



ICN

Business School
nancy | metz

SUSTAINABLE DEVELOPMENT REPORT 2015



PRME Principles for Responsible Management Education



United Nations Global Compact

CREATIVE THINKING MAKES THE DIFFERENCE*

*La créativité fait la différence



STATEMENT OF COMMITMENT FOR 2013-2015

I, the undersigned, Jean-Claude Grass, Director General of ICN Business School, hereby declare that the ICN Business School reaffirms its commitment to the Principles of the United Nations' Global Compact and to the Principles for Responsible Management Education.

Signed in Nancy, on 15th of July 2015

Jean-Claude Grass,
Director General, ICN Business School

ICN BUSINESS SCHOOL: INTRODUCTION

➔ A School with a proud history looking towards the future

ICN Business School is one of the first Graduate Business Schools in France, both in terms of its ranking and the date when it was established, 1905. It has been training managers for more than a century and its Master in Management course is currently one of the world's best degrees according to the famous British economic and financial daily, the Financial Times. In 2014/2015 the newspaper ranked the School in 51st position worldwide and 15th amongst the post-preparatory class courses in France.

Today ICN is a member of a unique alliance of Graduate Schools in France, called ARTEM (Art, Technology and Management). This group of Schools is made up of the Nancy National School of art and design (École nationale supérieure d'art et de design de Nancy), the Nancy National School of Engineering (Mines Nancy) and ICN Business School. The close partnership between Arts, Technology and Management is the concrete manifestation of the spirit of innovation and open-mindedness which characterizes ICN Business School today.

➔ ICN : a wide network of professional and academic partners

ICN students and Faculty enjoy a wide network of partnerships: internationally, with 145 partner universities in no less than 50 countries, a campus in Nürnberg in Germany, a campus in Chengdu in China, 4 Recruitment & Advice Offices abroad, and many Double Degree opportunities; in the business world, with a club of corporate partners, the Artem Enterprises association and the ICN Foundation all supporting the School; a thriving alumni network of nearly 12,000 Graduates; and finally the university community, via the School's attachment to the University of Lorraine.

ICN Business School is a member of the ECRICOME bank of joint entrance examinations, and has obtained quality accreditations from the following international agencies:



EQUIS Accreditation approves the School's strategy and the appropriateness of its quality assurance processes, both in teaching and research. With this quality assurance label, ICN is one of the elite group of world leaders in higher management education.



AMBA accreditation is the world's oldest and highest distinction for MBA courses. It recognizes program quality and compliance with international academic criteria for all accredited MBA (Master of Business Administration) Degrees.

ICN Business School is currently in the advanced stages of application for accreditation by AACSB.

➔ A School which is innovative, socially responsible and which cares for its students

Historically, one of the School's concerns has been to attach major importance to the personal development of its students. The creation of the Center for Personal and Professional Development has reinforced this priority. It houses all the associated activities: tutorial guidance, off-campus seminars, Student Associations and Professional projects.

In this way ICN Business School contributes to the development of innovative management practice, by training professional managers who are responsible, capable of evolving in a varied, complex and dynamic environment, and who are concerned to respect human and environmental values.

PERSONAL TUTORIAL GUIDANCE

Students face a multitude of challenges during their education. To help them in meeting these, ICN allocates to each student an academic tutor who remains available for the duration of their course.

OFF-CAMPUS MANAGEMENT SEMINARS

These are invaluable experiences for students' personal self-awareness and professional development. They enable students to experiment in field conditions and learn in a different way. They are an innovative way for students and Faculty to discuss and discover.

STUDENT ASSOCIATIONS AN INTEGRAL PART OF THE CURRICULUM

These are opportunities for students to develop their skills and talents through real-life professional projects as part of the syllabus. Students manage micro-enterprises, complex projects, group work, etc.

STUDENTS AND GRADUATES

2 700 STUDENTS

1 400 STUDENTS ON
THE SCHOOL'S MAIN DEGREE
PROGRAM (DIPLÔME GRANDE ÉCOLE)

**Almost
800** INTERNATIONAL
STUDENTS

22 ARTEM WORKSHOPS

3 ENTERPRISE FORUMS
PER YEAR

50 STUDENT
ASSOCIATIONS

**Nearly
12 000** GRADUATES

PARTNERSHIPS AND SUPPORT STRUCTURES

4 CAMPUSES :
METZ AND NANCY (France),
NÜRNBERG (Germany),
CHENGDU (China)

4 RECRUITMENT OFFICES
covering a number of countries abroad:
1 IN WEST AFRICA
1 IN LATIN AMERICA
2 IN CHINA

**Plus de
145** PARTNER
UNIVERSITIES
in
50 COUNTRIES

2 LIBRARIES
24 000 WORKS
10 000 ON-LINE
JOURNALS

➔ Open-mindedness, commitment and team-spirit

Open-mindedness, commitment and team-spirit are the shared values which the School conveys in its research, its teaching and in its relations with the external economic community.



▶ Open-mindedness

- ICN is open to the international community, via exchanges between students and professors, and a huge network of international partner universities.
- ICN is open to different disciplines and different academic cultures, via the Artem Alliance, the University of Lorraine, etc.
- ICN is open to the professions, via its many long-established networks.



▶ Commitment

- ICN enables each student to advance from 'wanting to do' to 'being able to do', particularly by setting up and deploying tutorial guidance tools throughout the student's learning experience. Student's personal development plays a central role in the School and encourages students to develop their potential and realize their aspirations, so that they achieve full maturity by the end of their training.
- ICN is equally committed to developing innovative managerial practice in companies by stimulating creativity.
- ICN is finally committed to helping the region in which it finds itself by promoting socio-economic activity and the attractiveness of the region, as well as contributing to the enhancement of life-chances for those less fortunate in society.



▶ Team spirit

- ICN is a community: sharing, working in networks, and learning to manage group projects in classes, seminars, workshops and associations.
- ICN emphasizes the cohesive force which brings individuals, both students and academic and administrative staff, together. It is particularly noticeable during the off-campus seminars organized each year.
- ICN seeks to encourage synergy between groups and add a collective dimension to competencies.

ICN has always nurtured the vocation to be a human and socially responsible School. It does not shirk from signing up to international agreements which stress ethical, social, societal and environmental values.



United Nations' Global Compact – Pacte Mondial des Nations Unies for its promotion of Sustainable Development and Corporate Social Responsibility.



PRME (Principles for Responsible Management Education), for the principles of Sustainable Development applied to institutions of Higher Education.



GRLI (Global Responsible Leadership Initiative)



UNCSO Rio+20

ICN is signatory to the Rio Declaration which commits institutions of Higher Education to sustainable practices (UNCSO). The School also participates in the think-tank 'World Business School Council for Sustainable Development' (WBSCSB).



ICN Business School subscribes to the Anti-plagiarism Norm "Compilatio"

Internet has led to a substantial increase in plagiarism in education. ICN Business School, in a concern to maintain its standards of excellence, has taken the decision to combat violation of intellectual property rights by using a plagiarism detection tool created by the company 'Six Degrés' (www.compilatio.net). The aim of this initiative is to get students and future managers to assume responsibility for their actions.



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« ICN drafted its first Sustainable Development report in 2013. This 2015 report is the second such report. Taking on board a CSR strategy presents a number of advantages for an organization such as ICN. CSR promotes innovation and commits an institution to a long-term vision. It enhances the institution's good reputation, develops its competitive edge, ensures its longevity, fosters motivation and productivity and enables the institution to look to the future with confidence. This second Sustainable Development report seeks also to inform its different stakeholder communities about its activities and in this way strengthen the quality of its relations with them.»

👤 Christine MORIN-ESTEVEZ
Associate Professor
Chargée de mission Sustainable Development
and Corporate Social Responsibility
ICN Business School

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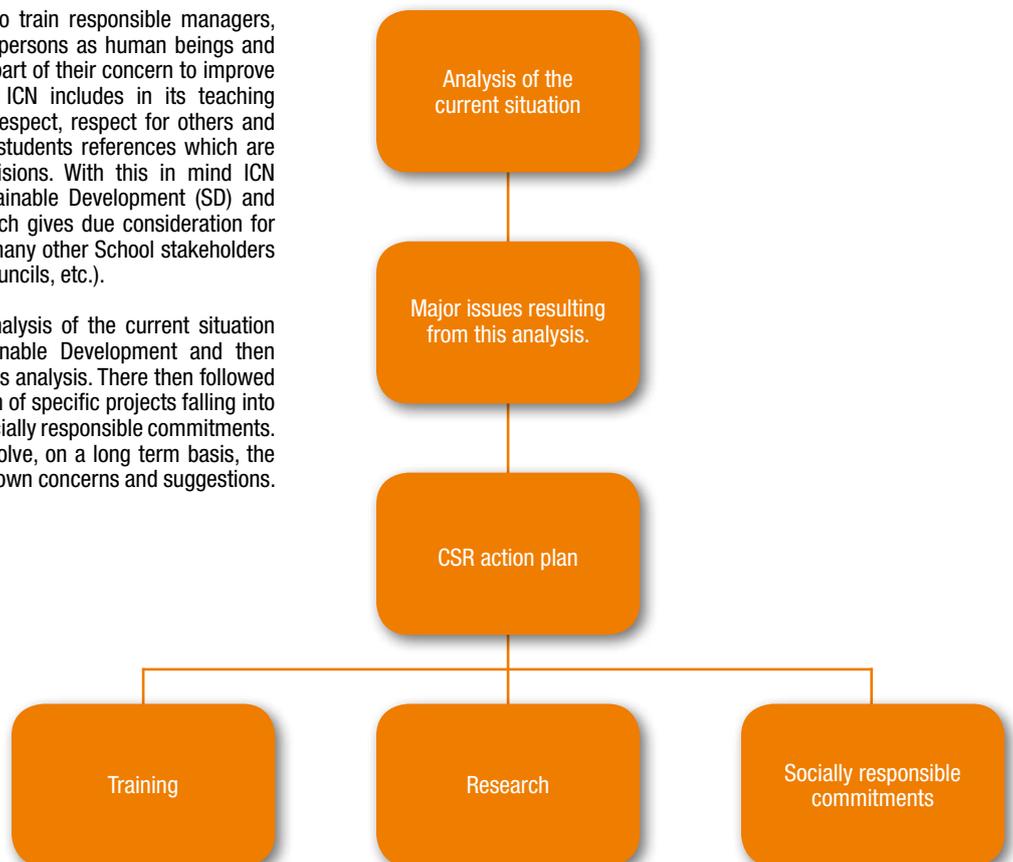


« The best way to anticipate the future is to create it »
Peter DRUCKER (1909-2005)

1. STRATEGY AND GOVERNANCE

The mission of ICN Business School is to train responsible managers, that is, executives who are respectful of persons as human beings and respectful of the natural environment, as part of their concern to improve performance and economic profitability. ICN includes in its teaching programs humanist values such as self-respect, respect for others and respect for the environment. These give students references which are appropriate for making enlightened decisions. With this in mind ICN has developed a Strategic Plan for Sustainable Development (SD) and Corporate Social Responsibility (CSR) which gives due consideration for School staff, students, suppliers and the many other School stakeholders (companies, NGO's, Local and Regional Councils, etc.).

ICN designed this plan from an initial analysis of the current situation regarding the different facets of Sustainable Development and then defined the major issues resulting from this analysis. There then followed a CSR action plan which led to the creation of specific projects falling into three categories: training, research and socially responsible commitments. The last phase of the strategy was to involve, on a long term basis, the School's stakeholders, not forgetting their own concerns and suggestions.



In 2013 the strategic plan naturally led the School to set up a **Sustainable Development/Corporate Social Responsibility Pilot Committee**. Its six members represent the School's six Directorates. Its prime role is to see that the SD/CSR strategic plan is followed and that SD initiatives are designed and put into practice throughout the institution. In reality the Committee has set itself the target of working on a separate, distinct theme each year, and, taking into consideration the proposals which were made by School staff during the start-of-year seminar held in September 2013 the major theme of which was SD/CSR, a number of long-term practical initiatives:



▶ **2014 : Partnership with the Restaurants du Cœur**



▶ **2015 : Introduction of a policy of responsible purchasing**

The Pilot Committee has also drawn up a list of **Responsible Commitments** which will be put into effect in the School in order to reinforce the different facets of the SD/CSR strategic plan:

- ➔ Promote Equal Opportunities and Diversity
 - ▶ Regarding the School's students: via the project **Pathways to Success** (Cordées de la réussite), via apprenticeship schemes, student grants financed by the School and the ICN Foundation as well as a system of personal tutorials for all students, and
 - ▶ Regarding all participants in the School's activities (workplace equality between women and men, handicapped persons, older members of staff, etc.),
- ➔ Develop and put into practice SD and CSR concepts:
 - ▶ In all teaching modules and especially in the tutorial system,
 - ▶ In research,
 - ▶ In the daily life of all in the School.
- ➔ Give support to the student Associations' projects relating to SD and CSR and encourage colleagues to become involved in community and responsible projects,
- ➔ Involve companies in the training of tomorrow's responsible managers that the students will become, and in developing responsible business relationships with suppliers,
- ➔ Contribute to discussions concerning and the communication of responsible knowledge, responsible know-how and responsible behavior, together with the School's different stakeholders, locally, nationally and internationally.

One further activity of the Pilot Committee is to make Responsible Commitments a reality by publishing a list of SD performance indicators to ensure that ICN Business School is more effective and efficient in managing its SD & CSR policy (cf annexe SD/CSR indicators).

KEY DATES IN THE SD/CSR POLICY OF ICN BUSINESS SCHOOL IN 2013 AND 2014

| | |
|---------------|---|
| February 2013 | Drafting of SD/CSR policy |
| June 2013 | Setting up of SD/CSR Pilot Committee |
| August 2013 | Staff seminar on theme SD/CSR |
| December 2013 | Definition of Responsible Commitments |
| February 2014 | Identification of SD/CSR key indicators |
| July 2014 | Choice of Solidarity commitment for 2014: Les Restaurants du Cœur |
| November 2014 | Faculty Day on theme of SD/CSR |
| December 2014 | Choice of Solidarity commitment for 2015: Responsible Purchasing |



« Education should be such that the one who receives it perceives it as a priceless gift and not as a laborious drudge »
Albert EINSTEIN (1879-1955)

2. EDUCATION AND TRAINING

Teaching, training and research are key factors of success for an institution of higher education. The final goal is to train managers to be responsible, and to achieve this, ICN Business School delivers educational programs which are appropriate for the world of business.

In line with the strategy of the ICN itself, which supports the Grenelle Laws, the European directive of November 2014 and the recommendations of the CSR platform, a number of ICN internal bodies have taken advantage of this in order to consider ways in which they might incorporate SD/CSR into their teaching modules in an effective way.

Faculty Day

A good example of this was the Faculty Day of November 2014 which took SD/CSR as its key theme. Faculty Day is the yearly meeting of teaching and research Faculty at ICN where all staff participate in discussion groups in the form of workshops. The Faculty Day held in November 2014 began with a lecture to raise awareness of the issues involved, and this was followed by a workshop where each Head of Academic and Professional Department (DAP) gave an account of the ways in which the issues of SD/CSR were incorporated into the Department's teaching modules. Following this, decisions were taken as to ways in which the notions of SD/CSR might be integrated more widely in the School's courses.

The aim of this is to improve managerial practice by developing student behavior before they become managers and hence create the future by incorporating the management of concepts of SD/CSR into ICN courses.

Academic Committee

The Academic Committee of March 2015 put the decisions taken during the Faculty Day into a coherent structure by:

Appointing an SD/CSR reference person in each DAP

Identifying essential issues for inclusion in the academic 2015-2016 program

Informing all Heads of DAP and Course Directors that, each year, one meeting of the Academic Committee and one meeting of the Scientific Committee will discuss issues of SD/CSR

SOME EXAMPLES OF SD/CSR ISSUES INCLUDED IN COURSE DESIGN

| Department | Course modules |
|---|---|
| Department of Finance, Audit, Control, and Accounting | <ul style="list-style-type: none"> ▶ Ethical Finance ▶ Ethical and Social Funding ▶ Corporate Governance ▶ Risk Control |
| Department of Human Resources and Organizational Behavior | <ul style="list-style-type: none"> ▶ Intercultural Communication and Management ▶ Discrimination in the workplace, Pro-diversity management, Question of ethnicity ▶ Management Behavior as a performance factor ▶ Key factors of Performance: conformity, ethnicity and culture ▶ Sustainable Human Resource Management |
| Department of Supply Chain Management and Information Systems | <ul style="list-style-type: none"> ▶ Impact of Information Systems : ethical, societal, political and environmental issues ▶ Urban logistics ▶ Enterprise and Mobility: Sustainable transport systems ▶ Global eco-conception workshop: integration of eco-logistics processes at the product conception and design stages |
| Department of Business Environment | <ul style="list-style-type: none"> ▶ Work Legislation, Management-Trades unions discourse ▶ Fair and Responsible Trade ▶ Applied Economics: relations between Economics, Politics and Ethics ▶ Environmental Protection and Sustainable Development ▶ Governance, Ethics and CSR ▶ Social Responsibility & Ethics |
| Department of Marketing | <ul style="list-style-type: none"> ▶ Responsible Consumption ▶ Communication Game ▶ Sustainable Luxury ▶ Social and Sustainable Innovation |
| Department of Foreign Languages and Cultures | <ul style="list-style-type: none"> ▶ Green traditions in countries outside France ▶ General Culture: the BIO revolution in France |
| Department of Strategy and Entrepreneurship | <ul style="list-style-type: none"> ▶ Artem Workshop: Furthering knowledge of CSR and the ISO norm 26000 ▶ Corporate strategy : How can CSR create competitive edge ▶ Strategic Management: Needs and consequences of an ethical company ▶ Organizational Design: Potential impact of SD and CSR on structure design, assessment and improvement, etc. |

SOME EXAMPLES OF STUDENT ASSOCIATION PROJECTS WHICH STRESS SUSTAINABILITY AND RESPONSIBILITY

All students, whatever course of study they are following, who wish to include notions of SD/CSR in their education, can choose a project accordingly. The Student Association project is a compulsory requirement at ICN. Here are a few examples of Association projects with SD/CSR components:



Solidaraid



BurkinH2O



Work'Coeur Diversity

There are many other Associations linked to the theme. All are managed as a small company with an office, a budget, and a team to manage (cf annexe on Association Projects).

SD/CSR IN THE OFF-CAMPUS MANAGEMENT SEMINARS

Students' Personal Development has always been a strategic component of ICN education. In addition to academic courses, the off-campus seminars give students an opportunity to put into practice the essentials of management. There is one seminar for each student year group on each of the School's courses, and they are compulsory. Although they are held outside the School's premises, they are organized so as to provide a coherent complement to classroom teaching. This type of action-based management lets students learn in a different way and provides a further opportunity for Faculty members to get to know the students and their needs. It is this reciprocal benefit which gives ICN its particular identity. From now on all seminars will be CSR-oriented:

| ICN Bachelor SUP'EST Degree Seminars: | ICN Master (Grande Ecole) Degree Seminars: |
|---|--|
| Induction and Self-awareness (Year 1) | Induction and Self-awareness (Year 1) |
| Surpassing one's limits and Solidarity (Year 2) | Team Spirit (Year 2) |
| Taking Stock (Year 3) | Career Management and Development (Year 3) |

NEW!

The ARPA workshop, « Responsible Attitude and Addiction Prevention» as part of the **ICN Master (Grande Ecole) Degree** year 1 and **Bachelor Sup'Est Degree** year 1 seminars. This has two objectives, self-respect/respect for others and prevention of addiction. The workshop is made up of discussion groups on all aspects of dependency and also includes a permanent anonymous counselling service available for students.

ICN is also a member of the LUCA group (Lutte Contre les Conduites Addictives – Prevention of Addictive Behavior). The French Conférence des Grandes Ecoles, of which ICN is a member, supports Schools in their attempts to protect the health of students via the CPas1Option initiative.

► **In partnership with:**



SD/CSR IN THE INTERNATIONAL BUSINESS SEMINAR

This week-long seminar takes place each year. The School invites international professors from across the globe to give lectures and classes to students on the Bachelor Degree course on the three campuses at Metz, Nancy and Nürnberg. All classes are given in the foreign language and give students the opportunity to discover different teaching styles. In 2014 the following courses in Sustainable Development were included:

| Course module | Professor |
|--|---|
| Global Marketing Ethics | KRISHNAN Krish, Indiana University of Pennsylvania, United States |
| Social Cause Marketing: Influencing Human Behavior For Societal Good | KRISHNAN Krish, Indiana University of Pennsylvania, United States |
| Intercultural Management: Culture and Performance in the Firm | VANDERLINDEN Blandine, ICHEC Brussels Management School, Belgique |

Today ICN adheres to a policy of permanent integration of SD and CSR issues in courses and modules to give students a training and education of quality and one which reflects what is currently at stake in our society.

NEW : THE " CB DAYS "

The School's CB Days require students from the three Schools in Nancy which make up the Artem Alliance to discuss and work together on an innovative project linked to Social Economy and Solidarity. Creativity and responsibility are therefore at the heart of the project. The students, helped by tutors from the three Schools and from the business world, soon become familiar with the complexities of a company.

The project brings together 500 students and 20 academic tutors from the three Schools in the Artem Alliance, 6 CSR experts, company executives, 1 international NGO Enactus, local government and Associations. It takes the form of a seminar with 4 workshops in Creativity/Design, Project, Business and Communication.

The students' projects lead to the award of a prize offered by the participating companies (Le Groupe La Poste, Pertuy Construction, Expertis CFE). In 2014, the CB Days were also awarded the ICN's prize for Innovation financed by the ICN Foundation for the most innovative, responsible and sustainable teaching project.



« Genius is made up of 1% inspiration and 99% transpiration »
Thomas EDISON (1847-1931)

3. RECHERCHE

FOR A NUMBER OF YEARS SEVERAL PROFESSORIAL CHAIRS HAVE BEEN CONTRIBUTING TO SD AND CSR INITIATIVES AT ICN BUSINESS SCHOOL.

Chair in Corporate Social Responsibility and Innovation, currently held by **Professor David Wasieleski** and coordinated by permanent Faculty member **Dr. Günter Schumacher**. The Chair is jointly financed by ICN Business School and the Lorraine Regional Council. It was established in order to develop joint research projects which combine ethics in business and CSR issues, and which examine innovation and change in organizations.

Chair «IRCASE » (International Research Chair in Art & Sustainable Enterprise), currently held by **Professor Paul Shrivastava** and coordinated by permanent Faculty member **Dr. Silvester Ivanaj**. It is jointly financed by ICN Business School and the Lorraine Regional Council. It promotes research into the intellectual links between art and sustainable development.

COLLOQUIA, RESEARCH EVENTS, CONFERENCES AND THESIS PRESENTATIONS HAVE BEEN ORGANIZED OVER THE LAST TWO YEARS.

Public Lectures:

- ▶ PERSSON Sybille (2014), "Post-experience training and Manager coaching: keys to Sustainable Management", Paperjam Business Club, HR : (Trans)former l'entreprise, Luxembourg, 30 June.
- ▶ PERSSON Sybille (2014), "Accompagner la carrière des cadres", Réseau Jeunes Cadres Est, GRDF, Nancy, 25 June.
- ▶ PARIETTI WRINKLER Cécile, PERSSON Sybille, FERREIRA Rita (2014), "La formation chirurgicale des femmes en ORL", Workshop ORElles, Lisbon, 17 May.
- ▶ DUCHAMP David and PERSSON Sybille (2013), "Passeport pilotage carrière, Accompagner la carrière des médecins à l'hôpital", Journée de recherche ARTEM Identité, créativité, performance, Nancy, 6 December.
- ▶ PERSSON Sybille and BOISSON Alice (2013), "Le mentoring en pratique et en théorie", Journée Est'Elles Executive Femmes et réseaux, Nancy, 18 June.

Current doctoral thesis supervision by Dr. Sybille PERSSON:

- ▶ Aurélie KLEBER in year 2 CIFRE with STEF: "Contribution to understanding the phenomenon known as 'Generation Y'". Thesis presentation expected in 2016.
- ▶ Dorothee ROBINOT: "What are the Sustainability criteria for assessing the career of Women Executives and Directors?" A combined study of gender and generational issues. Year 1 2014-2015.
- ▶ Valérie DENAULT: "Intercultural coaching for Chinese managers." Year 1 2014-2015.

Theses presented:

- ▶ Edina EBERHARDT-TOTH (2014), "Measurement tools for corporate social and environmental performance in Lorraine Region companies". Doctor in Management Sciences, University of Lorraine, successfully presented on 21 November.

Research event:

24 January 2014 and 22 May 2015: Seminar on « Sustainable Development Reporting, Non-financial Reporting and Dialogue with Stakeholders. »

Reflecting a time study carried out in Quebec, this field research brings together around the same table researchers, producers and receivers of SD reports to discuss the challenges of the choices, the construction and the communication of non-financial data. This was in effect a direct dialogue between the different players in a non-conflictual setting, in which researchers participated by enriching the discussions with the results of their prior research. In so doing they injected a fresh dynamic into the group's deliberations.

12 June 2014: IRCASE Workshop on « Creativity, Art and Sustainable Enterprise »

The research program developed at ICN Business School for the IRCASE Chair is to study Sustainable Development and managerial practice via methods based on the arts. Such methods are unusual in that they call upon the emotional dimension of human beings and not simply their reasoning. They incorporate moreover pluri-disciplinarity, which gives a particularly ARTEM flavor to the activities of IRCASE.

The International Conference on MESD which has taken place every 3 years since 2006.

This conference has become the reference meeting and debating forum for hundreds of researchers, companies and decision-makers from around the world (e.g. in 2012 there were 300 participants from more than 25 countries). The best discussions and debates during the sessions are published in books and journals worldwide. Discussions with participants before, during and after the conferences help to strengthen the ties with members of the research community and with multinational companies concerned to move in the direction of more and more sustainable development. The fourth conference MESD'15 will take place in Lisbon from 13 to 15 December 2015.

REVIEWED CONFERENCE PAPERS AND JOURNAL PAPERS ARE REGULARLY PUBLISHED:

Reviewed Conference Papers:

- ▶ EBERHARDT-TOTH, Edina (2014), Who should be on a Board's corporate social responsibility committee?, 74th Annual Meeting of the Academy of Management, Philadelphia, PA, USA, August 1-5.
- ▶ FINSTAD-MILION, Krista (2014), Is there a female career? Unmasking perceptions of women's careers, 2014 North-East Decision Science Institute (NEDSI) Conference, Philadelphia, USA, March, 27-29.
- ▶ FINSTAD-MILION, Krista, NASCHBERGER, Christine (2014), Femmes et Networking : Pour danser, il faut être deux, Colloque AIMS/AFM/AGRH/AFMD/AFM Manager la Diversité, Kedge Business School, Marseille, 21 May.
- ▶ MURPHY, Eileen (2014), Influence of Organizational Culture on Green Supply Chain Practices - a study of seven manufacturing services, 21st International Annual EurOMA (European Operations Management Association) Conference, Palermo, Italy, 22-25 June.
- ▶ WASIELESKI, David M. & SCHUMACHER, E. Günter (2014). The Longevity of Hypernorms: Exploring Time in the Integrated Social Contracts Theory, Academy of Management annual conference, SIM Division, Philadelphia, PA. August, 2014.

Reviewed Journal Articles:

- ▶ SHRIVASTAVA Paul, PERSSON Sybille (2014) A Theory of Strategy-Learning from China: From Walking to Sailing, *M@n@gement*, 17(1), 38-61, (finalist article for the 2015 Syntec prize for academic research in Management)
- ▶ SHRIVASTAVA Paul, IVANAJ Silvester, PERSSON Sybille (2013) Transdisciplinary Study of Sustainable Enterprise, *Business Strategy and the Environment*, Vol. 22, Issue 4, May, 230-244, DOI: 10.1002/bse.1773.
- ▶ PERSSON Sybille and RAPPIN Baptiste (2013), Il était une fois le coaching, *Revue Humanisme et entreprise*, N°311, 41-60.
- ▶ BOHAS, Amélie, DAGORN, Nathalie & POUSSING, Nicolas (2014), Responsabilité Sociale de l'Entreprise: quels impacts sur l'adoption de pratiques de Green IT, in *Systèmes d'Information et Management*, Vol. 19, No 2, September.
- ▶ GENDRON, Corinne (2014), Beyond environmental and ecological economics: Proposal for an economic sociology of the environment, in *Ecological Economics*, Volume 105, September 2014, Pages 240–253.
- ▶ GUIMARAES-COSTA, N., CUNHA, M.P., & REGO, A. (2014). Building Your Self: A Sensemaking Approach to Expatriates' Adjustment to Ethical Challenges. *Journal of Global Mobility*, 2 (1): 53-84.



TEACHING/RESEARCH FACULTY ARE ENGAGED IN SCIENTIFIC PRODUCTIONS IN WHICH CSR ISSUES ARE OFTEN INCLUDED.

Academic papers:

- ▶ PERSSON Sybille (2014), What could a "beautiful organization" look like? IRCASE Workshop Art, Creativity and Sustainable Enterprise, Nancy, 12 June.
- ▶ BOURION Christian, PERSSON Sybille, TREBUCQ Stéphane (2013), Quand le management tourne le dos à la science : le cas du « Vendredi sans mail », 22ème IAE Congress, Nice, 12-14 June.
- ▶ DUCHAMP David, PERSSON Sybille (2013), Dynamique intergénérationnelle, logiques mentorales et génération de connaissances entre médecins d'un CHU, 6ème congrès GeCSO (Gestion des connaissances, Société et Organisations), Nancy, 5-7 June.
- ▶ PERSSON Sybille (2013), Quelles traverses pour une GRH en écart entre pratique(s) et théorie(s)? Premier congrès Philosophie(s) du management : Irrationnel(s) et Organisations, Metz, 15-16 May.

Books and Book chapters:

- ▶ BARTH Isabelle, BOURION Christian, BOURNOIS Frank, PERSSON Sybille, (2014), La dangerosité sociale est-elle inhérente à la path dependence? in BARTH Isabelle, BOURION Christian, BOURNOIS Frank (Eds), *La dangerosité sociale inhérente*, Eska, 43-70.
- ▶ PERSSON Sybille (2014), Mentorat (-Mentoring), in GUARNIERI Franck et ZAWIEJA Philippe (Dir), *Dictionnaire des risques psychosociaux*, Seuil, 470-475.
- ▶ BOURION Christian, PERSSON Sybille, TREBUCQ Stéphane (2013) L'irrationnel dans l'organisation du temps de travail, in LAROCHE Patrice, RAPPIN Baptiste, KLEBER Aurélie (Eds), *L'irrationnel source de vitalité organisationnelle ?* Eska, 223-243.
- ▶ BOURION Christian, PERSSON Sybille, BARTH Isabelle, BOURNOIS Frank (2013) Le désapprentissage, une rudologie de l'esprit, in LAROCHE Patrice, BARTH Isabelle, BONNET Daniel, BOURION Christian, BOURNOIS Frank (Eds), *Le désapprentissage organisationnel*, 49-77.
- ▶ PERSSON Sybille (2013), Coaching et sagesse chinoise, dans BOURNOIS Frank et CHAVEL Thierry (Dir), *Le livre d'Or du coaching Nouvelles pratiques et perspectives*, Eyrolles, 241-248.
- ▶ SCHULZ Klaus-Peter, GEITHNER Silke, KAWAMURA Takaya (2014), Applying Tool-Kit-Based Modeling and Serious Play: A Japanese Case Study on Developing a Future Vision of a Regional Health Care System, In S. Gurtner, K. Soyez (eds.), *Challenges and Opportunities in Health Care Management*, Springer International Publishing Switzerland, October (online), January 2015 (hardcopy).

Electronic acquisitions :

Acquisition from the 'Sustainable Organization Library 2014' (SOL).

SOL is a collaborative effort in sustainability publishing from GSE Research, Greenleaf Publishing and other respected publishers and organizations in the field, including EFMD, AMACOM, United Nations Principles for Responsible Management Education (PRME), the Academy of Business in Society, Practical Action Publishing and OXFAM.

SOL contains more than 8,000 articles, case studies and book chapters, drawn from nearly 600 books, special issues and journal volumes, covering the key areas of governance, sustainability, social responsibility, environmental management and related fields.



The ICN Libraries acquired, between 2013 and 2015, 68 paper and electronic books on SD/CSR.

Most frequently consulted books on the themes of SD and CSR:

- ▶ Dempsey A. L. 'Evolutions in corporate governance: towards an ethical framework for business conduct', 2013.
- ▶ Henisz W. 'Corporate Diplomacy Building Reputations and Relationships with External Stakeholders'. Sheffield, UK: Greenleaf Publishing, 2014.
- ▶ Kross K. 'Profession and purpose: a resource guide for MBA careers in sustainability'. Sheffield, UK: Greenleaf, 2009.
- ▶ Molthan-Hill P. 'The business student's guide to sustainable management: principles and practice' Sheffield, UK: Greenleaf Publishing, 2014.
- ▶ Pirson M. 'Case studies in social entrepreneurship' . Sheffield, UK: Greenleaf, 2015.
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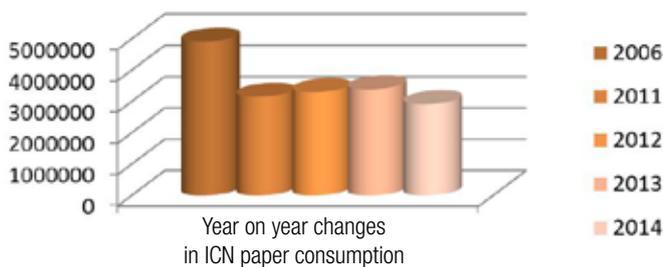
« Think globally, act locally »

A formula employed by **René DUBOS**, Franco-German researcher during the first Environment Summit in 1972.

4. ENVIRONMENTAL MANAGEMENT

ICN IS BOTH ENTERPRISING AND INNOVATIVE IN DEVELOPING ACTIVITIES TO PROTECT THE ENVIRONMENT:

► Policies to increase the awareness of colleagues and students regarding environmental protection (e.g. programming all computers to print only in black and white and back-to-back) have been adopted by the Head of Technical Services at ICN, together with the installation of movement-sensitive electric taps. These have resulted in a substantial reduction in the consumption of paper and water.



► ICN Business School has been particularly keen, over a number of years, to order its supplies from responsible suppliers. This is the case for the actual materials utilized and their country of origin and the conditions in which they were produced. As an example, printing of presentational documents is carried out by a local Lorraine company which is 'Imprim'Vert' accredited. Similarly certain communication items are now supplied by a local company. This again prioritizes ethical and responsible values.

► The School is attentive to the careful recycling of used products and materials after organized meetings such as conferences and seminars. It also practises a policy of re-utilizing materials when possible.

► Hybrid vehicles and car-sharing schemes are now in place and available for Faculty and students at the School.

► Bicycle couriers now carry post and parcels between the Schools' different Nancy sites.

► The ICN's Research and Development Annual is now published on-line each year. It is only printed on paper when absolutely necessary, for audit purposes, for example.

► The SD/CSR Pilot Committee has set itself the target of obtaining all purchases for the School's different Directorates from ethical and socially responsible sources.

► The construction of the ICN's new ARTEM premises has given rise to discussions regarding environmental management, concerning both the buildings themselves and transport access.

Students taking part in the different Enterprise Games on sustainable development:

Jérémy KUCSERA, a student on the ICN Double Degree program (Master Grande Ecole and MSc in International Management MIEX) and Oliver HAMMEN, a German student on the MSc in International Management MIEX course, were awarded the Prize for the First National Team in the Sustainable Development category in the enterprise game:

« Learning about the Paris Stock Exchange 2014 »

This was a European-wide Learning Project supported by « Finance et Pédagogie », in partnership with the CELCA.



social



« Humanity's political problem consists in reconciling three things: economic efficiency, social justice and political liberty »

John Maynard KEYNES (1883-1946)

5. SOCIAL POLICY

ICN BUSINESS SCHOOL CONSIDERS THAT IT IS ESSENTIAL TO IDENTIFY AND RESPECT A HUMANE SOCIAL POLICY BOTH WITH ITS PARTNERS AND STAKEHOLDERS AS WELL AS WITH ITS STUDENTS.

- ▶ A recruitment policy which respects an anti-discrimination commitment. ICN is also committed to working with service providers who also apply this rule.
- ▶ A code of behavior for students, enhanced working terms and conditions for the employees and a good practice guide for internet and media users have all been put in place to make life in the ICN as pleasant as possible.
- ▶ The end of 2014 marked the beginning of discussions on a new method of calculating work time for managers who need a certain amount of flexibility in the exercise of their duties. Calculations will be made on the basis of days presence, not hours.
- ▶ Male-female balance on the governing bodies of the School: a strategy which has led to an increase in the number of women on the Board of Governors, on the Strategic Orientation Committee and on the School's Executive Committee, COMEX, (33% in 2013).
- ▶ An in-service training program which continues to rise: 1,559 hours as at 30/12/2011 and 2,475 hours on 30/12/2014. More and more training in all levels of safety and security is organized in the School.
- ▶ The purchase of computer and IT materials, together with improvements in the user-comfort of work-stations has led to an improvement in employees' working conditions.
- ▶ In response to the individual need for help for employees experiencing psycho-sociological problems, a hotline was set up for staff in October 2012.
- ▶ A number of agreements have been signed since 2012 on subjects as varied as: risk insurance (2012), complementary health insurance (2013), older staff (2009, and again in 2014), gender equality at work (2012), and electronic voting (2013). Each year an agreement is signed to provide for salary increases or an increase in purchasing power for all staff.



Each year since 2008 a survey on 'Working atmosphere' is carried out. In 2014 the survey led to the following decisions and actions:



Staff are asked not to use their electronic mail service during the weekends so that they enjoy maximum benefit from their time away from work.



Job and skill descriptions have been updated so that new responsibilities are recognized and training needs identified.



An 'Administrative Innovation' Prize has been set up to reward the best new initiative in administrative work. In parallel a 'Teaching Innovation' Prize, financed by the ICN Foundation has been in operation now for three years.

| | | |
|---|----------------------|---|
|  | Companieros | In 2014, a 'Diversity Week' was organized. Many companies and associations came together to discuss, in lectures, round table discussions and individual experiences, the important challenges of diversity within the firm. In 2013, labelling of Handimanagers with Companieros. |
|  | Passeport Avenir | ICN has signed an agreement with this Association to help young boys and girls from less well-off families to adjust to the challenges of student and professional life. The young pupils chosen are allocated a sponsor from one of the partner firms in the agreement, who accompanies them throughout their education. |
|  | EST'elles Executive | This Association, the aim of which is to promote professional networks for women, works in partnership with the ICN Student Association 'Work'cœur Diversity'. It has also organized a number of conferences and Women's Business Lunches at ICN to which ICN female students are invited and can meet women managers in the region. Each year in June EST'elles Executive organizes an information day on themes such as: 'Women and Networking' (2013), and 'Women who Matter' (2014). |
|  | Embarquez-les | With the theater company 'Oh, my Coach !', ICN put on a show in May 2014, which brought home to students and other stakeholders the importance of the issues faced by handicapped persons. The show illustrated the different themes associated with the prejudice that handicapped people have to bear, the image that society at large has of them, and how the handicapped worker can be encouraged into the workplace and, reciprocally, how the work station adapted to their needs. |
|  | ICN Foundation | Since 2011, ICN has financed the tuition fees of 7 first year students on the ICN Grande Ecole Degree via the ICN Foundation. Selection is made on the basis of the social circumstances of the students and their motivation. The selected students can then follow the apprenticeship scheme in years 2 and 3 which means that the whole of their quality education at ICN is provided at a considerably reduced cost to themselves. |
|  | ICN Social Committee | Each year, students in temporary financial difficulty can apply to this Committee for help. If their application is accepted they receive financial assistance for part of their tuition fees. |
|  | Grants | Grants to cover all tuition fees were made available for the first time in 2014. These were awarded on the basis of social criteria to 6 first year students on the ICN Grande Ecole Degree and the ICN Bachelor Degree. They represent a total award of some 49,000 euros. |



Journée Est'elles Executive, Le Manager de demain est une Femme, êtes-vous prêt(es) ? - Juin 2015

ICN STUDENTS THEMSELVES BECOME INVOLVED IN SOCIAL, HUMANITARIAN AND CHARITABLE ACTIVITIES PROMOTING EQUAL OPPORTUNITIES VIA THE STUDENT ASSOCIATIONS:



BurkinH2O helps in the struggle to combat one of the world's problems: the need for water. Thanks to the ARTEM Alliance, this ICN Association also includes students from Mines Nancy and the Ecole nationale supérieure d'art et de design de Nancy. The Association's project supports in particular: the construction of water wells and market gardens in Burkina Faso villages, the promotion of fair trade, and an awareness campaign for French people of the problem of water supplies.



Latina is an Association which helps poor children in Peru. It collects in France and distributes in Peru teaching materials, health and hygiene materials, and toys. Its activities target mainly the shantytowns and poor districts which do not have the advantages which such articles bring.



GreenTouch has as its mission to raise awareness of the problems and challenges of sustainable development to a range of different publics: ICN students, primary school children and academic Faculty.



Work'Cœur Diversity, is an Association which promotes gender equality in the work place and the professions, and an awareness amongst fellow students/future managers of the problems of integrating handicapped persons into the company. In 2013 more than 50 students from the School, in partnership with the Association Companieros, were awarded the label Handimanager.



The Association ARTEM Réussite is part of the national network 'Pathways to Success' (Cordées de la Réussite). Its aim is to encourage middle school and high school pupils in difficult urban districts to persevere and succeed in their personal, educational and professional projects.

Consequently the students organize throughout the year events in partner institutions, such as academic sponsoring and guidance, explanation of professional openings, visits to Schools and companies, and also visits to the theater, cinema, museums, a trip to Paris, to Germany, etc. Finally the Association organizes multi-disciplinary events such as visits to the Frouville Music Festival, and tutoring and guidance sessions with, via Skype, a secondary school in the West Indies.



On the ICN's Nürnberg Campus student projects have been presented to illustrate the School's mission and values: open-mindedness, commitment, team spirit and tolerance. Examples include:

«Travelling Around The World», a student project which consists in meeting children from modest family backgrounds and making them aware of the ICN's values by exploring, in games, different continents and countries of the world.

«Healthy Break», a student project consisting in meeting children with learning and perhaps health difficulties from poorer backgrounds. The aim is to introduce them to the importance of healthy eating by getting them to participate in cooking dishes, often from other cultures.



Visite du Conseil Constitutionnel et rencontre avec Jean-Louis DEBRÉ par la CPGE ECT du Lycée Chopin de Nancy - Mai 2015

« The only way we can hope to have a better future for the whole of humanity must be through cooperation and partnership »
Kofi ANNAN, during a speech to the General Assembly of the UNO, 24 September 2001

6. REGIONAL INVOLVEMENT AND PARTNERSHIPS

ICN has solid and long-established relationships with many partners with whom it shares many SD/CSR events. It regularly signs agreements with enterprises and local government authorities in order to reinforce collaborative activities with these organizations, in particular the presence and participation of companies in the School's daily operations and the placement of students on internships and first jobs in companies.

| Partner | Aim of Partnership |
|---|--|
|  | <p>Caisse d'Epargne Lorraine Champagne-Ardenne</p> <p>Commercial Bank, Lending and Financial Bank. Created MIROVA which specifically manages responsible investments. With its partner CELCA, it organized a conference on: 'Finance and Socially Responsible Investment - a Closer Look at Tomorrow's Challenges' in March 2015 The conference was chaired by Mme Anne-Laurence ROUCHER, Development Director at MIROVA- Natixis AM.</p> |
|  | <p>Banque Populaire Lorraine Champagne</p> <p>BPLC is a long-standing partner of ICN. The Bank has been a regular contributor to the Master Grande Ecole Degree year 3 Seminar, usually held outside France, where managers have led student workshops on the theme of 'Career Management', focusing on the employment of handicapped persons.</p> |
|  | <p>Manpower</p> <p>Manpower has also been a partner of ICN for a long time. The company has participated in many events such as 'Job Forums', and the Development Director teaches directly on ICN course modules. This precious partnership has recently been strengthened by the signing of a new agreement.</p> |
|  | <p>Le Groupe La Poste</p> <p>In 2014, ICN Business School was a partner in the 'Responsible Innovation in Lorraine' initiative, set up by the Groupe La Poste in partnership with a number of other economic and political players in the region. As part of this collaborative effort a number of other events have taken place. In particular on 20 November 2014 at the Nancy Congress Center, a meeting was held with other participants in the 'Responsible Innovation in Lorraine' initiative to promote the development of virtual, recyclable and socially responsible economies.</p> <p>The partnership with the Groupe La Poste also led to the organization, as part of the 'Creative Business Days', of a day with the Lorraine Responsible Innovation Club (Club Innovation Responsable en Lorraine).</p> |
|  | <p>Acticall</p> <p>Acticall, yet another ICN partner, is a regular participant in the work of the Student Association 'Work'Cœur Diversity', specifically in the days devoted to assessing and awarding the label 'Handimanager'.</p> |
|  | <p>Pertuy Construction</p> <p>PERTUY Construction, a member of the ARTEM Enterprise Club, has signed an agreement with Artem Réussite, the Association which overlooks the 'Pathways to Success' initiative, in order to give financial support to a project whereby pupils from the member schools can meet contact people in the companies. Personal accounts of their experience, company visits and offers of internships for middle-school pupils are some of the useful outcomes of the scheme.</p> |

ICN has 6 other major collaborative partnerships with companies in the ICN Foundation. These all include financial support for SD/CSR initiatives:



At the same time ICN is continuing to develop its network of partnerships with national and international Associations:



Les Restaurants du Cœur. The School has taken the decision to support both morally and financially several of the Association's activities, particularly with help in managing a budget, help in job recruiting, with holiday entitlements and arrangements, and with educational support. Since 2014 ICN has also offered its help in the general administration of the Restaurants du Cœur. It helps to collect funds in large stores, both in the region and nationally, and helps with wrapping presents during the festive season.



Enactus. This partnership focuses on the entrepreneurial initiatives of students. The aim is to permanently improve economic, social and environmental aspects of the lives of those who are helped. As such Enactus has helped to:

- ▶ Enhance the commitment of students to the company via entrepreneurial projects which meet Enactus criteria;
- ▶ Develop students' human and entrepreneurial qualities and skills via the management of a real-life team project;
- ▶ Advise students in their job search by giving them guidance with their career plans and providing opportunities for internships, apprenticeships and first jobs;
- ▶ Make contributions to resolving the challenges of contemporary society and improving the lives of needy people, through a combination of higher education know-how, the experience of companies, and the energy and enthusiasm of young students.

The region is also one of the principal factors in the partnership equation.



The joint solidarity project initiated by the ARTEM Alliance as part of the 'Pathways to Success' initiative (the Nancy project bears the name 'ARTEM-Nancy Together for Success') is one of the largest in terms of the number of partners. There are 12 organizations, middle- and secondary schools, 3 Graduate Schools, the ARTEM-Enterprise Association, the Nancy Manufacture Theater, the Nancy Lions Club, and yet more, involved. It is especially unique in the diversity and the multi-disciplinary nature of the partner organizations.

The synergy created by the 3 Nancy Schools and their partners means that the help and guidance given to young people from difficult areas targeted in the City's urban policy is second to none in its effectiveness. In 2014 almost 1,000 pupils were involved and 80 student tutors.



The ARTEM 'Pathways to Success' team, together with the local service of Civic Action Agency (Agence du Service Civique), have over the past two years, been recruiting committed young people into civic activities so as to improve their organization and to support and accompany the targeted pupils in preparing their professional career (4 volunteers recruited in 2 years).



The PHARES Project (Par delà le Handicap, Avancer et Réussir des Etudes Supérieures - helping young people to overcome their handicap and access higher Education) supported by the Academic Inspectorate of Meurthe-et-Moselle, the FEDEEH (Fédération Etudiante pour une Dynamique « Etudes et Emploi avec un Handicap » - a student association for helping handicapped people into higher education) and the ARTEM Association, has as its objective to develop arrangements for tutoring young handicapped persons in the Nancy-Metz area by other students.

The specific aim of PHARES is to accompany the special-needs young people from the age of 16-17 years old until their entry into higher education. The student tutors also receive training. A pilot committee has been set up to oversee the project, made up of 1 member of the Nancy ARTEM Association, 1 from the FEDEEH and 1 from the Nancy-Metz Academic Inspectorate.



The Lorraine Regional Council has awarded the title of 'Researcher of Excellence' to Corinne GENDRON, a Canadian researcher from the University of Quebec at Montréal. Corinne, an Affiliated Professor at the ICN, is a world expert on the green economy. The Regional Council's aim is to strengthen the presence of international researchers in Lorraine. In real terms the partnership led to the organization of a conference at ICN in 2014 and again in 2015, on «Sustainable Development Reporting, Non-financial Reporting, and Communication with Stakeholders».



The Business School Sup' de Co Dakar is one of the ICN's international partner Schools. It has recently solicited the support of an ICN Professor, Dr. Krista FINSTAD-MILION, the ICN's delegate to the Conférence des Grandes Ecoles Commission on gender equality in its drafting of a Gender Equality Charter for the School.



« A project is the first draft of the future. Sometimes the future needs hundreds of drafts »
Jules RENARD (1864-1910)

CONCLUSION:

THE FUTURE FOR ICN BUSINESS SCHOOL AND SUSTAINABLE DEVELOPMENT/CORPORATE SOCIAL RESPONSIBILITY

There are several strands to the ICN's future involvement in SD/CSR. Ever mindful of social, environmental and economic concerns, the School seeks to be a model for others to follow in promoting corporate social responsibility in the years to come.

ICN is determined to improve its CSR strategy by involving its stakeholders further

ICN is determined to incorporate further the values of CSR into its governance structure

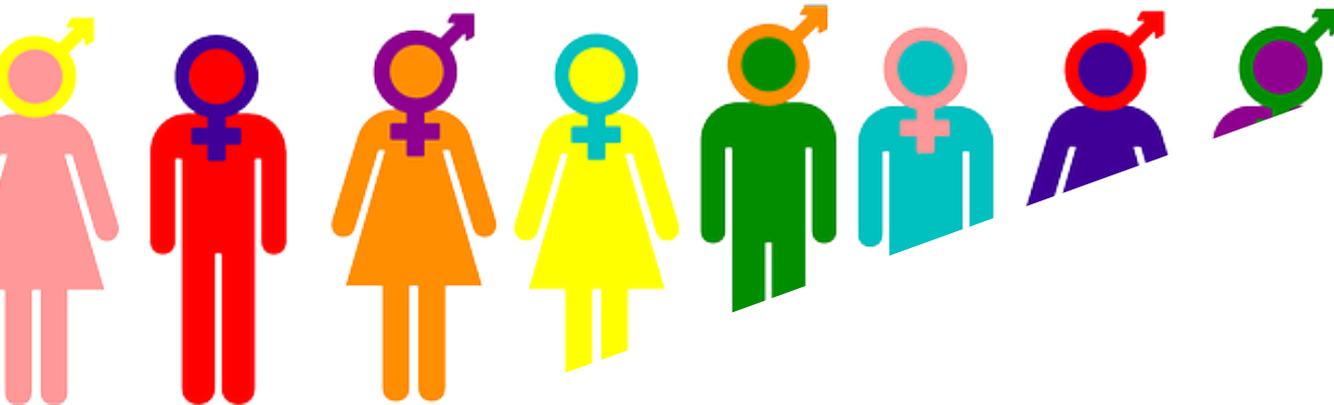
ICN is determined to increase CSR concepts and practices in its teaching and training programs

ICN is determined to strengthen the CSR component of its research strategy

ICN is determined to continue its strategy of improving environmental management

ICN is determined to further reinforce the CSR content of its social policy

ICN is determined to strengthen its active role in the region and with its partners by extending its sphere of influence



ANNEXES

- 1. SD/CSR Indicators P. 24
- 2. Student Humanitarian, Social and Responsible Associations P. 25

ANNEXE 1

SOME SD/CSR INDICATORS

| | 2013-2014 | 2014-2015 |
|---|------------|------------|
| Percentage of grant-aided students / Degree Course | | |
| ICN Bachelor Degree year 1 | 13,1 | 18,4 |
| ICN Bachelor Degree year 2 | 16 | 17,9 |
| ICN Bachelor Degree year 3 | 22,3 | 13,4 |
| ICN Master Degree year 1 | 31,2 | 28,8 |
| ICN Master Degree year 2 | 28,4 | 24,9 |
| ICN Master Degree year 3 | 25,9 | 28,3 |
| Number of class hours discussing CSR issues | | |
| ICN Bachelor Degree | 39,5 | 45,5 |
| ICN Master Degree | 185 | 200 |
| ICN MSc Degree | 59 | 90 |
| Number of SD/CSR-related Associations | 4 | 10 |
| Number of sheets of paper consumed per student | 816 | 150 |

Les associations Humanitaires, Sociales et Responsables

ARTEM RÉUSSITE

DÉVELOPPER LE TUTORAT AVEC LES ÉLÈVES, ORGANISER DES SORTIES CULTURELLES, PROMOUVOIR LES ÉTUDES SUPÉRIEURES ET L'ÉGALITÉ DES CHANCES

ar) L'association ARTEM Réussite regroupe des étudiants de l'Alliance ARTEM, elle fait partie du dispositif national « Les Cordées de la Réussite ». Son but est d'encourager des collégiens et des lycéens issus de quartiers défavorisés vers la réalisation de leurs projets personnels, scolaires et professionnels.

Dans ce cadre, elle organise tout au long de l'année des actions dans les établissements partenaires : tutorat scolaire, présentation des parcours possibles, séances sur l'orientation, visites d'écoles et d'entreprises mais aussi en dehors de ces établissements : sorties au théâtre, au musée, voyage à Paris, en Allemagne...

Enfin l'association gère des projets transversaux : sortie au festival de Froville avec tous les établissements partenaires, séances de tutorat et d'orientation avec un lycée aux Antilles (via Skype)...



► Contact : artemreussite@myicn.fr

CHILD'N'FUN

ACCOMPAGNER ET OFFRIR DES INSTANTS DE BONHEUR AUX ENFANTS HOSPITALISÉS DE LA RÉGION LORRAINE



Child'N'Fun a pour but d'accompagner les enfants en Institutions Spécialisées comme avec l'I.M.E de Flavigny.

Un Institut Médico-Éducatif est un établissement médico-social ayant pour mission l'accueil en semi-internat d'enfants présentant une déficience avec des troubles associés. L'association collecte des fonds afin de distribuer des cadeaux à ces enfants pour les fêtes de Noël et partager avec eux des moments agréables à Mardi-Gras ou à Pâques. Tout au long de l'année, Child'N'Fun organise aussi des ateliers initiant les enfants à différents arts (musique, cinéma, peinture...) accompagnés d'un goûter.



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ENACTUS ICN

S'ENGAGER DANS UN PROJET D'ÉCONOMIE SOCIALE ET SOLIDAIRE



Enactus est une communauté d'étudiants et de leaders du monde académique et économique qui s'engage à utiliser l'entrepreneuriat pour améliorer la qualité de vie des personnes dans le besoin et façonner un monde meilleur et durable. L'association a pour mission de mobiliser le monde de l'entreprise et l'enseignement supérieur afin de développer la responsabilité et les compétences entrepreneuriales des étudiants.

Identifier les opportunités. Passer à l'action. Favoriser le progrès.



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GREEN TOUCH

PROMOUVOIR LE DÉVELOPPEMENT DURABLE À TRAVERS LA SENSIBILISATION, LA RESPONSABILITÉ ET LA MOTIVATION



Green Touch a pour objectif de sensibiliser les jeunes au développement durable à travers diverses actions ; de proposer des événements conviviaux afin de redynamiser l'image du développement durable (Semaine du Développement Durable, distribution d'éco-sacs, repas bio,...) ; de réaliser des projets utiles pour les étudiants ICN (nouvelles poubelles de tri dans le PLG, eco-cups, potager, co-voiturage,...).



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LATINA

VENIR EN AIDE AUX ENFANTS PÉRUVIENS PLACÉS DANS UN ORPHELINAT



Chaque année, l'association Latina se rend dans un orphelinat péruvien afin d'apporter une aide financière, matérielle et humaine. Le soutien passe par la distribution de jouets et de vêtements, la rénovation de l'orphelinat, la construction de sanitaires et d'un parc de jeu ainsi que l'aménagement de salles de classe.

Latina réalise donc des projets durables tant sur le plan économique que sur le plan social (confort, bien-être, santé) afin que les conditions de vie au sein des orphelinats soient meilleures et que les enfants puissent devenir indépendants sur le long terme.



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MEKONG

VENIR EN AIDE AUX ENFANTS VIETNAMIENS



Mekong est une association à but humanitaire qui s'engage auprès des enfants du Vietnam, en développant des valeurs indispensables que sont le partage et la découverte. Vivre une expérience personnelle exceptionnelle, se rendre utile en aidant les enfants et réaliser des projets concrets et créatifs, tels sont les objectifs de l'association. Les membres œuvrent toute l'année afin d'apporter un soutien financier, matériel et moral dans des structures d'accueil pour les enfants.

Faire partie de ce projet humanitaire permettra à ceux qui souhaitent s'investir dans une aventure d'affirmer leur personnalité, d'apporter leur pierre à l'édifice mais aussi et surtout de partager des moments exceptionnels avec des gens fantastiques. Une véritable leçon de vie !



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SOLIDA'RAID

ORGANISER LE « 4L TROPHY », MISSION HUMANITAIRE ET ACTION LOCALE



Solida'Raid est une association à visée humanitaire qui œuvre pour deux missions. D'une part, il est possible pour chaque membre de participer à la scolarisation des enfants marocains grâce au célèbre « 4L Trophy ». Chaque année, plus de 1 200 équipes se lancent sur un parcours de plus de 6 000 kms (uniquement en Renault 4) traversant la France, l'Espagne et le Maroc pour apporter des fournitures scolaires et sportives à destination des enfants en difficulté du Sud marocain.

D'autre part, à travers l'organisation de différents événements : collecte de fonds afin d'aider au mieux ceux qui sont dans le besoin ; contribution au développement des populations locales du Togo en construisant des puits d'eau potable pendant trois semaines.



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WORK'COEUR DIVERSITY

SENSIBILISER LES ÉTUDIANTS AUX DISCRIMINATIONS À L'EMPLOI



Les missions relatives au Pôle Handicap sont de sensibiliser chacun des étudiants ICN aux problématiques du handicap, qu'il soit visible ou invisible (physique, mental,...) ; de faire évoluer les mentalités et d'intégrer au mieux la différence dans le monde de l'entreprise.

Le Pôle Homme/Femme a aussi un but informatif et vise à promouvoir la place de la femme dans l'entreprise de demain en organisant des conférences et divers événements sur le thème de la femme : le manager de demain.

Enfin, le Pôle Lutte contre le Racisme oeuvre en faveur de la diversité au sein des entreprises.



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