



## Guillaume MERCIER

**Ph.D., Management Sciences, Business ethics**

**Associate Professor, Strategy and Sustainability**

**Track Coordinator**

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### **EDUCATION**

- 2016** Ph.D., Management Sciences, Business ethics, ESCP Europe, France
- 2012** Research Master in Economy, Université Paris Ouest, France
- 2012** Research Master in Management, Ecole Nationale Supérieure des Mines, France
- 2003** Master in Management, ESSEC Business School, France
- 2003** Master in Political Sciences, IEP, France

### **RESEARCH INTERESTS**

Business Ethics, Ethics of Artificial Intelligence, Virtue ethics

### **PROFESSIONAL EXPERIENCE**

#### **ACADEMIC:**

- 2016 - Present** Assistant Professor, IÉSEG School of Management, France
- 2012 - 2016** Research Assistant, ESCP Europe, France

#### **PROFESSIONAL:**

- 2008 - 2012** Strategy Consultant, L.E.K. Consulting, Paris/London, France

### **COURSES TAUGHT**

- Business ethics, Executive mba
- Strategic analysis, Executive mba
- International business strategy & csr, Msc in international business
- Corporate strategy, Executive mba
- Business ethics, Grande école (bachelor cycle)

- Corporate social responsibility and sustainability, Grande école (master cycle)
- Fundamentals of strategy, Grande école (bachelor cycle)

## INTELLECTUAL CONTRIBUTIONS

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### Papers in refereed journals

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#### Published

Mercier G., Deslandes G., (2020), Formal and informal benevolence in a profit-oriented context, *Journal of Business Ethics*, 165(1), pp. 125-143

Bouilloud J.-P., Deslandes G., Mercier G., (2019), The Leader as Chief Truth Officer: The Ethical Responsibility of "Managing the Truth" in Organizations, *Journal of Business Ethics*, 157(1), pp. 1-13

Mercier G., (2017), Le cynisme organisationnel, un moindre mal? Le cas de violations d'un contrat psychologique, *Revue Française de Gestion*, 43(266), pp. 53-68

Mercier G., Deslandes G., (2017), There are no codes, only interpretations. Practical wisdom and hermeneutics in monastic organizations, *Journal of Business Ethics*, 145(4), pp. 781-794

#### Forthcoming

Frémeaux S., Mercier G., Grevin A., (2024), The Free riding Issue in Contemporary Organizations: Lessons from the Common Good Perspective, *Business Ethics Quarterly*, N/A(N/A), pp. N/A

### Communications in refereed conferences

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#### International

Mercier G., (2023), *Doing follows being': Toward an ontology-based practice of business ethics aiming at universal agreement*, 34th EBEN (European Business Ethics Network) Annual Conference, Rimini, Italy

Mercier G., (2023), *Human nature as a foundation for an extended universalism in business ethics practice and education*, 23d EURAM Annual Conference, Dublin, Ireland

Mercier G., (2023), *Power and knowledge in the human-AI interaction: a Foucauldian approach*, EBEN Research Conference, Paris, France

Mercier G., Deslandes G., (2017), *Can 'Pastoral Power' constitute a sustainable form of 'blended' leadership?* EBEN (European Business Ethics Network), Jyväskylä, Finland

Mercier G., Deslandes G., (2017), *Developing weak leadership for the good organization* 33rd EGOS Colloquium, Copenhagen, Denmark

Mercier G., (2016), *The power to serve: Leading for the common good* 32nd EGOS Colloquium, Naples, Italy

Mercier G., Deslandes G., (2016), *Servant leadership and virtue ethics: Fostering followers' ethical development and cooperation* 16th EURAM Annual Conference, Paris, France

Mercier G., (2014), *The concept of benevolence in business ethics: A typology* EBEN (European Business Ethics Network) Annual Conference, Berlin, Germany

Mercier G., Deslandes G., (2014), *A Rule for beginners: Fostering discernment instead of formal compliance when applying codes of ethics* 14th EURAM Annual Conference, Valencia, Spain

Mercier G., Deslandes G., (2014), *Code of ethics in atypical organizations: Revealing the virtue of practical wisdom* EBEN Annual Conference, Berlin, Germany

Mercier G., Théron C., (2014), *La bienveillance managériale à l'égard des collaborateurs: une approche attentionnelle* 25th AGRH (Association francophone de Gestion des Ressources Humaines) Convention, Chester, United Kingdom

Mercier G., Deslandes G., (2013), *Benevolence in uncommon organizations: A contribution to the common good theory* EBEN Annual Research Conference, Pamplona, Spain

## Other conference and seminar presentations

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### International

Mercier G., (2022), *Human Nature and Natural Goodness as a Universal Foundation for Ethical Debate and Teaching* 15th Annual Conference of the International Society for MacIntyrean Enquiry, Mugla, Turkey

Mercier G., (2021), *Pastoral power: leadership and the ethical exercise of power in organizations* AOM - Academy Of Management, Online, USA

### National

Mercier G., (2019), *Le leadership de l'abbé: un modèle pour les dirigeants d'entreprise?* Les monastères, source d'inspiration pour l'entreprise d'aujourd'hui (EBS-Collège des Bernardins), Paris, France

## Refereed proceedings

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### Published

Mercier G., (2021), *Pastoral Power: Leadership and the Ethical Exercise of Power in Organizations*, in: Academy Of Management Proceedings(Eds.) in *Religious Leaders and Entrepreneurs: Synthesizing Values-driven Leadership Approaches*, Academy of Management , New York

## Chapters in books

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### Published

Mercier G., Deslandes G., (2018), *Neuroscience (Ethical issues in)*, in: R. W. Kolb(Eds.), *Encyclopedia of Business Ethics and Society (2nd edition)*, 9781483381527, Sage Publishing, Thousand Oaks, CA, pp. 2469-2471

Mercier G., Deslandes G., (2016), *Ethique des vertus et leadership : de la phronesis à la mise en capacité*, in: Brasseur, M.(Eds.), *L'éthique et l'entreprise*, 978-2-343-08687-3, L'Harmattan, Paris, chapter 6, pp. 97-110

## GRANTS AND HONORS

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### Award

2014 Business & Society Best Paper Award, European Academy of Management (EURAM) Annual Conference, Spain

## PROFESSIONAL MEMBERSHIPS

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2015 GRACE (Groupe de Recherche Anthropologie Chrétienne et Entreprise)

EBEN - European Business Ethics Network

## RESEARCH ACTIVITIES

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### COMMITTEE CHAIR

#### Committee Member

2022 Member of the 'Conseil Supérieur' (High Council), Catholic University of Lille, France

2018 Member of the Pastoral Commission, Catholic University of Lille, France

#### Course Coordinator

**2022** Business ethics course (Bachelor), IÉSEG School of Management, France

**Head of a school project**

**2020** Coordinator of the ICOR Thesis Award, IÉSEG School of Management, France