

# Manuel F. RAMIREZ

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+330769199338 — manuel.ramirez@grenoble-em.com

12 rue Pierre Sémard, Grenoble Ecole de Management, 38100, Grenoble, France

I am currently a doctoral student at Université Savoie Mont Blanc, IREGÉ and a Ph.D. candidate at Grenoble Ecole de Management (France). My current research interests include sustainability and CSR, climate change imaginaries, social movements, and researcher–practitioner collaborations. My teaching areas include sustainability and CSR, environmental ethics, organizational theory, and responsible leadership. Before studying the Ph.D., I worked for four years as instructor professor in the Industrial Engineering department at Universidad Austral de Chile. Before entering Academia, I developed my professional career in management consultancy and aeronautics, as well as founding a web-based startup.

## EDUCATION

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June 2023	Doctoral student - IAE Savoie Mont Blanc - Ecole Doctorale Cultures, Sociétés, Territoires (CST) - IREGÉ - Annecy - France
Apr 2023	Ph.D. (ABD) in Business Administration - People, Organizations, and Society Department - Grenoble Ecole de Management - Grenoble - France
2020	MPhil in Business Administration - People, Organizations, and Society Department - Grenoble Ecole de Management - Grenoble - France
2016	Teaching fellow (3 months) - Babson College - Boston - USA
2006	Bachelor in Engineering Sciences with a diploma in Industrial and Electrical Engineering (6-year program) - Pontificia Universidad Católica de Chile - Chile

## PROFESSIONAL APPOINTMENTS

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2014 – 2018	Instructor Professor - Industrial Engineering School - Universidad Austral de Chile - Valdivia - Chile
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## PUBLICATIONS

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### Refereed journal articles

**Ramirez, M. F. & Islam, G.** (in press). "Important for You to be There": Employee Activism and the Dialectics of Researcher–Practitioner Collaborations. *Human Resource Management Journal*. Advance online publication. <https://doi.org/10.1111/1748-8583.12474>. (Rank 4\* in the Academic Journal Guide (AJG, ex-Association of British Schools (ABS)))

### Book chapters

Manuel F. RAMIREZ  
manuel.ramirez@grenoble-em.com

Kim, P. H., **Ramirez, M. F.**, & Kotha, R. (2019). Avoiding Collaboration Stalemates in Technology Commercialization. In J. J. Reuer, S. F. Matusik, & J. Jones (Eds.), *The Oxford Handbook of Entrepreneurship and Collaboration*. Oxford University Press.

## Manuscripts in preparation

**Ramirez, M. F.** (planned submission: March 2023). Liberating creative imagination: How internal activists change organizational environmental imaginaries. *Manuscript in preparation for submission to Organization (AJG (ex-ABS) rank 3)*.

**Ramirez, M. F.** (planned submission: June 2023). Mazes within mazes: How the United Nations COPs block new global climate change imaginaries. *Manuscript in preparation for submission to Journal of Business Ethics (AJG (ex-ABS) rank 3)*.

Barros M., Islam G., **Ramirez, M. F.** (planned submission: September 2023). Strategic displacement: Redistributing the sensible in independent online news. *Manuscript in preparation for submission to Organization studies (AJG (ex-ABS) rank 4)*.

**Ramirez, M. F.** & Revet, K. (planned submission: December 2023). "I'm a hypocrite, basically": The impact of ambivalent control mechanisms on work meaningfulness. *Manuscript in preparation for submission to Academy of Management Learning & Education (AJG (ex-ABS) rank 4\*)*.

**Ramirez, M. F.** & Islam, G. (planned submission: 2024). "I am the Socratic Gadfly": How sustainability managers construct climate change imaginaries through Imaginary Work. *Manuscript in preparation for submission to Organization Studies (AJG (ex-ABS) rank 4)*.

**Ramirez, M. F.** (planned submission: 2024). Foiling, forcing, flattening, and faking: The modern corporation's way of achieving non-duality. *Manuscript in preparation for submission to Organization (AJG (ex-ABS) rank 3)*.

**Ramirez, M. F.** & Islam, G. (planned submission: 2024). Friction: Subverting capitalist empty signifiers to counter the environmental crisis. *Manuscript in preparation for submission to Organization (AJG (ex-ABS) rank 3)*.

## Other publications

Lindebaum, D. & **Ramirez, M. F.** (2023). 'Negative' Resource Review. *Academy of Management Learning & Education*.

Lindebaum, D. & **Ramirez, M. F.** (2020). Management researchers and firm managers need to talk more with each other. *LSE Business Review*.

## AWARDS & HONORS

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2020                      Finalist in the "That's Interesting!" award - EGOS 2020 - Hamburg.

2014 – 2016              Obtained "Distinguished" student's evaluation (3,8/4) at the Faculty of Engineering Sciences, Universidad Austral de Chile.

## **GRANTS & FELLOWSHIPS**

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2017	“Entrepreneurship Weekend” - FIC-R 16-14 Competitiveness Innovation Fund, Región de los Ríos, Chile - Universidad Austral de Chile - 95.000 €.
2017	“Engineering 2030” - National Agency for Innovation and Development, Chile - Universidad Austral de Chile - 4.000.000 €.
2016	Babson’s Teaching Fellows Program - Banco de Chile - Universidad Austral de Chile.
2016	Innovation in education fund - Universidad Austral de Chile - 2.000 €

## **INVITED TALKS**

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2020	Démêler le nœud gordien – Comment agir ensemble dans l’enseignement supérieur pour le climat et un monde soutenable ? Presentation at Séminaire CIRSES 2020, Grenoble, France.
2017	The entrepreneur of the future. Talk presented at the Industrial Engineering Week. Universidad San Sebastián, Valdivia, Chile.
2017	Why are we here? Commencement speech for the 2017 undergraduate students. Universidad Austral de Chile, Valdivia, Chile.

## **CONFERENCE PARTICIPATION**

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**Ramirez, M. F. & Mielly, M.** (planned for 2023). A colorful bright future? How countries and NGOs present climate imaginaries at the UN COPs. Planned submission to the 16th Annual Ethnography Symposium.

**Ramirez, M. F.** (2022). Mazes within mazes: How the United Nations COPs block new global climate change imaginaries. Presented at EGOS 2022 - Vienna.

**Ramirez, M. F.** (2022). Foiling, forcing, flattening, and faking: The modern corporation’s way of achieving non-duality. Presented at EGOS 2022 - Vienna.

**Ramirez, M. F.** (2021). Liberating creative imagination: How internal activists change organizational environmental imaginaries. Presented at EGOS 2021 - Amsterdam.

**Ramirez, M. F. & Islam, G.** (2021). Friction: Subverting capitalist empty signifiers to counter the environmental crisis. Presented at EGOS 2021 - Amsterdam.

**Ramirez, M. F. & Islam, G.** (2020). "I am the Socratic Gadfly": How sustainability managers construct climate change imaginaries through Imaginary Work. Presented at EGOS 2020 - Hamburg.

**Ramirez, M. F. & Revet, K. (2020).** "I'm a hypocrite, basically": The impact of ambivalent control mechanisms on work meaningfulness. *Manuscript in preparation*. Presented by Revet, K. at EGOS 2020 - Hamburg.

## **TEACHING EXPERIENCE**

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### **Grenoble Ecole de Management, Grenoble, France**

#### **Graduate and Post-Graduate – Instructor (Evaluation: 1 = poor, 5 = excellent)**

Responsible Leadership – Programme Grande Ecole (Spring 2020–2022) (Evaluation: 4.1)

How to navigate the Ph.D. experience (Fall 2022)

Working out the PhD workshop (Fall 2019–2021)

#### **Undergraduate – Instructor (Evaluation: 1 = poor, 5 = excellent)**

Ethical Dimensions of International Business (Fall 2021–2022) (Evaluation: 4.1)

Sustainability, Innovation and Management (Hybrid course) (Spring 2023)

### **Universidad Austral de Chile, Valdivia, Chile**

#### **Undergraduate - Instructor**

Creativity and Innovation Workshop (Fall 2017)

Entrepreneurship Workshop (Spring 2014–2015)

Introduction to Industrial Engineering (Fall 2015–2017)

Macroeconomy (Spring 2015)

Microeconomy (Fall 2015)

Organizational Theory (Spring 2014–2015)

Study Techniques (Fall 2015–2016)

## **TEACHING AREAS**

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Sustainability and CSR

Environmental ethics

Qualitative research methods

Organizational theory

Responsible leadership

## **EXTRA TRAINING**

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Spring 2022

Reflexive and Creative Methodology - Lund University - Sweden

Spring 2022

Critical Management Studies - Lund University - Sweden

## **SERVICE TO PROFESSION**

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### **Reviewer for an academic journal**

Academy of Management Learning and Education (AJG (ex-ABS) rank 4\*) (Since 2020)

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Business Ethics, the Environment & Responsibility (AJG (ex-ABS) rank 2) (Since 2022)  
Journal of Business Ethics (AJG (ex-ABS) rank 3) (Since 2019)  
Organization (AJG (ex-ABS) rank 3) (Since 2020)

## **UNIVERSITY SERVICE**

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2017 Innovation and Entrepreneurship Office Director - Faculty of Engineering -  
Universidad Austral de Chile

## **NON-ACADEMIC WORK**

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2012 – 2014 Network Planning Innovation Director - LATAM Airlines - Chile  
2011 – 2012 Management consultant - Virtus Partners - Chile  
2010 – 2011 Founder and CEO - Discants.com - Chile  
2007 – 2009 Management consultant - Virtus Partners - Chile

## **LANGUAGES**

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Spanish: Native  
English: Fluent (TOEFL: 114/120)  
French: Good (B2)  
Portuguese: Basic

## **PROFESSIONAL MEMBERSHIPS**

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European Group for Organizational Studies (EGOS) - Since 2020

## **REFERENCES**

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**Marcos BARROS, Full Professor**  
Department of People, Organization, and Society  
Grenoble Ecole de Management  
+33 4 56 80 68 61, marcos.barros@grenoble-em.com

**Thibault DAUDIGEOS, Full Professor**  
Department of People, Organizations, and Society  
Grenoble Ecole de Management  
+33 4 76 70 65 40, thibault.daudigeos@grenoble-em.com

**Gazi ISLAM, Full Professor**  
Department of People, Organizations, and Society  
Grenoble Ecole de Management  
+33 4 76 70 62 53, gazi.islam@grenoble-em.com

**Michelle MIELLY, Associate Professor**  
Department of People, Organization, and Society  
Grenoble Ecole de Management  
+33 4 76 70 62 99, [michelle.mielly@grenoble-em.com](mailto:michelle.mielly@grenoble-em.com)