



Lucas AMARAL

Ph.D., Management Sciences

Associate Professor, Human Resource Management

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EDUCATION

- 2021** Ph.D., Management Sciences, King's College, United Kingdom
- 2013** Master, Science, Strategy and Sustainability, UFRRJ, Brazil
- 2011** Bachelor, Human Sciences and Sociology, Other, PUC Minas, Brazil

RESEARCH INTERESTS

Employees' evaluations of corporate actions, Institutional decoupling, Stigma management, Sustainability implementation

PROFESSIONAL EXPERIENCE

ACADEMIC:

- 2024 - Present** Associate Professor, IÉSEG School of Management, France
- 2021 - Present** Assistant Professor, IÉSEG School of Management, France
- 2017 - 2021** Teaching and Research Assistant, King's College, London, United Kingdom

PROFESSIONAL:

- 2013 - 2017** South America Region Responsible - Dealer Network Development, Volkswagen, Sao Paulo, Brazil
- 2010 - 2014** Associate Researcher, Fundacao Dom Cabral, Belo Horizonte, Brazil

COURSES TAUGHT

- People and organization management, Grande école (bachelor cycle)
- Change management for sustainability strategies, Grande école (bachelor cycle)

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

Lauriano L., Grimm J., Pradilla C. A., (2024), Navigating academia's stressful waters: Discussing the power of horizontal linkages for early-career researchers, *Business & Society*, 63(3), pp. 496-501

Salazar-Morales D., Rodriguez P., Lauriano L., (2024), Governing Schools in Times of Pandemic: A Set-Theoretical Analysis of the Role of Policy Capacities in School Closure, *Governance*, 37(4), pp. 1433-1463

Lauriano L., (2023), Gay employees on social media: Strategies to portray professionalism, *Journal of Computer-Mediated Communication*, 28(2), pp. 1-14

Lauriano L., Coacci T., (2023), Losing Control: The Uncertain Management of Concealable Stigmas When Work and Social Media Collide, *Academy of Management Journal*, 66(1), pp. 222-247

Lauriano L., Reinecke J., Etter M., (2022), When Aspirational Talk Backfires: The Role of Moral Judgement in Employees' Hypocrisy Interpretation, *Journal of Business Ethics*, 181(4), pp. 827-845

Lauriano L., (2020), Book Review: Labor Standards in International Supply Chains: Aligning Rights and Incentives, by Daniel Berliner, Anne Regan Greenleaf, Milli Lake, Margaret Levi, and Jennifer Noveck, *ILR Review*, 73(4), pp. 1024-1025

Lauriano L., Spitzeck H., Bueno J. H. D., (2014), The state of corporate citizenship in Brazil, *Corporate Governance: The International Journal of Business in Society*, 14(5), pp. 598-606

Forthcoming

Galleli B., Amaral L., (2025), Bridging institutional theory and social and environmental efforts in management: A review and research agenda, *Journal of Management*, 0(0), pp. 0

Communications in refereed conferences

International

Amaral L., Etter M., Lodge J., (2025), *Between targets and blockers: How backlash shapes destigmatization engagement in the workplace* PROS, Eretria, Greece

Cooper S., Lauriano L., (2023), *Avada Kedavra: Death of the Author through social-symbolic work in the Harry Potter fandom* 14th International Symposium on Process Organization Studies, Chania, Greece

Galleli B., Lauriano L., (2023), *When the institutional theory lens meets sustainability: bridging the gaps*. Academy of Management Annual Meeting, Boston, USA

Lauriano L., (2022), *The Micro-Foundations of Decoupling in Corporate Sustainability Implementation: The Politics of Organizational Silos* SMS 42nd Annual Conference, London, United Kingdom

Lauriano L., Cooper S., (2022), *I'm not racist, they're just Facebook jokes: how organizations deal with viral racist incidents*. AOM Annual Meeting, Seattle, USA

Lauriano L., Pongeluppe L., (2022), *The stakeholder capitalism: Organizations' capabilities promoting individuals' freedom* AOM Annual Meeting, Seattle, USA

Lauriano L. A., Reinecke J., Etter M., (2020), *Organisational Silos and Decoupling in Sustainability* Annual Meeting - Academy of Management, Online, USA

Lauriano L., Coacci T., (2020), *Managing Concealable Stigmas When the Online and Offline Worlds Collide* Academy of Management Annual Meeting, Vancouver, Canada

National

Amaral Lauriano L., Etter M., Jan Lodge J., (2024), *Stigmatized employees (dis)engagement in organizational destigmatization initiatives* AOM Annual Meeting, Chicago, USA

Cooper S., Amaral Lauriano L., (2024), *Avada Kedavra: Death of the Author through social-symbolic work in the Harry Potter fandom*. Second Workshop on Digital Data for Research in Organization Studies, London, United Kingdom

Yu H., Amaral Lauriano L., (2024), *Qualitative Research on Personally Relevant Grand Challenges: A Strategy to Synergize Scholarly Impact and Practical Impact* 40th EGOS Colloquium, Milan, Italy

Other conference and seminar presentations

International

Lauriano L., (2022), *I'm not racist, they're just Facebook jokes: how organizations deal with viral racist incidents*. PROS - Organizing on the Precipice: Process Studies in Extreme Contexts, Rhodes, Greece

National

Yu H., Amaral L., Zietsma C., (2025), *Visual aesthetics and attentional engagement to environmental crises: A double juxtaposition of near/ far and stunning/horrifying* 41st EGOS Colloquium, Athens, Greece

Amaral Lauriano L., Reinecke J., Etter M., (2024), *The Sound of Silent Sabotage: Reverberation of Breaking Silos in Integrative Practice Implementation* King's Business School, London, United Kingdom

Chapters in books

Published

Lauriano L., (2023), *The all-over-the-place academic: how to fit in an academic niche but also be free to pursue new and exciting research ideas.*, in: Robinson, Sarah; Bristow, Alexandra; Ratle, Olivier(Eds.), *Doing Academic Careers Differently*, 9781032212616, Routledge, London, chapter 1, pp. 23-28

Salazar-Morales D., Lauriano L., (2020), *A Typology of the Latin American Civil Servant: Patronage Appointee, Technocrat, Loyalist, or Careerist.*, in: Helen Sullivan, Helen Dickinson, Hayley Henderson(Eds.), *The Palgrave Handbook of the Public Servant*, 10.1007/978-3-030-03008-7_71-1, Palgrave-Macmillan, chapter 1, pp. 41-62

Research reports

Reinecke J., Donaghey J., Bocken N., Lauriano L., (2019), *Business Models and Labour Standards: Making the Connection*, Ethical Trading Initiative, 52 pages

GRANTS AND HONORS

Award

2023 Le Prix académique de la Recherche en Management, FNEGE, France

2022 Strategy Practice IG Best Impact Paper Winner, Strategic Management Society, United Kingdom

PROFESSIONAL MEMBERSHIPS

Academy of Management, USA

European Group of Organization Studies

IESEG Center for Organizational Responsibility, France

Strategic Management Society

EDITORIAL ACTIVITY

Member of the editorial board of an academic journal

Business & Society

Reviewer in an academic journal

- Academy of Management Review
- Business Ethics Quarterly
- M@n@gement
- Journal of Personnel Psychology
- Organization Studies
- Journal of Management Studies
- Corporate Governance

PROFESSIONAL SERVICE

Discussant in an academic conference

- 2024 Thinklist Event - School of Management - University of Bath, United Kingdom
- 2024 PDW - Let's Have an Honest Conversation about Failure, USA

Session chair in an academic conference

- SEMEAD 2024, Brazil

RESEARCH ACTIVITIES

COMMITTEE CHAIR

Course Coordinator

- 2024 People and Organization Management, IÉSEG School of Management, France