

PRME 2018

Report on Global Responsibility
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Introduction

IESE at a Glance

IESE was founded in **1958**

More than **47,000 alumni** reflecting **139 nationalities**

Students reflecting some **77 nationalities** in the full-time MBA program

Global campuses in **Barcelona, Madrid, Munich, New York and São Paulo**

A Word from the Dean



Franz Heukamp
Dean, IESE Business School

As a signatory of the Principles for Responsible Management, IESE Business School is fully committed to helping fulfill the UN Sustainable Development Goals through its educational activities and research.

IESE, an institution with a highly global focus, believes it is well-positioned to contribute to the advancement of these goals. As noted in previous reports, IESE's mission is strongly aligned with the PRME: our objective is to help develop leaders who seek to have a deep, positive and lasting impact on people, firms and society through professional excellence, integrity and spirit of service.

To fulfill this mission, the school has continued to broaden the scope and impact of its activities. New courses have been added to the MBA program that address responsible leadership, probing issues such as ethics, philosophy, social innovation and entrepreneurship. Moreover, business ethics is interwoven throughout the school's entire portfolio of MBA programs.

Beyond program offerings, IESE contributes to fostering ethics education among business leaders around the world through its Alumni Learning Program. Since the last report, IESE has held sessions at global locations specifically addressing topics such as social responsibility and compliance.

Through its diverse research centers and chairs, IESE is playing a leadership role in generating new knowledge and ideas that foster social, environmental and economic value. Supported by these entities, faculty members have authored numerous publications focused on social and business issues, aimed at helping business leaders on a practical level.

At IESE, we are dedicated to preparing future generation of business leaders to make a mark and change the world. We are proud to be committed to the PRME, as we strive to carry out this endeavor.





History and Mission

As a signatory of the UN Principles for Responsible Management Education, IESE Business School remains dedicated to the initiative's objective of fulfilling the Sustainable Development Goals through responsible management education.

Over the years, IESE has taken strides in the areas outlined by the principles, while remaining firmly committed to its own mission: to develop leaders who can have a deep, positive and lasting impact on people, firms and society through professionalism, integrity and spirit of service. This report will share the most recent developments that have taken place at the school in these domains.

Founded in 1958, IESE is the graduate business school of the University of Navarra. It has been at the forefront of management education for nearly 60 years. The school provides programs and courses suitable for every career stage to participants around the world.

These diverse programs all develop and inspire business leaders who strive to make a deep, positive and lasting impact on the people, companies and society they serve. IESE carries out essential research and leads thinking on business topics through its 25 chairs and 11 research centers.

In 1963, IESE entered into its first international alliance, in this case with Harvard Business School. This led to the creation of Europe's first two-year MBA program. The school continues to innovate: pioneering new teaching methodologies, introducing new technology, reaching new audiences and striving to improve every aspect of management education in every part of the world.

The school is an initiative of Opus Dei, a Personal Prelature of the Roman Catholic Church. It draws together business ethics, corporate responsibility and sustainability in the following ways:

SOCIETY

Attracting drivers of change

IESE emphasizes a human and ethical view of management and supports initiatives that foster social development and progress. This often attracts students who are driven to making a positive contribution to society.

PEOPLE

Making a welcoming workplace

IESE strives to attract, develop and retain talented people who share its values. To that end, it focuses on making the school a welcoming place where staff and faculty are proud to work.

ENVIRONMENT

Caring for the environment

The school has reduced its carbon footprint by more than 30 percent over the last five years by reducing energy consumption and replacing equipment across its four campuses. It has also reduced the emissions generated by travel related to its activities.

GOVERNANCE

Ensuring corporate accountability

IESE is led by a diverse senior management team. It comprises members of varied nationalities, genders and professional backgrounds who work together to seek the most effective ways of guiding the school. Its combined knowledge is further enriched through the advice of two boards and two committees.

CLIENTS

Sharing positive values

When working with students or with clients in in-company programs, IESE has an opportunity to share and foster the importance of corporate social responsibility and social impact.

With these core values underpinning all IESE's initiatives, the following are particularly aligned with PRME objectives:

IESE Center for Business in Society

IESE's Center for Business in Society focuses on education and research, with the following goals:

- Develop well-founded concepts and arguments as a basis for human quality in business and a beneficial impact of business activity on society and the environment.
- Work to formulate proposals that are both rigorous in their conceptual foundations and practical in their analyses and conclusions.
- Develop practical means to develop a corporate culture and a corporate behavior that favor human development and sustainability.
- Devise management models that make it easier to grasp the complexity and the systemic nature of companies' relationships with society and the environment; that serve as a basis for the introduction of procedures, systems and policies in the day-to-day running of businesses; and that help managers to recognize the benefits and competitive advantages to be obtained by developing businesses based on the challenges that those relationships entail.
- Encourage the application of criteria of social responsibility and sustainable development in every aspect of business, including the formulation of the corporate mission, the design of management systems, the design, manufacture and sale of company products, and the way companies behave towards society at large.
- Build an awareness of the importance of ethical conduct and corporate reputation among the professional and business media, and among the public, by publicizing the practical improvements achieved, offering criteria for problem solving, and helping to create a climate of respect and support for business initiative.
- Promote and facilitate dialogue between the business world and its stakeholders, in the conviction that greater mutual knowledge will lead to innovative business responses to society's demands.

The Social Entrepreneurship and Social Innovation Platform

The Social Entrepreneurship and Social Innovation Platform is an initiative of the Center for Business in Society. The platform seeks to fulfill three main objectives:

First, the center emphasizes the importance of social entrepreneurship and social innovation in the management community, and more broadly, in civil society. This first objective will be pursued by: a) developing new educational initiatives for MBA students, executives, etc., b) conducting research related to critical issues in social innovation and social entrepreneurship and, c) publishing articles for scholars, managers, policy makers and for the public.

The second objective is the facilitation of contacts between members of the IESE community (students, executive participants, researchers and professors) and social entrepreneurs interested in launching new social enterprises. More specifically, the SESI Platform intends to create opportunities for new collaborations between the IESE community and social entrepreneurs in search of help.

The third objective is to support social entrepreneurs who intend to pursue new innovative, high impact projects. In this sense, the SESI platform is interested in transferring capabilities and resources that can help transform great ideas into tangible initiatives.

The Social Entrepreneurship Network

The Social Entrepreneurship and Social Innovation Platform created the Social Entrepreneurship Network, which connects the IESE community (students, participants, alumni, academic and non-academic staff) with social enterprises that pursue social objectives consistent with IESE's values. It also gives social investors the opportunity to identify new social initiatives worthy of investment.

The Center for Globalization and Strategy

The Center for Globalization and Strategy aims to be an international benchmark for companies, universities, business schools and governments. It promotes the exchange of ideas in the area of globalization and international strategy.

The center's main objectives are to: 1) Develop a conceptual structure that will help companies to understand and manage the impact of globalization and develop strategies of internationalization; 2) generate and disseminate new knowledge in this field; and 3), develop new, high-quality teaching materials.

The center's two main academic partners are Kellogg School of Management and The Center for International Business Education and Research at Duke University's The Fuqua School of Business.

The International Center for Work and Family

The International Center for Work and Family (ICWF)'s mission is to promote Family Corporate Responsibility (FCR) in business, i.e. to promote leadership, culture and corporate policies that facilitate the integration of employees' work, family and personal life. The center's specific goals include:

- To promote an organizational culture focused on people
- To develop talent and leadership skills to create a business culture that facilitates the integration of work, family and personal life
- To create policies and practices of reconciliation and equal opportunities, through the flexibility and the development of FCR
- To improve the environments in which career paths are developed, so that people can have a balanced work, family and personal life
- To foster commitment and satisfaction of workers, increasing the competitiveness and sustainability of organizations
- To investigate, analyze and promote the professional advancement of women and the integration of different aspects of life to achieve their full development
- To encourage governments and other public institutions to develop regulations and policies aiming to facilitate FCR

IESE's International Advisory Board

The International Advisory Board assesses the evolving socioeconomic global context for business, as well as needs, emerging trends and innovation in the fields of management and leadership education. Comprised of prominent global business and public-sector leaders, the IAB is appointed by the Dean of IESE.



Principle 1

Purpose: *We will develop the capabilities of students to be future generators of sustainable value for business and society at large and to work for an inclusive and sustainable global economy.*

IESE PROGRAMS

Since the last PRME report, IESE has continued to expand and develop its programs, which encompass a wide range of learning experiences.

High demand from highly qualified applicants led to the launch of a fifth section in the school's flagship MBA program. This growth challenged the idea that the traditional two-year MBA program is in decline due to competition from different programs and providers. A total of 647 students were enrolled in the two-year, full-time MBA Program in 2016-2017.

In 2016-2017, 1,288 students participated in IESE's three MBA programs – the full-time MBA, the Executive MBA and the Global Executive MBA.

In our MBA programs, we have students from around 70 nationalities who are admitted without any discrimination of sex, race, religious background etc. and form thus an extremely diverse group of students. This program has an objective of increasing the number of women to improve gender diversity, without decreasing the quality of the students. Diversity fosters creativity and having so many nationalities in class helps our students to grow.

Students in the Doctoral program not only reflect 18 nationalities but also get international experience by going abroad as part of their doctoral education. They can spend from 3 months to one year of their research under the tutelage of well-known professors.

Our globalization approach, apart from class diversity as explained above, has different components. IESE's faculty has 110 full-time professors of whom about 58% are of Spanish origin and 42% from 26 different countries. The school has 17 women faculty members. This mix provides strong local roots and, at the same time, diverse international and academic backgrounds.

IESE's staff is considerably diverse. More than 15% of our staff in Barcelona and Madrid are non-Spanish and reflect 23 nationalities. Staff members at IESE's New York, Munich are also highly diverse.

The school's international character flows from the different nationalities on the campuses; programs and program sessions held in different countries and contact with companies located in diverse geographical locations.

MBA participants learn about the business environments of places such as São Paulo, New York, Shanghai and Nairobi through electives, internships, overseas modules and exchange programs. These learning experiences give students insights into different business practices and cultures, exposing them to local immersion via company visits, speakers and other types of intercultural contacts. In São Paulo and Nairobi, full time MBA students take part in hands-on projects in local companies. Therefore, a contribution is made to the development of these regions.



The Full-time MBA Program

The IESE MBA stands out for its global scope and its people-centered approach to general management based on ethical values. It helps participants gain deep management expertise, cultivate key capabilities and ethical attitudes, while developing as leaders. The program was founded in 1964 through support from Harvard Business School through the HBS-IESE Committee.

Current MBA courses that address responsible leadership in business include:

- Leading Organizations: Systems, Values & Ethics
- From Adam Smith to Pope Francis: What is Business For?
- Social Innovation and Social Entrepreneurship

Executive MBA

The Executive MBA program helps managers with an average of 10 years of work experience to develop the key executive abilities, knowledge and global vision of the business world that they need to manage companies. It is delivered over 18 months and is offered in Barcelona, Madrid, São Paulo and Munich.

Since the last update, a new Team Management Course has been launched. Consisting of two sessions per term (during the first year of the EMBA) and workshops, it aims to maximize learning within teams, improve the understanding of team dynamics and impart the tools necessary for conflict resolution. The international modules in Shanghai, New York and São Paulo are an inseparable part of the program and are highly valued by students.

The EMBA curriculum includes the course Business Ethics, which has five objectives: (i) provide the necessary conceptual foundations to frame the role of ethics in action, (ii) boost ethical sensitivity and moral dimension of business decisions, (iii) offer a series of tools to help decision-making, (iv) reflect on the meaning of the executive and the role of organizations in society and finally (v) propose a leadership model based on personal growth.

Global Executive MBA

The Global Executive MBA (GEMBA) is targeted toward senior international executives and is designed to deliver significant career impact and personal leadership growth. The program offers a unique collaborative learning experience that delivers a rounded development of advanced decision-making skills, along with an integrated, humanistic viewpoint of leadership and management of organizations with a specific focus on people, ethics and values.

Curriculum innovations since the last update include:

- Application of Design Principles
- New Elective Modules held in diverse global locations

The program is currently following a “GEMBA 2020 Roadmap,” created in 2016, to continually improve the learning experience and to deliver program learning outcomes that are relevant to participants, in alignment with IESE’s people-focused mission.

The Global Executive MBA curriculum includes the course, Business Ethics, which explores responsible leadership. Participants examine the relationship between financial and ethical drivers in decision-making, and analyze situations in which ethics plays, or should play, an important role in the decision-making process. They discuss the opportunities associated with the corporate social responsibility (CSR) movement and how to integrate CSR into organizational and strategic planning.

Alumni Learning Program

In 2016-2017, the Alumni Association introduced major innovations to its Alumni Learning Program, launched the new Alumni app, and boosted its career-support activities. The app for Android and iOS offers instant networking, personalized events notifications, a search facility for articles and e-conferences, and videos on demand.

The school’s Alumni Learning Program keeps IESE alumni up to date with the most relevant ideas in leadership and management and cultivates a dynamic forum for learning. Examples of sessions that have addressed responsible leadership since the last update include:

- Social Responsibility, Trust and Good Management
- Compliance: The Best Legal Form for a Social Enterprise
- The Red Cross in Afghanistan
- The Roots of Social Discontent: Reasons for Optimism

Focused Programs

IESE delivered 47 Focused Programs in 2016-2017 to 1,186 participants in Barcelona, Madrid, New York and Munich. Each was a short, intensive experience that tackled a specific issue facing companies and industries. The school extended its alliance agreements with two leading international institutions, Harvard Business School and the Michigan Ross School of Business.

IESE offers Focused Programs, which target the latest developments in specific sectors, as well as responsible leadership issues. A new program, “Social Responsibility, Compliance and Good governance: From Theory to Practice,” was introduced in 2016-2017.

Executive Education Programs

IESE’s Executive Education programs develop key leadership competencies and a global mindset among participants. The school offers both open general management programs and custom programs. Programs for general managers were delivered to 1,145 participants in 15 cities in Europe, North America, Asia and Latin America. Emphasis was placed on further improving the learning experience of participants and the impact of the programs. IESE retained and strengthened its international alliances with top business schools including Harvard Business School, Wharton and CEIBS.

To be more mobile, flexible and personalized, IESE continues to innovate in new learning methodologies. IESE’s programs are increasingly “blended,” combining online and in-classroom learning and different methodologies such as case discussion, coaching and project work. Blended programs are a step toward the goal of true “omni learning.” Omni learning builds on IESE’s unique discussion-based approach and leverages state-of-the-art solutions to improve the impact of learning experiences.

MOOC Portfolio

Since the last PRME update, IESE has expanded its MOOC portfolio, which address topics such as management foundations, globalization, and team management.

Future Perspectives

- To accommodate the new class size, the MBA program will continue expanding the offer of elective courses, which will include responsible leadership components.
- Following its mission, IESE will maintain its commitment to placing ethics and human values at the core of all its program offerings, as they expand and diversify.



Principle 2

Values: *We will incorporate into our academic activities and curricula the values of global social responsibility as portrayed in international initiatives such as the United Nations Global Compact.*

Social Impact

Corporate social responsibility (CSR) and social impact have always played a central role at IESE. This is reflected in the humanistic and ethical approach IESE takes towards business management, an approach which flows through all IESE's programs, activities and events, as well as in our organizational practices. In this way, the school expands its social impact by forming leaders who can positively influence society by creating more humane and efficient organizations.

In addition, IESE has a firm commitment to addressing and responding to today's pressing social challenges and works in several specific areas that foster social development and progress in different fields. Building upon this, the following activities should be highlighted:

Associated Business Schools

Working closely with local scholars and business leaders and often in cooperation with other business schools such as Harvard Business School, since 1967, IESE has taken on a key role in the founding or development of associated business schools around the world. While being at the core of this association, IESE has helped these schools grow independently so that they may have a significant positive impact on their local business environments. Currently, the network includes 15 associated business schools on four continents.

Africa Initiative

Under the umbrella of its Africa Initiative, which coordinates all related activities, IESE has helped found four business schools in Africa and plays an active role in developing African business leadership and education. The school offers an MBA overseas module in Africa, and participants in associated schools' Pan-African AMP & EMBA programs study a module on IESE's Barcelona campus. In addition, the IESE blog, "Africa from Africa," discusses business development in Africa, ranging from investing to talent management.

In the EMBA Panafrican module, African students participate in a week-long learning experience that includes a wide range of activities. These include academic sessions taught by IESE professors on topics such as world and European economics, leadership in multicultural environments, corporate governance

in developed economies and global strategy. The focus of these academic sessions is to emphasize differences between emerging and developed economies with the aim of providing African participants with best practices and pitfalls to be avoided. The module also includes visits to companies in diverse sectors, such as fashion, technology and heavy industry. Industries tend to be selected based on the participants' business interests. To complement their experience, African participants also engage during the week in experiential activities with IESE participants.

International Faculty Program

The International Faculty Program, established in 1991, is a unique 2-week program that covers essential aspects of business management teaching. The IFP prepares business school professors, who are based primarily at schools in emerging markets, to make outstanding contributions to their institutions through the development of critical teaching and leadership skills. Some 86 percent of participants are international, with 35 percent over the last five years coming from Africa. Participants from Africa frequently finance the course through scholarships.

Led by IESE Business School faculty members, the IFP includes participants from diverse countries to provide highly rewarding learning experiences. The program introduces young faculty to effective approaches to teaching and helps them identify their own strengths and areas for improvement. The program takes place at IESE Business School's Barcelona campus. After the two residential weeks of the program, participants have the opportunity to experience online teaching methodology.

The program is designed for Deans, Head of Academic Departments, Directors of Research Centers and Executive programs, researchers and PhD students with a clear vocation for teaching and institutional involvement.

Programs for Public Sector Management

IESE seeks to help strengthen social progress through educational initiatives designed for the public sector. Since the last update, IESE's Center for Public Leadership and Government (CPLG) continued providing programs to the public sector, achieving a deep impact in the public sphere and taking steps toward becoming a benchmark in the area of public leadership (government).

Women and Leadership

IESE currently has an academic chair, a research center, several Focused Programs and many initiatives, such as MBA clubs, focused on developing better practices in organizations to increase the number of women in leadership positions, and on promoting talented women in IESE's programs.

A new research chair has been created since the last update: The Carmina Roca and Rafael Pick-Aguilera Women and Leadership Chair. As the first chair of its kind in Europe, it intends to influence thinking and business culture decisively through a humanist paradigm that divulges and highlights the complementarity of women and men in business management. The Chair seeks to promote academic excellence in this field, recognized by the most respected women executives in the business world. Moreover, the chair will provide a forum for academics and executives where they can share best practices for the integration and advancement of women.

Research carried out by the chair will target a wide range of topics, proven and innovative, to help executives in the exploration and achievement of success in male and female leadership, comparing this with other executive styles, according to competencies and motives.

Future Perspectives

- Africa will continue to be a focal point for delivering management education and carrying out research, under the auspices of the school's Africa Initiative.
- Through the new Women and Leadership chair, IESE will broaden its efforts to enhance the development of female talent and give visibility to the feminine talent hidden on diverse levels of the organizational structure.



Principle 3

Method: *We will create educational frameworks, materials, processes and environment that enable effective learning experiences for responsible leadership.*

At IESE, our commitment to the PRME is reflected in many initiatives we carry out, which have a ripple effect throughout the school's community and the business world at large. In keeping with our mission, we seek to make a positive impact on society through programs and events, and as well as through efforts to disseminate research generated by our faculty members. Some examples of these are described below.

Annual Symposium of Business Ethics and Society organized by the Chair of Business Ethics

IESE's annual International Symposium of Ethics, Business and Society is a cornerstone of the school's focus on ethics and moral considerations in decision making in business. The most recent edition, held July 4-5, 2018, coincided with the 60th anniversary of the school. The theme for this memorable event was "The Meaning of Work in the Fourth Industrial Revolution."

The topic chosen for this edition is consistent with the original inspiration of IESE around the spiritual and human value of all kinds of work. The Symposium is an international and interdisciplinary academic event that aims at high standards of academic rigor and at a deep impact on responsible business practices.

Business Ethics is a unique academic field that, through multiple methodologies, aspires to contribute to addressing the challenges of the Fourth Industrial Revolution in an exceptional way. The conference featured papers on the current and future transformations of work and their social and moral implications (mainly in business organizations), from a wide range of scientific perspectives: philosophy and theology, empirical social sciences, law and regulation, humanistic studies such as history and the arts, among others. At the same time, speakers at the event reflected diverse disciplines and came from prestigious institutions all over the world.

Doing Good and Doing Well Conference

The Doing Good Doing Well (DGDW) is an annual conference entirely organized and run by IESE Business School students. The initiative began in 2001 when a group of students in the Responsible Business Club wanted to go beyond the classroom and beyond the case studies by inviting leading professionals and thought leaders to campus to engage with students.

Now it has become an annual tradition and has grown to the largest student-run conference in Europe. Each year, students pick a theme for the conference related to responsible business. This presents an opportunity to hear directly from professionals about the challenges and opportunities they experience on a day-to-day basis, and how their jobs and organizations are interconnected with society. The conference format is typically divided into keynote speeches, panel discussions, case competitions, workshops, career exchanges, and networking events, divided in 2 days.

In 2016, the Doing Good Doing Well conference focused on some of topical innovations that are changing the face of society and business. Under the theme, "Innovative Business Models That Create Meaningful Impact," the conference explores questions such as: how can business models engender a more responsible business culture? How does the sharing economy really make a positive social and environmental impact? Does the rise of impact investing provide social entrepreneurs with the right tools to start impact-driving businesses?

In 2017, the DGDW conference reached a significant milestone, celebrating its 15th edition. Bringing together 58 guest speakers in 20 sessions, the event focused on a powerful theme, "Purpose Beyond Profit."

Notably, the most recent edition of DGDW, held on February 27-28, 2018, centered on the UN's Sustainable Development Goals 2030. Organizers of the event stressed: "The UN's SDG's are unique in that they cover issues that affect us all. They reaffirm our international commitment to end poverty, permanently, everywhere. They are ambitious in making sure no one is left behind. More importantly, they involve us all to build a more sustainable, safer, and more prosperous planet for all humanity. Crucially, they also create new business opportunities that make adopting the SDG's a win-win for everyone. Together, we must accelerate towards these goals."

IESE Insight

IESE Insight is the school's knowledge portal and quarterly magazine, disseminating business research to practitioners around the world. Over 16,000 managers and scholars receive the online edition. The IESE Insight portal has 23,851 subscribers and has published more than 3,000 articles.

During the 2016-2017 academic year, the look and feel of the IESE Insight Portal was redesigned, aligning it with IESE's general design. This allowed for a more modern and dynamic presentation of the content, which is now also responsive and available in mobile formats.

Examples of Insight articles published since the last PRME report, with a focus on responsible leadership in business include:

- Caldart, Adrian; Carrera, Alejandro; Cornejo, Magdalena, "The Keys to Being an Effective Executive: The CEO Agenda"
- Elvira, Marta; Dávila, Anabella; Rodríguez-Lluesma; Carlos, "Can Local CSR Enhance Global Leadership?"
- Hafenbrädl, Sebastian; Waeger, Daniel, "Social Responsibility: Would Scrooge Really Change His Ways?"
- Hess, Edward D., "How Humility Can Outsmart the Smart Machines"
- Lago, Alejandro; Sieber, Sandra, "The Keys of the Collaborative Business Model: The Mechanisms That Matter"
- Pastor, Alfredo; Mercadal Dupree, Bartolomé, "Future-proofing Your Job From Robots: Technology & Employment"
- Rumus, Tommaso; Vaccaro, Antonino; Brusoni, S., "Collaborate Yes, But Think About It First"

Future Perspectives

- Through key events and initiatives, we expect to continue contributing to building a new vision of work that places the centrality of the human being at the core of the definition and practice of work.
- We will continue strengthening the dissemination of faculty research output through the diverse activities of IESE Publishing, including IESE Insight.



Principle 4

Research: We will engage in conceptual and empirical research that advances our understanding about the role, dynamics and impact of corporations in the creation of sustainable social, environmental and economic value.

Through its pioneering research and focused activities, IESE seeks new solutions to today's social and business issues and sets the agenda for opportunities of tomorrow. In 2016-2017, IESE faculty members wrote 68 articles that were published in refereed journals, 18 books and 102 case studies. Some highlights include the following:

Selected articles in Refereed Journals

Aranda, C., Arellano, J., and Dávila, A., "Organizational Learning in Target Setting," *Academy of Management Journal*, Vol. 60, No. 3, 2017, 1189-1211.

Argandoña, A., "Social Responsibility and Ethics in Organizational Management," *Medic: Methodology & Education for Clinical Innovation*, Vol. 24, No. 2, 2016, 13-19.

Arieli, I., Mueller-Frank, M., "Inferring Beliefs from Actions," *Games and Economic Behavior*, Vol. 102, 2017, 455-461.

Azar, J., Schmalz, M.C., "Common Ownership of Competitors Raises Antitrust Concerns," *Journal of European Competition Law & Practice*, Vol. 8, No. 5, 2017, 329-332.

Barazs, K. and Ubel, P., "Unhealthy Consumerism: The Challenge of Trading off Price and Quality in Healthcare", *Behavioural Public Policy*, Vol.2, Nº 1, 41-55, 2018.

Berrone, P., Gelabert, L., Rousseau, H., Massa-Saluzzo, F., "Understanding Community Dynamics in the Study of Grand Challenges: How Nonprofits, Institutional Actors, and the Community Fabric Interact to Influence Income Inequality," *Academy of Management Journal*, Vol. 59, No. 6, 2016, 1940-1964.

Berrone, P., Fosfuri, A., and Gelabert, L., "Does Greenwashing Pay Off? Understanding the Relationship Between Environmental Actions and Environmental Legitimacy," *Journal of Business Ethics*, Vol. 144, No. 2, 2017, 363-379.

Brusoni, S., Vaccaro, A., "Ethics, Technology and Organizational Innovation," *Journal of Business Ethics*, Vol. 143, No. 2, 2017, 223-226.

Costa-Font, J., Mas, N., "'Globesity'? The Effects of Globalization on Obesity and Caloric Intake," *Food Policy*, Vol. 64, 2016, 121-132.

Dávila, A., Rodríguez-Lluesma, C., and Elvira, M., "A Contextual View of Stakeholder Engagement: Insights from Multilatin Enterprise", *Journal of Business Ethics*, 2018.

Etzion, D., Gehman, J., Ferraro, F., Avidan, M., "Unleashing Sustainability Transformations Through Robust Action," *Journal of Cleaner Production*, Vol. 40, No. 1, 2017, 167-178.

Fontrodona, J., Ricart, J.E., and Berrone, P., "Ethical Challenges in Strategic Management: The 19th IESE International Symposium on Ethics, Business and Society", *Journal of Business Ethics*, 2018.

Kim, S., Las Heras, M., Escribano, P., "When Satisfaction with Work- Family Balance Pays," *International Business Research*, Vol. 9, No. 11, 2016, 178-188.

Las Heras, M., Van der Heijden, B., De Jong, J., and Rofcanin, Y., "'Handle with Care': The Mediating Role of Schedule I-Deals in the Relationship Between Supervisors' Own Caregiving," *Human Resource Management Journal*, Vol. 27, No. 3, 2017, 335-349.

Las Heras, M., Rofcanin, Y., Bal, P.M., and Stollberger, J., "How Do Flexibility I-Deals Relate to Work Performance? Exploring the Roles of Family Performance and Organizational Context", *Journal of Organizational Behavior*, Vol.38, Nº 8, 1280-1294, 2017.

Lavezzolo, S., Rodríguez-Lluesam, C., and Elvira, M., "National Culture and Financial Systems: The Conditional Role of Political Context", *Journal of Business Research*, Vol.85, Nº , 60-72, 2018.

McKee, RA., Lee, Y.T., Atwater, L., and Antonakis, J., "Effects of Personality and Gender on Self-Other Agreement in Ratings of Leadership", *Journal of Occupational and Organizational Psychology*, Vol., Nº , , 2018.

Melé, D., "Understanding Humanistic Management," *Humanistic Management Journal*, Vol. 1, No. 1, 2016, 33-55.

Mol, M., Stadler, C., Ariño, A., "Africa: The New Frontier for Global Strategy Scholars," *Global Strategy Journal*, Vol. 7, No. 1, 2017, 3-9.

Mongelli, L., Versari, P., Rullani, F., and Vaccaro, A., "Made in Carcere: Integral Human Development in Extreme Conditions", *Journal of Business Ethics*, 2018.

Quintana-García, C., Elvira, M., "The Effect of the External Labor Market on the Gender Pay Gap among Executives," *ILR Review*, Vol. 70, No. 1, 2017, 132-159.

Tommaso, R., Vaccaro, A., "Stakeholders Matter: How Social Enterprises Address Mission Drift," *Journal of Business Ethics*, Vol. 143, No. 2, 2017, 307-322.

Walls, J. and Berrone, P., "The Power of One to Make a Difference: How Informal and Formal CEO Power Affect Environmental Sustainability", *Journal of Business Ethics*, Vol.145, Nº 2, 293-308, 2017.

Yan, S., Ferraro, F., and Almandoz, J., "The Rise of Socially Responsible Investment Funds: The Paradoxical Role of the Financial Logic", *Administrative Science Quarterly*, 2018.

Zott, C. and Amit, R., "Business Model Innovation: How to Create Value in a Digital World," *GfK-Marketing Intelligence Review*, Vol. 9, No. 1, 2017, 19-23.

Selected Cases and Technical Notes

Calvo, Eduard; Lago, Alejandro; Sabrià, Frederic; Additive Manufacturing at Etnia Barcelona

Argandoña, Antonio; Money and Finance: Ethical Considerations, 2016

Rahnema Alavi, Ahmad; Alternative Cooking Fuels in Kenya: How Can Household Decision-making Be Impacted?, 2017

Rosenberg, M.; The New Age of Philanthropy and Sustainability, 2017

Rosenberg, Mike; Business and the Sustainable Development Goals, 2017

Rosenmöller, Magda; Mas, N.; Innovating Healthcare in the Basque Country: Moving to Chronic Care Management, 2016

Selected Books

Argandoña, Antonio (Ed.) "The Home: Multidisciplinary Reflections", Cheltenham, UK: Edward Elgar, 2018.

Ghemawat, Pankaj, "The New Global Road Map: Enduring Strategies for Turbulent Times", Harvard Business Review Press, 2018.

Stein, Guido, "And Now What?: A Guide to Leadership and Taking Charge in Your New Role", UK: Emerald Group Publishing Limited, 2017.

PhD Theses

2016-2017

Student	Thesis Title
José Abel DeFina	Private Equity Exits. Multi-Method Essays on Transaction Drivers, Performance Outcomes, Working Mechanisms, and Consequences
Anil Kumar	Essays on Real Estate Finance
Horacio Rousseau	Three Essays on the Role of Organizations and Communities in Promoting Social and Environmental Change
Stephen Smulowitz	Three Essays on Corporate Governance

2017-2018 (30th May)

Student	Thesis Director	Thesis Title
Nuno José Morgadinho Lopes	Elena Reutskaja / Mario Capizani	Choosing Together from a Large Assortment: An Investigation on Consumer Dyadic Decision.
Farah Yasmine Shakir	Yih-teen Lee	Amidst Darkness Light Persists: An Identity Approach Towards Managing Cultural Differences within International Business.
Pablo Escribano	Mireia Las Heras	Three Essays on the Antecedents of Supervisory Discretionary Behavior.
Daniela Lubatti	Massimo Maoret	On the Role of Intra-Organizational Networks In The Development of Technological Innovation.
Mahsa Memarian	Carles Vergara	Essays on Corporate Finance and Economies of Agglomeration.





Recent Awards

IESE faculty members are often the recipients of awards and recognitions highlighting their work in areas related to responsible leadership management. The following awards have recently been presented:

- Almandoz, J., 2016 IESE Research Excellence Award, awarded by the IESE Alumni Association for his article “When Experts Become Liabilities: Domain Experts on Boards and Organizational Failure,” co-authored with A.Tilcsik, published in *Academy of Management Journal*, Vol. 49, No 4, 2016, pages 1124 -1149.
- Antón, M., 2017 Oliver E Williamson Best Conference Award awarded by the Society for Institutional & Organizational Economics for the paper ‘Common Ownership, Competition, and Top Management Incentives’ co-authored with F. Ederer, M. Giné, and M. Schmalz.
- Antón, M., ranked as one of the 2017 Top 40 under 40 Business Professors by the popular business-school website Poets & Quants.
- Berrone, Pascual; 2017 IESE Research Excellence Award, 2018. awarded by the IESE Alumni Association for his article “Understanding Community Dynamics in the Study of Grand Challenges: How Nonprofits, Institutional Actors, and the Community Fabric Interact to Influence Income Inequality”, co-authored with L. Gelabert, F. Massa-Saluzzo, and H.E. Rousseau, published in *Academy of Management Journal*, Vol. 59.
- Berrone, P., ARCS 2017 Emerging Sustainability Scholar Award awarded by the Alliance for Research on Corporate Sustainability for the depth and impact of his research agenda.
- Berrone, P., 2017 Outstanding Book Award awarded by the Organizations & the Natural Environment Division (ONE) of the Academy of Management for his book “Green Lies: How Greenwashing Can Destroy a Company.”
- Berrone, P., Academy of Management Best Paper Proceedings 2017 for the paper titled “Creating Value for Others: The Role of Nonprofits in Improving Community Environmental Performance” co-authored with H. Rousseau, submitted for the 2017 Academy of Management Meeting taking place August 4-8 in Atlanta, U.S.A.
- Ferraro, F., 2017 Roland Calori Prize awarded bi-annually for the best article published in the journal *Organization Studies* over the previous two years. He received the prize for the article “Tackling Grand Challenges Pragmatically: Robust Action Revisited” coauthored with D. Etzion and J. Gehman.
- Giné, M., 2017 Oliver E Williamson Best Conference Award awarded by the Society for Institutional & Organizational Economics for the paper ‘Common Ownership, Competition, and Top Management Incentives’ co-authored with M. Antón, F. Ederer, and M. Schmalz.
- Gregory, R., 2016 AIS Early Career Award awarded by the Association for Information Systems for his promising work examining novel I.T. phenomena.
- Kyriakou, Harris; Best Associate Editor award at the Academy of Management Annual Meeting, 13/12/2017.
- Lago, Alejandro; 2017 IESE Research Excellence Award; awarded by the IESE Alumni Association for his course “Doing Business in Africa”. 01/2018.
- Maoret, M., recognized for extraordinary service to the editorial Board of *Organization Science* in 2016-2017.
- Nueno, J.L., Member of the Royal Academy of Doctors in recognition of his work in academia and business.
- Nueno, P., Lifetime Achievement Award, awarded by the China Club Spain, 2016.
- Reiche, S., Academy of Management Best Paper Proceedings 2017 for the paper titled “Affective, Cognitive and Behavioral Trajectories of Change Recipients in Global Organizations” (with T. Neeley & N. Overmeyer), submitted for the 2017 Academy of Management Meeting taking place August 4-8 in Atlanta, U.S.A.
- Reiche, S., Finalist for the 2016 International HR Scholarly Research Award, Academy of Management, for the paper “The Bridging Role of Expatriates and Inpatriates in Knowledge



Key Projects

Transfer in Multinational Corporations” (with A.-W. Harzing & M. Pudelko), published in Human Resource Management.

- Reiche, S., Best Reviewer Award 2016 for the Journal of World Business.
- Reiche, S., Selection of article for reprint. His article “Why and How Does Shared Language Affect Subsidiary Knowledge Inflows? A Social Identity Perspective” (with A.-W. Harzing & M. Pudelko), published in the Journal of International Business Studies in 2015, has been selected as one of nine articles to reprint from a total of 61 published between 1976 and 2016.
- Reutskaja, E., ranked as one of the 2017 Top 40 under 40 Business Professors by the popular business-school website Poets & Quants.
- Samila, S., Academy of Management Best Entrepreneurship Paper 2017 (OMT division) for his papers “Community and Capital in Entrepreneurship and Economic Growth” co-authored with O. Sorenson.
- Segarra, J. A., Member of the Royal Academy of Doctors in recognition of his work in academia and business.
- Tumbas, Sanja; ICIS 2017 Best Theory Development Paper Award, The International Conference on Information Systems has awarded our paper on “Digital Capabilities for Buffering Tensions of Structure, Space, and Time during Entrepreneurial Growth” with a Best Theory Development Paper Award; 15/12/2017.
- Weber, E., 2016 IESE Research Excellence Award, awarded by the IESE Alumni Association for his course “Management and Control Systems” (MBA).
- Vives, X., 2016 IESE Research Excellence Award, awarded by the IESE Alumni Association for his book “Competition and Stability in Banking: The Role of Regulation and Competition Policy,” published by Princeton University Press, 2016.

Since the last PRME update, IESE’s Center for Research on Health Innovation Management (CRHIM) has continued its close relationship with the healthcare industry. In collaboration with Abbvie, it led two projects that addressed the role of health-technology assessment in decision-making on pharmaceutical policy and improving the management of chronic disease. It also led a project with Sanofi, on innovative models for public procurement of medicines.

Furthermore, the IESE Women in Leadership (I-WIL) initiative, in partnership with Ordessa, published a report titled “Motherhood and Career Path,” looking at the barriers that hinder women’s progress in their family and professional environments.

Future Perspectives

- The school shall continue to foster research quality, while also providing support for increased publication impact.
- In alignment with the school’s goals, IESE will continue enhancing its PhD program, which is designed for students who are dedicated to academic research and seek careers in leading business schools and universities.

Principle 5

Partnership: *We will interact with managers of business corporations to extend our knowledge of their challenges in meeting social and environmental responsibilities and to explore jointly effective approaches to meeting these challenges.*

IESE isn't just a school of business; it's a school of people. Our shared values bring us together and our diversity makes us stronger. We commit ourselves to great goals and make great efforts to achieve them, adapting to new challenges but always guided by our lasting values.

To this end, IESE has 11 research centers and 25 chairs linked to an internationally recognized professor. Working directly with firms who sponsor these centers and chairs, the school is able to expand its knowledge of current issues and help identify practical, research-based solutions.

Leadership ethics and values are directly advanced through the Chair of Business Ethics; the Caixabank Chair of Corporate Social Responsibility and the Center for Business and Society (CBS). Three new research chairs were created at IESE in 2016-2017:

Joaquim Molins Figueras Chair of Strategic Alliances

The chair was created with a view to becoming a center of international relevance in the area of strategic alliances.

SEAT Innovation Chair

Its mission is to advance the frontiers of both research and management education in the area of innovation, with a focus on practical application.

Novartis Chair of Operational Excellence in Healthcare

The main aim of the chair is to promote excellence in operation management within the health sector.

IESE's Research Centers

- Center for Business in Society
- Center for Globalization and Strategy
- Center for Innovation Marketing and Strategy
- Center for International Finance
- Center for Public Leadership and Government
- Center for Research in Healthcare Innovation Management
- Entrepreneurship Innovation Center
- Institute for Media and Entertainment
- International Center for Logistics Research
- International Center for Work and Family
- Public-Private Sector Research Center

IESE's Research Chairs

- Abertis Chair of Regulation, Competition and Public
- Alcatel-Lucent Chair of Technology Management
- Anselmo Rubiralta Chair of Strategy and Globalization
- Banco Sabadell Chair of Emerging Markets
- Bertrán Foundation Chair of Entrepreneurship
- CaixaBank Chair of Corporate Social Responsibility
- Carl Schroeder Chair in Strategic Management
- Carmina Roca and Rafael Pich-Aguilera Women and Leadership Chair
- CELSA Chair of Competitiveness in Manufacturing
- Chair of Business Ethics
- Chair of Family-Owned Business
- Crèdit Andorrà Chair of Markets, Organizations and Humanism
- Eurest Chair of Excellence in Services

- Fuel Freedom Chair for Energy and Social Development
- Grupo Santander Chair of Financial Institutions and Corporate Governance
- Indra Chair of Digital Strategy
- Jaime Grego Chair in Healthcare Management
- Joaquim Molins Figueras Chair of Strategic Alliances
- José Felipe Bertrán Chair of Governance and Leadership in Public Administration
- Nissan Chair for Corporate Strategy and International Competitiveness
- PricewaterhouseCoopers Chair of Corporate Finance
- Puig Chair of Global Leadership Development
- Schneider Electric Sustainability and Business Strategy Chair
- Chair of Innovation
- SEAT Chair of Labor Relations

Selected Student Clubs

IESE students and faculty engage regularly with leaders in the business community through student clubs. These clubs include the following:

- **Responsible Business Club**
This club is to provide a means by which students can learn how businesses gain more through responsible practices, to help IESE students nurture responsible behavior in their studies and to apply this to their future careers.
- **Club Solidario**
This club consists of a team of IESE students who share the common purpose of promoting social and economic justice and access to resources by supporting projects locally and worldwide.

- **Energy Club**

This club seeks to provide a broad understanding of the challenges and opportunities available in the energy sector.

- **Asian Business Club**

This objective of this club is to develop and sustain an ongoing dynamic relationship with the Asian business environment, and serve as a platform for the exchange of ideas and long-term relationships among club members.

- **Latin American Business Club**

This club aims to provide members with access to information sessions involving guest speakers and networking opportunities with other members who have an interest in Latin American business.

Future Perspectives

- Through its new research chairs, IESE expects to bolster its impact on the creation of responsible and sustainable companies.
- Student clubs will continue to serve as a powerful conduit between MBA students and global business leaders through their ongoing activities.

Principle 6

Dialogue: *We will facilitate and support dialogue and debate among educators, business, government, consumers, media, civil society organizations and other interested groups and stakeholders on critical issues related to global social responsibility and sustainability.*

As IESE has developed as a school, it has increasingly expanded its global reach – forming lasting partnerships and collaborations with a wide range of stakeholders. In this way, it is well positioned to further PRME principles in multiple ways.

By working closely with other entities that are also committed to developing responsible leadership, IESE is able gain more momentum in furthering its own goal of promoting ethics and integrity in organizations.

Key highlights since the last report include:

- Strategic Management Society Meeting, IESE Munich, September 16, 2016
- 2016 EFMD Higher Education Research Conference, IESE Barcelona, October 10-11, 2016
- CRHIM-Genie-1st European Edition with EIT Health & IESE Business School, IESE Barcelona, October 24-26, 2016
- EDEN Doctoral Seminar, IESE Barcelona, November 21-25, 2016
- VII International Conference of Work and Family, IESE Barcelona, July 3-4, 2017
- I-WIL International Conference of Women and Leadership, IESE Barcelona, July 4-5, 2017

Leadership Programs for Public Sector Management

IESE's Center for Public Leadership and Government (CPLG) continued to provide programs in alliances with Harvard Kennedy School. These programs for the public sector are aimed at educating government officials in best-of-class management techniques, in order to contribute to economic growth. More than 100 people took part.

In 2016 and 2017, the center organized the Communication, Leadership and Campaign Management program in Madrid. The program delves into political leadership, communication skills and the analysis and planning of political campaigns.

Also since the last report, the center has offered the Program for the Evaluation of Public Policies and Social Programs in 2016 and 2017. This program focuses on the evaluation aspect, by applying the latest research methods, to measure the impact of programs or policies with a specific focus on the decision-making process of public administrators.

Drawing on the experiences of Dan Levy, professor at the Harvard Kennedy School of Government, one of the top-ranked schools in its category worldwide, the program examines the decisive influence of public policy evaluation instruments on the improvement of public administrations and social organizations.

Public leadership is also promoted through the José Bertrán Chair of Government and Leadership in Public Administration; the Public-Private Sector Research Center (PPSRC); and the Abertis Chair of Regulation, Competition and Public Policy.

Academic Appointments

IESE professors aim to make significant impact on the business community through their teaching and research efforts. They also have a tangible influence on the business environment by serving on editorial boards of international journals. Annex 1 and 2 provide a complete list of these appointments.

Future Perspectives

- IESE aims to continue taking strides in working with government executives to improve management practices and policy evaluation.
- The school will continue seeking new opportunities to host and take part in key international events that bring together academics and practitioners from other prestigious institutions.



Addendum Principle

We understand that our own organizational practices should serve as an example of the values and attitudes we convey to our students.

Healthy Work Environment

IESE pursues and reaches its goals by empowering its team members to reach their potential. It supports personal and professional development and fosters a spirit of service. And it does so in an environment of integrity that helps all employees to feel proud of working at IESE and motivated to carry out its mission.

Over 670 people of 47 nationalities work at IESE in teaching and nonteaching roles. Staff members represent 70 percent of the total and work in 11 different locations. Among IESE directors, 51 percent hold MBAs and 32 percent have completed an executive education program.

In 2016-2017, IESE's People Division carried out an extensive revision of competencies needed by IESE staff, identifying those most relevant to the current economic and professional environment.

IESE has obtained the Family Responsible Company certificate in recognition of its flexible work policies.

Sustainable use of resources

With sustainability as a critical priority, IESE is committed to the following four actions:

- Saving natural resources, and controlling pollution throughout its environment
- Identifying and evaluating the environmental effects of its activities
- Promoting energy efficiency in its activities and facilities
- Using the best available products and technologies to generate environmental improvements

IESE's environmental impact comes mainly from office energy use and travel. The school is optimizing the footprint of its facilities. It is also managing travel more efficiently and substituting some face-to-face meetings with videoconferencing or similar. As a result, emissions generated by travel fell eight percent in 2016-2017 alone.

Due to a significant reduction in consumption and the replacement of equipment, the school's carbon footprint has been reduced by 30 percent in the last five years – and 10 percent in 2016-2017.

Gender Equality Plan

IESE first drafted a Gender Equality Plan in 2010 and updated this in February 2018. IESE believes that people's development and welfare must be the cornerstone of all management practices. In today's globally connected business world, we consider that this fundamental principle is increasingly clear. The only path that brings true progress, since it offers a long-term benefit to society, is to put the person at the center of its priorities.

As a consequence of changing roles in the family environment, women's access to the job market, the difficulty in attracting and retaining talent, the growing diversity of the active population, among other factors, equal opportunities and balancing family, professional and personal life are becoming a necessity and strategic factor for business competitiveness.

Beyond mere regulatory compliance imposed by legislation, IESE Business School acknowledges, as a strategic goal, the development of work relations based on equal opportunity, non-discrimination and respect for diversity. As a means for achieving this goal, it encourages a favorable environment and provides measures for balancing personal and work life, in compliance with current legislation and following best practices.

In 2017, the school developed a formal, detailed protocol for handling sexual harassment in the workplace.

Volunteer and Charitable Initiatives

IESE provides ongoing support for a wide range of charitable initiatives throughout the academic year. Here are a selected few:

- **Clothing Drive.** Together with the MBA Club Solidario and Caritas, IESE carried out a 2-week campaign in 2017 to collect used clothing for needy individuals.
- **Etimoe and Makoré projects:** The projects Etimoe and Makoré respond to the enormous need for education of children in Ivory Coast.
- **Niger Foundation Hospital:** The Niger Foundation Hospital is a health center located in the southeast of Nigeria and carries out important mortality prevention work among children and pregnant women in the province of Enugu.
- **Kimlea:** The educational project Kimlea was launched with the objective of helping women and young girls who work on coffee and tea plantations in the region of Limuru, Kenya, in order to improve their quality of life.
- **Eastlands College of Technology Project:** The Eastlands College of Technology Project is an organization sponsored by Strathmore Educational Trust Initiatives and Educational Trust, whose main objective is to facilitate employment in Kenya.
- **Mary's Meals:** IESE alumni regularly contribute to this organization, which seeks to find simple solutions to the problem of world hunger.

In addition, IESE implements charitable campaigns following natural disasters, such as those in Japan and Chile in recent years. With the help of alumni living in those regions, IESE can quickly raise funds among the school's community that can be channeled to those in need.

IESE is proud to be ranked among the top 100 in the Merco Responsibility and Corporate Governance Ranking, 2018 (no. 76).

Future Perspectives

- Within the "Toward a Sustainable Campus" project, improvements will be carried out to reduce energy consumption, reduce CO2 emissions and, consequently, reduce IESE's carbon footprint. One of the key projects lies in the general plan for the adaptation of the south campus's climate facilities, of which only the last two phases are pending.
- The school will keep pursuing new avenues for helping the most needy in society through its many activities and initiatives.

Professor	Appointment	Journal
Argandoña, Antonio	Director of IESE Insight Review	IESE Insight Review
Argandoña, Antonio	Member of editorial board	Journal of Business Ethics
Argandoña, Antonio	Member of editorial board	Journal of International Business Education
Ariño, Africa	Associate Editor	Academy of Management Discoveries
Ariño, Africa	Associate Editor	European Management Review
Ariño, Africa	Associate Editor	Global Strategy Journal
Ariño, Africa	Member of editorial board	Journal of Management
Ariño, Africa	Member of editorial board	Journal of Management Studies
Ariño, Africa	Member of editorial board	Journal of Strategic Management Education
Ariño, Africa	Member of editorial board	Management Research: The Journal of the Iberoamerican Academy of Management
Ariño, Africa	Member of editorial board	Oxford Research Reviews: Business and Management
Ariño, Africa	Member of editorial board	Strategic Management Journal
Ariño, Africa	Member of editorial board	Academy of Management Discoveries
Berrone, Pascual	Associate Editor	"Organization and Environment" Journal
Berrone, Pascual	Associate Editor	Family Business Research
Berrone, Pascual	Member of editorial board	Family Business Review
Berrone, Pascual	Member of editorial board	Harvard Deusto Business Review
Berrone, Pascual	Member of editorial board	Journal of High Technology Management Research
Berrone, Pascual	Member of editorial board	Management Research: The Journal of the Iberoamerican Academy of Management
Berrone, Pascual	Member of editorial board	Organization and Environment Journal
Berrone, Pascual	Member of editorial board	Strategic Management Journal
Cassiman, Bruno	Member of editorial board	European Business Review
Cassiman, Bruno	Member of editorial board	European Management Review
Cassiman, Bruno	Member of editorial board	Journal of Industrial Economics
Cassiman, Bruno	Member of editorial board	Journal of the European Economic Association
Cassiman, Bruno	Section / Department Editor	Management Science

Academic Appointments

Cassiman, Bruno	Member of editorial board	Review of Economics and Business
Cassiman, Bruno	Co-Editor	Spanish Economic Review
Cassiman, Bruno	Member of editorial board	Strategic Organization
Dávila, Antonio	Member of editorial board	Accounting, Organizations and Society
Dávila, Antonio	Member of editorial board	Advances in Management Accounting
Dávila, Antonio	Member of editorial board	Contemporary Accounting Research
Dávila, Antonio	Member of editorial board	European Accounting Review
Dávila, Antonio	Member of editorial board	IESE Insight Review
Dávila, Antonio	Member of editorial board	Management Research: The Journal of the Iberoamerican Academy of Management
Dávila, Antonio	Member of editorial board	Sport, Business and Management
Elvira, Marta	Member of editorial board	Academy of Management Review
Elvira, Marta	Member of editorial board	Journal of World Business
Estrada, Javier	Associate Editor	Emerging Markets Review
Ferraro, Fabrizio	Member of editorial board	Academy of Management Discovery
Ferraro, Fabrizio	Member of editorial board	Academy of Management Review
Ferraro, Fabrizio	Member of the Extended Editorial Board	Economia & Management
Ferraro, Fabrizio	Associate Editor	European Management Review
Ferraro, Fabrizio	Member of editorial board	IESE Insight Review
Ferraro, Fabrizio	Co-Editor	Journal of Management & Governance
Garcia-Pont, Carlos	Member of editorial board	IESE Insight Review
Ghemawat, Pankaj	Member of editorial board	European Management Review
Ghemawat, Pankaj	Member of the senior editorial board	Global Strategy Journal
Ghemawat, Pankaj	Member of editorial board	Journal of International Business Education
Ghemawat, Pankaj	Section / Department Editor	Management Science
Ghemawat, Pankaj	Guest Associate Editor	Strategic Management Journal
Klueter, Thomas	Member of editorial board	Strategic Entrepreneurship Journal

Annex 1

Academic Appointments

Lee, Yih-teen	Member of editorial board	Advances in Global Leadership
Lee, Yih-teen	Member of editorial board	Journal of Management
Lee, Yih-teen	Member of editorial board	Journal of World Business
Lee, Yih-teen	Member of editorial board	Leadership Quarterly
Lee, Yih-teen	Member of editorial board	Revue économique et sociale
Liao, Yuan	Member of editorial board	Journal of International Business Studies
Maoret, Massimo	Member of editorial board	Organization Science
Martínez de Albeniz, Victor	Section / Department Editor	Management Science
Martínez de Albeniz, Victor	Associate Editor	Manufacturing and Services Operations Management (M&SOM)
Martínez de Albeniz, Victor	Senior Editor (Dpt. Retail Operations)	Production and Operations Management
Mele, Domenec	Member of editorial board	Corporate Governance: The International Journal of Business in Society
Mele, Domenec	Section / Department Editor	Journal of Business Ethics
Mele, Domenec	Member of editorial board	Philosophy of Management
Miller, Paddy	Editor	International Journal of Leadership Education
Moscoso, Philip G.	Member of editorial board	IESE Insight Review
Muñoz-Seca, Beatriz	Member of editorial board	IESE Insight Review
Ormazabal, Gaizka	Member of editorial board	Journal of Financial Reporting
Ormazabal, Gaizka	Member of editorial board	Spanish Journal of Finance and Accounting (Revista Española de Financiación y Contabilidad)
Peñalva, Fernando	Member of editorial board	European Accounting Review
Peñalva, Fernando	Associate Editor	Spanish Journal of Finance and Accounting (Revista Española de Financiación y Contabilidad)
Peñalva, Fernando	Member of editorial board	Spanish Journal of Finance and Accounting (Revista Española de Financiación y Contabilidad)
Quintanilla, Javier	Member of editorial board	Human Resource Management Journal
Quintanilla, Javier	Member of editorial board	IESE Insight Review
Raes, Anneloes	Member of editorial board	Small Group Research
Rahnema, Ahmad	Member of editorial board	Harvard Deusto Business Review

Academic Appointments

Rahnema, Ahmad	Editor	International Journal of Finance Education
Rahnema, Ahmad	Member of editorial board	International Review of Management
Reiche, B. Sebastian	Associate Editor	Human Resource Management Journal
Reiche, B. Sebastian	Member of editorial board	IESE Insight Review
Reiche, B. Sebastian	Member of editorial board	International Journal of Cross-Cultural Management
Reiche, B. Sebastian	Member of editorial board	International Journal of Human Resource Management
Reiche, B. Sebastian	Member of editorial board	Journal of International Business Studies
Reiche, B. Sebastian	Member of editorial board	Journal of World Business
Reiche, B. Sebastian	Member of editorial board	Journal of Management
Ricart, Joan Enric	Member of editorial board	Cuadernos Económicos del ICE
Ricart, Joan Enric	Member of Scientific Committee	Cuadernos Económicos del ICE
Ricart, Joan Enric	Member of editorial board	European Management Review
Ricart, Joan Enric	Member of editorial board	Harvard Deusto Business Review
Ricart, Joan Enric	Member of editorial board	IESE Insight Review
Ricart, Joan Enric	Member of the Scientific Committee	Journal of Management & Governance
Ricart, Joan Enric	Member of editorial board	Journal of Strategic Management Education
Ricart, Joan Enric	Member of editorial board	Management Research: The Journal of the Iberoamerican Academy of Management
Ricart, Joan Enric	Member of editorial advisory board	Journal of Business Models
Sieber, Sandra	Member of editorial board	International Review of Management
Stremersch, Stefan	Member of editorial board	AMS Review
Stremersch, Stefan	Member of editorial board	International Journal of Research in Marketing
Stremersch, Stefan	Member of the policy board	International Journal of Research in Marketing
Stremersch, Stefan	Editor in Chief	International Journal of Research in Marketing
Stremersch, Stefan	Member of editorial board	Journal of Marketing
Stremersch, Stefan	Member of editorial board	Journal of Marketing
Stremersch, Stefan	Member of editorial board	Journal of Marketing Research
Stremersch, Stefan	Member of editorial board	Marketing Science

Annex 1

Academic Appointments

Stremersch, Stefan	Member of editorial advisory board	Marketing ZFP - Journal of Research and Management
Suarez, José Luis	Member of editorial board	International Journal of Finance Education
Suarez, José Luis	Member of editorial board	International Review of Management
Tortoriello, Marco	Member of editorial board	Academy of Management Journal
Tortoriello, Marco	Member of editorial board	Academy of Management Review
Tortoriello, Marco	Member of editorial board	Organization Science
Vaccaro, Antonio	Member of editorial board	Asian Journal of Sustainability and Social Responsibility
Vaccaro, Antonio	Section / Department Editor	Journal of Business Ethics
Valentini, Giovanni	Member of editorial board	European Management Review
Valentini, Giovanni	Co-Editor	Industrial and Corporate Change
Valentini, Giovanni	Member of editorial board	Journal of Management
Valentini, Giovanni	Member of editorial board	Strategic Management Journal
Valor, Josep	Member of editorial board	Harvard Deusto Business Review
Vergara, Carles	Member of editorial board	IESE Insight Review
Villanueva, Julián	Member of editorial board	IESE Insight Review
Villanueva, Julián	Member of editorial board	International Journal of Research in Marketing
Vives, Xavier	Associate Editor	Economia Industrial
Vives, Xavier	Co-Editor	Journal of Economic Theory (JET)
Vives, Xavier	Member of editorial board	Journal of Economics and Management Strategy
Vives, Xavier	Associate Editor	Recherches Economiques de Louvain
Vroom, Govert	Member of editorial board	Journal of Management
Vroom, Govert	Member of editorial board	Strategic Management Journal
Vroom, Govert	Member of editorial board	Strategy Science
Zott, Christoph	Member of editorial board	Journal of Business Venturing
Zott, Christoph	Co-Editor	Strategic Entrepreneurship Journal
Zott, Christoph	Associate Editor	Strategic Entrepreneurship Journal
Zott, Christoph	Member of editorial board	Strategic Management Journal

Antón Sancho, Miguel	Research Associate of the Financial Markets Group (LSE)
Argandoña Rámiz, Antonio	Comité Científico del Markets, Culture and Ethics Center, Pontifical University of the Holy Cross
Argandoña Rámiz, Antonio	Member of the Advisory Board of Catalan Finance Institute (ICF)
Argandoña Rámiz, Antonio	President, Comité de Normativa y Ética Profesional, Colegio de Economistas de Catalunya
Argandoña Rámiz, Antonio	Comission on Corporate Social Responsibility and Anti-Corruption, International Chamber of Commerce, Paris
Argandoña Rámiz, Antonio	Member of the Scientific Committee of the Chair "Mission Leadership and Corporate Governance", Universidad Internacional de Cataluña
Ariño Martín, Africa	The "Strategy Process and Analytics" Theme Chair of Strategy Research Foundation
Ariño Martín, Africa	2014 Program Chair of 34th SMS Annual International Conference
Ariño Martín, Africa	Chair of the SMS Best Paper Prize Committee
Ariño Martín, Africa	Member of the "Journal Editor Succession" Task Force
Ariño Martín, Africa	Member of the Board of Directors of Strategic Management Society
Ariño Martín, Africa	Member of the Doctoral Support Taskforce of Strategy Research Foundation
Ariño Martín, Africa	Member of the Executive Committee of Business Policy and Strategy Division of the Academy of Management
Ariño Martín, Africa	Track Chair of the AOM Annual Meeting
Ariño Martín, Africa	Track Chair of the Strategic Management Society Annual Meeting
Ariño Martín, Africa	Strategic Management Society Fellow
Ariño Martín, Africa	Fellow International Academy of Management
Berrone, Pascual	2014 Associate Program Chair of the 34th SMS Annual International Conference
Berrone, Pascual	Vice-President of the Iberoamerican Academy of Management
Berrone, Pascual	Distinguished member of the Scientific Committee for the GRONEN Research Conference 2016
Berrone, Pascual	Scientific Evaluator of the Agencia Nacional de Evaluación y Prospectiva (ANEP)
Campa Fernández, José Manuel	Member of High-Level Expert Group of the European Commission to evaluate policy recommendations on structural reforms for the European Banking industry
Canals Margalef, Jordi	Advisory Board Member of ABIS
Canals Margalef, Jordi	Member of the Board of EFMD
Canals Margalef, Jordi	Fellow International Academy of Management

Cassiman, Bruno	Reserach Fellow, CEPS
Cassiman, Bruno	Panel Member ERC Starter Grants
Cassiman, Bruno	Panel Member ERC Starter Grants
Cassiman, Bruno	Panel Member ERC Advanced Grants
Cassiman, Bruno	Member of the Scientific Committee European Association for Research in Industrial Economics (EARIE)
Chinchilla Albiol, Nuria	Member of the VIP Advisory Board of the Women's International Networking
Chinchilla Albiol, Nuria	Member of the University Advisory Committee, Universidad Internacional de Cataluña
Elvira Rojo, Marta	Member of the Jury of the Premio Príncipe de Asturias de Ciencias Sociales
Fontrodona Felip, Joan	Member of Academic Board of ABIS
Fontrodona Felip, Joan	Member of the Board of Foretica
Fontrodona Felip, Joan	Member of the Scientific Committee of Universia Business Review
Fontrodona Felip, Joan	Member of the Executive Committee of the Spanish Network of the Global Compact
Ghemawat, Pankaj	Founding Chairman, PRISM (Practice and Research in Strategic Management) Foundation
Ghemawat, Pankaj	Chairman, Eminent Scholar selection committee
Ghemawat, Pankaj	Chairman, Strategy Research Foundation
Ghemawat, Pankaj	Member, AACSB Taskforce on the Globalization of Management Education
Ghemawat, Pankaj	Fellow International Academy of Management
Ghemawat, Pankaj	Member of the Working Group on Infrastructure Finance Stern School of Business
Giné, Mireia	Director of Wharton Research Data Services
Heukamp, Franz	Chair of the SPUDM 24 Conference
Lee, Yih-teen	Member of Membership Drive Committee
Lee, Yih-teen	Member of the Teaching Committee
Mas Canal, Núria	Member of the Advisory Committee for the Sustainability and Progress of the Healthcare System (CASoST) of the Catalan Government
Mas Canal, Núria	Honorary Member of the Asociación Española de Economía
Mas Canal, Núria	Vocal of the Asociación Española de Economía
Mele, Domenec	Member of the Scientific Committee of the Chair "Mission Leadership and Corporate Governance", Universidad Internacional de Cataluña

Other Appointments

Moszoro, Marian	Member of the Program Committee of the 17th Annual Conference of The International Society for New Institutional Economics
Nueno, Pedro	Fellow International Academy of Management
Ormazabal, Gaizka	Governance Committee of the American Accounting Association
Ormazabal, Gaizka	Research Associate, CEPR
Pastor, Alfredo	Fellow International Academy of Management
Peñalva Acedo, Fernando	Member of the Scientific Committee of the European Accounting Association Annual Conference
Peñalva Acedo, Fernando	Member of the Selection and Follow-up Committee of the AECA - Carlos Cubillo Accounting and Auditing Chair
Peñalva Acedo, Fernando	Member of the Expert Commission on Corporate Government established by the National Commission on Security Markets on behalf of the Cabinet on May 10, 2013
Pin Arboledas, José Ramón	Member of the Academic Business Committee at the Barna Business School
Prats Moreno, M ^a Julia	Member of the European Advisory Group on Entrepreneurship Education
Prats Moreno, M ^a Julia	Board Member of the Institut Català de Finances
Prats Moreno, M ^a Julia	Secretary of the Advisory Board, Fundación Promoción Social de la Cultura
Rahnema, Ahmad	President of the Spanish Financial Forum of London
Reiche, B. Sebastian	Member of Teaching Committee, International Management Division of the Academy of Management
Reiche, B. Sebastian	Permanent Chair of EIASM Workshop on International Management (previously EIASM Workshop on International Strategy and Cross-Cultural Management)
Reutskaja, Elena	Chair of the SPUDM 24 Conference
Reutskaja, Elena	Co-chair of the EACR 2013
Reutskaja, Elena	Member of Scientific Committee SPUDM 23 Conference
Ribera Segura, Jaume	Member of the Management Board of EIASM
Ribera Segura, Jaume	Member of General Assembly EIT Health, Spain
Ricart Costa, Joan Enric	Fellow at the European Academy of Management
Ricart Costa, Joan Enric	Fellow at the Strategic Management Society
Ricart Costa, Joan Enric	Fellow at the International Academy of Management
Ricart Costa, Joan Enric	Member of the Research Steering Committee of EFMD
Ricart Costa, Joan Enric	Vice President of Iberoamerican Academy of Management

Ricart Costa, Joan Enric	Member of the Board of the European Foundation for Cluster Excellence
Ricart Costa, Joan Enric	Member of World Economic Forum's Agenda Council on the Future of Cities
Roure Alomar, Juan	President of Spanish Association of Business Angels Network (AEBAN)
Stremersch, Stefan	ERIM Fellow
Stremersch, Stefan	Member of the ERIM Advisory Board
Stremersch, Stefan	Member of the Scientific Board of HOPE
Stremersch, Stefan	Tinbergen Institute Fellow
Tàpies Lloret, Josep	Fellow IFERA
Tàpies Lloret, Josep	Fellow International Academy of Management
Vaccaro, Antonino	Member of the Scientific Board, EBEN Portugal
Vaccaro, Antonino	Member of the Board of ERShub committee (Etica-Responsabilità, Sostenibilitat), LUISS University Rome
Vaccaro, Antonino	Director Scientific Board Center for Business Ethics, Catolica-Lisbon Business School, 2015-
Valentini, Giovanni	Member of the Awards Committee of the BOS (Business Policy & Strategy) Division, Academy of Management
Valentini, Giovanni	Representative at Large, "Knowledge & Innovation" Interest Group, Strategic Management Society
Valor Sabatier, Josep	Member of the Executive Committee of The Case Center (previously ECCH)
Vives Torrents, Xavier	Advisory Board of Nota d'Economia
Vives Torrents, Xavier	Member of the Alumni Advisory Board, Universitat Autònoma de Barcelona
Vives Torrents, Xavier	Member of the Board of Fundación de Economía Analítica, IAE-CSIC
Vives Torrents, Xavier	Member of the ERC Identification Committee
Vives Torrents, Xavier	Research Associate of ECGI
Vives Torrents, Xavier	Research Fellow, CESifo
Vives Torrents, Xavier	President of European Association for Research in Industrial Economics (EARIE)
Vives Torrents, Xavier	ECB Wim Duisenberg Fellow
Vives Torrents, Xavier	Numerary Member of the Philosophy and Social Sciences Section of the Institut d'Estudis Catalans
Vives Torrents, Xavier	President of the Spanish Economic Association
Vives Torrents, Xavier	Honorary Member of the Spanish Economic Association, 2010-

Other Appointments

Vives Torrents, Xavier	Member of Scientific Advisory Committee of CREI, Universitat Pompeu Fabra
Vives Torrents, Xavier	Member of the Economics, Business and Management Section of the Academia Europaea
Vives Torrents, Xavier	Research Fellow, CEPR
Vroom, Govert	Chair elect of the Strategic Management Society
Vroom, Govert	Member of the Academy of Management, Business Policy and Strategy Division, Research Committee
Vroom, Govert	Elected Member of the Executive Committee, Academy of Management, Business Policy and Strategy Division
Zott, Christoph	Past Chair, Business Policy & Strategy Division, Academy of Management
Zott, Christoph	Chair, Business Policy & Strategy Division, Academy of Management
Zott, Christoph	Chair-Elect, Business Policy & Strategy Division, Academy of Management
Zott, Christoph	Program Chair, Business Policy & Strategy Division, Academy of Management
Zott, Christoph	Associate Program Chair, Business Policy & Strategy Division, Academy of Management
Zott, Christoph	Chair, Entrepreneurship and Strategy Investment Group, Strategic Management Society
Zott, Christoph	Program Chair, Entrepreneurship and Strategy Investment Group, Strategic Management Society
Zott, Christoph	Associate Program Chair, Entrepreneurship and Strategy Investment Group, Strategic Management Society
Zott, Christoph	Associate Editor, ECIS Conference, Track "Business Models and Entrepreneurship Research in IS"
Zott, Christoph	Scientific Chair, ECIS Conference, Track "Business Models and Entrepreneurship Research in IS"

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