



## Guillaume MERCIER

**Ph.D., Management Sciences, Business ethics**  
**Assistant Professor, Entrepreneurship, Innovation and Strategy**

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### **EDUCATION**

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- 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**

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Business Ethics, Ethical dimensions of collaboration and cooperation, Ethical forms and aspects of leadership and managerial work, HR/CSR policies and ethical culture, Personal ethical behaviors at work: virtues and emotions (benevolence, practical wisdom, trust, cynicism)

### **EMPLOYMENT EXPERIENCE**

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#### **ACADEMIC:**

- 2012 - 2016** Research Assistant, ESCP Europe, France

### **COURSES TAUGHT**

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- Business ethics, Grande ecole
- Business exploration, Grande ecole
- Corporate social responsibility and sustainability, Grande ecole
- Fundamentals of strategy, Grande ecole
- Human resources management
- Organisations & management

## **INTELLECTUAL CONTRIBUTIONS**

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### **Papers in refereed journals**

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#### **Published**

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**

Bouilloud J.-P., Deslandes G., Mercier G., (2017), The Leader as Chief Truth Officer: The Ethical Responsibility of "Managing the Truth" in Organizations, *Journal of Business Ethics*

### **Communications in refereed conferences**

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#### **International**

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

### **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

## **SCIENTIFIC PRIZES AND AWARDS**

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### **Award**

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