SOCIETY & ORGANIZATIONS INSTITUTE

Leading with Purpose for an Inclusive and Sustainable World
**S&O MISSION**

Our purpose is to reinvent business through promoting sustainability and unleashing human potential.

S&O is an interdisciplinary institute that brings together decision-makers, researchers, and professors to participate in the re-shaping of business and management, inside-out, through research, education, and action.

Its mission is to contribute to our understanding of contemporary challenges and support key stakeholders with a role to play in the social and ecological transition, including firms, investors, civil society, and regulators.

15 years
3 centers
1 impact lab
60 researchers & professors
7 active chairs
(11 chairs since 2009)
Our Approach

THINK, TEACH, ACT
for a Purposeful, Inclusive and Sustainable World
RESEARCH OF EXCELLENCE

Building on our experience with interdisciplinary research work and our international academic networks, we aim at raising HEC’s thought leadership and impact as the European School of reference for the study and dissemination of Purposeful Leadership and of Sustainability in Business.

Our research deeply contributes to defining the way business has to be reinvented.

The research and case studies undertaken by our faculty members radiate through the academic and business worlds, inspire policymakers as well as contribute to developing unique content for HEC students.

Develop new thinking on the way organizations can serve society, respect nature and unleash human potential.
S&O Expertise

Inclusive Economy
Purpose and Performance
Social Innovation
Decarbonation
Circular Economy
ESG Performance
Sustainable Operations
Tackling Poverty
Sustainable Energies
Climate and Business
Employee Engagement
Firm’s Raison d’Etre
Impact Finance
Smart City and the Common Good
Sustainable Business Transformation
A collection of impact reports

- 2020: Accelerating Researcher-Practitioner Collaborations in Sustainability Research
- 2022: Smart Cities: The Sustainable programs of six leading cities
What Gets Measured: Social Factor coverage in Corporate ESG frameworks

The dual effects of purpose on teams

Are we all equally sensitive to purpose in the workplace?

Approaches to Purposeful Leadership
A collection of case studies

We promote good practices through the publication of case studies

**Alenvi**: How a purposeful strategy combine profits and social impact?

**Best Buy**: How does purposeful leadership impact performance?

**Colas**: How to improve and digitalize carbon accounting at the service of a decarbonization strategy?

**Danone**: How can social innovation help a multinational company reinvent itself?

**Stanley Black & Decker**: How to define and anchor a company's purpose?

**Schneider Electric**: Pay-as-you-go solar home systems fund: How to reconcile profit motives with community needs?

**Veolia’s Eau du Grand Lyon**: How to orchestrate a social ecosystem in a community around water distribution?
We want our students to develop the required knowledge, know-how and soft skills to invent new ways of doing business, thereby creating positive impact for people, society and nature.

Our objective is to help current and future managers and leaders to be actors of positive change for society and the planet.
HEC students and participants are trained to act for sustainability and with purpose throughout their chosen career path.

25+ Programs

2000+ students trained per year

100%
Overview: HEC programs on Sustainability

Pre-Expérience program

L3: The purpose and Sustainability Track (Learning Expedition in Chamonix, hands-on experience, community service, planetary boundaries course, ...)
L3 Academies: Biodiversity, Circularity Economy
M1 Electives: Effective Team work, Find your purpose, Purpose Game
M2 Electives: Compagnionship for a Purposeful career, Smart cities
Major CEMS: Block seminar on inclusive and Social Business and Global Leadership seminar
MSc X-Entrepreneurs: Track Energy Transition
MSc Sustainability and Social Innovation: Track Intrapreneurship, Entrepreneurship, Research, Agro Paris Tech

Executive Education

Executive certificate LEAD Campus Sustainable Leadership in Africa
Executive Certificate: Innovation and Social Business, Energy, Entrepreneuriat dans les énergies nouvelles
Executive Online Certificate: Sustainable Transition Management
Executive Online Master: Innovation and Entrepreneurship
Custom Programs: Leadership and Sustainability

MBA and EMBA programs

MBA Specialization: Sustainability and Disruptive Innovation
EMBA Specialization: Inspire change in social business, Shape the future of energy
Creative Destruction Lab (CDL) on Climate Innovation

Summer Schools and MOOCs

Summer Schools: Innovation with purpose - Inclusive and social business strategies , Geopolitics, globalization and business strategy, Business and climate change
Medici Summer School: For Phd students in the management field
MOOCs:
Anticipating you next battle in business and beyond
Time to reorganize
Devenir entrepreneur du changement (Ticket for Change)
Become a change maker, build a career with purpose and impact
Inspirational international leaders

We invite outstanding speakers to share their vision and experience.

Esther Duflo - Nobel Prize in Economics

Emmanuel Faber - Chair of the International Sustainability Standards Board

Hubert Joly - Former Chairman and CEO of Best Buy

Alan Jope - CEO of Unilever

Christine Lagarde - President of the European Central Bank
We publish inspiring dialogs between researchers, decision-makers and students

A broader vision of business: Toward a new narrative. *Flammarion*, 2022
En Quête de Sens – un dialogue entre dirigeants et futurs dirigeants. *Dunod*, 2022
Le prix de nos valeurs, *Flammarion*, 2022
Individual and corporate donors

**S&O Institute Global Partner**

(Marieke Huysentruyt, Associate Professor of Strategy)

**Joly Family Chair**

followed by many individual donors

First HEC Endowed Chair in Purposeful Leadership
(Rodolphe Durand, Professor of Strategy)

Smart City and the Common Good Chair (Bertrand Quelin, Professor of Strategy)

Sustainability and Supply Chain Analytics Chair (Sam Aflaki, Professor of Operations Management)

Orchestrating Sustainable Business Transformation (Sebastian Becker, Associate Professor of Accounting)

Business Models on the Circular Economy (Daniel Halbheer, Associate Professor of Marketing)

Energy and Finance Chair (Jean-Michel Gauthier, Professor of Finance)

... and former partners since 2009: Danone, Engie, Renault, Sodexo and Veolia
A community of thought and action

Academic partners

HEC and student partners

Other partners, among whom

Social enterprises, among whom
THANK YOU

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