Susana ESPER

Ph.D., in Administration, Management

Assistant Professor, Strategy and Sustainability

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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

Maon F., Esper S., (2026), Undue societal domination: revisiting the Occupy Wall Street movement's legacy in questioning corporate power, *Management and Organizational History*, 21(3), pp. 248-276

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

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 ClimateStrategies* 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 InfiltrateOpen 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

Houndegnon J., Birollo G., Esper S., (2022), The role of project managers in corporate social responsibility and sustainable development, in: IGI Global(Eds.), *Promoting an Inclusive Organizational Culture for Entrepreneurial Sustainability, 9781668452165, IGI Global, Hershey, PA, chapter 6, pp. 395*

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

RESEARCH ACTIVITIES

COMMITTEE CHAIR

Co-Organizer of a workshop

2025 - 2025