



**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

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### 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

## Communications in refereed conferences

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### International

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

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### 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**

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**

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### **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**

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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**

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### **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**

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Academy of Management, USA

European Group of Organization Studies

IESEG Center for Organizational Responsibility, France

Strategic Management Society

## **EDITORIAL ACTIVITY**

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### **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**

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### **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**

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### **COMMITTEE CHAIR**

#### **Course Coordinator**

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