



## Dr Estefania Amer

Estefania Amer Maistriau is a researcher and a lecturer in CSR and Management Strategy at the University of Lausanne. She holds a first PhD in Environmental Science from the University of Girona (Spain) and a second PhD in Economics from the University of Geneva. She also holds a Bachelor in Sociology and a Master in Socioeconomics. Her academic background, together with her work experience in the private sector, translate into a research approach that is characterized by interdisciplinarity and focuses on the socioeconomic mechanisms underlying the business self-regulation, as well as the potential and limits of CSR in terms of achieving long-term sustainability.





## Esther Bares

Esther has close to 10 years experience in corporate sustainability, human rights, international development and labour relations. With a background in international relations, she began her career in the non-for profit sector working on human rights and international trade and then moved to the Development and Humanitarian relief sector working on project monitoring at headquarters and in the field. Following this, she worked for a few years in labour relations, analysing industry trends and their impacts on employment as well as working on social dialogue. In 2011, she joined SGS managing sustainability projects and reporting across the company. At the end of 2014 she joined the Corporate Responsibility team of Novartis as Senior Reporting Manager.



## Dr Mark Esposito

Mark Esposito is an Instructor at **Harvard Extension School**, Division of Continuing Education and an Associate Professor in the department of People, Organizations and Society, at [Grenoble Graduate School of Business](#) in France and a [Senior Associate at the University of Cambridge Program in Sustainability Leadership](#), in the UK. At Harvard, Mark teaches Systems Thinking, Complexity Management & Modern Dilemmas for the Extension and Summer Schools and serves as Institutes Council Co-Leader, at the **Microeconomics of Competitiveness program (MOC)** at the [Institute of Strategy and Competitiveness](#), at Harvard Business School.

Mark is the Founding Director of the [Lab-Center for Competitiveness](#), a think tank affiliated with the MOC network of Professor Michael E. Porter at Harvard Business School, which purports to study competitiveness as a bottom up approach towards the creation of equality in society. Through the Lab-Center, Mark has worked extensively, on the topic of creation of prosperity and sustainable business practices within large and complex stakeholders constituencies. His Lab comprises today 12 renowned Fellows and a busy agenda of research activities, across industries and regions.

Mark consults in the area of Corporate Sustainability, Complexity and Competitiveness worldwide, including advising to the **United Nations Global Compact**, **National Banks** and the **NATO** through various Executive Development Programs. He acts as Vice-President of the Institute for Transformative Thought & Learning, a Phoenix based research think tank, dealing with transformational, human and organizational congruence issues.

He is a Research Fellow of the Center for Business and Sustainability at [Ashridge Business School](#) as well as Research Fellow at the **Institute of Competitiveness in India**. In 2012 he is being nominated for Young Global Leaders initiative at the **World Economic Forum**.

He is the author and co-author of 8 books, and his academic work appears regularly on the Academy of Management, as well as The Economist and Harvard Business Review. Grounded in both Humanities and Economics of Strategy, Mark has a B.A. and a M.A. in Human and Social Studies from the University of Turin in Italy, and a Doctorate in Business Strategy from the International School of Management in Paris, on a joint program with St. John's University in New York City. From 2009 to 2011, Mark has attended Post-Doctoral Education at the Harvard Business School, as well as at IMD in Switzerland.

In 2012, Mark Esposito was featured by the [Financial Times](#), as Professor of the Week, where he contributed with 3 terms to the lexicon of the FT.



## Margaret Flaherty

Margaret's 25-year career has focused on leading coalitions of multinational companies, "visible rivals", to be the voice of business on the sustainable development agenda. Her work centers on building business & trade associations that are impactful, influential and innovative.

She is currently a Professor at the Business School Lausanne, teaching business strategy and sustainability courses at both the Master's and undergraduate levels. She is also a faculty member at the De Tao Master's Academy in Shanghai, China and is a Senior Advisor to FSG's Share Value Initiative. Prior to her affiliations with FSG and BSL, she was Chief Operating Officer/Chief of Staff at the World Business Council for Sustainable Development (WBCSD), a Geneva-based business organisation she helped launch ~20 years ago.

Margaret is currently a member Abbott's (US pharmaceutical company) Corporate Citizenship Council. She has also served in a similar capacity for Caterpillar (USA), Areva (France), AccountAbility (UK) and the Business and Human Rights Council (UK). She has a M.Sc from Tufts University (Boston) and a Juris Doctorate from Northeastern University School of Law (Boston). She has also completed Executive Education Programs at both Massachusetts Institute of Technology (MIT) and Harvard Business School.



## Cornis van der Lugt

Cornis van der Lugt (PhD MBA / Stellenbosch, Paris) is Senior Research Fellow with the Centre for Corporate Governance in Africa (University of Stellenbosch Business School, South Africa), as well as Geneva-based consultant with over 20 years' experience in the sustainability field at international level. He was among others nominated expert representing the UN Global Compact in the ISO 26000 process (2004-2009), served on the Boundaries (2004), Reporting as Process (2005) and Materiality (2009) expert working groups of the GRI and often represented UNEP on GRI Stakeholder Council and Board meetings. More recently he was member of the SASB Financial Industry Working Group (2013) as well as the Sustainability Context Group (2014-2015). His work has included co-developing guidance for managers and benchmarking reports on good practices with partners such as SustainAbility, Standard & Poors, KPMG, World Resources Institute and AccountAbility. He was one of the contributing authors to the 'TEEB for Business' report (Earthscan 2011), the 'Green Economy Report' (UNEP 2011) and continues to contribute to recognised international research publications. He holds a PhD and Masters in Business Administration from the Haute Ecole de Commerce (HEC, Paris). He is also Senior Associate of BSD Consulting International (headquartered in Zurich), the GRI's biggest G4 certified training provider world-wide.





## Prof Valentina Mele

Professor of Public Management at the Public Management and Policy Division, SDA Bocconi School of Management. Associate Professor at the Department of Policy Analysis and Public Management, Bocconi University. Course responsible of Corporate Citizenship in the following programmes: Executive MBA, Global Executive MBA, MBA, Master in Public Management. She has been a visiting professor of Business-Government Relations at Fudan University (Shanghai) ESADE (Barcelona) and University of Geneva. She has worked as consultant for IT vendors, including IBM and Oracle; consultant on innovation and electronic government for public agencies, including the Italian Prime Minister Council and the OECD. She holds a Master in Public Administration and a PhD in Public Management. She has been a research fellow at the Center for Analysis on Risk and Regulation, London School of Economics and a Fulbright Scholar on Corporate Self-Regulation at the Earth Institute, Columbia University.



## Jonathan Normand

Jonathan Normand has started his career in multinational corporations for 15 years (banking and industry sectors) as risk and control manager. In 2010, he co-founded Codethic in 2010, a consulting firm that help all organizations harness the power of business to create positive change. Since 2014 he becomes the Switzerland Country Partner for B Lab Europe. B Corps are a new type of companies that use the power of business to solve social and environmental problems. B-corporation is a movement including more than 1400 companies. These are certified by the B Lab to meet rigorous standards of social and environmental performance, accountability, and transparency.

In June 2015 he co--found the Swiss crowdfunding Association and develop a hub for impact investing with Crowd lending platform and activist investors.

Early December 2015, he co-found and lead the presidency of the Swiss Impact Enterprise Association to act as a catalyst to develop Social Enterprise ecosystem.

Entrepreneurs and impact investors, he works closely with purpose driven leaders and start-ups in Switzerland and abroad.



## Dr Thomas Osburg

Dr. Thomas Osburg is the Director of the CircularKnowledge Institute, an International Research Think Tank and Strategic Advisory, based in Brussels and Munich. He is also a Partner at the Consulting Group KAIROS Partners, currently building up a Transfer Center for Social Innovation.

Until summer 2015, Thomas was *Director Europe Corporate Affairs and Innovation* at Intel Corp., responsible for the strategic planning, management and communication of all Social Innovation and CSR programs across Europe.

He is on the Board of Directors for *ABIS* (Academy of Business in Society) and was appointed into Scientific MBA Committees across Europe. Thomas is teaching MBA classes on *Technology and Innovation Management*, *Strategic Marketing*, *Social Innovation*, *Entrepreneurship* and *CSR* at leading universities in Europe. He has published two books on Social Innovation and CSR Marketing and written over 30 scientific contributions for leading European journals.





## Prof Dr Patrick O'Sullivan

With a PhD from European University Institute of Firenze and formerly a Senior Lecturer and MBA Programme Director at Cardiff University Business School, Patrick O'Sullivan was appointed as full Professor Grenoble Ecole de Management (GEM) in September 2006. From September 2009 to September 2012 he has been Head of Department of People Organisations and Society in GEM heading up a diverse team of colleagues across a range of disciplines including Organisational Behaviour, Human Resource Management, Economics, Politics and Ethics. He has extensive experience in teaching at all levels and in academic administration. His teaching specialities include Business Ethics, Critical Scientific Methodology, Political Economy of the European Union as well as Managerial Economics and in recent years he has developed a wide range of international teaching experience in these subjects having taught in UK (Cambridge University), Germany (Frankfurt University), Austria (Donau Universität Krems), Poland (Warsaw University), Finland (Aalto University), Nigeria (Lagos Business School), Georgia (Caucasus Business School) Thailand (Webster University) as well of course as France (GEM!) His research interests include Critical Scientific Methodology, Business Ethics, Political Economy of the EU, Transport Policy issues and System Timetabling/Planning, a field in which he has some consultancy experience. His publications include classic academic articles, case-studies, a methodological monograph (book) a custom textbook for Cardiff University and most recently he has been principal editor and written four chapters of an advanced textbook in Business Ethics: O'SULLIVAN P, SMITH M, ESPOSITO M (2012) "*Business Ethics: a critical approach integrating ethics across the Business World*" Routledge, London. Patrick is a native speaker of English, fluent in French and Italian and with a basic working knowledge of German. In addition to his academic interests he has business interests in real estate and in the past in aviation; and he has both played rugby as well as having considerable refereeing experience of rugby.





## Dr Bettina Palazzo

Bettina's expertise is drawn from more than twenty years of experience as a researcher, consultant, and lecturer in business ethics and CSR. She has pioneered and started the development of the business ethics practice at KPMG Germany in 1997. In her consulting work she is focusing on the gray areas of ethical dilemma situations and the psychological dynamics that lead to unethical behavior. She teaches at various Swiss universities where she enjoys bridging academic theory and practical application.



## Jonathan Schad

Jonathan Schad is a PhD student at the University of Geneva, Geneva School of Economics and Management. He is also a research associate at the Center for Organizational Excellence (CORE), University of St. Gallen. Jonathan's research concerns the management of competing organizational demands. He focuses on paradoxes arising from different stakeholders' value perceptions as well as on the philosophical roots of paradox research.

Before joining the University of Geneva, Jonathan has been working in international development and consulting. He holds graduate degrees with an interdisciplinary emphasis on business, philosophy, and political science.



## Bart Slob

Bart works actively with governments, public authorities, civil society organizations and companies to promote and ensure responsible business behaviour. From advising high-level personnel in one-to-one meetings to workshops with staff members of a government department, his message is the same – Organizations can be responsible at every stage of their value chain. Bart has analysed and mapped value chains in many countries, such as Pakistan, Ethiopia, India and Brazil.

For the Dutch Ministry of Foreign Affairs he worked on improving and upgrading the surgical and medical instruments sector in Pakistan, the flower sector in Ethiopia, and the wine sector in South Africa. Before working for the Dutch government, he did extensive research in the following sectors: coffee, textiles, garment and second-hand clothing, footwear, IT hardware, finance and tourism. Currently Bart works as an advisor on sustainable value chains at the Royal Tropical Institute (KIT) in the Netherlands.



## Dr Lea Stadtler

Lea Stadtler (PhD) is currently Research Fellow at the Geneva PPP Research Center, University of Geneva. Her research and teaching interests lie at the intersection of corporate social responsibility, organization theory, and cross-sector collaboration. From 2008 to 2012, Lea has been working as teaching and research assistant at the Chair of Organization & Management at the University of Geneva.

Lea's dissertation on designing public-private partnerships for development received the SIM Best Dissertation Award 2013 (Social Issue Management division of the Academy of Management) and the SNIS Award 2013 for the Best PhD Thesis in International Studies (Swiss Network for International Studies). Related papers have been published in the European Management Journal, M@n@gement, and the Journal of Corporate Citizenship. In addition, one of her most recent case studies, co-authored with Prof. Probst, has received the EFMD 2012 "Best of the Best Award."

As visiting researcher at INSEAD, Fontainebleau, and Boston College, Massachusetts, Lea has also been working on other case studies and publications related to cross-sector interaction and organization theory.

Lea graduated from the University of Bamberg in August 2008 with a Masters in European Business Administration. Before, she completed a two-year apprenticeship and formal education program in a German private bank in Hamburg.





## Enrique Torres

**Enrique Torres: B.Ec (Monash Univ.), M.Ed (Melbourne Univ.)**

Enrique Torres has worked in training and management positions for private, governmental and non-governmental organizations such as the Ministry of Education in Australia, the Mozambique Ministry of Education, Oxfam, Médecins Sans Frontières (MSF) and Global Reporting Initiative (GRI) over the last 20 years. He has worked in a variety of cultural contexts in Western and non-Western countries. In his previous positions, Enrique has also specialized in issues around organizational restructuring and project management. Enrique speaks English, Spanish, Portuguese and Dutch.

Enrique Torres was the GRI Learning Services Senior Manager for 6 years up to April 2014. He established and headed the GRI Certified Training Program that is offered by around 70 GRI Training Partner organizations in over 65 countries worldwide. Close to 20,000 participants have completed a GRI Training Course since its inception in 2008. He was also responsible for an international program to raise awareness and build capacity amongst SMEs and key suppliers of multinationals on sustainability reporting. His last task before finishing with GRI was to complete a booklet specific for SMEs on sustainability reporting using the GRI Guidelines, ('Ready to Report? Introducing sustainability reporting for SMEs'). While working for GRI, Enrique gave speeches, presentations and workshops in major international CSR events held in countries as varied as China, India, Malaysia, Mexico, Peru, Portugal, South Korea, Spain, Switzerland, Zambia, Zimbabwe and the United Kingdom. He now runs his own consultancy company providing sustainability related training services. His expertise is on the GRI methodology for using the G4 Guidelines for sustainability measurement and reporting. Since starting in May 2014, he has undertaken the following projects for a variety of clients worldwide; developed GRI G4 Training Course material specific for SMEs (to be used by GRI's Certified Training Partners), established accredited course material on CSR management and reporting, developed the content for a practical 'how to' handbook on sustainability reporting using the GRI G4 Guidelines and provided a number of interactive workshops on sustainability measurement and reporting.



## Dr Elizabeth Umlas

Dr. Umlas is an independent researcher and consultant with over 12 years of experience in the field of business and human rights. She teaches business and human rights in the masters program in political economy at the University of Fribourg, and currently serves as an advisor on capital stewardship to a global union federation. Her research interests include workplace rights and the rights of workers in global supply chains, and her recent publications have included several research papers for UN organizations and a book chapter on multinational corporations' use of private security (Cambridge University Press). She is a member of the Amnesty Business Group of Switzerland, and a co-founder of Sustainable Finance Geneva. Previously, Dr. Umlas was a senior research analyst in the field of socially responsible investment (SRI) research, specializing in human rights. She has also served as manager of policy research at Oxfam America and worked as a program officer and consultant for the Office of the UN High Commissioner for Refugees. She has a PhD in political science from Yale University and a bachelor's degree in Spanish from Harvard University. Originally from Boston, Dr. Umlas has lived in the Geneva area for many years.

