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IAE Savoie Mont Blanc
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42 years-old
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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 16 articles in ranked journals (+2 under submission +3 not ranked), 2 book chapters, 20 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. Examinator: 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. Examinator: 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€.
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

2026	Webinar on Mental Health in the Workplace with the JLO Group for Quality of Life & Well-Being Week. Co-facilitation of workshops on best management practices for doctors from Quebec and France, in partnership with the Faculty of Management Sciences at Laval University (Quebec).
2025	Change Management intervention for Horizon Europe National Contact Point Coordinators, Paris. Intervention in Team & Change Management for the French Society of Emergency Medecine. 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 Havasu (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 (Thaïland) 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). Advisory committee member for the ATER, PRAG, Asso. & Full Prof selection in Management Sciences. Member of Thesis Advisory Committees at the EDSCT Doctoral School (USMB) since 2023, Littoral Côte d'Opale University (Sophie SZYMKOWIAK) since 2020, Corsica University (Philippe FORGES & Pascal ZAGNOLI) since 2024, as well Paris Nanterre University (Romain DA NASCIMENTO) et Picardie Jules Verne University (Mohamad HASAN) since 2026. 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). Scientific Advisory Board Member of *Question(s) de Management* (FNEGE 4, HCERES C) since 2025. 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). Member of advisory committees for the selection of ATER and PAST positions in Management Sciences.
2024	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. Annual intervention in career management in 3A seminar - ICN Business School (2017 – 2019).
2018	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 2èmes 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 Stragey 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 submission

Pham, T., Giraud, L., Gnekpe, C. & Vandenberghe, C. *European Journal of Work & Organizational Psychology* (FNEGE 3, HCERES B).

Rhodesly, D., Chibani, E., Chouki, M. & Giraud, L. *Management & Avenir* (FNEGE 4, HCERES C).

2027 Pham, T. & Giraud, L. (à paraître) From Change Fatigue to Commitment Across Multiple Change Initiatives: A Contextual Perspective. *Journal of Change Management* (FNEGE 4, HCERES C).

Sghari, A. & Giraud, L. (in press) The impact of team leadership functions by top management on organizational change processes: A longitudinal case study. *Question(s) de Management* (FNEGE 4, HCERES C).

2026 Kaddar, B., Préchoux, V., Ranchoux, C. & Giraud, L. La Marque Employeur des organisations françaises en contexte transfrontalier : un levier d'attractivité et de fidélisation des salariés ? *Question(s) de Management*, 59, 67-80 (FNEGE 4, HCERES C).

Kefi Ben Chehida, M., Hofaidhllaoui, M., Chouki, M., Dabić, M. & Giraud, L. Knowledge Sharing and Organizational Continuance Commitment as Antecedents of Design Management Strategic Contributions: Evidence from French Digital Creative Agencies. *European Journal of Innovation Management* (FNEGE 3, 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'Evolution 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) :

2026 Ajzen, M., Dima, J., Giraud, L., & Parent-Lamarche, A. Guest editors of the special issue for the 1st RELIEF Summer School, "New Technologies & Occupational Health: Human, Ethical, and Organizational Challenges."

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 75 schémas. (2nd edition) Paris: Vuibert.
Kaddar, B., Préchoux, V., & Giraud, L. (in press) 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-Rocheleau (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 or 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. 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.

Duquesnay, L., Giraud, L. & Gnekpe, C. *Qui puis-je encore être ?' Naviguer les transitions de carrière entre continuité de l'identité et exploration des alternatives : Une ethnographie au sein d'un dispositif organisationnel. XXXVIIème Congrès de l'AGRH*. Limoges.

Duquesnay, L., Giraud, L., Gnekpe, C. & Millerat, P. When Does Self-continuity Hold—or Break? Moving Beyond an Integrative Review: Problematizing Identity and Resilience at Their Theoretical Boundaries. *Academy of Management Annals/WU Idea Development Workshop*. Vienna.

Duquesnay, L., Giraud, L. & Gnekpe, C. & Millerat, P. 'Where Do I Stand?' Narrative Identity Work in Liminal Career Transitions: An Ethnography of In-Betweenness at Work. *40th British Academy of Management Conference, Doctoral Symposium*. London.

Giraud, L. IA & Réorganisation du travail = Saturation des managers ? *1ère Ecole d'été RELIEF Nouvelles technologies et santé au travail : enjeux humains, éthiques et organisationnels*. Yverdon-les-Bains.

Hessas, D., Dufour, M.-È., Dextras-Gauthier, J. & Giraud, L. L'avantage concurrentiel à l'ère de l'intelligence artificielle : proposition d'un modèle conceptuel de la capacité stratégique RH augmentée. *63ème Congrès de l'Association Canadienne des Relations Industrielles*. Québec.

Kaddar, B., Giraud, L. & Préchoux, V. La perturbation des normes sur le marché du travail en contexte transfrontalier. 27e Université de Printemps de l'IAS. Genève.

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. *XXIème 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. *XXXIVème 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. *17ème Congrès du RIODD*. Aubervilliers.

Rabekolo, F. & Giraud, L. Les Pyramides de Caroll et de Visser à l'épreuve des FMNs opérant à Madagascar. *18ème 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.

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 ENSEEIHT).

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).