BUSINESS ETHICS

Introduction

Why incredibly intelligent people do incredibly stupid things? What are the most frequent dynamics associated with corporate fraud and corruption? What should be done to avoid mobbing or discrimination in organizations? And how organizational crises can be prevented and eventually resolved?

On a more positive tone, how companies could create a culture that fosters personal and professional development? How do companies contribute to the development of societies where they operate? How do they contribute to alleviate the global problems and to promote a sustainable development? This course will address these questions through case discussions, lectures and the presentations of invited speakers.

Objectives

This course has three main objectives. First, analyzing in detail organizational dynamics associated with ethically problematic situations such as corruption, mobbing, sexual harassment, etc. Second, learning how to design effective policies to prevent and eventually manage the aforementioned ethically problematic situations. Third, developing a critical perspective of business activities, as well as managers' responsibility and liability.

Learning Outcomes

- Become familiar with tools and procedures to prevent, identify and resolve corporate fraud and crime in organizations
- Understanding the mutual relationship between financial, relational and ethical drivers in managerial decision making
- Become familiar with tools and procedures to prevent and resolve corporate crises and scandals
- Understanding the opportunities associated with the corporate social responsibility (CSR) movement and how to integrate CSR in organizational and strategic planning
- Create an effective CSR strategic planning process to successfully develop and implement a CSR package

- Understand a variety of strategic CSR planning tools
- Become familiar with creating deep destructive change in pursuit of dual economic and social value

Competences

This course intends to nurture a critical and alternative perspective of traditional managerial processes. Therefore, the competences I hope to nurture during this module are:

- Critical Thinking: instead of focusing on what to think, let focus on how to think!!!
- Attention to weak (but important) signals
- An holistic perspective of the managerial decision making process
- Analytical framing of situations traditionally considered as "soft management"

Content

This course is divided in two parts. During the first, we will discuss fundamental tools for addressing problematic situations such as corruption, fraud and corporate crises. During the second, we will explore how stakeholders' ethical expectations and responsibility issues can be effectively implemented and integrated in organizational systems and strategic planning processes.

Methodology

Most classes are taught through a series of cases and notes that represent real management decisions. Some classes are complemented with readings from prominent media resources, guest speakers and experimental exercises

Evaluation

Students will be evaluated in the following manner:

50 % Individual class participation
50 % Team final project

Professor's Biography

Professor Antonino Vaccaro
Associate Professor of Business Ethics

Professor Vaccaro is the Academic Director of the Center for Business in Society and an Associate Professor at IESE Business School where he teaches for the negotiation unit and for the department of business ethics. He also serves as the Director of IESE Social Entrepreneurship Network and as Academic Director in various IESE's custom programs for multinational companies and educational institutions.

Professor Vaccaro is an expert of corporate **fraud and corruption**. He has worked with the intelligence units of several police and military corps on issues related to national security, fight against terrorism and corporate espionage.

Professor Vaccaro has conducted consultancy and applied research projects for European governmental institutions, the United Nation (Global Compact) and for multinational companies such as Southern Company (US), Volkswagen (Germany), CNIM (France), Alpiq (Switzerland), Artsana Group (Italy), Alcoa (US), Alcoa Defense (US), REWE (Germany) Tecnoreef (Italy), etc.

His researches have been published in leading peer reviewed scientific journals such as the *Academy of Management Journal, Research Policy, Technological Forecasting and Social Change, Journal of Management Studies, Ethics and Information Technology, Journal of Business Ethics, The Information Society, etc.*

He is also member of European, North America and African companies and he provides in the context of international dispute resolution.