



## Simone DE COLLE

Ph.D. in Management and Business Ethics

Full Professor, Strategy and Sustainability

s.decolle@ieseg.fr

---

### EDUCATION

---

**2010** Ph.D. in Management and Business Ethics, University of Virginia, USA

### RESEARCH INTERESTS

---

Business Ethics, Stakeholder Theory

### PROFESSIONAL EXPERIENCE

---

#### ACADEMIC:

**2014 - Present** Associate Professor, Business Ethics & Strategy, IESEG School of Management, France

#### PROFESSIONAL:

**2000 - 2002** Business ethics Consultant, KMPG, United Kingdom

### COURSES TAUGHT

---

- Ethics, decision-making & innovation, Post graduate program
- Business ethics & corporate responsibility, Msc in accounting audit and control
- Developing a sustainability mindset, Executive mba
- Business ethics, Grande ecole (bachelor cycle)
- Business ethics for negotiation, Msc in negotiation for organisations
- Corporate social responsibility and sustainability, Grande ecole (master cycle)
- Sustainability management & reporting, Grande ecole (master cycle)
- Sustainability metrics, Executive mba

## **INTELLECTUAL CONTRIBUTIONS**

---

### **Papers in refereed journals**

---

#### **Published**

- De Colle S., Freeman E., Wicks A., (2024), Toward Humanistic Business Ethics, *Business & Society*, 63(3), pp. 542-571
- de Colle S., Karra N., (2024), Four Core Competencies toward the Circular Economy Insights from a Born- Sustainable Firm, *Journal of Business Venturing Insights*, 22(e00475), pp. 1-11
- De Colle S., Freeman E., (2019), UNETHICAL, NEUROTIC, OR BOTH? A PSYCHOANALYTIC ACCOUNT OF ETHICAL FAILURES WITHIN ORGANIZATIONS, *Business Ethics: A European Review*, 29(1), pp. 167-179
- De Colle S., Civera C., Casalegno C., (2018), Stakeholder Engagement through Empowerment: The case of Coffee Farmers, *Business Ethics: A European Review*, 2(2), pp. 156-174
- de Colle S., Fassin Y., Freeman R., (2017), Intra-stakeholder alliances in plant-closing decisions: a stakeholder theory approach, *Business Ethics: A European Review*, 26(2), pp. 97-111
- de Colle S., Freeman R., Parmar B., de Colle L., (2017), Practicing Human Dignity: Ethical Lessons from Commedia dell'Arte and Theatre, *Journal of Business Ethics*, 144(2), pp. 251-262
- De Colle S., Bennett A. M., (2014), State-induced, Strategic, or Toxic? An Ethical Analysis of Tax Avoidance Practices, *Business and Professional Ethics Journal*, 33(1), pp. 53-82
- De Colle S., Henriques A., Sarasvathy S., (2014), The Paradox of Corporate Social Responsibility Standards, *Journal of Business Ethics*, 125(2), pp. 177-191
- Arevalo J., Castello I., De Colle S., Lenssen G., Neumann K., Zollo M., (2011), Introduction to the special issue: integrating sustainability in business models, *Journal of Management Development*, 30(10), pp. 941-954
- Parmar B., Freeman E., Harrison J., Wicks A., Purnell L., De Colle S., (2010), Stakeholder Theory: The State of the Art, *Academy of Management Annals*, 4(1), pp. 404-445
- De Colle S., York J., (2009), Why Wine is not Glue? The Unresolved Problem of Negative Screening in Socially Responsible Investing, *Journal of Business Ethics*, 85(1), pp. 83-95
- De Colle S., Werhane P., (2008), Moral Motivation Across Ethical Theories: What Can We Learn for Designing Corporate Ethics Programs?, *Journal of Business Ethics*, 81(4), pp. 751-764

### **Papers in non-refereed journals**

---

#### **Published**

- De Colle S., O' Brolchain F., Gordijn B., (2018), "The Ethics of Smart Stadia: A Stakeholder Analysis of the Croke Park Project", *Science and Engineering Ethics*, 2018(XX), pp. 1-33

### **Communications in refereed conferences**

---

#### **International**

- De Colle S., (2023), *Symbolic surrogation? Investigating the relationship between UNGC membership and ESG performance* EBEN Annual Conference 2023, Rimini, Italy
- De Colle S., (2016), *The Ethics of Smart Stadia: A Stakeholder Theory Approach* EBEN Annual Research Conference, Palermo, Italy
- De Colle S., (2015), *Organisational Ethical Failures* 22nd Annual international Vincentian business ethics conference, New York City, USA
- De Colle S., (2015), *X-Romeo and the rotten balcony: how social entrepreneurs can turn organizational ethical failures into opportunities* 8th Annual Conference of the EuroMed Academy of Business, Verona, Italy

## Other conference and seminar presentations

---

### International

De Colle S., (2019), *the International Conference on CSR, Sustainability, Ethics and Governance*. the International Conference on CSR, Sustainability, Ethics and Governance. , Abu Dhabi, United Arab Emirates

De Colle S., (2019), *The Evolution of Business Ethics* University of Salzburg, Salzburg, Austria

De Colle S., (2018), *From Pinocchio to Responsible Leaders: Analyzing stakeholder relationships orientation from Implicit/Explicit to Residual/Integrated CSR models* 8th International Conference on Sustainability and Responsibility, Cologne, Germany

De Colle S., (2018), *Morally constructive non-conformity within organisations: a business ethics perspective* Pôle Universitaire Léonard de Vinci, Paris, paris , France

De Colle S., (2016), *Creating Ethical Business: Lessons from Stakeholder Theory* University of Salzburg - Invited lecture, Salzburg, Austria

De Colle S., (2016), *Ethical Leadership: Lessons from Commedia dell'Arte* IEDC - Bled Business School, Bled, Slovenia , Slovenia

De Colle S., (2016), *Plant-closing decisions and value creation: A Stakeholder approach* Research seminar for the Peter Löscher Chair of Business Ethics, Munich, Germany

De Colle S., (2015), *The Trouble with Shareholder Value Ideology: New Insights from Economics and Corporate Law* IESEG School of Management, Paris - 5th Annual CSR Research Days International Seminar, Paris, France

### National

De Colle S., (2018), *"What Does Ethics at Work Mean for Employees?"* Publication launch of the Ethics at Work 2018 Survey (France), IESEG School of Management, Paris, 4 December 2018., Paris, France

## Refereed proceedings

---

### Published

de Colle S., Venkataraman S., (2015), X-Romeos and the rotten balcony: How social Entrepreneurs can turn Organizational Ethical Failures into opportunities, in: D. Vrontis, Y. Weber, E. Tsoukatos(Eds.) in *Innovation, Entrepreneurship and Sustainable Value Chain in a Dynamic Environment*, EuroMed Press, pp. 2552-2554

## Books

---

### Published

Freeman E., Harrison J., Wicks A., Parmar B., De Colle S., (2010), *Stakeholder Theory. The State of The Art*, 978-0-521-19081-7, Cambridge University Press, Cambridge, 338 pages

## Chapters in books

---

### Published

Freeman E., Harrison J., Wicks A., Parmar B., De Colle S., (2023), The Problems That Stakeholder Theory Tries to Solve, in: Sergiy D. Dmytriyev, R. Edward Freeman(Eds.), *R. Edward Freeman's Selected Works on Stakeholder Theory and Business Ethics*, 978-3-031-04563-9, Springer, Cham, chapter 1, pp. 3-27

De Colle S., Freeman E., (2023), Unethical, Neurotic, or Both? A Psychoanalytic Account of Ethical Failures Within Organizations, in: Sergiy D. Dmytriyev, R. Edward Freeman(Eds.), *R. Edward Freeman's Selected Works on Stakeholder Theory and Business Ethics*, 978-3-031-04563-9, Springer, Cham, chapter 44, pp. 659-683

de Colle S., Freeman E., Parmar B., de Colle L., (2023), Practicing Human Dignity: Ethical Lessons from Commedia dell'Arte and Theater, in: Sergiy D. Dmytriyev, R. Edward Freeman(Eds.), *R. Edward Freeman's Selected Works on Stakeholder Theory and Business Ethics*, 978-3-031-04563-9, Springer, Cham, chapter 39, pp. 585-605

De Colle S., (2022), Movies and Business Ethics Training, in: Springer(Eds.), *Encyclopedia of Business and Professional Ethics*, 978-3-319-23514-1, Springer, Berlin, chapter 1, pp. 7

De Colle S., Scarpa F., (2021), Ethical Analysis of Tax Avoidance, in: Deborah Poff(Eds.), *Encyclopedia of Business and Professional Ethics*, na, Springer, Berlin, chapter na, pp. na

De Colle S., Fassin Y., Freeman R. E., (2017), When David beats Goliath: Two case-studies in the brewery sector, in: Ed Freeman, Johanna Kujala and Sybille Sachs(Eds.), *Stakeholder Engagement: Clinical Research Cases*, 978-3319627847, Springer, Berlin, chapter 14, pp. 311-338

De Colle S., (2006), CSR and Management Systems, in: Jose Allouche(Eds.), *Corporate Social Responsibility, Volume 1: Concept, Accountability and Reporting*, 1403944121, Palgrave Macmillan, Basingstoke, chapter 6, pp. 300

De Colle S., (2004), Die Systematik des Stakeholder Managements, in: Josef Wieland(Eds.), *Handbuch Werte Management*, 3-938017-06-6, Murmann Verlag, Hamburg, pp. 526-550

De Colle S., Sacconi L., Baldiini E., (2003), The Q-RES Project: The Quality of Social and Ethical Responsibility of Corporations, in: Josef Wieland(Eds.), *Standards and Audits for Ethics Management Systems*, 978-3-642-07292-5, Springer, Berlin, chapter 4, pp. 60-115

De Colle S., (2001), "La Responsabilità sociale dell'impresa e la teoria degli stakeholder, in: A. Chiesi; A. Martinelli(Eds.), *Il Bilancio Sociale*, 9788883631153, Il Sole 24 Ore Pirola, Milan, pp. 11-70

## **Research reports**

---

De Colle S., (2018), *National Partner's Comment*, Institute of Business Ethics, London, 6-8 pages

De Colle S., (2005), *Contributing to the convergence of CSR management standards in Italy, Germany, France and the UK by developing and promoting a common CSR framework, terminology and Management Tools*, LIUC University of Castellanza - EU Final Research Report, 121 pages

## **RESEARCH ACTIVITIES**

---

### **COMMITTEE CHAIR**

#### **Organizer of a workshop**

**2018 - 2018** Business Ethics - Conference at IESEG, IÉSEG School of Management, France