



Susana ESPER

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EDUCATION

- 2018** Ph.D., in Administration, Management, HEC Montréal, Canada
- 2011** MSc in Public Administration , University of Buenos Aires - School of Economics, Argentina
- 2005** BA in Political Science, University of Buenos Aires - School of Social Sciences, Argentina

RESEARCH INTERESTS

Sustainable development and CSR, Strategy, organizational management theory

COURSES TAUGHT

- Interview methods, Grande ecole (bachelor cycle)
- Partnerships for grand challenges, Grande ecole (master cycle)
- Sustainability and business, Grande ecole (bachelor cycle)
- Strategy and innovation, Grande ecole (master cycle)
- Business game, Grande ecole (bachelor cycle)
- Change management in sustainability strategies, Grande ecole (master cycle)
- Strategic management

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

Esper S., de Bakker F., Heuvinck N., (2026), Between Strategy and Reality: Middle Managers' Responses to CSR Decoupling, *British Journal of Management*, 37(2026), pp. e70030

Esper S., Barin Cruz L., Gond J.-P., (2024), Engaging stakeholders during intergovernmental conflict: How political attributions shape stakeholder engagement, *Journal of Business Ethics*, 191(1), pp. 1-27

Esper S., Cabantous L., Barin-Cruz L., Gond J.-P., (2017), Supporting alternative organizations? Exploring scholars' involvement in the performativity of worker-recuperated enterprises, *Organization*, 24(5), pp. 671-699

Forthcoming

Maon F., Esper S., (2026), Undue societal domination: revisiting the Occupy Wall Street movement's legacy in questioning corporate power, *Management and Organizational History*, -(-), pp. -

Communications in refereed conferences

International

Maon F., Esper S., Swaen V., Lindgreen A., (2026), *Mainstreaming corporate sustainability: A 'quad-motor' dynamic conceptualization* EURAM 2026, Kistiansand, Norway

Montens D., Esper S., (2026), *Strategizing with Stakeholders: Building the Relational Foundations of Open Strategy* Academy of Management, Philadelphia, USA

Esper S., Birollo G., Castillo M., (2025), *A game in the middle: how sustainability managers gain voice without resources* EURAM - European Academy of Management, Florence, Italy

Esper S., Gond J.-P., (2025), *From political to geopolitical corporate social responsibility: Business amid intergovernmental conflict* EGOS, Athens, Greece

Esper S., Birollo G., Castillo M., de Bakker F., (2024), *How Stakeholders Infiltrate Open Climate Strategies* 84 th Academy of Management Annual Meeting, Chicago, USA

Esper S., de Bakker F., Heuvinck N., (2020), *"Dealing with Decoupling: CSR Managers' Motivations" paper to be presented in the Symposium "Overcoming the dichotomy in micro-level CSR research"*. The Academy of Management (AoM) Annual Conference, Vancouver, Canada

Esper S., de Bakker F., Heuvinck N., (2020), *"Overcoming cherry picking: How CSR managers cope with selective decoupling"* The European Group for Organization Studies (EGOS) colloquium, Hamburg, Germany

Esper S., Barin Cruz L., (2019), *Controversies around CSR and sustainable development: The role of stakeholders in the spiral of hypocrisy* 2019 Academy of Management Meeting, Boston, USA

Other conference and seminar presentations

International

Esper S., de Bakker F., Heuvinck N., (2020), *"CSR as 'empty actions': How CSR managers perceive and cope with decoupling"* 1. The conference of the International Association for Business and Society (IABS) 2020, Lisbon, Portugal

Refereed proceedings

Forthcoming

Esper S., Birollo G., Castillo M., de Bakker F., (2024), *How Stakeholders Infiltrate Open Climate Strategies*, in: Michelle Westermann-Behaylo(Eds.) in *Proceedings of the 2024 Academy of Management Meeting, Academy of Management , New York*

Esper S., Barin Cruz L., (2019), *Controversies around CSR and sustainable development: The role of stakeholders in the spiral of hypocrisy*, in: Academy of Management(Eds.) in *Proceedings of the 2019 Academy of Management Meeting, Academy of Management , New York*

Chapters in books

Published

Esper S., Gustavo Birollo G., Linda Rouleau L., (2021), Not dinosaurs but dynamos: the roles of middle managers in corporate social responsibility and sustainable development issues, in: Satu Teerikangas, Onkila, T., Koistinen, K., & Mäkelä, M(Eds.), *Edward Elgar Research Handbook of Sustainability Agency*, 978 1 78990 602 8, Edward Elgar Publishing, Cheltenham, chapter 4, pp. 62-74

GRANTS AND HONORS

Award

2019 Best Doctoral Dissertation Award, HEC Montréal, Canada