

Laurent GIRAUD

Full Professor
in HR/Change Management
laurent.giraud@univ-smb.fr

IAE Savoie Mont Blanc
4, chemin de Bellevue
74940 Annecy FRANCE
41 years-old
French nationality



PROFESSIONAL EXPERIENCE

- 2022 - **IAE Savoie Mont Blanc** – Full Professor (1st class).
Institut de Recherche en Gestion et en Économie - Savoie Mont Blanc University.
- Elected member of the Board of Directors and the Management Sciences Advisory Committee at **IAE Savoie Mont Blanc** - Collège A (2023-2027).
 - USMB Co-Head of the "Organizational diagnostics & managerial transitions" research Axis of the **Interdisciplinary "Wellness, Mental Health & Territory" (BEST) Chair** since 2023.
 - Head of the **M2 Digital Strategy: Offer Marketing & Customer Experience**. Teaching in Executive/Initial Education, Master Thesis & **Piton projects** tutor.
 - Head of 2 MCF Selection Committees + Vice-President of one Full Prof Selection Committee + Member of 2 MCF & PRAG Selection Committees.
 - Main Director of 3 PhD Theses, in co-supervision (2 under CIFRE company contracts).
 - Publication of 13 articles in ranked journals (+2 R&R +3 under submission +3 not ranked), 1 book chapter, 13 communications in peer-reviewed conferences, 4 articles in consumer press.
- 2013 - 2022 **Toulouse School of Management** (EQUIS) – Associate Professor with HDR.
TSM Research (UMR CNRS 5303) – Toulouse 1 Capitole University.
- Publication of 17 articles in ranked journals, 3 books and 3 book chapters, 28 communications in peer-reviewed conferences, 5 case studies distributed by the CCMP - one awarded "Best case study Prize in 2015 by Atlas-AFMI" - and 14 articles in consumer press.
 - Head of the **M2 IHRM**, Teaching in Executive/Initial Education, Master Thesis tutor.
- 2012 – 2013 **ESSEC Business School** (EQUIS, AACSB & AMBA) – Postdoc at the **Chair of change management**.
- Publication of 2 articles in ranked journals and 2 communications in peer-reviewed conferences.
 - Organization of the 1st and the 2nd International Meetings of Transformation. Animation of the scientific committee. Administration of the Chair website.
 - Teaching "Personal Profiles and Careers" for the Grande Ecole Programme.
- 2008 – 2012 **emlyon Business School** (EQUIS, AACSB & AMBA) – Teaching & Research Assistant.
- Publication of 3 articles in ranked journals, 1 book, 1 communication + 1 press article.
 - Co-animation of the **Organizations, Critical & Ethnographic perspectives (OCE) Research Center**.
 - Teaching on the French and Chinese campuses (Bachelor, Specialized Masters, International MBA). Responsible for courses and electives. Selection of students.
- 2007 – 2008 **Forvia** - Interior Systems R&D Center, Western Europe, France - Recruiter.
- Job announcement, job profile definition, sourcing, interviews & hiring. Participation in recruitment forums, training in hiring, career management and integration.
- 2005 – 1 month **Bavarian Ministry for Agriculture and Forests**, Germany.
Negotiations and market studies, savings of 11K€ on an advertising campaign for local food.
- 2005 – 3 months **Ecozept**, Germany. Consulting in sustainable development.
Lead of an international workcamp, market studies, European Commission **TYPIC** research project.

TRAINING

- 2022 Laureate of the **Concours National d'agrégation** of Higher Management Education.
- 2020 **Accreditation to Direct Research (HDR) - Toulouse 1 Capitole University** – **TSM Research (UMR CNRS 5303)**. TSM Doctoral Programme (EPAS). Director: Jacques Igalens. Rapporteurs: Yehuda Baruch, Aline Scouarnec & Christian Vandenberghe. Examiner: Philippe Hermel.
- 2012 **Doctorate in HRM - Jean Moulin Lyon 3 University - iaelyon**.
Highest distinction: Very honorable with unanimous congratulations of the jury. **Management & Société** best PhD Thesis nominee. Title: "**Employee intent to quit the company: an approach through career stage and generational belonging**". Thesis Director: Alain Roger. Co-thesis Director: Françoise Dany. Rapporteurs: Nathalie Commeiras & Jean-Pierre Neveu. Examiner: Olivier Roques.
- 2008 **Master Grande Ecole - ICN Business School** (EQUIS, AACSB & AMBA) [60th FT world-rank Master]
- 2007 **Master of Science - Umeå School of Business**, Sweden (AACSB).
- 2005 **Bachelor in Business Administration - ICN Business School** (EQUIS, AACSB & AMBA).
- 2002 - 2004 HEC Preparatory classes (economics option). Lycée Blaise Pascal, Clermont-Ferrand, France.

RESEARCH GRANTS

- 2026 Co-laureate of a 6030€ RELIEF project-funding for the annual organization of an international conference on "New technologies and occupational health: human, ethical, and organizational issues" with the University of Applied Sciences Western Switzerland (HES-SO), Québec Trois-Rivières University (UQTR), Savoie Mont Blanc University (USMB) and Namur University (UNamur).
- 2024 – 2027 Main supervisor of Lisa Duquesnay's [Enedis](#) CIFRE PhD Thesis on resilience, at [IREGE](#) in co-supervision with Christian Gnepke ([TBS Education](#)): 106500€ (+€3,300/year surrounding company budget).
Main supervisor of Bruno Kaddar' PhD Thesis on cross-border employer branding, at [IREGE](#) in co-supervision with Véronique Préchoux from [IAE de Poitiers](#) (self-financing).
- 2022 – 2025 Main supervisor of Thuy Pham's [Willing](#) CIFRE PhD Thesis on commitment to change, at [IREGE](#) in co-supervision with Christian Gnepke ([TBS Education](#)): 87000€ (€5,000/year of which is surrounding budget). Thuy was a finalist of the InSPIR2eS [Global Pitching Research Competition in 2023](#).
- 2021 - 2022 Co-Head of the Knowledge Synthesis Grant provided by the [Social Sciences and Humanities Research Council of Canada](#) to work on AI & the Future of work. Contract hosted by the [FSA at Laval University](#) (EQUIS & AACSB): \$27359, notably for the hiring of a Research Engineer at [TSM-Research](#).
- 2019 - 2021 Head of the research project on the identification of the links between Artificial Intelligence and managerial skills with the [Airbus Leadership University](#): 82060€.
- 2020 – 2023 Contact person for the identification of Selena Hernandez' CIFRE PhD Thesis at [TSM-Research](#): 73588€.
- 2018 Participation in the setting up of the [SQUAPIN](#) project which obtained an [ANR](#) grant to work on the careers of low-skilled employees, with TSM-Research as a partnering institution: 250000€.
- 2016 - 2022 Head of the research project on the monitoring of the effects of a Positive Psychology/Mindfulness Intervention on the attitudes of managers and their employees - [French Institute of Positive Leadership](#): 10000€.

INTERVENTIONS IN ORGANIZATIONS

- 2025 Change Management intervention for [Horizon Europe National Contact Point Coordinators](#), Paris.
Intervention in Team & Change Management for the [French Society of Emergency Medicine](#).
Interventions & Animation at [ANFH Rhône](#) on the future of work at Managers' Seminars.
- 2024 Intervention at [Work'up #2 Rezo des fondus](#): Faire en sorte que l'IA soit un outil choisi et non subi.
Intervention in Team Management at [CHU Clermont-Ferrand](#).
- 2023 - 2024 Interventions on the mental health of managers at [Ecole des Hautes Etudes en Santé Publique](#) (EHESP), [l'ANFH Occitanie](#) (D3S Seminar of Directors), [Aix-les-Bains Riviera des Alpes](#) & [Le Village by Crédit Agricole des Savoie](#).
- 2024 - Facilitation of Module 6 in Change Management in the [Medical Management & Leadership Coaching Program](#) (Faculty of Administrative Sciences, Laval University - Canada). Participation to the [École d'été francophone en gestion des services de santé](#) (Laval University - Canada).
- 2021 - 2024 Change management interventions for [Groupe Vyv](#), [Laboratoires Pierre Fabre](#), [Leroy Merlin](#) & [Mutex](#).
- 2023 - 2024 Interventions in Team & Change Management for Secondary School Directors & Inspectors (Auvergne Rhône-Alpes, Bourgogne Franche-Comté & Occitanie).
- 2022 - 2023 Video tutorials on change management for [Havas](#) (see extracts [1](#), [2](#), [3](#) & [4](#)).
[Webinar](#) on the place of the manager with François Dupuy & Danièle Linhart for [Ask'n Get by Aransi](#).
Intervention-Animation of conferences on the retention of hospital workers for [ANFH Corsica](#), [ANFH Indian Ocean](#), [ANFH Rhône](#) and the Hospital Directors of the [SYNCASS CFDT](#).
- 2020 Transformation Trophy obtained with the [Nancy Regional University Hospital](#) (RIT).
- 2019 Team & change management intervention for [CH Dole](#) (Admission desk).
- 2018 - 2026 Team & change management interventions within French hospitals to train directors, physicians, senior managers, executives and staff at the [Nancy Regional University Hospital](#) (5th hospital in France according to [Le Point](#)).
- 2018 - 2022 Team and change management interventions within French hospitals to train directors, physicians, senior managers, executives and staff for the implementation of Hospital Territory Groupings.
- 2014 - 2022 Interventions on intergenerational differences at work for [Botanic](#) (2022), [Groupement National des Directeurs d'Associations du secteur médico-social](#) en Rhône-Alpes (2019), [French Centre for Young Entrepreneurs](#) from Tarn (2015) and [Safran Nacelles](#) (2014).
- 2021 Webinars on management & AI with [IPSOS](#), [Syntec Conseil](#), [Tasmane](#), [PwC](#) & [ANFH Océan Indien](#).
- 2017 EU expert mission to set up HR policies in Vietnamese, Cambodian and Mongolian universities: [Tactic Erasmus+](#) Programme, Masaryk University.
- 2016 EU expert mission at the [Kasetsart University](#) (Thailand) on change management in favor of more relations with professionals: [AsiFood Erasmus+](#) Programme, Agreenium.
- 2013 - 2016 Assessment of an annual training program on managers' codevelopment at [Covéa](#).
- 2013 Change management certification of managers at [Sanofi](#).

ACADEMIC ACTIVITIES & RESPONSIBILITIES

- 2026 Elected member of the Board of Directors at [IAE Savoie Mont Blanc](#) - Collège A (2023-2027).
Co-Head of the "Organizational diagnostics & managerial transitions" research Axis of the [Interdisciplinary "Wellness, Mental Health & Territory" \(BEST\) Chair](#) at USMB since 2023.
Vice-President of the Selection Committee for a Full Prof position in Strategic Management ([IAE SMB](#)).
Jury member for 2 Associate Professor positions in management ([IAE Aix-en-Provence](#)).
Jury member for an Associate Professor position in HRM & Management Control ([IAE Saint-Etienne](#)).
Member of advisory committees for the selection of Full & Ass. Prof positions in Management Sciences.
Member of the [European Association of Work and Organizational Psychology](#) (EAWOP) since 2023, [EURopean Association of Management](#) (EURAM) since 2021, the [British Academy of Management](#) since 2018, the [Association francophone de Gestion des Ressources Humaines](#) (2011-2021).
Member of the Scientific committee of the [International Meetings of Transformation](#) occurring at ESSEC (EQUIS, AACSB & AMBA) every year since 2012.
Reviewer for the [AGRH conference](#) since 2016.
Member of the Commission of the [French Society of Emergency Medicine](#) for the formulation of managerial recommendations since 2022.
Associate researcher at the [CerG-DPO - Centre de recherche en gestion, développement des personnes et des organisations](#) (FSA Laval University) since 2024.
Associate researcher at the [IPAG Chair of the inclusive company](#) since 2018.
Associate researcher at the [ESSEC Chair of change management](#) (EQUIS, AACSB & AMBA) since 2013.
- 2025 Jury member for the Accreditation to Supervise Research of Marie-Aude Abid-Dupont ([Paris Nanterre](#)).
President of the jury for Yoann Ducoux PhD Thesis ([iae lyon](#)).
- 2024 Member of advisory committees for the selection of ATER and PAST positions in Management Sciences.
President of the Selection Committee for an Associate Professor in Management & CSR ([IAE SMB](#)).
President of the jury for Rindraniaina Rabearivony PhD Thesis ([IAE Toulon](#)).
- 2023 President of the Selection Committee for an Associate Professor in Management & HRM ([IUT USMB](#)).
Member of the selection committee for an English PRAG ([IAE Savoie Mont Blanc](#)).
Member of the selection committee for an Associate Professor in Marketing ([IAE Savoie Mont Blanc](#)).
Monitoring committees of the CST Doctoral school ([Savoie Mont Blanc University](#)).
Member of Full Prof. Internal Promotion Committee in Management ([Clermont Auvergne University](#)).
Evaluator of the Research Quality Bonus for [Littoral Côte d'Opale University](#).
Co-chair of the HRM Special Interest Group Track at the [British Academy of Management](#) (2020–2023).
- 2022 Member of the Selection Committee for an Associate Professor in HRM, Organization & Digital Environment at [Versailles Saint-Quentin-en-Yvelines University](#).
Evaluator for the attribution of Bonus Qualité Recherche for [Littoral Côte d'Opale University](#).
- 2021 [EURAM](#) Symposium Co-organizer "Focus on employees to foster sustainable use of AI at work".
Evaluator for the attribution of Knowledge scholarships ([Social Sciences and Humanities Research Council of Canada](#)) and Research allocations ([Pôle Métropolitain de la Côte d'Opale](#)).
Member of the Scientific committee for the [ProLog Conference](#).
- 2020 -2023 Follow-up committee of Sophie Szymkowiak's PhD Thesis at [Littoral Côte d'Opale University](#) at [Laboratoire Lille Economie Management \(UMR CNRS 9221\)](#) with Jordan Creusier & Franck Biétry.
- 2019 [Conference on change management](#) at TSM with the association of the Financial Directors and Management Controllers (DFCG) Midi-Pyrénées.
- 2018 Annual intervention in career management in 3A seminar - [ICN Business School](#) (2017 – 2019).
Member of the Scientific committee for the University of the [Institute of Social Audit](#).
Member of the Scientific committee of the [International Meeting of Management Research at the service of island Economy](#) (Guadeloupe) since 2017.
- 2017 Conferences on supposed generational differences at work ([Geneva School of Economics & Management](#), Geneva + Annual convention of the [UNCGFL](#), Dublin).
- 2016 Research stay of 1 month at [HEC Montréal](#) (EQUIS, AACSB & AMBA). Training on multilevel methods taught by S. V. Subramanian ([Harvard University](#) - AACSB).
Member of jury for Doctoral thesis defense in management (Taoufik Yatribi - [ENCG Tanger](#) - Morocco).
Evaluator of applications for "doctoral grants" [ARDOC](#) - Île-de-France Region.
- 2014 President of the Baccalauréat STMG jury at Lycée Raymond Naves (Toulouse).
Participation to the round table of Session II in the [2^{èmes} Rencontres Parlementaires sur le Travail et l'Emploi](#), Maison de la Chimie (Paris).
Member of the Scientific committee of the [HRM in Asia](#) conference organized with best papers in a special issue of the [International Journal of Human Resource Management](#) (FNEGE 2, HCERES A).
- Since 2012 Regular peer reviewing for scientific journals: [@grh](#) (FNEGE 2, HCERES B), [Gestion 2000](#) (FNEGE 3, HCERES C), [Human Resource Management Journal](#) (FNEGE 2, HCERES A), [Journal of Organizational Change Management](#) (FNEGE 3, HCERES B), [M@n@gement](#) (FNEGE 2, HCERES A), [Management International](#) (FNEGE 2, HCERES A), [Management & Avenir](#) (FNEGE 4, HCERES B), [Question\(s\) de](#)

Management (FNEGE 4, HCERES C), *Revue de Gestion des Ressources Humaines* (FNEGE 2, HCERES A), *Revue Interdisciplinaire Management, Homme & Entreprise* (FNEGE 4, HCERES B), *Revue Internationale de Psychosociologie et de Gestion des Comportements Organisationnels* (FNEGE 3, HCERES C), *Revue Management & Innovation*.

PEDAGOGICAL RESPONSABILITES

IAE Savoie Mont Blanc

- 2022 - : Head of the [M2 Stratégie Digitale : Marketing de l'offre & Expérience client](#) – Alternance.
 - Supervision of M1-M2 Digital Strategy Masterclasses (2 options).
 - Participation in the annual selection of candidates for the M1 & M2 Digital Strategy programs.
 - Recruitment, management and retention of lecturers.
 - Relation nurturing with partner companies.

Toulouse School of Management

- 2015 - 2022: Head of the [Master 2 in International Human Resource Management](#).
 - Increase in the academic and international proportion of lecturers (21 in total),
 - Increase in the internationalization of students,
 - Doubling of the number of students (from 12 in 2013 to 24-29 since 2016),
 - Generalization of professionalization contracts (50% of students on professional contracts),
 - Achievement of the AERES & HCERES accreditations for the M2 IHRM,
 - Reengineering of the diploma in competency clusters/in line with the incoming EQUIS accreditation.
- Participation to the annual selection of candidates for the M1 MRH (100-400 students for 60 seats).
- Creation of courses for the new Bachelor in Management Studies and partnership with ENSEEIHT in 2017.
- Prospection and identification of schools and universities for student exchange partnerships.
- Contact person for the Erasmus exchange established between TSM and the Università degli Studi di Roma Tor Vergata and for the discussions with the University of Birmingham (EQUIS, AACSB & AMBA).
- Prospecting and identification of international companies for educational and research partnerships.
- Main lecturer for the first Executive management courses conducted inside organizations in 2021.
- Supervision of students' Theses in M1 MRH, M2 IHRM, M2 APO & M2 Innovation (30 per year), VAE (1 every 2 years) and Master of Science (1 per year). Participation to doctoral workshops.

RANKED JOURNAL ARTICLES

Under revision

Kefi Ben Chehida, M., Hofaidhllaoui, M., Chouki, M., Dabić, M. & Giraud, L. *European Journal of Innovation Management* (FNEGE 3, HCERES C).
Sghari, A. & Giraud, L. *Question(s) de Management* (FNEGE 4, HCERES C).

Under submission

Pham, T., Giraud, L., Gnekpe, C. & Vandenberghe, C. *European Journal of Work & Organizational Psychology* (FNEGE 3, HCERES B).
Pham, T. & Giraud, L. *Journal of Change Management* (FNEGE 4, HCERES C).
Rhodesly, D., Chibani, E., Chouki, M. & Giraud, L. *Management & Avenir* (FNEGE 4, HCERES C).

- 2026 Kaddar, B., Préchoux, V., Ranchoux, C. & Giraud, L. (in press) La Marque Employeur des organisations françaises en contexte transfrontalier : un levier d'attractivité et de fidélisation des salariés ? *Question(s) de Management*, 58 (FNEGE 4, HCERES C).
Randrianantenaina, A., Giraud, L. & Rabekolo, F. (in press) Echec de déploiement d'un progiciel de gestion intégré : Le cas de deux organisations à Madagascar. *Finance Contrôle Stratégie* (FNEGE 3, HCERES B).
- 2024 Chouki, M., Hofaidhllaoui, M., Kefi Ben Chehida, M., Giraud, L. & Dabić, M. [Design-Led Agility: Unraveling the Influence of Design Thinking in the Agile Methodology Journey by User Experience Designers](#). *Transactions on Engineering Management*, 71 (FNEGE 2, HCERES A).
Dima, J., Gilbert, M.-H., Dextras-Gauthier, J., & Giraud, L. [The Effects of Artificial Intelligence on Human Resource Activities and the Roles of the Human Resource Triad: Opportunities and Challenges](#). *Frontiers in Psychology*, 15 (ABS 1).
Mahamadou, Z. & Giraud, L. [Interpersonal trust and work performance: the mediating effects of work satisfaction and intrinsic motivation](#). *Revue de Gestion des Ressources Humaines*, 133, 69-85 (FNEGE 2, HCERES A).
Randrianantenaina, A., Giraud, L. & Rabekolo, F. [Les antécédents organisationnels et culturels du sens au travail à Madagascar](#). *Revue Interdisciplinaire Management, Homme & Entreprise*, 56, 19-34 (FNEGE 4, HCERES B).

- 2023 Chouki, M., Hofaidhllaoui, M. & Giraud, L. [The effects of organizational commitment on knowledge sharing: the case of digital designers](#). *Revue de Gestion des Ressources Humaines*, 130, 36-50 (FNEGE 2, HCERES A).
- Giraud, L., Zaher, A., Hernandez, S. & Al Ariss, A. [The impacts of artificial intelligence on managerial skills](#). *Journal of Decision Systems*, 3 (32), 566-599 (FNEGE 4, HCERES C). 2021 academic award for the best research in management (Syntec Conseil - Theme 3).
- Rabekolo, F. & Giraud, L. [La pyramide de Visser à l'épreuve des Firmes MultiNationales opérant à Madagascar](#). *Recherches en Sciences de Gestion*, 158, 427-459 (FNEGE 3, HCERES B).
- Randrianantenaina, A., Giraud, L. & Rabekolo, F. [Le rôle de la GRH dans la Mise en place d'un ERP à Madagascar](#). *@GRH*, "10-years" special issue, 2 (47), 43-70 (FNEGE 2, HCERES B).
- 2022 Chouki, M., Giraud, L., & Persson, S. [A métier spécifique, gestion spécifique ? Le cas des designers User eXperience](#). *Management & Avenir*, 128, 127-149 (FNEGE 4, HCERES B).
- Giraud, L., Le Bihan, Y, Frimousse, S. [Mindful and positive leadership interventions: the impacts on positive experiences, traits, and behaviors](#). *Revue de Gestion des Ressources Humaines*, 124, 3-23 (FNEGE 2, HCERES A).
- Rabekolo, F. & Giraud, L. [Approche culturaliste et Discursive des Pratiques de RSE en contexte africain : le cas des FMNs Implantées à Madagascar](#). *Revue de l'Organisation Responsable*, special issue « Décoloniser la RSE », 2 (17), 81-101 (FNEGE 2, HCERES C).
- 2021 Giraud, L., Hernandez, S., McGonigal, A. & Autissier, D. [L'Évolution des Compétences Managériales face à l'essor de l'Intelligence Artificielle : Une approche par les Méthodes Mixtes](#). *Management & Avenir*, 122, 143-169 (FNEGE 4, HCERES B).
- 2020 Abid-Dupont, M.-A., Escoubès, F., Giraud, L. & Ruspil, T. [Attirer des talents en fonction de leur ancienneté organisationnelle](#), *Décisions Marketing*, 99, 61-75 (FNEGE 3, HCERES B).
- Frimousse, S., Moretti, R., Swalhi, A. & Giraud, L. [Le développement de l'employabilité au service de la fidélité organisationnelle des agents de la Fonction Publique Territoriale : le rôle du sentiment d'efficacité personnelle](#), *Gestion et Management Public*, 8 (1), 27-41 (FNEGE 2, HCERES B).
- Giraud, L., Sahraoui, D. & Frimousse, S. [La carrière managériale des marocaines : politiques de diversité et obstacles](#), *Relations Industrielles/Industrial Relations*, 75 (3), 473-501 (FNEGE 3, HCERES B).
- Mahamadou, Z., Fall, A., & Giraud, L. [The impact of organizational culture on work performance: the mediating role of intrinsic motivation](#), *Revue de Gestion des Ressources Humaines*, 118, 38-54 (FNEGE 2, HCERES A).
- Rabekolo, F. & Giraud, L. [La légitimité institutionnelle du reporting sociétal : le cas de Madagascar](#), *Gestion 2000*, 37 (6), 137-156 (FNEGE 3, HCERES C).
- 2019 Giraud, L., Bernard, A. & Trinchera, L. [Early career values and individual factors of objective career success: the case of the French business graduates](#), *Career Development International*, 24 (4), 350-382 (FNEGE 4, HCERES C).
- Giraud, L., Chouki, M., Frimousse, S. & Gannouni, K. [Violence psychologique, implication organisationnelle et transfert des connaissances : la particularité des seniors](#), *Revue de Gestion des Ressources Humaines*, 113, 23-45 (FNEGE 2, HCERES A).
- 2018 Giraud, L., Frimousse, S., Le Bihan, Y., & Brière, M. [Les effets de la compassion du Leader positif et de la justice interpersonnelle sur la reconnaissance et le bien-être des salariés](#), *Management et Sciences Sociales*, 24, 95-115 (FNEGE 4, HCERES C).
- Frimousse, S., Swahli, A., Giraud, L., Peretti, J.-M., & Băloi, I.-C. [Favoriser la performance adaptative via le développement RH dans un contexte de changement permanent : le cas de Ford Roumanie](#), *Management International*, 22 (4), 39-52 (FNEGE 2, HCERES A).
- 2017 Yatribi, T., S. Balhadj, & L. Giraud. [L'influence de l'environnement de travail sur la satisfaction et l'intention entrepreneuriale des ingénieurs](#), *Revue de l'Entrepreneuriat*, 3-4 (16), 45-82 (FNEGE 2, HCERES A).
- Bruna, M.-G., Frimousse, S. & Giraud, L. [Comment apprécier l'impact d'une politique de diversité en entreprise ? Contribution liminaire à un agenda de recherche](#), *Management & Avenir*, 96 (6), 39 – 71 (FNEGE 4, HCERES B).
- 2016 Giraud, L., Frimousse, S., Guillard, A., Lévêque, B., Peretti, J.-M. & Santoni, P.-P. [L'impact du co-développement sur l'ouverture individuelle aux changements : le cas Covéa](#). *Communication et Management*, 13 (2), 13-35 (FNEGE 4, HCERES C).
- Johnson, K. J., Bareil, C., Giraud, L. & Autissier, D. [Excessive change and coping in the working population](#). *Journal of Managerial Psychology*, 31 (3), 739-55 (FNEGE 3, HCERES B).
- 2015 Giraud, L. [L'intention de quitter l'entreprise : une approche par l'étape de carrière](#). *Revue de Gestion des Ressources Humaines*, 97, 58-86 (FNEGE 2, HCERES A).
- 2013 Giraud, L. & Autissier, D. [Uncovering the intellectual development of the Journal of Organizational Change Management: a knowledge-stock and bibliometric study, 1995-2011](#), *Journal of Organizational Change Management*, 26 (2), 229-264 (FNEGE 3, HCERES B).

- Giraud, L., Autissier, D., Johnson, K. J. & Moutot, J.-M. L'évolution des attitudes et des comportements des salariés envers le changement tout au long des étapes de mise en œuvre du changement, *Question(s) de Management*, 3, 37-54 (FNEGE 4, HCERES C).
- Autissier, D., Giraud, L., Johnson, K. J. & Moutot, J.-M. Les liens entre caractéristiques et succès des changements organisationnels : l'étude exploratoire d'une création d'entreprise, *Question(s) de Management*, 3, 11-24 (FNEGE 4, HCERES C).
- 2012 Giraud, L., Thomines, S. & Roger, A. La fidélisation des Ressources Humaines en période de crise économique. *Revue de Gestion des Ressources Humaines*, 84, 44-76 (FNEGE 2, HCERES A).
- Giraud, L. & Pardo, C. Les fonctions commerciales au cœur de l'évolution des intermédiaires du BtoB ? Une étude exploratoire. *Management & Avenir*, 51, 167-185 (FNEGE 3, HCERES B).
- Autissier, D. & Giraud, L. Evolution de la recherche sur la gestion du changement organisationnel : une analyse de citations du *Journal of Organizational Change Management*, 1995-2011. *Question(s) de Management*, 0, 9-24 (FNEGE 4, HCERES C).
- 2011 Giraud, L. & Roger, A. Les étapes de carrière à l'épreuve du temps. *Revue Interdisciplinaire Management, Homme & Entreprise*, 302, 13-28 (FNEGE 4, HCERES B).

OTHER PUBLICATIONS

- 2025 Giraud, L. Intelligence artificielle et compétences managériales hospitalières, *Soins Cadres*, 157 (34), 25-27.
- 2024 Oberlin et al., Recommandations de bonne pratique - Architecture des Structures de Médecine d'Urgence, *Annales Françaises de Médecine d'Urgence*.
- 2023 Oberlin et al., Recommandations de bonne pratique – Manager en Structure de Médecine d'Urgences, *Annales Françaises de Médecine d'Urgence*.
- In *Questions(s) de Management* (FNEGE 4, HCERES C) :
- 2024 Giraud, L., La gestion du changement prédictive, 50, 140.
- 2020 Giraud, L., Changement de crise et raison d'être à l'hôpital, 29, 128.
- 2015 Giraud, L., Recension de l'article de Camps et al. (2016) *Individual Performance in Turbulent Environments: The Role of Organizational Learning Capability and Employee Flexibility* paru dans *Human Resource Management*, 10, 129.
- 2014 Giraud, L., La vraie question derrière la génération Y, 6, 139.
- 2013 Giraud, L., Recension de l'article de Klarner & Raisch (2013) *Move to the Beat — Rhythms of Change and Firm Performance* paru dans *Academy of Management Journal*, 3, 114.
- Giraud, L., Recension de l'article d'Edwards & Edwards (2013) *Employee Responses to Changing Aspects of the Employer Brand Following a Multinational Acquisition: A Longitudinal Study* paru dans *Human Resource Management*, 3, 114.
- Giraud, L., Recension de l'ouvrage d'Oreg et al. (2013) *The Psychology of Organizational Change: Viewing Change from the Employee's Perspective*. New York: Cambridge University Press, 3, 115.
- Giraud, L., Recension de l'ouvrage de Myers et al. (2012) *Organizational Change - Perspectives on Theory and Practice*. Great Britain: Oxford University Press, 3, 115.
- 2012 Giraud, L., Recension des Thèses de Doctorat françaises autour de l'engagement, 1, 140-141.
- Giraud, L., Recension de l'article de van Dierendonck & Jacobs (2012) *Survivors and Victims, a Meta-analytical Review of Fairness and Organizational Commitment after Downsizing* paru dans *British Journal of Management*, 1, 143.
- Giraud, L., Recension de l'article de Meyer et al. (2012) *Affective, normative, and continuance commitment levels across cultures: A meta-analysis* paru dans *Journal of Vocational Behavior*, 1, 143.
- Giraud, L., Recension des Thèses de Doctorat françaises autour de la gestion du changement organisationnel, 0, 126-128.
- Giraud, L., Recension de l'article de Oreg et al. (2011) *Change Recipients' Reactions to Organizational Change - A 60-Year Review of Quantitative Studies* paru dans *The Journal of Applied Behavioral Science*, 0, 131.
- Giraud, L., Recension de l'article de Bingham & Davis (2012) *Learning Sequences: Their Existence, Effect, and Evolution* paru dans *Academy of Management Journal*, 0, 131.

BOOKS & CHAPTERS

- 2027 Giraud, L. (in revision) *Conduire le changement en 70 schémas*. (2nd edition) Paris: Vuibert.
- 2026 Kaddar, B., Préchoux, V., & Giraud, L. (en soumission) in Guigue A., & Nardelli-Malgrand, A.-S. (Eds) *La disparité et la perturbation des normes en situation transfrontalière*. Chambéry : Presses de l'USMB.
- 2025 Giraud, L. Fusion-acquisition et village gaulois. In Nadisic & T. Picq (Eds.) *Les managers aussi vivent des injustices* (p.99-104). Paris : Dunod.

- 2024 Giraud, L. Interface Gestion des Ressources Humaines-Intelligence Artificielle & Compétences managériales. In A. Ollier-Malaterre & X. Parent-Rochelleau (Eds.) [Le management à l'ère numérique : nouvelles pratiques, réalités et régulations](#) (p. 63-78) Québec/ Presses Universitaires du Québec.
- 2021 Giraud, L. [Conduire le changement en 70 schémas](#). (1st edition) Paris: Vuibert.
- Giraud, L., Zaher, A., Hernandez, S. & Al Ariss, A. Understanding the impact of Artificial Intelligence on the evolution of managerial skills: an exploratory study. In: Dennehy, D., Griva, A., Pouloudi, N., Dwivedi, Y.K., Pappas, I., Mäntymäki, M. (Eds) [Responsible AI and Analytics for an Ethical and Inclusive Digitized Society](#). I3E 2021. Lecture Notes in Computer Science, 12896 (p. 307-317). Cham/ Springer.
- 2020 Giraud, L. COVID-19 et changement de cap pour la gestion hospitalière? In D. Autissier, C.-H. Besseyre Des Horts, & J.-M. Peretti. (Eds.) [Trajectoires de crise](#) (p. 99-118). Paris: Editions Eska.
- 2017 Donadio, A., Dumas P., Giraud, L., Godowski, C., Nyobe, S. & Tahar, C. (Eds.) [DSCG 3 – Management et contrôle de gestion](#). Paris: Vuibert.
- Guillard, A., Lévêque, B., & Giraud, L. (2017). La transformation du leadership par l'intelligence collective : réflexion à partir du terrain Covéa. In S. Frimousse & Y. Le Bihan (Eds.), [Réinventer le leadership](#) (p. 527-534). Paris: EMS Editions.
- 2015 Autissier, D., Giraud, L. & Johnson, K. J. [Les 100 Schémas du Management](#). Paris: Eyrolles.
- 2013 Co-editing of the book: F. Dany, L. Pihel & Roger, A. [La Gestion des Carrières - Populations et contextes](#). Paris: Vuibert.
- 2011 Giraud, L. & Fichet, H. [Information flow in project-based companies](#). Lambert Academic Publishing.

CASE STUDIES PUBLISHED BY CENTRALE DES CAS & DES MEDIAS PEDAGOGIQUES

- 2018 Saleh, Y., Giraud, L. & Autissier, D. [Lafarge Group: Disseminating the organizational culture to a subsidiary in the Middle-East](#).
- 2017 Saleh, Y. & Giraud, L. [Groupe Lafarge : diffuser la culture organisationnelle dans une filiale du Moyen-Orient](#).
- 2015 RHSF, Giraud, L. & Huan, H.-Y. [La mise en place d'un système de GRH socialement responsable dans une entreprise industrielle en Chine](#). Etude de cas ayant obtenu le Prix du meilleur cas pédagogique Atlas-Association Francophone de Management International.
- RHSF, Giraud, L. & Huan, H.-Y. [Human Resources Management in China: Implementation of a socially responsible system in an industrial firm](#). Best Case in International Management - Atlas AFMI-CCMP.
- 2013 Mathy, C., Nadisic, T. & Giraud, L. [C&C / Assessment Center Case Study Was the Director of Economic Affairs selected fairly?](#)

PEER-REVIEWED CONFERENCE PAPERS

- 2026 Duquesnay, L., Giraud, L. & Gnekpe, C. When Does Self-Continuity Hold—or Break? A Problematizing Review of Narrative Sustainability within Identity–Resilience Puzzle. [86th Academy of Management Annual Meeting](#). Philadelphia.
- Duquesnay, L., Giraud, L. & Gnekpe, C. Narratives, Multilevel Resilience and Self–other Identity Talk in Sustaining Self–Continuity in Complex Environments: An Embedded Case Study of Professional Transitions. [42nd European Group for Organizational Studies Colloquium](#). Bergamo.
- 2025 Duquesnay, L., Giraud, L. & Gnekpe, C. Identités narratives, innovation managériale et résilience : Une étude ethnographique du cas Enedis Conseil et Action. [ETHNOWOW Institut Ethnographique, emlyon business school](#). Lyon.
- Pham, T., Giraud, L. & Gnekpe, C. Orchestra of Change: Fostering Employee Commitment to Multiple Change Initiatives. [22nd European Association of Work and Organizational Psychology Congress](#). Prague.
- Pham, T., Giraud, L. & Gnekpe, C. Orchestra of Change: Building Employee Commitment to Multiple Change Initiatives. [85th Academy of Management Annual Meeting](#). Copenhagen.
- 2024 Dima, J., Gilbert, M.-H., Dextras-Gauthier, J. & Giraud, L. AI and Occupational Health: Review of the Current State of Scientific Knowledge. [16th European Academy of Occupational Health Psychology](#). Granada.
- 2023 Dima, J., Gilbert, M.-H., Dextras-Gauthier, J. & Giraud, L. La révolution de l'intelligence artificielle en formation : une synthèse des connaissances. [XXI^{ème} Congrès de l'Association Internationale de Psychologie du Travail de Langue Française](#). Montréal.
- Pham, T., Giraud, L. & Gnekpe, C. Levers of employee commitment to organizational change in the context of multiple change initiatives. [39th European Group for Organizational Studies Colloquium](#). Cagliari.
- Randrianantenaina, A., Rabekolo, F., & Giraud, L. Création ou perte de sens au travail des salariés, une responsabilité de l'entreprise ? Le cas d'une banque à Madagascar. [XXXIV^{ème} Congrès de l'AGRH](#). Corte.

- 2022 Dextras-Gauthier, J., Gilbert, M.-H., Giraud, L., Dima, J. & Plata, C. Artificial Intelligence and the future of work: What do we know so far? *20th Congress of the European Association of Work and Organizational Psychology*. Glasgow.
- Dima, J., Dextras-Gauthier, J., Gilbert, M.-H., Giraud, L. & Plata, C. Exploring how AI-induced changes affect employee psychological health, engagement, and performance. *22nd EUROpean Academy of Management Conference*. Zurich.
- Kiliç, T., Giraud, L. & Bayraktar, C. The Effects of Mindfulness Practices when facing Change at work: A Grounded Theory Study. *36th Conference of the British Academy of Management*. Manchester.
- Pham, T., Giraud, L. & Gnekpe, C. Commitment to Organizational Change: A Systematic Review and Future Research Agenda. *36th Conference of the British Academy of Management*. Manchester.
- Rabekolo F. & Giraud L. Approche culturaliste et discursive des pratiques de RSE en contexte africain : le cas des FMNs implantées à Madagascar. *17^{ème} Congrès du RIODD*. Aubervilliers.
- Rabekolo, F. & Giraud, L. Les Pyramides de Caroll et de Visser à l'épreuve des FMNs opérant à Madagascar. *18^{ème} Congrès de l'ADERSE*. Paris.
- 2021 Dima, J., Gilbert, M.-H., Giraud, L. & Dextras-Gauthier, J. The impacts of AI on HR activities and the HR Triad: a scoping review. *36th EIASM Workshop on Strategic Human Resource Management*.
- Giraud, L., Zaher, A., Hernandez, S. & Al Ariss, A. Understanding the impact of Artificial Intelligence on the evolution of managerial skills: an exploratory study. *20th IFIP Conference e-Business, e-Services, and e-Society*.
- Giraud, L., Le Bihan, Y., Frimousse, S. & Plata, C. Interventions en psychologie positive et pleine conscience : Impacts sur les expériences, traits et comportements positifs. *XXXIIème Congrès de l'AGRH*. Paris.
- Plata, C. & Giraud, L., Characteristics of the entrepreneurial university: The Colombian case, *35th "in the cloud" Conference of the British Academy of Management*. Online.
- Rabekolo, F. & Giraud, L. Une approche cognitive et comportementale de la RSE : Le cas des FMNs à Madagascar. Finalist for the best communication at the *XXème Conférence d'Atlas-AFMI*. Online.
- 2020 Dima, J., Gilbert, M.-H., Dextras-Gauthier, J., & Giraud, L. Artificial Intelligence and decision making in Human Resources Management: a systematic review. *SophI.A Summit*. Nice.
- Giraud, L., Le Bihan, Y. & Frimousse, S. Mindful and Positive Leadership Interventions: Impacts on Positive Experiences, Traits and Behaviors. *34th "in the cloud" Conference of the British Academy of Management*.
- Giraud, L., Zaher, A. & McGonigal, A. Prioritizing Managerial Skills to successfully collaborate with Artificial Intelligence. *34th "in the cloud" Conference of the British Academy of Management*.
- 2019 Giraud, L., McGonigal, A., Fiah, E. & Hernandez, S. The evolution of managerial skills versus the rise of Artificial Intelligence. *33rd Conference of the British Academy of Management*. Birmingham.
- Giraud, L., McGonigal, A. & Hernandez, S. L'évolution des compétences managériales face à la généralisation de l'Intelligence Artificielle. *XXXème Congrès de l'AGRH*. Bordeaux.
- Bruna, M.-G., Chanlat, J.-F. & Giraud, L. La conduite d'une politique de diversité en tant que processus de changement. *15èmes Rencontres Internationales de la Diversité*. Bayonne.
- 2018 Giraud, L., Bernard, A. & Trinchera, L. Early career orientations and antecedents of success: French business graduates and job markets. *32nd Conference of the British Academy of Management*. Bristol.
- Mahamadou, Z., Fall, A. & Giraud, L. The impact of organizational culture on employee work performance: the mediating role of motivation. *XXIXème Congrès de l'AGRH*. Lyon.
- 2017 Bernard, A., Giraud, L., Trinchera, L. & Pralong, J. Graduates from a top French Grande École de Commerce: job markets, income and career forces. *10èmes Journées Carrières*, GRT "Gestion des carrières" de l'AGRH. Paris.
- Chouki, M., Gannouni, K., Frimousse, S. & Giraud, L. Les effets de la violence psychologique sur le transfert intergénérationnel des connaissances. *XXVIIIème Congrès de l'AGRH*. Aix-en-Provence.
- Frimousse, S., Swalhi, A., Giraud, L., Peretti, J.-M. & Băloi, I.-C. Le développement de l'agilité dans une multinationale de l'automobile implantée en Roumanie, *VIIème Conférence d'Atlas-AFMI*. Antananarivo.
- Giraud, L. Frimousse, S., Guillard, A., Lévêque, B., Peretti, J.-M. & Santoni, P.-P. L'impact du co-développement sur l'ouverture individuelle aux changements, *6èmes Rencontres Internationales de la Transformation*. Paris.
- Giraud, L., Frimousse, S., Le Bihan, Y. & Brière, M. Compassion du leader et attitudes positives au travail, *6èmes Rencontres Internationales de la Transformation*. Paris.
- Giraud, L., Frimousse, S., Le Bihan, Y. & Brière, M. Les effets de la compassion du leader positif et de la justice interpersonnelle sur la reconnaissance et le bien-être des salariés, *Rencontre Internationale Recherche Management au Service de l'Economie Insulaire*. Guadeloupe.
- 2016 Djabi, M., Sitte de Longueval, O. & Giraud, L. Les boucs émissaires du changement. *XXVIIème Congrès de l'AGRH*. Strasbourg.
- Frimousse, S., Giraud, L., Băloi, I.-C., Swalhi, A., Cerdin, J.-L. & Peretti, J.-M. Les comportements agiles. *XVIIIème Université de Printemps de l'Audit Social*. Sofia.

- 2015 Giraud, L., Frimousse, S., Guillard, A., Lévêque, B., Peretti, J.-M. & Santoni, P.-P. L'impact du co-développement sur la capacité individuelle à changer : le cas Covéa. *XXVIème Congrès de l'AGRH*. Montpellier.
- Remoussenard, C. Giraud, L. & Ansiau, D. Justice organisationnelle, reconnaissance & management : une étude en contexte de recherche action et de changement. *XXVIème Congrès de l'AGRH*. Montpellier.
- 2014 Johnson, K., Giraud, L., Autissier, D. & Bareil, C. Saturation des salariés face au changement organisationnel : une approche psychologique. *XXVème Congrès de l'AGRH*. Chester.
- Johnson, K., Giraud, L., Autissier, D. & Moutot, J.-M. Une perspective systémique de la saturation de changement : vers une approche de conduite durable des changements. *XVIème Université de Printemps de l'Audit Social*. Pékin.
- 2013 Autissier, D., Giraud, L., Johnson, K. & Moutot, J.-M. L'évolution des attitudes et des comportements des salariés envers le changement tout au long des étapes de mise en œuvre du changement. *2èmes Rencontres Internationales du Changement*. Paris.
- Autissier, D., Giraud, L., Johnson, K. & Moutot, J.-M. Monitoring employees' attitudes and behaviors towards change: a longitudinal study along the change implementation stages. *XI International Scientific Conference, "Management and Engineering'13"*. Sozopol.
- Giraud, L., & Pardo, C. Les fonctions commerciales au cœur de l'évolution des intermédiaires du BtoB ? Une étude exploratoire. *XXIVème Congrès de l'AGRH*. Paris.
- 2012 Autissier, D. & Giraud, L. Evolution de la recherche sur la gestion du changement organisationnel : une analyse de citations du *Journal of Organizational Change Management*, 1995-2011. *1ères Rencontres Internationales du Changement*. Paris.
- Giraud, L. L'intention de quitter l'entreprise : une approche par l'étape de carrière et l'appartenance générationnelle du salarié. *XXIIIème Congrès de l'AGRH*. Nancy.
- Giraud, L., Dany, F. & Roger, A. Les étapes de carrière sont-elles toujours d'actualité ? *XXIIème Congrès de l'AGRH*. Marrakech.

RESEARCH WORKSHOPS

- 2014 Giraud, L. La fidélisation des salariés à l'entreprise : une approche par l'étape de carrière et la crise économique. *Workshop MSH-Paris Nord*. Saint-Denis La Plaine.
- 2012 Giraud, L., Thomines, S. & Roger, A. La fidélisation des Ressources Humaines en période de crise économique. *Workshop de l'équipe de recherche Magellan*. Lyon.

PRESS

- 2026 Interview sur la réticence au changement dans la chronique « Comme un lundi » de la matinale de RTS *Première* (09/02).
- 2024 Giraud, L. & Gédalge, P. [Le capital sociotechnique pour la mise en place de l'IA](#) *Harvard Business Review France*. Interview pour Curieux ! : [La nouvelle génération est-elle plus fainéante que les anciennes ?](#)
- 2023 Interview in *Pole-emploi.org* : [Les entreprises devront gérer l'individualisation de la relation à l'emploi tout en maintenant la cohésion d'équipe](#).
- 2022 Interview in *Les Echos* (18/07, p.7): [Hybridation, digital, inclusion.. Les nouveaux paramètres clés pour recruter](#). Interview in *Cadremploi* (18/07): [Justice organisationnelle : et si votre entreprise s'attaquait au chantier ?](#)
- Giraud, L. [Il faut individualiser la relation d'emploi](#) *La Tribune - Revue T*, n°9, p. 110.
- 2021 Giraud, L., Gédalge, P. & Bardon, Y. [Les compétences managériales face à l'Intelligence Artificielle](#) *Harvard Business Review France*.
- Giraud, L. [Le vrai débat des générations au travail : concept, stéréotypes et réalités](#) *Enjoy - Ask'n Get's Podcast*.
- 2020 Giraud, L. [Débat : L'épidémie de Covid-19 incite à remettre à plat la gestion de l'hôpital](#) *The Conversation*. Article used in Annex 15 of the case study for the [Concours externe d'Agrégation 2022 de l'Enseignement supérieur en Gestion - Option Finance et contrôle](#) (p. 24).
- 2019 Giraud, L. [Les nouvelles générations sont-elles différentes au travail ? On cherche toujours !](#) *Monde des Grandes Ecoles et Universités* n°89.
- Interview in *Management: Managers, soyez justes envers vos équipes*.
- 2017 Interview in *Action co: Recrutement : le BtoB souffre toujours d'un manque d'attractivité*.
- 2015 Interview in *Elle* (04/06) and *L'Humanité Dimanche* : [Des jeunes sans classe sociale ? Ça n'existe pas !](#)
- 2014 Giraud, L. [Génération Y. Un stéréotype en trompe l'œil](#). *La Marseillaise*.
- 2013 Giraud, L. [Le mythe bien commode de la « génération Y »](#). *Le Monde*.
- Interview in *Pèlerin* n°6834 (21/11) and on *Guyane 1ère* radio about Gen Y at work.
- 2012 Interview in *Le Monde* (19/05) : [La génération Y existe-t-elle vraiment ?](#)

SPOKEN LANGUAGES & INFORMATICS

English (Bilingual), German (Correct), Spanish (Beginner).

SPSS, AMOS, Stata, LimeSurvey, Qualtrics, NVivo, BibExcel, Pajek, Covidence, Zotero, Harvard Business Publishing ManageMentor & Simulations, ChallengeMe, Kahoot, Moodle, Question Machine, Zoom, Office Suite (e.g. Back Office & Microsoft Teams), Google Suite (e.g. Google Form, Google Classroom & Google Meet), Adobe Premiere Pro, Taleo.

TEACHING

Teaching innovations, notably through the use of ManageMentor & Simulations from [Harvard Business Publishing](#), collaborative platforms ([ChallengeMe](#), [Kahoot](#) and [Moodle](#)) as well as applications created with [Lovable](#).

2022 - [IAE Savoie Mont-Blanc](#)

- Coordination of the Masterclasses in M1 & M2 Digital Strategy.
- Human Resource Management in Bachelor 3 Economics & Management (Annecy + Chambéry).
- Team management & Leadership in M1 Banque (Alternance).
- International Human Resource Management in M2 MZE.
- Organizational Change management in M2 MAE, M2 API & S2IN (Alternance).
- HR management in M2 MAE Executive Education.

2023 - [emlyon Business School](#) (EQUIS, AACSB & AMBA)

- Interventions in Executive Education for the managers of Groupama (Change management) & Botanic (Supposed generational differences at work).
- Oral selection for the GBBA program.

[Haute Ecole d'Ingénierie et de Gestion du Canton de Vaud](#)

- Change management in the CAS Digitalization of the HR function.

2023 [University of Economics in Katowice](#) (IAE SMB partner)

- Business psychology in M2 International Business.

2013-2022 [Toulouse School of Management](#) (EQUIS)

Service modulation capped at 96 TD hours from 2013 to 2015 in compensation for the participation to two international conferences with a reading committee and proceedings, as well as an article under review in a 1 or 2 CNRS-ranked journal. Total annual service in TD hours: 213 (2015-2016), 264,50 (2016-2017), 400,25 (2017-2018), 416,38 (2018-2019), 511,50 (2019-2020), 507,63 (2020-2021), 527,51 (2021-2022), 213,75 (2022-2023), 251,63 (2023-2024).

- Team management for the Toulouse Rectorate as part of the Management Support Plan for secondary school principals (Cohort n°0 in partnership with [IH2EF](#)).
- International Human Resource Management in the M2 International Management (EPAS) (2020-2021).
- First short courses in team management in Executive organizations (2020-2021).
- Human Resource Management in the M1 Marketing FC (2018-2023).
- Change Management in the M2 Quality Safety Environment ([ESQESE](#) partnership | 2018-2022).
- Unlocking change & teams in the M2 Audit et Pilotage des Organisations (2016-2023).
- Organizational Behavior, Organizational Change Management, Corporate Social Responsibility, Career & Recruitment in the M2 International Human Resource Management (2013-2022).
- HRM-IA interface in the MIAGE (2019-2020).
- Change Management in the M2 Innovation FI and M2 Innovation FC (2019-2020).
- Business English in the M1 Accounting Control Audit (2019-2020).
- Organizational Behavior in the Bachelor 3 in Management Studies since its launch (2017-2019).
- Change Management in the M2 Gestion des Ressources Humaines (2015-2020).
- Human Resources Management in the M1 Marketing FI (2013-2020 | several CM + TD groups).
- Management in the 2nd year of the Electronics, Computer Science/Networks & Hydroelectric majors (2017-2018 | at the launch of the partnership with [ENSEEIH](#)).

2018 - 2019 [IAE Savoie Mont-Blanc](#)

- Intervention in HRM + Tutor for Master theses (M2 MAE in Executive Education).

2017 – 2018 [IAE Bordeaux](#)

- Interventions in HRM (M1 GRH), OB (M1 Management & M2 HR Manager) & Communication (M2 HR Executive Manager).

2016 – 2018 [INSA Toulouse](#)

- Annual interventions in Team management for last-year students.

- [ICD Business School Toulouse](#)
- Annual interventions in ICD3 & ICD5 (HRM, IHRM & OCM).
 - Participation to oral jury, master thesis defense & selection jurys.
- 2016 – 2017 [Geneva School of Economics & Management](#) (AACSB & AMBA)
- Annual interventions in HRM in the MAE/DAS Executive Education.
 - Tutor for Master thesis (notably MAS, until 2019).
- [EME-IAE Corse](#)
- Annual interventions in M2 HR (Team dynamics & Management).
- 2015 - 2018 [Toulouse Business School](#) (EQUIS, AACSB & AMBA)
- Interventions in HRM in Executive Education (Provale) + Winter/Summer schools in 2018.
 - Annual coordination & interventions for the *Unlocking the leader in you* module of the sm² MSc at Toulouse & Paris since 2017. Casablanca as well in 2017.
 - Annual interventions in International Business (Toulouse & Barcelona) since 2017.
 - Participation to Bachelor oral jury in 2017.
 - Annual interventions in OB (B1) & HRM (B2) since 2016.
 - Annual intervention in OP M2 MRH since 2015.
- 2013 [Louvain School of Management - CRECIS](#)
- Intervention in doctoral seminar on bibliometrics methods & tools.
- [ESSEC Business School](#) (EQUIS, AACSB & AMBA)
- Intervention in the course Personal Profiles & Careers T2 & T3.
- [ESC Clermont](#) (AACSB & AMBA)
- Intervention in the OB course S2.
- 2010 - 2012 [emlyon Business School](#) (EQUIS, AACSB & AMBA)
- Managing people in Asia course at East China Normal University, EMLYON Shanghai (2012).
 - HRM course (International MBA) since 2011, HRM (Master Grande Ecole + Specialized Masters).
 - Recruitment Seminar and annual interventions in the SHRM course (in French) from 2010 to 2011.

LEASURES

Mountain bike, racing bike (amateur races), bicycle touring, soccer (member of different teams in [FSGT](#) 2014-2017), hiking, skating & biathlon (annual memberships to [Plateau de Beille](#) 2013 – 2022, National 2022-2023, [Savoie Grand Revard](#) & [Semnoz](#) since 2023), downhill ski, ski touring & nordic ski touring (former child member of the [CAF](#)), windsurfing (member of the clubs [CVC](#) 2020 – 2022 & [CNVA](#) since 2023), beachvolley (founding member of the [B2V](#) club 2018-2022), gardening, reading, travel, retrogaming (former member of the *Ca L'Effectue Fortement!* association).