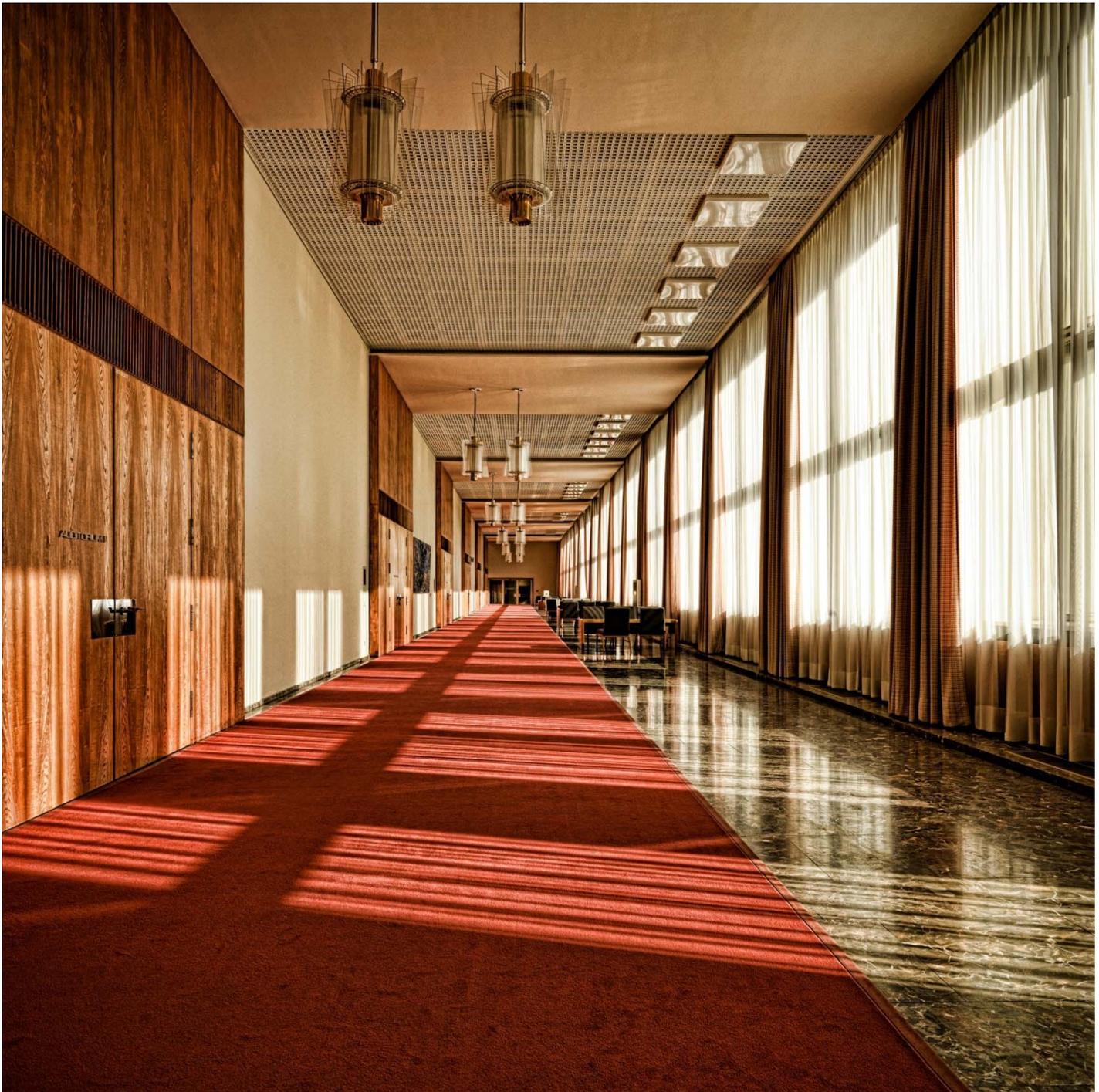


PRME Principles for Responsible
Management Education

Sharing Information on Progress (SIP) Report 2014



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1. Renewal of commitment to PRME

ESMT European School of Management and Technology renews its sustained commitment to the six Principles for Responsible Management Education. We will continue to report on progress and share effective practices with other academic institutions therefore contributing to a more responsible management education.

The school's mission is to develop entrepreneurial leaders who think globally, act responsibly and respect the individual. With a heritage rooted in European values and the potential of technology, ESMT develops and imparts new knowledge to foster sustainable economic growth.

Our purpose, values, and methods continue to be focused solely on the achievement of this mission. Our research is consistent with the PRME commitment to advance understanding about the role and impact of business in the creation of a sustainable society.

We are committed to ongoing engagement with our network of corporate partners to promote the PRME. We also believe ESMT can continue to play a significant role as a center for exchange and dialog among different stakeholders on issues of global and corporate social responsibility.

This report details the ESMT progress in implementing the PRME. I hope you enjoy reading it!



Jörg Rocholl



Jörg Rocholl, President, Professor of Finance and EY Chair in Governance and Compliance

2. Progress report on principles

Principle 1 | Purpose



We will develop the capabilities of students to be future generators of sustainable value for business and society at large and to work for an inclusive and sustainable global economy.

In line with its mission to develop “entrepreneurial leaders who think globally, act responsibly, and respect the individual”, ESMT is keen to operate with utmost integrity and based upon high ethical standards and principles. The school has developed and communicated standards of behavior within its community which is expected to oblige by all its faculty, students, and staff.

The current strategy of ESMT is clearly driven by the school’s mission of developing leaders with a focus on innovation and technology and a concentration on European values, while at the same time producing high-quality international research. In headline terms, the current strategy is based around developing faculty capabilities to position the school among the very top international schools of business and continuing to support and improve the school’s flagship programs.

The school began in 2002 with executive education. Degree programs began in 2006 with the full-time MBA, the EMBA was introduced in 2007 and the Master’s in Management in 2014. Further development of the degree programs area is crucial to enhance the credibility of ESMT.

ESMT’s MBA and EMBA focus is on General Management and Leadership, Management of Innovation and Technology, and Global Sustainable Business, all core elements of ESMT’s mission.

The pre-experience Master’s in Management (MIM) was launched in 2014 to cement the pillars of degree education at ESMT, take advantage of shifting market dynamics and faculty capability, and to satisfy corporate recruiting demands. Marketing of this program began in July 2013, with the announcement of the first group of 11 partner companies including Allianz, McKinsey, Siemens and other blue-chip DAX and international companies. The first entry started in Berlin in September 2014, with a cohort of 34 participants from over 20 countries.

The current strategy is one of moderate growth for existing programs plus the launch of new degree programs to capitalize on international partnerships (built on the growing credibility of the

ESMT brand), and leveraging the expertise of new Centers which are in the pipeline for ESMT (German Tech Entrepreneurship Center, Center for Digital Security, Center for Financial Reporting, Center for Family Enterprise), as long as a reasonable business case can be presented.

Aside from the radically different Master's in Management program which was launched in 2014, there have been many instances of both course-level and program-level changes being implemented into the programs as a result of feedback and the curriculum management process.

Starting from 2011, the full-time MBA curriculum was shaped to better serve overall program-level learning objectives. The number of curricular modules was reduced, and the first module was significantly re-designed, putting emphasis on general management in the context of organizations, and on business management in the context of society and ethical values. Only after this broad, contextual understanding do students set out to acquire the managerial toolbox in functional areas.

Two focus areas, or 'tracks', were also introduced in Module 4, as a result of a major increase in the elective courses offered. Some electives are addressing issues of 'Managing Innovation and Technology', whereas others are concerned with 'Global Sustainable Business'. Students are required to complete electives to gain a pre-defined number of credits from this module and they have the opportunity to develop a personal edge in one or the other 'tracks'. The International Field Seminars are also adjusted to these themes; with one group of the class visiting organizations in Silicon Valley, USA, while the other conducting their field investigation in China.

The last module now comprises an application oriented course on writing a business plan, ending in a competition whose winner may represent the School at an international venture capital competition.

The design of the Executive MBA has also been refreshed both in terms of curriculum and non-curricular aspects such as scheduling of the residential modules. The most important curricular change was introduced in the class of 2013-15. In addition to the existing two areas (innovation and technology management, and international business), whereby elective courses had been offered since the start in 2007, a cooperation with EY (formerly Ernst & Young) resulted in the development of further courses, collectively offering insights into managing business integrity. Two new courses (on business ethics, and fraud and corruption) aim at increasing awareness of broader topics and they thus serve the learning needs of a broader audience (the entire class); two further courses provide in-depth



knowledge of systems, tools, and processes for those who wish to develop deeper knowledge in anti-fraud management and compliance; whereas the last course is forward-looking in nature discussing future developments in the field of corporate governance and integrity, placing the subject into a broader societal and behavioral context. While these courses do provide special expertise, they are primarily designed with the practicing manager in mind, rather than striving to train experts. The structure of the Executive MBA program also changed in that the number of residential modules in total was reduced and the length of the “short” modules (formerly, 3 days only) was increased, resulting in the same total number of program days. Seeking advice from a student focus group, this change was implemented in response to the fact that both the proportion of foreign participants and the distance they had to cover for a module were increasing.

Principle 2 | Values

We will incorporate into our academic activities and curricula the values of global social responsibility as portrayed in international initiatives such as the United Nations Global Compact.



Business ethics and sustainable business are part of the core curriculum of the Full-time MBA program. Within the Executive MBA program from October of 2014 ESMT is introducing a curricular module on managing business integrity covering topical issues of business ethics, governance and compliance, and business fraud. The module is open to all students who can also choose courses from the already existing electives focusing on ‘International Management’ and ‘Management of Innovation and Technology’. Putting ESMT’s Bauhaus-inspired learning philosophy *theoria cum praxi* into work, the school creates new unique learning content combining EY’ grounded experience and ESMT professors’ research-based insight: The courses in the program are co-delivered under the academic oversight of faculty and, ultimately, the Academic Committee of the school.

In the MBA curriculum, CR topics are integrated from the beginning of the one-year Full-time and the 18-month Executive MBA program, e.g., field trips to developing countries, 360-degree feedback sessions, modules on governance, business, and sustainability as well as responsible leadership. The expertise is in the area of business strategy innovation aimed at increasing both business and social value, specifically how companies can use underleveraged “intangible assets” such as corporate identity and reputation, membership and brand communities, and corporate social

responsibility to strengthen stakeholder relationships. The ESMT Sustainable Business Round Table, inaugurated in 2011, has grown to include 25 multinational companies and organizations within its membership.

The school's students run a very active Social Impact Club. ESMT is also a member of the Kofi Annan Business School Foundation. The school awards 2-5 Kofi Annan Business School Foundation Fellowships per year. The Kofi Annan Business School Foundation aims to stimulate economic development, job creation, and poverty alleviation by educating a new generation of innovative and socially responsible managers. Following an EFMD-ESMT Roundtable hosted by the school in late 2010, in March 2012 ESMT also hosted a joint symposium on The Future of Management Education with EFMD, the European Foundation for Management Development.

ESMT has pooled experts combining academic knowledge with capabilities to teach and consult. Corporate responsibility and sustainability classes are integrated in all of ESMT's programs: customized, open enrollment, and degree programs. ESMT professors, lecturers, and program managers adhere to the founding mission of ESMT to educate responsible leaders. Recognizing the growing need for the professionalization of supervisory boards within Germany, ESMT launched an open enrollment program in German *Der Aufsichtsrat* in 2010. This program focuses on the responsibility of supervisory board members in guaranteeing the ethical and responsible supervision of the leadership of a company or organization. The key benefits of CR and sustainability programs at ESMT are to understand not only the latest research but to provide key examples of it in cases, thus enabling its transfer into the everyday life of participants.

Principle 3 | Method

We will create educational frameworks, materials, processes and environments that enable effective learning experiences for responsible leadership.

In accordance with Principle 3, ESMT is deeply cognizant of the necessity of creating a learning environment conducive to effectively instituting the curricular changes deriving from the Principles of Responsible Management Education. Perhaps most importantly, the work of fostering that environment begins with the creation of our community, including recruitment and support of students, faculty, and staff. ESMT has worked hard to build what we call an "intentionally diverse community," that is, a diverse, inclusive community that transcends the homogeneity of its organic geographic location by strong efforts to recruit and support diverse





Catalina Stefanescu-Cuntze, Associate Professor of Management Science, Deutsche Post DHL Chair, and Dean of Faculty

students, staff, and faculty. We seek intentionally to instill in our community members the shared values of social, environmental, and economic responsibility and inclusiveness, starting by funding several important recruitment and scholarship programs:

There are several examples of how ESMT incorporates the principles of PRME into its educational offering. Here, we highlight two:

During the full-time MBA program at the school, ESMT MBA students undertake a team-based compulsory 7 week internship project. The school usually charges a fee of EUR 10,000 to participating companies, but this fee is waived for not-for-profit companies and social entrepreneurs selected for inclusion in the project shortlist by the schools Social Impact and Entrepreneurship Clubs. The school is also in discussions to include social entrepreneurs from the Ashoka network into its consulting projects. Since 2010, two projects have taken place successfully under the auspices of the school's Social Impact Club. The first, in November 2010, saw a group of 4 MBA students take on a consulting project to improve the operations of an NGO engaged in the training of mental-health professionals in post-conflict trauma. The students travelled to Afghanistan and to Haiti as part of their project. The equivalent project in 2011 saw a group of 5 students consult to an organization involved in setting up sustainable biomass energy supply in rural India.

In 2010, ESMT launched an add-on program to graduates of the Full-time MBA program who are interested not only in making an MBA at a quality school, but in taking a significant first step after graduation towards a career as responsible leaders. After graduation, the Fellows serve as interns in a 6- months responsible leadership field practice, preferably in a developing region of the world, working for example as assistant project managers in a not-for-profit local partner organization / NGO that helps to overcome human poverty and despair. After having completed their field practice the Fellows are free to pursue their careers, most likely having learned from unforgettable experiences at the forefront of responsible leadership. ESMT will provide guidance during the project and, over time, assist the fellows in forming a strong international network. ESMT will organize for contracts with local partner organizations. Fellows will have financial support covering on-site cost of living, traveling and other project related expenses. The practice project will not be compensated as a normal management job. The RL Fellowship will serve the needs of the local organization, help the world to become a better place and provide the ESMT graduate with the opportunity of a unique, lasting experience that will change her or his views on management and business. An example of the type of Fellowships which are on offer

is taking place in early 2013, when three such Fellows are travelling to teach in a Business School focused on educating bright talent from Cape Town's townships.

In addition to and alongside student-driven initiatives, teams of staff from the degree programs and Executive Education are involved in initiatives which have social impact, such as hosting local high schools for professional guidance workshops, and opening the doors of the campus to educate the local Berlin population on business in general. Staff members are also paid-up members of the school's Social Impact Club.

Principle 4 | Research

We will engage in conceptual and empirical research that advances our understanding about the role, dynamics, and impact of corporations in the creation of sustainable social, environmental and economic value.

ESMT's research area Leadership and Social Responsibility proves that the school meets the growing demand in analyzing and developing corporate leadership, ethics, responsibility, and sustainability. C.B. Bhattacharya, Matthew Bothner, Laura Guillén, Konstantin Korotov, and Zhike Lei are active researchers in this area. They examine the effects of and conditions for socially responsible corporate leadership, individual challenges faced by executives during their transition to leading management positions and investigate methods on development of leadership competences in companies. Over the past three years, the above mentioned faculty members have published six articles in so called A and A+ journals.

In his research, C.B. Bhattacharya, former E.ON Chair in Social Responsibility, and a current Pietro Ferrero Chair in Social Responsibility, concentrates on the area of responsible corporate leadership. Prof. Bhattacharya has been a member of the ESMT faculty since 2009. He has published internationally recognized research on sustainability, responsible business practices, and stakeholder value in more than 80 renowned academic journals and two books. His research has been cited by other academics more than 10,000 times according to Google Scholar. Combining academic rigor with practical relevance in his research, he is often quoted in international mainstream publications such as Business Week and Forbes and on international television.

Prof. Bhattacharya examines how companies can comply with social objectives, such as environmental protection, and make a profit at the same time. In order to reach this goal it is particularly important to work out the conditions under which initiatives in



C.B. Bhattacharya, Professor of Marketing and Pietro Ferrero Chair in Sustainability

responsible corporate leadership and sustainability can potentially generate social, corporate, and environmental values. Prof. Bhattacharya investigates this on the individual as well as organizational level. On the individual level, he focuses on how, when, and why different stakeholders react positively to initiatives in responsible corporate leadership. In his analyses on the individual level, he uses mostly surveys and experimental data. On the organizational level, he uses empirical analysis to investigate the relationship between doing good (pursuing social goals) and doing better (making a profit). Here, he utilizes primarily field data and econometric methods.

Together with his co-authors, he examines the competitive advantage gained by a company when said company includes social responsibility (Corporate Social Responsibility, CSR) in their business practices. His study includes actual CSR initiatives and shows how a company can challenge the market leader and hence, gain significant market advantage. More notably, this accounts for the end-consumers, who participate in the initiative, in contrast to those who only took notice of it. Participating end-consumers demonstrated the desired changes in attitude and behavior for the benefit of the challenger, regardless of their emotional trust in the market leader. Moreover, they developed trust-based relationships on a communal level. In contrast, those consumers who only heard of the initiative, but did not participate, place greater emotional trust in the market leader.

In July 2011, the ESMT Sustainable Business Roundtable (SBRT) was inaugurated. The SBRT is an initiative of Prof. Bhattacharya in order to promote the integration of sustainability in companies. The SBRT hosts biannual meetings that bring together sustainability managers from leading companies with their colleagues from other departments (e.g., HR, investor relations, marketing, etc.) as well as other institutional partners such as suppliers, NGOs, or regulators. The SBRT provides a learning platform that combines the latest academic insight with best in class business practices to develop leading-edge concepts that produce a “sustainability advantage” for businesses. ESMT addresses organizations, which recognize the value of the SBRT and are willing to use it for their benefit. The school invites managers from internationally renowned companies to participate in this forum with the aim of changing today’s business world.



Laura Guillén, Assistant Professor of Organizational Behavior

Human resources management often deals with the question of how the organization can make better use of their employees’ potential through improved management. To put this into practice, this requires an interaction between personnel management, corporate strategy, corporate culture, and performance. Recruitment,

training, and evaluation of employees are important points in this context, as well as how communication with employees is handled. These topics can be analyzed on the individual level, team level, or organizational level and are all mirrored in ESMT's research. Konstantin Korotov and Laura Guillén are concentrating on the individual level (micro level, individual leadership and identity theories). Zhike Lei's research focuses on the team level (meso level and team theory), and Matthew Bothner on the organizational level (macro level, organizational theory, and sociology).

In his ongoing research, Prof. Bothner examines social status and its consequences in several empirical settings, such as in the areas of risk capital, professional sports, and higher education (universities). In this context, he has developed quantitative models in order to better understand the factors, which influence the evolution of status-based, cumulative advantages while also investigating the optimal strategies in competition for acknowledgment from fellow scientists. His research in this area has been published (among others) in *Organization Science* and *Management Science*. This vein of research deals with the question in how far status affects HR management and whether or not it has implications for managing personnel, when moving upwards in occupational status hierarchies.

Examples of some of the latest publications in this area can be found below:

Viral V. Acharya, and Sascha Steffen (Forthcoming). The "greatest" carry trade ever? Understanding Eurozone bank risks. *Journal of Financial Economics*.

Shuili Du, CB Bhattacharya, and Sankar Sen (Forthcoming). Corporate social responsibility, multi-faceted job-products, and employee outcomes. *Journal of Business Ethics*.

Hans W. Friederiszick, and Linda Gratz (Forthcoming). Hidden efficiencies: The relevance of business justifications in abuse of dominance cases. *Journal of Competition Law and Economics*.

Daniel Korschun, CB Bhattacharya, and Scott D. Swain (2014). Corporate social responsibility, customer orientation, and the job performance of frontline employees. *Journal of Marketing* 78(3): 20-37.

Natalia Karellaia, and Laura Guillén (2014). Me, a woman and a leader: Positive social identity and identity conflict. *Organizational Behavior and Human Decision Processes* 125(2): 204-219

Anthony B. Gerth, and Joe Peppard (2014). How newly appointed CIOs take charge. *MIS Quarterly Executive* 13(3): 159-173



Matthew Bothner, Professor of Strategy and Deutsche Telekom Chair in Leadership and HR Development



Konstantin Korotov, Associate Professor of Organizational Behavior and Director of the Center for Leadership Development Research (CLDR)

Amy C. Edmondson, and Zhike Lei (2014). Psychological safety: The history, renaissance, and future of an interpersonal construct. *Annual Review of Organizational Psychology and Organizational Behavior* 1(1): 23-43.

In addition, the ESMT Center for Leadership Development Research (CLDR) under the directorship of Prof. Konstantin Korotov continues to bring together academics, educators, and practitioners in the field of leadership development with the aim to enhance our understanding of leadership development in modern organizations. ESMT's CLDR functions as a flexible umbrella arrangement for various types of collaboration between academics and practitioners with learning and development and HR backgrounds, as well as individual executives collaborating on a particular practice-based question, academically defined theoretical problem, or methodology issue related to the development of leadership and leaders in today's organizations, particularly those in the field of business.

Since its foundation in 2008 the CLDR has been hosting coaching colloquia during which the participants work with real cases presented by real coaches, faculty, and learning and development managers and commented upon by fellow professionals. The colloquia serve as an opportunity for academics, practicing leadership coaches, Human Resources and Learning and Development professionals, and management consultants to enhance their knowledge, skills, and networks through intensive collaboration and peer-consultation on challenging or unusual cases in the practice of leadership coaching. The CLDR continues its previous experience of creating a real coaching development laboratory with an opportunity to learn and to contribute to the learning of others. In 2014 the CLDR will run the 6th ESMT/KDVI Coaching Colloquium *Transitions: Getting through "neither here nor there" moments*.

Principle 5 | Partnership

We will interact with managers of business corporations to extend our knowledge of their challenges in meeting social and environmental responsibilities and to explore jointly effective approaches to meeting these challenges.

Since its foundation in 20012, ESMT has stayed committed to its corporate links. Over the last years the school has tried to strengthen these links even further, with the aim to build an even more vivid corporate network and ensure that corporate engagement continues to be embedded into all activities of the

school. The participants of the corporate network have therefore been engaged in a number of different activities ranging from advisory council, Sustainability Roundtable, MasterClasses, Open Lectures, recruitment, internships, etc.

As a relatively young business school with a strong research track record and a diverse student base, good progress has been made in creating more opportunity for business to engage with the school's research, teaching, and program development.

ESMT's external contacts are characterized by scope and depth. The school is confident that it has found its strength in the concept of funded chairs that draws on its research base. When working in this context the school's qualified faculty get direct access to top management teams of various corporations.

Many of the corporate relations activities are funneled through customer relations managers, CCP

ESMT seeks advice from external partners, informally through regular corporate events and individual meetings, and formally through a number of advisory boards (Academic Board, Supervisory Board) and Councils (International Advisory Council). The presence of significant international corporate experience in the International Advisory Board helps the school to develop and implement its strategies for international corporate engagement.

The ESMT Responsible Leadership Award honors extraordinary leadership in promoting responsible business practices. Since 2010 ESMT has awarded it annually to an outstanding business figure who has demonstrated a deep commitment to the principles of sustainability and whose actions have inspired others. The past recipients are

- Herman Van Rompuy, then President of the European Council (2014)
- Mario Draghi, President of the European Central Bank (2013)
- Mario Monti , then Prime Minister of Italy (2012)
- Güler Sabanci, Chairman and Managing Director of Sabanci Holding (2011)
- N. R. Narayana Murthy, Infosys founder and chief mentor (2010).

The school's team is well networked in organizations such as EFMD, AACSB, AMBA, GMAC, the MBA Roundtable, MBACSC as well as faculty networks and conferences in each subject area. Faculty and program staff have the ability to take part in such events whenever they are relevant. ESMT has hosted almost all of the above organizations for conferences in Berlin and the team has assumed



Linus Dahlander, Associate Professor of Strategy and KPMG Chair in Innovation

many advisory positions on various advisory groups and accreditation committees.

Principle 6 | Dialog

We will facilitate and support dialog and debate among educators, students, business, government, consumers, media, civil society organizations and other interested groups and stakeholders on critical issues related to global social responsibility and sustainability.

As an institution ESMT contributes to its surrounding community of Berlin in several ways:

- Through co-operations and partnerships: ESMT works together with organizations, such as Berlin Partner and the Falling Walls Foundation to promote scientific advancement and education within the community. With Berlin Partner, for example, ESMT has hosted workshops on opening up the Berlin job market to international professionals. Each year ESMT cooperates with the Falling Walls Foundation in one part of its program to present scientific breakthroughs to a wider audience. In 2014 ESMT hosted Falling Walls Venture, a competition that gave startups a platform to present their business plans and ideas.
- Through tours, events, and exhibitions on campus: ESMT opens its doors to the public every year as a part of the Berlin Long Night of Sciences. On this evening in summer, a majority of Berlin-based universities and scientific institutions hold classes and experiments to demonstrate their areas of expertise to the Berlin public. ESMT provides an evening full of lectures, tours, and exhibitions, allowing those not familiar with business schools to learn more about this type of institution and offering lectures on topics of current relevance, be it in leadership, error management, or finance. ESMT also offers public tours once a month. Based in what was the headquarters of the former East German government and protected as a place of historical heritage, ESMT takes its responsibility to present and preserve history very seriously. In cooperation with the German Historical Museum, in 2014 ESMT created a multimedia exhibition of the building's historical relevance that is now open to the public on a daily basis as a permanent exhibition.



Long Night of Science: public tour of the campus building

Within its executive education and degree programs, ESMT also provides outreach to the community:

- ESMT executive education employees offer a two-day workshop to underprivileged high school students each autumn to prepare them to enter the workforce directly at the end of 10th grade.

This program includes support in writing a CV, application training, and coaching.

- ESMT Executive MBA students have mentored elementary school children from socially challenging environments within Berlin.

ESMT contributes to the global community especially through its outreach during and after degree programs; the focus here is on the full-time MBA program. These activities include:

- **Kofi Annan Fellowships:** As a part of the Kofi Annan Business School Foundation, ESMT and partner schools provide fellowships for talented and motivated students from developing countries allowing them to obtain a university degree in Europe. Partner schools in addition to ESMT are Vlerick Leuven Gent Management School (Belgium), Hogeschool Utrecht (Netherlands), NOVA SBE (Portugal), Koc University (Turkey) and Business School Lausanne (Switzerland). ESMT awards Kofi Annan Fellowships, which cover full tuition and a stipendium for living expenses to students in the full-time MBA and Master's in Management programs.
- **Responsible Fellowship Program:** At the end of their one-year MBA program, students volunteer for a six-month service engagement in emerging areas of Africa or Asia. The mission focus is Responsible Leadership. One graduate of the MBA Class of 2012 was sent out to an educational institution in South Africa, working in entrepreneurship development and in teaching for one semester. Three Responsible Fellows from the graduating class of 2013 also volunteered in South Africa. Fellows are supported financially by ESMT.
- **Social Impact Club:** The Social Impact Club is group of individuals from ESMT, led by full-time MBA students, whose goal is to use smart business to promote sustainable development. The club explores and supports social business activities as well as philanthropic activities.
- **Applied fieldwork:** ESMT Full-time MBA students take on consulting projects as a part of the curriculum. There are an increasing number of projects devoted to non-profit organizations in developing regions of the world, such as Afghanistan, Haiti, and parts of Africa. In 2014 student projects included E.ON off Grid Solutions in Tanzania, Medecins Sans Frontieres in Chad and the Grow Africa Partnership at the World Economic Forum. In Chad, for example, students developed recommendations for the improvement of efficiency and effectiveness of hospital and clinic management within MSF based on a review of MSF hospital clinic operations and a case

study of a field hospital in an MSF setting in central African country.

3. Future perspectives

Sustainability and social responsibility will always be a fundamental part of ESMT. The school will continue to pursue its long standing goal to be a socially responsible business school. Primary strategic objectives are to

- further integrate the school's research expertise.
- extend teaching and learning activities that develop staff and students' sustainability literacy and capabilities.
- continue to embed teaching and learning on responsibility and sustainability into degree and executive education programs, through the formal and informal curricula and extra-curricular activities.
- achieve greater integration of the school's distinctive capabilities to contribute new knowledge of sustainability, drawing upon the opportunities to combine expertise from research centers such as CLDR and CSB.
- extend multi-disciplinary work through collaboration with other schools.
- identify new opportunities for improving our environmental performance.

Overall, the mission of ESMT is entirely congruent with the UN PRME principles and we strongly support the aims of the PRME. We continue our commitment to long-term adherence to and support for the Principles. However, we would prefer to prove ourselves by our actions rather than our promises.



ESMT campus

4. Support from PRME community

We do not envisage specific actions for which specific support of PRME signatories will be required at this stage, but will not hesitate to call on members of our academic, corporate and institutional network for assistance and contacts whenever necessary.

5. About ESMT

ESMT European School of Management and Technology was founded in October 2002 by 25 leading global companies and institutions. The international business school offers a full-time MBA, an executive MBA, a master's in management as well as open enrollment and customized executive education programs.

ESMT focuses on three main topics: leadership and social responsibility, European competitiveness, and the management of technology. ESMT is based in Berlin, Germany, with Schloss Gracht as an additional location near Cologne. ESMT is a private business school, accredited by the German state, AACSB, AMBA, and FIBAA. Since 2013 ESMT has the right to grant PhDs.

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