pilastri della banca", *Bancaforte*, Bancaria Editrice, Roma, Settembre-Ottobre 2005: 64-67.
13. Sacconi, L, S. de Colle, E. Baldin, J. Wieland, R. Oakley, S. Zadek & J. Cohen [Developing a CSR Framework to integrate Q-RES and other social and ethical standards](#), final research report, LIUC University paper, Castellanza (VA), Italy, December 2003 (pp. 121).
14. Sacconi, L., & de Colle, S. (2003). "Responsabilità Sociale d'Impresa: uso di strumenti manageriali o sistema di gestione integrato? La proposta del Progetto Q-RES", *Quaderni di Management*, n. 4, pp.37-55.
15. de Colle, S. (2003). "Gli standard per la responsabilità etico-sociale delle imprese: una panoramica internazionale", Atti del Convegno "Responsabilità Sociale e codice etico dell'impresa cooperativa", Federazione Trentina delle Cooperative, Trento, 1 Marzo 2003, pp. 61-68.
16. de Colle, S. (2002). "A Licence to Operate", (with M. Sillanpää), *Peak Performance*, a CBI publication, London, March 2002, pp. 41-45.
17. Sacconi, L, de Colle, S., and E. Baldin (2001). "[Progetto Q-RES: La qualità della responsabilità etico-sociale d'impresa - Linee Guida per il Management](#)", LIUC research paper n. 95, Ottobre 2001, Università LIUC, Castellanza (VA).
18. de Colle, S. (2000). "Gli effetti sociali e culturali della presenza di imprese transnazionali nei paesi in via di sviluppo: l'analisi dell'etica degli affari internazionale", *Etica ed Economia*, Vol. II, *Nemetria*, pp. 113-155.

WORK IN PROGRESS

1. TOWARDS HUMANISTIC BUSINESS ETHICS, with R.E Freeman and A.C. Wicks (Darden School of Business). **R&R (2nd round), *Business & Society*** (ABS Cat: 3), December 2022
2. SYMBOLIC SURROGATION? INVESTIGATING THE RELATIONSHIP BETWEEN UN GLOBAL COMPACT MEMBERSHIP AND ESG PERFORMANCE, with R. Kambayashi and R. Barroso. Accepted for presentation at the 34th Annual EBEN Conference, Rimini (Italy), 25-26 May 2023. **Target: *Journal of Business Ethics***
3. ROMEO (JULIET) AND THE BALCONY: The Role of Ethics to Bridge Agency and Context within Entrepreneurship Research. **Under Review, *Strategic Entrepreneurship Journal*** (ABS Cat: 4)
4. SELF-INTEREST, COMPASSION AND EXPRESSIVE RATIONALITY: AN INTEGRATED APPROACH TO THE LOGIC OF ENTREPRENEURIAL ACTION, with S. Venkataraman. **Reject & Resubmit: *Entrepreneurship Theory & Practice*** (ABS Cat: 4)
5. DROP YOUR ORGANIZATIONAL MASK: INITIATING INSTITUTIONAL ENTREPRENEURSHIP THROUGH COMMEDIA DELL'ARTE AND MORAL IMPROVISATION, with P. Werhane. First version accepted for presentation at EGOS-2018, Tallin. Currently finalizing the final draft. **Target: *Organization Studies*** (ABS Cat: 4)
6. CLUEGG INTERNATIONAL, with R.E. Freeman. CASE-STUDY with Teaching Note. Working draft. **Target: *Darden Business Publishing***.

TEACHING EXPERIENCE

At IESEG, Paris & Lille (2014-ongoing)

- Fall 2021 (ongoing) “**Responsible Leadership**” (including one class on “Ethics & A.I.”): Designed and delivered a new 16-hour elective (2 ECTS) for 3rd year students at IESEG. Acting as Course Coordinator across IESEG Paris and Lille campuses, coordinating a team of 5 professors.
- Fall 2016 (ongoing) “**Business Ethics**”, designed and delivered a new 16-hour module (2 ECTS) compulsory for all 2nd year students at IESEG, Paris. Acting as Course Coordinator across IESEG Paris and Lille campuses, coordinating a team of 9 professors.
- Spring 2018 (ongoing) “**Developing a sustainability mindset**”, designed and delivered a new 16-hour module for the IESEG Executive MBA, Paris.
- Spring 2016 “**Sustainability Metrics**”, designed and delivered a new 16-hour module for the IESEG Executive MBA, Paris.
- Fall 2015 (ongoing) “**Sustainability Management & Reporting**”, designed and delivered a new 16-hour module (2 ECTS) for Master students at IESEG, Paris
- Fall 2015 (ongoing): “**Creating Value for Stakeholders: New Models of Business**”, designed and delivered a 16-hour module (2 ECTS) for Master students at IESEG, Paris
- Spring 2015 (ongoing): **Corporate Social Responsibility & sustainability**, 16-hour compulsory module (4 ECTS) for Master students at IESEG, Paris
- Fall 2015 (ongoing) “**Business Ethics for Negotiation**” 20-hour module (3 ECTS) for students of the IESEG Master of Science in International Business Negotiation, Paris.
- Fall 2014: **Fundamentals of Strategy**, BAC (3rd year) 25-hour (4 ECTS) module at IESEG School of Management, Paris.

International appointments (2013-ongoing)

- Spring 2021 (ongoing): Visiting Professor for a 16-hour module on “**Business Ethics & Stakeholder Theory**” at the Bologna Business School, Master in Sustainability and Business Innovation, University of Bologna, **Italy**
- January 2021 (ongoing): Visiting Professor for a 30-hour module “**Managing for sustainability**” (3 ECTS) within the [MBA Program on International Business Management & Leadership](#), University of Applied Sciences, Kempten, **Germany**.
- Spring 2020, 2021 (ongoing): Visiting Professor for a 20-hour module on “**Business Ethics: Managing for Stakeholders**” at the LIUC University of Castellanza (VA), **Italy**
- Spring 2019 (ongoing): Visiting Professor for a 32-hour module on “**Corporate Governance and CSR**” within the MBA Program of the CFVG (Centre Franco-Vietnamien de formation a la Gestion), National Economics University in Hanoi & CFVG Ho Chi Min City, **Vietnam**.
- January 2013-2020: Visiting Professor for the 20-hour module “**Business Ethics**” (2 ECTS) within the [MBA Program on International Business Management & Leadership](#), University of Applied Sciences, Kempten, **Germany**.

Other international Teaching experience (2003-2021)

- Spring 2021: Visiting Professor for a 24-hour module on “**Managerial and Entrepreneurial Ethics**” at the Burgundy Business School, Dijon, **France**
- Fall 2018: Visiting Professor for a 8-hour module on “**Stakeholder Theory**” within the course “900002MOD1- Business ethics” by Prof. G. Rusconi, University of Bergamo, **Italy**.
- Fall 2017, 2018: Visiting Professor for a 10-hour module on “**Business Ethics**” within the [Master in Food & Beverage Sustainable Entrepreneurship](#) organized by SAA School of Management – University of Torino, **Italy**.

- December 2016, 2017, 2018: “**Business Ethics**”, 10-hour module for the University of Salzburg “DC Lead—Master in Digital Communication Leadership”, Salzburg, **Austria**.
- Fall 2011, 2012 and 2013: **Business ethics**, MA in Ethics programme of Dublin City University (10 ETCS credits), **Ireland**
- Fall 2011, 2012 and 2013: HSS302-**Applied Ethics**. BA in Contemporary Culture and Society, Faculty of Humanities and Social Sciences, Dublin City University, **Ireland**.
- Spring 2012, 2013: MT5118 - **Ethical Issues and Business Leadership** - MBA Program of the Dublin City University Business School, **Ireland**.
- February 2008, 2009, 2010, 2011, 2012 and 2013: “**CSR and Business Ethics**” (20 hours), Certificate in Advanced Studies in CSR, University of Geneva, **Switzerland**.
- Spring 2007, 2008; Fall 2009-10, 2010-11: “**Management Systems for Corporate Social Responsibility**”, post-graduate course (36 hours). University of Trento, **Italy**,
- Spring 2009: “**MGMT 5540**” (**Business Ethics**) for students of the University of Georgia, Study Abroad Program in Verona (3-week, 36-hour course), Verona, **Italy**
- Fall 2006 & 2007: “**Ethical Theory and Business Practice**” (15-week, 30 hours) at the University of Virginia School of Engineering and Applied Science, “Science, Technology and Society” Department, University of Virginia, **USA**.
- Fall 2004: “**Etica applicata: l’etica degli affari**”. PhD Seminar (8 hours) for the doctoral students of the University of Milan, PhD Program in Political Studies, Milan, **Italy**.
- Fall 2003, 2004 and 2005: “**Etica degli Affari & CSR**” (16 hours), Master in Responsabilità Sociale e Governance, Università di Verona, **Italy**
- Spring 2003, 2004 and 2005: “**Etica degli Affari & CSR**”, (20 hours), Master in Decisioni Economiche e Responsabilità Sociale, LIUC University of Castellanza (VA), **Italy**.

CONFERENCE PRESENTATIONS, KEYNOTES & LECTURES

1. “Symbolic Social Surrogation? Investigating the Relationship on the UN Global Compact Membership and ESG Firm Performance”, with R. Kambayashi, ICOR Research Seminar, IESEG, Paris, 18 February 2021.
2. “Ethics at Work in Ireland: Current Trends and Future Challenges for Irish Businesses” with G. Dondé (Institute of Business Ethics), at the 26th International Vincentian Business Ethics Conference (IVBEC), Dublin City University, Ireland, 24-26 October 2019.
3. “Healthier Ethical Culture, Despite Unhealthier Ethics Programmes? A Critical Examination of the 2018 Ethics at Work Survey in Europe”, with G. Dondé, 6th International Conference on CSR, Sustainability, Ethics & Governance, Abu Dhabi, United Arab Emirates, 12-13 June 2019.
4. “The Evolution of Business Ethics”, Research seminar given at the University of Salzburg, Austria, for the students of the DC_LEAD, Master in Digital Communication Leadership, Salzburg, 7 January 2019.
5. “What Does Ethics at Work Mean for Employees?”, panel presentation at the IESEG-IBE joint conference organised for the publication launch of the Ethics at Work 2018 Survey (France), IESEG School of Management, Paris, 4 December 2018.
6. “From Pinocchio to Responsible Leaders: Analyzing stakeholder relationships orientation from Implicit/Explicit to Residual/Integrated CSR models”, with C. Civera, Poster presentation at the 8th International Conference on Sustainability and Responsibility, Cologne, Germany, 14-16 November 2018.
7. “Ethics Programmes: Two different approaches”, presented at the publication launch event of the Ethics at Work 2018 Survey (Europe) organised by the Institute of Business Ethics, London, 5 July 2018.
8. “Morally constructive non-conformity within organisations: a business ethics perspective”, Research Seminar at the De Vinci Research Center Business Group, Pôle Universitaire

Léonard de Vinci, Paris, 1 February 2018.

9. "Introduction to Business Ethics", Research seminar given at the University of Salzburg (Austria) for the students of the DCLEAD Master in Digital Communication Leadership, Salzburg, 18 December 2017.
10. "[Creating Ethical Business: Lessons from Stakeholder Theory](#)", open lecture at the University of Salzburg, Austria, 14 December 2016.
11. "Plant-closing decisions and value creation: A Stakeholder approach", research seminar for the Peter Löscher Chair of Business Ethics, TUM School of Governance, Technical University of Munich, 12 December 2016.
12. "Integrated Corporate Social Responsibility and its implications for stakeholder empowerment: the case of Lavazza", with C. Casalegno & C. Civera. 32nd EGOS Colloquium, Naples, 8 July 2016.
13. "Ethical Leadership: Lessons from Commedia dell'Arte", guest lecture for the IEDC-Bled School of Management, Young Managers Program, Bled, Slovenia, 4th July 2016.
14. "Moral Improvisation for Organizations: Lessons from Commedia dell'Arte", 11th Organization Studies Workshop in Mykonos, Greece, 19-21 May 2016
15. "Organizational Ethical Failures", with E. Freeman, 22nd Annual international Vincentian business ethics conference, New York, USA, 22-25 October 2015.
16. "X-Romeo and the rotten balcony: how social entrepreneurs can turn organizational ethical failures into opportunities", with S. Venkataraman, 8th Annual Conference of the EuroMed Academy of Business, University of Verona, Italy, 16-18 September 2015.
17. "The Trouble with Shareholder Value Ideology: New Insights from Economics and Corporate Law", IESEG School of Management, 5th Annual CSR Research Days, Paris, 11-12 June 2015.
18. The Trouble with Shareholder Value Ideology: New Insights from Economics and Corporate Law, Politeia 10th Annual forum on Business ethics and Corporate Social Responsibility in a Global economy, Milan, 3 October 2014. ([Full Video](#) and [interview](#)).
19. "State Induced, Strategic, Toxic? An Ethical Analysis of Tax Avoidance Practices" with A.M. Bennett, 21st Vincentian Business Ethics Conference, All Hallows College, Dublin, 31 October-2 November 2014.
20. "The Ethics of Tax Avoidance", with A.M. Bennett, EBEN-European Business Ethics Network 26th Annual Conference, Lille, France, 12-14 September 2013.
21. "Integrating (Ethics and) Sustainability into Corporate Strategy", Keynote speech at the SustaiNextEU conference, Dublin, 12 October 2012.
22. "[Responsible Capitalism - Why does Ethics matter in Business](#)", 2nd Responsible Capitalism Annual Lecture, DCU, Dublin, 12 June 2012
23. "The Ethics of Innovation: A Stakeholder Approach", University of Geneva CSR Lunch Conferences, Geneva, 2 February 2012. ([video](#))
24. "Developing Corporate Codes of Ethics in a Stakeholder perspective", *ERMACH2011 - Empirical Research in Management Accounting & Control*, WU-Vienna University of Economics and Business, 27-28 June 2011.
25. "Critical Issues in the Analysis of Sustainability Reports", GOLDEN 3rd Development Workshop, Vienna, 19-21 June 2011.
26. "Stakeholders' alliances repairing *Organizational Ethical Failures*", EBEN Research Conference, Dublin, 8-10 June 2011.
27. "Reversing multinationals' plant closing decisions: When stakeholder alliances can repair an Organizational Ethical Failure", 1st EIASM Interdisciplinary conference on stakeholders, resources and value creation, IESE, Barcelona, 7-8 June 2011.
28. "Can Companies Be Ethical?" University of Geneva CSR Lunch Conferences, Geneva, 3 February 2011.
29. "Organizational Ethical Failures", EBEN-European Business Ethics Network 23rd Annual Conference, Trento (Italy), 9-11 September 2010.

30. "What does an ethical business really mean? CSR, Business Ethics and the Financial Sector", University of Geneva CSR Lunch Conferences, Geneva, 4 February 2010.
31. "Cluegg International and the Tocopilla Jam: A Case of Corporate Sustainability, or an Organizational Ethical Failure?", SAM-Society for the Advancement of Management International Business Conference on "Sustainability", Las Vegas, March 22-25 2009.
32. "*Bounded Business Ethics: an interdisciplinary perspective on the sources of Organizational Ethical Failures*", INSEAD Social Innovation Centre 'Brown Bag Seminar Series', Fontainebleau, Paris, 14 January 2009.
33. "CSR & Ethics", University of Geneva CSR Lunch Conferences, Geneva, 29 January 2009. <http://www.unige.ch/formcont/csr/CSR-conf.pdf>
34. "Why Wine Is Not Glue? The Intersection of Socially Responsible Investing and CSR", 14th Annual International Vincentian Business Ethics Conference, DePaul University, Chicago, 1-3 November 2007.
35. "Enhancing the Credibility of Social Responsibility claims and reports: The role of Assurance", presentation to the TG6 plenary at the 5th Meeting of the ISO Working Group on Social Responsibility, Vienna, 8 November 2007.
36. "Is Dewey's notion of the Public an early statement of stakeholder theory? A redraft" Society for Business Ethics 2007 Annual conference, Philadelphia, August 2007.
37. "Is Dewey's notion of the Public an early statement of stakeholder theory?", conference on Business ethics in a Global World, University of Santa Clara, CA, march 8-10 2007.
38. "*Moral Motivation and Corporate Ethics Programs*", Society for Business Ethics 2006 Annual Meeting, Atlanta, August 9-13 2006.
39. "*The Evolution of CSR Management Standards: Reflections from a comparative analysis among voluntary approaches in Europe and the ISO Initiative to develop an International SR Standard*", IABS 7th Annual Conference, Merida, Mexico, March 22-26 2006.
40. "*Ethics Standards in Europe*", Constance Academy of Business Ethics, University of Applied Sciences, Constance, Germany, September 29-October 1, 2004.
41. "*La CSR come modello di gestione strategica d'impresa*", Convegno "L'etica come variabile strategica competitiva", Camera di Commercio di Mantova, 12 ottobre 2004.
42. "*L'etica e la CSR nel mondo degli affari: Concetti, strumenti applicativi e casi studio*", in collaborazione con la Fondazione Italiana Accenture, Roma, 7-8 e 28 Ottobre 2004.
43. "*The Q-RES Project Approach to CSR Management Standards*", European Business Roundtable "CSR standards for Sustainable Development: Towards a common European framework?", AFNOR, Paris, 18 June 2004
44. "*Credibilità ed efficacia del Bilancio Sociale*" Convegno "Il Bilancio Sociale: Serve a proteggere azionisti e risparmiatori?", FederManager, Trento, 16 Aprile 2004.
45. "*Corporate Social Responsibility: towards a common Management Framework? Results from a benchmarking study among four CSR management standards: Q-RES, VMS, SIGMA and AA1000*", EBEN-UK/Ethics & HRM 2004 Conference, Edinburgh, 2 April 2004.
46. "*Responsabilità Sociale d'impresa: Dalla teoria agli strumenti di gestione*", Convegno "L'impresa è società civile", Camera di Commercio di Matera, 24 Ottobre 2003.
47. "*SA8000 & Corporate Social Responsibility: Some critical considerations*", Social Accountability International - Fifth Annual Conference, Assisi, 21 October 2003.
48. "*Credibilità e verificabilità dei sistemi di gestione per la responsabilità sociale d'impresa*", evento *La Responsabilità Sociale delle Imprese*, Verona, 18 Settembre 2003.
49. "*Corporate Approaches to CSR: Analysis from the Q-RES Survey 2003 in Italy*" EBEN-European Business Ethics Network Research Conference, Oslo, 20 June 2003.
50. "*Developing a CSR Framework to integrate Q-RES and other social and ethical standards*", EU Commission, Workshop on CSR Management Standards, Bruxelles, 19 May 2003.
51. "*Uno standard di qualità per la responsabilità etico-sociale d'impresa*", Convegno "Etica e Affari: Una sfida Globale", Camera di Commercio di Torino, 2 Dicembre 2002.
52. "*Corporate Social Responsibility: standard di rendicontazione e modelli di gestione*",

- AA1000 Assurance Standard Workshop, Rome, 3 May 2002.
53. *“Applying Business Ethics for Managing Stakeholder Relations in a Social Contract Perspective: The Q-RES approach”*, “Corporate Sustainability Conference”, Rotterdam, 6-7 June 2002.
 54. *“The Q-RES Project: Towards a Quality standard of the Social and Ethical Responsibility of corporations”*, EU CSR Forum, Brussels, 27 May 2002.
 55. *“Ethics & Terror: reflections on the role of business ethics after September 11th”*, Middlesex University Business School, London, 15 November 2001.
 56. L. Sacconi and S. de Colle, *“The Q-RES Project: From Theory to Tools”*, EBEN Conference on “Global Social Standards”, Konstanz (Germany), 18 May 2001.
 57. M. Hopkins and S. de Colle, *“Measurement & training issues in ethics and human resources”*, Conference on “Ethical Issues in Contemporary Human Resource Management”, University of Middlesex, London, 19-20 April, 2001.
 58. *“Social Contract and stakeholder Management: The Q-RES approach”*, XIII Annual EBEN Conference, Cambridge (UK), 12-14 September 2000.
 59. M. Hopkins and S. de Colle, *“CRITICS: Corporate reputation index through internet consultation of stakeholders”*, XII EBEN Annual conference, Amsterdam, 1-3 September 1999.
 60. *“Interrelations between Code of ethics and social and ethical auditing”*, ISEA conference “Standards for the New Millennium”, Vancouver, 21-23 October 1998.
 61. M. Hopkins e S. de Colle, *“Transnational Corporations and Human Development: What link?”*, XI Annual EBEN Conference, Leuven, Belgium, 9-11 September 1998.
 62. *“Developing Corporate Codes of Ethics”*, First Euroconference on Social and Ethical Accounting, Auditing and Reporting, Nijenrode Castle, The Netherlands, 15-16 September 1997.
 63. M. Hopkins e S. de Colle, *“Socially Responsible Enterprises: Indicators and their Measurement”*, X Annual EBEN Conference, Prague, 10-12 September 1997.
 64. M. Hopkins e S. de Colle, *“Defining and Assessing Socially Responsible Enterprises”*, IX Annual EBEN Conference, Frankfurt, 18-20 September 1996
 65. *“Seven steps to develop a corporate code of ethics”*, World Business Forum, HABITAT II, Istanbul, 30 May-2 June 1996.

COURSES AND WORKSHOPS ATTENDED

- 16-21 June 2002: *Managing Ethics in Organizations Course*, organised by the Ethics Officer Association and The Center for Business Ethics, Bentley University, Waltham, MA, USA.
- FEBRUARY-MARCH 1998: *ISEA Professional training course, Stage 2, Institute for Social and Ethical AccountAbility*, 16-17 March 1998, London.

EMPLOYMENT HISTORY

- 2014-ongoing: Associate Professor of Business Ethics & Strategy, IESEG School of Management, Paris. <http://icor.ieseg.fr/team/simone-de-colle/>
- 2011-2014: Lecturer in Business Ethics, [Dublin City University Institute of Ethics](#), Dublin, Ireland.

- 2010-11: Research Coordinator, [GOLDEN for Sustainability](#), Bocconi University, Milan. Coordinating an international research team co-founded by Bocconi, WU Vienna and ABIS.
- 2005-2010: Enrolled in the PhD Program on Management and Business Ethics at the [Darden School of Business, University of Virginia](#).
- 2002-2005: *Free lance consultant & Instructor*: Advisor on business ethics and CSR for Italian corporations (clients include Autostrade per l'Italia, ABI-Italian Banking Association, CartaSi and the Accenture Foundation).
- 2000-2002: *Manager, Business Ethics and Integrity*, [KPMG Sustainability Advisory Services](#), London, UK. Responsible for business ethics consulting services to UK and global corporations.
- 1997-2000: [Q-RES](#) Project Manager and Research Associate, CELE - Centre for Ethics, Law & Economics, LIUC University (VA), Italy. Conducting research and training projects on business ethics and corporate social responsibility.
- 1995-1997: *Associate Researcher*, KATALLATTEIN, Centre for Political, Professional and Business Ethics), Milan, Italy.
- 1995-2000 (part-time): [MHCinternational](#), Geneva: *Manager, CSR Services*, performing research and consulting projects for ILO, UNRISD and UNDP.
- December 1994-May 1995: *Research Assistant*, UNRISD-United Nations Research Institute for Social Development, Geneva.

LANGUAGE SKILLS

- Italian (mother tongue)
- English (fluent)
- German (C1): Goethe-Institut Zentrale Mittelstufenprüfung (1991)
- French (conversational)

