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**efr**

THE BEST BUSINESS SCHOOL IN SPAIN IN  
CSR, BOTH ON-SITE AND ONLINE

#1 CSR Awards U.K.

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certificación de máster profesional



**UCAV**  
www.ucavila.es

CENTRO COLABORADOR



**CMI Business School**

CONSCIOUS MANAGEMENT INSTITUTE

MASTER'S IN  
**CORPORATE SOCIAL  
RESPONSIBILITY AND  
SUSTAINABILITY**

CMI Business School



Gran vía de San Francisco 15,  
28005 Madrid, Spain.

cmí@cmí.es

+34 91 172 43 58

+34 681 36 12 27

www.cmi.es

**Top Business School in Europe 2025**  
Awarded by Education Insider U.S.A.



**FORMATS**  
-Full-Time On-Site  
-Online

**DUAL DEGREE:**  
Master's from CMI Business School  
Master's from the Universidad  
Católica de Ávila (UCAV)  
ECTS: 60



**Business School**



**“GLOBALISATION MAKES IT CLEAR  
THAT SOCIAL RESPONSIBILITY IS  
REQUIRED NOT ONLY FROM  
GOVERNMENTS BUT ALSO FROM  
COMPANIES AND INDIVIDUALS”**

**- ANNA LINDH.**

*Former Minister for Foreign Affairs of Sweden*

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## WHY CMI Business School?

CMI is an innovative international business and technology school that offers programs of excellence that are at the forefront of responsible business and organizational management.

CMI Business School has been recognized as the Top Business School in Europe 2025 by the North American magazine EDUCATION Insider. This prestigious accolade reflects the excellent quality, reputation and trust that CMI has built over time.

CMI Business School received the award for most innovative academic programs in Spain in 2022 by The International CSR Excellence Awards.

At CMI we work to lead, promote and execute scientific and technological research activities that encompass the entire development and implementation process, from exploring the limits of knowledge to the end of the life cycle of all products and services, considering the needs of a sustainable and circular economy.

CMI Business School offers the highest quality standards in its services to society. All its activities are developed through continuous improvement processes, supported by modern and advanced technological and management systems.

CMI is a signatory of the Global Compact and a member of the UN academic network PRME (Principles for Responsible Management Education) to promote Corporate Social Responsibility and Sustainability.

## PRME AWARDS



### Research and Development

Tutoring and research assistance



### In-class lectures

Campus in Madrid



### Live-streamed classes

Virtual Campus



### Employment and Networking

Employment opportunities, internships, and alumni club



### Scholarships and financial aid

For new and alumni students





## EXPERIENCE

### CMI Business School

Studying at CMI means training at an institution whose mission is to work towards making the world a better place, both socially and environmentally. Through our high-quality academic activity, we focus on helping underserved people and environments.

At CMI, we work tirelessly because, just like our students, collaborators, and so many others actors, our goal is to leave a better world for future generations.

## ORGANISATIONAL PARTNERSHIPS



#### ✓ CMI Business School

International Business and Technology School

#### ✓ Faculty Members

Our professors are expert professionals, doctors, doctoral candidates, and researchers in the taught subject

#### ✓ Experience-based methodology

Theory and practical cases are combined to create knowledge based on experiences

#### ✓ International Programme

The subjects have a global business perspective

#### ✓ Virtual Campus

The platform facilitates the communication and monitoring of the academic programme

#### ✓ Limited Spots

Maximum 30 students per class





**UCAV**  
[www.ucavila.es](http://www.ucavila.es)

CMI Business School, the leading international business school in conscious organisational management, offers a dual university degree following an agreement with the Universidad Católica de Ávila (UCAV), in a collaborative effort to provide greater opportunities for students.

The Universidad Católica de Ávila is a dynamic institution that actively engages with all sectors of society in a two-way interaction. It brings together professionals from diverse industries, bridging the gap between real-world needs and educational training, and anticipating the evolving demands of the labour market.

With a strong commitment to society, the university seeks to strike a balance between education and the needs of the workforce. The Universidad Católica de Ávila dismantles barriers, turning its Corporate Social Responsibility into action through various initiatives. Every day, it invests its passion and dedication to help build a better society.

# MASTER'S DEGREE IN CORPORATE SOCIAL RESPONSIBILITY AND SUSTAINABILITY

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CMI offers its Master's Degree in CSR and Sustainability, a unique and specialised master's degree designed to achieve a truly transformative professional and personal development in just one year.



This programme is aimed at individuals who want to embody the leader that society demands, committed to fostering organisational growth that generates a positive impact.

The Master's in CSR and Sustainability will enable you to maximise your career success by preparing you for the management and administration of businesses and organisations with triple bottom line benefits: economic, social, and environmental. Your employability will be significantly enhanced, opening opportunities to work in large multinational corporations, medium and small enterprises, as well as social enterprises and foundations.

Through excellence in training, this programme will equip you to successfully lead areas, teams, projects, organisations, and the creation of innovative companies with a focus on responsible and sustainable growth.

The programme is delivered using the latest technologies and pedagogical methodologies, featuring a faculty of outstanding researchers with expertise in both professional and academic fields.

The Master's in CSR and Sustainability offers an international perspective on business and organisations, aimed at promoting sustainable development within the global context.





## TARGET AUDIENCE

This programme is aimed at individuals who want to embody the leader that society demands, committed to organisational growth that creates a positive impact.

Applicants to this master's programme at CMI Business School must hold a Bachelor's degree, or a degree in Architecture, Engineering, Law, or Teaching, or other equivalent and complementary qualifications within the same field as the profiles described.

## PROGRAMME OBJECTIVES



## GRADUATE PROFILES

**Degree:** Master in Corporate Social Responsibility and Sustainability

**Main Role of the Graduate Profile Recognised in the Professional Sector:**

- Manage research, development, and innovation projects in CSR and Sustainability.
- Coordinate and manage the various CSR initiatives implemented within the company.
- Propose new CSR actions in alignment with the company's strategic plan.

**Career Prospects:**

CSR consultant for companies, CSR General Management in Companies.

## PROFESSIONAL INTERNSHIPS IN COMPANIES

All master's programmes at CMI include 12 ECTS credits for Professional Internships in companies, to help students integrate and develop in the job market, complementing the knowledge acquired throughout the curriculum. Additionally, all students will have the option to continue the internship period on an extracurricular basis, without additional credits, for an additional 6 months. These internships can be waived for students who have at least 3 years of work experience in the programme's field.



## FORMATS AND SCHEDULES



**On-Site**  
Full Time

Tuesdays, Wednesdays  
and Thursdays  
3:30pm- 6:30pm



**Online**  
Live-streamed classes


One day per week

Consult your adviser regarding the upcoming announcement.


*All programmes are intensive, with a duration of 1 academic year.*



## FEES and Applicable Conditions<sup>1</sup>



ON-SITE





ONLINE

MASTER'S DEGREE (SPANISH OR ENGLISH)				
Master´s Price	Tuition Fee	Diploma cost (CMI+UCAV)	10% discount for early payment	PAYMENT METHOD
6.770€	900€ <sup>3</sup>	250€	6.343€ <sup>2</sup>	10 installments of 634,30€ + Tuition fee <sup>4</sup>
3.215€	900€ <sup>3</sup>	250€	3.143,50€ <sup>2</sup>	10 installments of 314,35€ + Tuition fee <sup>4</sup>

1. The price includes all programme materials and membership to the CMI Alumni Club.
2. Full payment must be made before the programme begins.
3. The spot is reserved upon payment of the enrolment fee once admission to the programme is communicated.
4. 10 remaining installments: to be paid within the first 5 days at the beginning of each month.

## SCHOLARSHIPS AND FINANCIAL AID

CMI offers study scholarships for master's programmes in all its modalities, thus promoting the democratisation of quality education and equal opportunities. CMI's sustainable scholarship plan has been recognised with an Academic Excellence Award by the Gala Foundation. The study aids include:

-  Up to 50% scholarship for academic excellence or country of origin.
-  Up to 25% discount for professional experience in CSR, NGOs, or similar fields, unemployed individuals, or recent graduates.

*We also offer additional discounts for early registration, group enrolment, and for members of the Alumni Club.*



# MASTER'S CURRICULUM

The curriculum stands out for combining the essential elements needed to excel as a responsible leader: cutting-edge knowledge with scientific rigor, practical exercises that allow students to apply the knowledge acquired, and experiential learning elements that optimise the benefits in each area of study and development.

Below are the main subject fields of the curriculum, which may vary and are subject to the latest modifications deemed appropriate by each expert in accordance with the latest advances in their field, with the aim of always providing a cutting-edge education.



## FIRST QUARTER

### •Evolution and International Standards of CSR and Sustainable Development

4 ECTS

- Introduction and Evolution of CSR (3 ECTS)
  - Historical perspective on the evolution of CSR.
  - Holistic approach and scope of action.
  - Management objectives and tools.
  - Sustainability reports.
  - Certification methods for national and international standards.
  - CSR and its design and implementation for self-employed individuals, SMEs, and large companies.
- International Standards of CSR and Sustainable Development
  - International Dimension of CSR.
  - Social Responsibility, Sustainable Development, and Human Rights.
  - Institutions and Organisations.
  - International CSR Guidelines and Directives. Interaction and Applicability.
  - Sustainable Development Strategies and International Cooperation.

### •Ethical Framework and Sustainable Management of Companies and the Third Sector

3 ECTS

- Ethical Framework of Organisations
  - The Human Being: An Anthropological, Psychological, and Philosophical Approach.
  - Business Behavior and Ethics: From Compliance to CSR.
  - The Code of Ethics.
  - Ethics and CSR in Public Administrations.
- Directorate of Foundations and Social Enterprises
  - Introduction and Context of Foundations and Social Enterprises.
  - Legal Framework and Tax Regulation.
  - Evolution of Interrelations between Companies, Foundations, Associations and Public Administrations.
  - Efficient and Effective Administration of Foundations and Social Enterprises.
  - Global Collaboration and Internationalization.



- **Legal and Legal Environment of Organisations** **2 ECTS**
  - **Part I: Fundamentals of Business Law and the Third Sector**
    - Legal and Administrative Framework. Individuals and legal entities.
    - Systematisation and characteristics of individuals business legal e.g. S.L., S.A., J.V.
    - Operation of transnational business groups (parent company, subsidiaries, permanent establishment, free zones, etc.)
    - Human Rights.
    - Environmental Law.
    - Types of legal liability, civil, criminal, and legal entities. Practical application.
    - Legal status and responsibilities of the Third Sector, e.g. Foundations, NGOs, Associations.
  - **Part II:**
    - Taxonomy: developments in the international legal and juridical environment of sustainable organisations.
    - CSR regulations in the workplace.
    - Labor legislation, e.g., employment contracts, teleworking law, transparency, equality, inclusion.
    - Anti-corruption, PRL, Digitalisation, Data Protection, New Technologies, Intellectual and Industrial Property, Public Procurement, etc.
- **Environment and Social Innovation** **2 ECTS**
  - Sociology applied to Responsible Business.
  - Analysis and Sociological Studies of the Global Village: Awareness Raising.
  - Connection, Dialogue, and Collaborative Relationships among Organisations for Social Development in Harmony and with Equal Opportunities.
  - Social Innovation.
- **Economy and CSR** **3 ECTS**
  - Economic environment of the company and organisations.
  - New Social, Green, and Circular Economy with Triple Benefits: Economic, Social, and Environmental.
  - Economic Dimension of CSR.
- **Sustainable Human Management.** **2.5 ECTS**
  - Human Resources in Organisations as a driving force of Corporate Social Responsibility.
  - Values-based Human Resources. Transparency, objectivity, and equality.
  - Purpose, Strategy, and Planning.
  - Development, Learning, and Continuous Improvement of People and Organisations.
  - Organisation of Activities and Responsibilities.
  - Search, Evaluation, and Meritocratic Selection of Collaborators.
  - Best Practices in Labor Relations and Recruitment.
  - Occupational Risk Prevention (ORP).
  - Commitment, loyalty, work-life balance, gender equality, and functional diversity.
  - Financial Compensation and Social Benefits.
  - Performance Assessment and Measurement.

## Second Quarter

### •Sustainable Finance and Socially Responsible Investments

4 ECTS

- Sustainable finance:
  - New international taxonomy in Sustainable Finance.
  - Fundamentals of Economic-Financial and Cost Analysis.
  - Management control and CSR impact measurement tools. (Triple Bottom Line, ROI of projects).
  - Accounting and Finance in NGOs and Social Enterprises.
- Socially Responsible Investments (3 ECTS)
  - Socially Responsible Financing and Investments.
  - Corporate Image and Reputation Management.
  - Sustainability and Financial Markets.
  - Responsible Use of New Technologies

### •Environmental management and protection systems

6 ECTS

- Environmental Protection Categories: Ecosystems
- Ecosystems
- Biodiversity
- Healthy Atmosphere
- Water Resources
- Soil, Forests, Mineral Resources
- Climate Change
- Practical Environmental Management Tools
- Water Footprint
- Environmental Footprint
- Industrial and Urban Waste
- Energy Efficiency and Ecodesign
- Carbon Footprint Calculation
- Environmental Management Systems
- Environmental Risk Analysis
- Environmental Impact Assessment
- Quality Management Systems

### • Management of Regulatory Compliance Programs

4 ECTS

- Internal Compliance Framework in Organisations.
- Policies and Procedures.
- Leadership, Culture, Training Plans, and Marketing of a Compliance Program.
- Corporate Due Diligence Management System
- Planning, Execution, Monitoring, Control, Audits, and Continuous Improvement.
- Crisis Management
- Management Models to Guarantee Human Rights in Companies.

## Third Quarter

### •Conscious Leadership

1 ECTS

- The Keys to Responsible Leadership as a Driver of CSR.
- Values as the Core of Human Development and Continuous Improvement.
- Responsible Leader Skills for Excellence in Self-Management and the Management of High-Performance Cross-Functional Teams, both local and offshore.
- Management skills for business management, Sustainable and innovative NGOs and hybrid organisations.
- Systemic Approach.



<b>•Responsible Entrepreneurship</b> <ul style="list-style-type: none"> <li>•Introduction to Responsible Startups.</li> <li>•The Entrepreneurial Mindset.</li> <li>•Planning, Designing, and Launching New Organisations</li> <li>•Strategic R&amp;D&amp;I Management.</li> <li>•Ecosystems and Resources to Support Entrepreneurship.</li> <li>•Certifications and Standards in Entrepreneurship.</li> <li>•Digital Entrepreneurship.</li> </ul>	<b>1 ECTS</b>
<b>• Responsible International Negotiation</b> <ul style="list-style-type: none"> <li>•The human being: psychology and neuroscience to understand the negotiator's mindset and negotiation processes.</li> <li>•Negotiations and the generic negotiation process.</li> <li>•Collaborative Negotiation.</li> <li>•Keys to negotiating responsibly in an international and multicultural environment.</li> <li>•Techniques for the different phases of the generic negotiation process: Initiation, Preparation, Development and Closure.</li> </ul>	<b>1 ECTS</b>
<b>• Research, Development and Innovation Management</b> <ul style="list-style-type: none"> <li>•Fundamentals of R&amp;D&amp;I methods.</li> <li>•Strategic Management of Research, Development, and Innovation.</li> <li>•Research Methodologies for managing responsible organisations.</li> <li>•Development of Sustainable Products and Services.</li> <li>•Innovative Organisations.</li> <li>•Infrastructure, Resources, and Financing.</li> <li>•Integrated R&amp;D&amp;I Project Management.</li> <li>•R&amp;D&amp;I Communication.</li> </ul>	<b>1 ECTS</b>
<b>•Directorate of Strategy, Planning, Reporting and Communication of CSR</b> <ul style="list-style-type: none"> <li>CSR Planning and Reporting <ul style="list-style-type: none"> <li>•Development of plans for the implementation and development of CSR and sustainability. <ul style="list-style-type: none"> <li>-Preparation of CSR performance reports.</li> <li>-GRI reports.</li> <li>-Practical work on preparing a sustainability plan/report.</li> </ul> </li> </ul> </li> <li>•Sustainable Strategy <ul style="list-style-type: none"> <li>-Global Vision of Organisations.</li> <li>-The Organisation's Purpose of Existence.</li> <li>-Collaborative Strategy.</li> <li>-Definition and Management of the Sustainable Strategic Plan.</li> </ul> </li> <li>•CSR Communication <ul style="list-style-type: none"> <li>-Purpose and Plan of Conscious Communication.</li> <li>-CSR Communication Methodology and Standards.</li> <li>-Skills, Techniques, and Tools.</li> <li>-Delivering Effective Presentations.</li> </ul> </li> </ul>	<b>5 ECTS</b>
<b>• Master's Final Project</b> <p>Options:</p> <ul style="list-style-type: none"> <li>• Plan for creating a responsible organisation.</li> <li>• Research article.</li> <li>• Sustainability Report</li> <li>• CSR Plan</li> </ul>	<b>6 ECTS</b>
<b>• Professional internships in companies</b> <ul style="list-style-type: none"> <li>•300 mandatory hours or apply for credit recognition for accredited professional experience*</li> </ul>	<b>12 ECTS</b>

**TOTAL CREDITS**
**60 ECTS**



Submission of  
Documentation



Admission  
Confirmation



Reservation of  
Spot through  
Payment of  
Enrolment fee



Payment of  
programme

# ENROLMENT PROCESS

## Requirements

Documentation to be sent to [admisiones@cmi.es](mailto:admisiones@cmi.es):

- Copy of passport or identity document
- University degree allowing admission to Master's studies, apostilled or certified. The degree may have been issued by universities worldwide
- Academic Transcript (Grade Report)

## Application

If you wish to apply for one of the scholarships offered by CMI, you must submit a motivation letter and scholarship application expressing your interest in accessing the programme. Please send all documentation to: [admisiones@cmi.es](mailto:admisiones@cmi.es)

The selection of candidates will be carried out by the Admission Committee, consisting of the CMI Management and the Programme Director.

## Enrolment

The result of the admission process will be communicated to the candidate via email. If accepted, to formalise the enrolment process, the candidate must make the payment for the final reservation of the place.

The enrolment process can be completed throughout the year, although it is subject to the availability of open spots.

Candidates without a university degree may be admitted by demonstrating relevant professional experience as a source of knowledge and skills, in accordance with our admission criteria, to maximise the positive impact on both students and the Institute. In this case, a minimum of 3 years of work experience is required, which must be verified through a letter of employment issued by the company.





# ALUMNI CLUB

At CMI, we strive to provide the highest level of service to the students who attend our programmes. Therefore, upon completing any CMI program, all alumni receive the following benefits free of charge:

- Timely and up-to-date information on available programmes and scholarships.
- Reception of newsletters and publications.
- Information on relevant topics of interest.
- Invitations to networking activities, conferences, and talks.
- Discounts on further education and merchandise.
- Access to a job placement service.







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