

## Organizational Behavior & Ethics

**ECTS** : 3

### **Description du contenu de l'enseignement :**

This course consists of 9 sessions.

The first session will introduce a comprehensive conceptual framework to think about organizational wrongdoing. They will be led by the teacher in charge of the course.

Over the following eight sessions, leaders from various sectors will share their experiences and reflections as invited speakers.

Friday, January 12 (8h30-11h45) – Normal organizational wrongdoing – Hortense de la Boutetière

Friday, January 19 (13h45-15h45) – Ethics and leadership – Speaker: Hélène Reltgen, Senior Partner, Egon Zehnder

Thursday, January 25 (17h15-18h45) – *To be defined*

Friday, February 2nd (13h45-15h45) – Sustainability and societal responsibility in the luxury sector – Speaker: Maria Solimene, VP Luxury, Invent CapGemini

Friday, February 9 (13h45-15h45) - Corporations' journey to inclusive business – Speaker: Simon Bossard, Partner, Hystra

Friday, February 16 (13h45-15h45) – Ethical questions in energy transition – Speaker: Xavier Barbaro, CEO, Neoen

Friday, February 23 (13h45-15h45) - Human Resources and Compliance in the financial sector - Speaker: Florence Lecoutre, Member of the Board of Management, in charge of Digital Transformation, Human Resources, Communication, Compliance and Sustainability, Allianz Trade

Friday, March 1st (13h45-15h45) - Ethical leadership in hypergrowing digital commerce start-ups – Speaker: Fanny Ponce, CEO, Smartbox

Thursday, March 7 (17h15-18h45) - Artificial intelligence and ethics – Speaker: Marie David, co-founder, Carbometrix; author of *Intelligence artificielle, La nouvelle barbarie* (Editions du Rocher, 2019)

### **Compétence à acquérir :**

How and why do ethical questions arise in the daily lives of people working in organizations? What can we learn from real-life examples of organizational ethical failures? How do contemporary leaders deal with ethical questions, in practice, across sectors?

These are some of the questions this course will explore.

The course aims at equipping students with concepts and references allowing them to identify ethical questions they will face in the context of their future professional lives, to apply critical thinking, and to determine their own behavior in a responsible way.

### **Mode de contrôle des connaissances :**

Presence at each session is required. Participation will be taken into account for 20% of the final grading.

An individual homework will account for the remaining 80% of the grading. Each student will be asked to choose one of the sessions and write a short essay (i) summarizing key ideas developed by the speaker and (ii) exposing the student's own reflections based on these ideas.

### **Bibliographie, lectures recommandées :**

Palmer, Donald (2013). *Normal Organizational Wrongdoing: A Critical Analysis of Theories of Misconduct in and by Organizations*. Oxford University Press

