

Lucas Dufour

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Windsor, Ontario N9B 3P4
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Tel: 365-228-6535

ACADEMIC EXPERIENCE

Toronto Metropolitan University

Assistant Professor of Management 2022 – Present

University of Toronto (Institute of Health Policy, Management and Evaluation)

Affiliate Professor 2021 – Present

Assistant Professor of Management 2019 – 2021

University of Windsor (Odette School of Business)

Assistant Professor of Management 2021- 2022

Montpellier Business School

Associate Professor of Management 2018 - 2019

Assistant Professor of Management 2009 - 2017

University of Luxembourg

Adjunct Professor 2017 - Present

Aix-Marseille University

Lecturer 2005 - 2008

Kedge Business School, Marseille

Lecturer 2006

PROFESSIONAL EXPERIENCE

Associate Director, ACE: 2019 - Present

Associate Director of Accessing Centre for Expertise (ACE), which provides consulting services for decision makers in the healthcare sector based on the academic expertise of faculty at University of Toronto and more broadly in Canada

Co-founder, Performance Lab: 2017 - Present

Co-founder of Performance Lab which provides customized scientific surveys in Human Resources and general management for companies

Scientific Advisor and Executive Trainer, Learn-Well, Tokyo, Japan: 2013 - Present
Scientific advisor and executive trainer for a consulting firm specializing in the employee socialization

Executive Trainer, Montpellier Business School, Montpellier, France: 2015 - 2019
Executive teaching for major French companies

Research Assistant, Kedge Business School/Agora HR European Union Project, Marseille, France: 2004 - 2006
Research assistant and Co-organizer of 12 meetings and 2 conferences in 7 different countries (Algeria, Italy, France, Portugal, Morocco, Slovenia, Spain, Tunisia)

Human Resource Assistant, Prémalliance-AG2R, Marseille, France: 2003 - 2004
Human Resources assistant. I conducted analysis of payment systems, and co-created human resources software.

EDUCATION

ITP (International Teaching Program) H.E.C. Paris, France	2012
MIT and Boston College, USA Visiting scholar	2009 & 2010
MIT and Boston College, USA Post-doctoral student Supervised by <i>John Van Maanen</i> (MIT) and <i>Judith Gordon</i> (Boston College)	2008
ESSEC Paris and IAE Aix-en-Provence (Aix-Marseille University), France Ph.D. in Organizational Behavior <i>Dissertation:</i> The socialization of poorly educated young people in organizations <i>Chair:</i> Jean-Marie PERETTI (ESSEC Paris)	2008
IAE d'Aix-en-Provence (Aix-Marseille University), France M.S. in Research, major in Human Resource Management	2005
Kedge Business School, Marseille, France M.S. in Business with a 1-year exchange at U.C.D., Dublin, Ireland	2004

RESEARCH INTERESTS

Socialization, Creativity/Innovation, Ethics and Emotions

ARTICLES

Dufour, Lucas, Meena Andiappan, and Arnaud Banoun. (In Press). Support or evaluate?: The multifaceted role of supervisors during the newcomer socialization process. *European Management Journal*. [Socialization]

Dufour L., Escribano, P. & Maoret, M. 2021. Will I socialize you? Supervisors' initial evaluations and subsequent support in the socialization of temporary newcomers. *Organization Science* 32(3): 881-908. [Socialization]

Andiappan, M. & Dufour, L. 2021. The evolution of unethical behavior normalization amongst longshoremen in France: A 70-year perspective. *Organizational Behavior and Human Decision Processes*, 166, 49-67. [Ethics]

Dufour, L., Maoret, M. & Montani, F. 2020. Coupling newcomer's creativity and adjustment: The role of supervisor trust and support for authenticity. *Journal of Management Studies*, 57(8), 1531-1555. [Socialization and Creativity]

Andiappan, M. & Dufour, L. 2020. Jealousy at work: A tripartite model. *Academy of Management Review*, 45(1): 205-229. [Emotions]

Marais M., Joly M., Meyer, M., Jaeck, M., Kessari, C., Andiappan, M. & Dufour L. 2020. Legitimizing a diversity policy in a challenging environment: A case study of a French business school. *Management International*, 24(1): 56-71. [Ethics]

Dufour L. Andiappan, M. & Banoun A. 2019. The impact of emotions on stakeholder reactions to organizational wrongdoing. *European Management Review*, 16(3): 761-779. [Ethics and Emotions]

Montani, F. Maoret M. & Dufour, L. 2019. The dark side of organizational socialization: How and when socialization intensity undermines newcomer outcomes. *Journal of Organizational Behavior*, 40(4): 506-521. [Socialization and Creativity]

Dufour, L & Andiappan, L. 2018. L'impact du leadership "dysfonctionnel" sur les comportements contre-productifs des subordonnés : le cas des jeunes à faible capital scolaire. *Recherche en Sciences de Gestion*, (2): 121-145. [Socialization and Diversity]

Andiappan M. & Dufour L. 2018. Quick decisions tend to reinforce self-interest choices among MBA students: The direct and moderating effects of temporal constraint and situational factors in ethical decision making. *Canadian Journal of Administrative Sciences/Revue Canadienne des Sciences de l'Administration*, 35(1): 20-33. [Ethics]

Andiappan M. & Dufour L. 2017. A difficult burden to bear: The managerial process of dissonance resolution in the face of mandated harm-doing. *Journal of Business Ethics*, 141(1): 71-86. [Ethics]

Banoun, A. Dufour, L. & Andiappan, M. 2016. Evolution of a service ecosystem: Longitudinal evidence from multiple shared services centers based on the economies of worth framework. *Journal of Business Research*, 69(8): 2990-2998. [Innovation]

Dufour, L. & Lacaze, D. 2010. L'intégration dans l'entreprise des jeunes à faible capital scolaire : un processus d'ajustement mutuel. *Revue de Gestion des Ressources Humaines*, 75 :16-29. [Socialization]

Dufour L. & Frimousse S. 2007. Divergences and similarities in the evolution of the Human Resources function in the Western part of the Mediterranean Sea. *The Young Economists Journal*, 1(8): 64-74. [Socialization]

Dufour L. & Frimousse S. 2006. La socialisation organisationnelle de la jeunesse à faible capital scolaire. *Revue Management et Avenir*, 4(10): 145-160. [Socialization]

UNDER REVIEW

Dufour, L. & Andiappan, M. Keeping the “men” in longshoremen: The origins of lasting discrimination against women in the longshore occupation. *Conditional Acceptance* at *Research in the Sociology of Organizations* [Socialization]

PROFESSIONAL ARTICLES

Dufour L. & Golli A. 2007. La fonction RH doit gérer des évolutions démographiques inquiétantes. *Revue Personnel*, n°476 (January).

Dufour L. & Igalens J. 2005. Comparaison des pratiques en Euroméditerranée, évolution de la fonction RH. *Revue Personnel*, n°462 (September).

BOOKS

Banoun, A. & Dufour, L. 2011. *L'opportunisme une approche pluridisciplinaire*. Paris, Lavoisier-Hermès Publishing.

Dufour, L. 2008. *Le risque dans sa diversité*. Paris, Lavoisier-Hermès Publishing.

Silva F. & Dufour, L. 2006. *Ressources humaines en Euroméditerranée, volume 2*. Marseille, Editions Euromed Marseille, 2006.

BOOK CHAPTERS

Dufour L. & Andiappan M. 2013. Une brève histoire du Management. In Jaouen, A & Le Roy, F. *L'innovation managériale*. Paris, Dunod.

Dufour L. & Lacaze D. 2010. L'influence des valeurs associées au travail sur l'intégration des jeunes à faible capital scolaire au sein des organisations. In Sahut, J.-M. (ed.), *Salariés-Employeurs, quel partage de valeurs ?* Paris, L'Harmattan.

Dufour L. & Peretti J.M. 2009. Les jeunes à faible capital scolaire des talents souvent inexploités. In Peretti J.M. (ed.), *Tous talentueux*. Paris, Editions d'organisation.

Dufour L. 2008. Construction identitaire et intégration des jeunes à faible capital scolaire au sein des organisations. In Brasseur M. & Mendez A. (ed.), *Regards croisés sur la GRH*. Paris, Vuibert.

Dufour L. & Zoubir Y. 2008. La gestion de crise dans les sociétés contemporaines: L'exemple de l'ouragan Katrina. In Dufour L. (ed.), *Le risque dans sa diversité*. Paris, Hermès-Lavoisier.

Dufour L. 2008. Une gestion mondiale du risque: le cas des marchés des droits à polluer. In Dufour, L. (ed.), *Le risque dans sa diversité*, Paris, Hermès-Lavoisier.

Dufour L. 2006. Evolutions démographiques et impact sur le marché de l'emploi. In Silva F. & Dufour, L. (ed.), *Ressources Humaines en Euroméditerranée. Volume 2*. Marseille, Editions Euromed-Marseille.

Dufour L. 2006. L'évolution de la fonction Ressources Humaines en Euroméditerranée. In Silva F. (ed.) *Ressources Humaines en Euroméditerranée. Volume 1*. Marseille, Editions Euromed-Marseille.

CONFERENCE PRESENTATIONS

Dufour, L. & Andiappan, M. 2022. "Now the Army is who I am": Using cadet socialization to increase organizational identification in the French Army. *European Group of Organization Studies (EGOS)*, Vienne, Austria.

Campero, S., Dufour, L. Escribano, P. & Maoret, M. 2022. Gendered Perceptions of Self-Promotion During Try-out Employment. *European Group of Organization Studies (EGOS)*, Vienne, Austria.

Dufour, L. & Montani, F. 2018. The role of supervisor trust and support for authenticity on newcomers' creativity and adjustment. *Academy of Management Annual Meeting*, Chicago, USA.
**Best paper Proceedings OB Division*

Andiappan, M. & Dufour, L. 2018. It's all part of the game: Multi-level influences on the evolution of unethical behavior normalization amongst longshoremen in France. *European Academy of Management*, Reykjavik, Iceland. **Finalist for the Best Paper Award OB division*

Escribano, P. Dufour, L. Maoret, M. 2017. Will I socialize you? An IPO model of supervisors' involvement in newcomers' socialization. *Academy of Management Annual Meeting*, Atlanta, USA.
**Best paper Proceedings OB Division*

Andiappan M. Dufour L. Jaeck M. Joly M. Kessari C. Marais M. & Meyer, M. 2016. Legitimizing a diversity policy in the midst of varying stakeholder perspectives. *Academy of Management Annual Meeting*, Anaheim, USA.

Dufour, L., & Andiappan, M. 2015. The impact of emotions on stakeholders' reactions to firm misconduct. *Academy of Management Annual Meeting*, Vancouver, Canada.

Dufour, L. & Andiappan, M. 2015. The role of active ineffective leadership on counterproductive workplace behaviors. *Academy of Management Annual Meeting*, Vancouver, Canada.

Andiappan, M., & Dufour, L. 2015. Time, ethics and choice: The effects of time pressure, framing and norms on ethical decision making. *Academy of Management Annual Meeting*, Vancouver, Canada.

- Dufour, L. Banoun, A. & Andiappan, M. 2015. The impact of emotions on stakeholders' reactions to firm misconduct. *European Academy of Management Meeting*, Warsaw, Poland. *Finalist for the Best Paper Award OB division
- Dufour, L. & Andiappan, M. 2015. The role of active ineffective leadership on counterproductive workplace behaviors. *European Academy of Management Meeting*, Warsaw, Poland.
- Dufour L. & Andiappan, M. 2014. They are watching you! The supervisor's role during the newcomer's socialization. *Academy of Management Annual Meeting*, Philadelphia, USA.
- Dufour L. Andiappan, M. & Banoun, A. 2014. Tell me how you feel and I'll tell you how you will act: The role of stakeholder's decision making in the corporate reputation damage process. *European Academy of Management Meeting*, Valencia, Spain.
- Dufour L. 2014. Hazing and bullying in the socialization context. *European Academy of Management Meeting*, Valencia, Spain.
- Dufour L. 2013. They need your help! Newcomers' needs for socialization support and supervisor responses. *Academy of Management Annual Meeting*, Lake Vista, USA.
- Dufour L. & Andiappan, M. 2013. Countering expectations and counterproductive workplace behaviors of high-school educated youth. *Academy of Management Annual Meeting*, Lake Vista, USA.
- Dufour, L. 2012. The organization, the work group and you: A tripartite socialization model based on the high-school educated young population. *Academy of Management Annual Meeting*, Boston, USA.
- Dufour, L. & Andiappan, M. 2012. Locked in place? Explaining the social immobility of low SES individuals in organizations. *European Academy of Management Meeting*, Rotterdam, Netherlands.
- Dufour L. 2010. Organizational support in the socialization of poorly educated young people. *Academy of Management Annual Meeting*, Montréal, Canada.
- Dufour L. 2010. Matching individual, work group and organizational expectations: The socialization of young undereducated people. *Academy of Management Annual Meeting*, Montréal, Canada.
- Dufour L. Banoun A. & Andiappan, M. 2010. Maximizing corporate reputation through the management of image gaps. *EGOS Conference*, Lisbon, Portugal.
- Dufour L. 2010. Managing the unmanageable: A question of respect. *EGOS Conference*, Lisbon, Portugal.
- Dufour L. & Banoun A. 2009. Dealing with management-resistant individuals: the case of poorly educated young people. *Academy of Management Annual Meeting*, Chicago, USA.
- Banoun A. & Dufour L. 2009. L'image corporate face aux contradictions communicationnelles des organizations. *Congrès de l'AFM*, London, UK.

Dufour L. & Peretti J.M. 2008. Comportement organisationnel et conception du travail des jeunes à faible capital scolaire: proposition d'une typologie. *19ème Congrès de l'AGRH*, Dakar, Senegal.

Dufour L. & Banoun A. 2008. Le rôle de la communication interne: entre recherche de légitimité et conduite du changement. *19ème Congrès de l'AGRH*, Dakar, Senegal

Dufour L. & Golli A. 2008. A typology of organizations according to their integration tactics towards unqualified young people. *Academy of Management Annual Meeting*, Anaheim, USA.

Dufour L. & Lacaze D. 2008. An interactionist model of newcomers' integration in organizations: The case for poorly educated young workers, *European Academy of Management Meeting*, Ljubljana, Slovenia.

Dufour L. & Lacaze D. 2007. L'intégration dans l'entreprise des jeunes à faible capital scolaire: Un processus d'ajustement mutuel. *18ème Congrès de l'AGRH*, Fribourg, Switzerland.

Dufour L. 2006. Le rôle de l'identité dans le processus d'intégration des jeunes à faible capital scolaire. *2èmes Rencontres Internationales sur la Diversité*, Corte, France.

Dufour L. & Lacaze D. 2006. Le rôle de la valeur travail dans l'intégration des jeunes à faible capital scolaire au sein des organisations: Une étude exploratoire. *24ème Université d'Eté de l'IAS*, Marseille, France.

Dufour L. & Golli A. 2006. Vers une convergence 'contextualisée' des pratiques RH dans l'espace Euroméditerranée. *8ème Université de Printemps de l'Institut d'Audit Social*, Dakar, Senegal.

Dufour L. & Zoubir Y. 2006. La gestion de crises dans les sociétés contemporaines: L'exemple de l'ouragan Katrina. *3èmes Journées d'Etudes Parlementaires*, Alger, Algeria.

Dufour L. 2005. L'évolution de la fonction Ressources Humaines en Euroméditerranée. *2ème Symposium Euromed Marseille et AGRH sur le thème 'Existe-t-il un modèle de gestion des ressources humaines euroméditerranéen?'*, Marseille, France.

Dufour L. & Frimousse S. 2005. La socialisation organisationnelle de la jeunesse à faible capital scolaire. *1ères rencontres internationales sur la diversité*, Corte, France.

CASE STUDIES

Dufour, L. Andiappan, M.. 'Furnitex: Manager et recruter des talents' *CCMP Référence : H0649*

Dufour, L. Andiappan, M.. 'Furnitex: Managing and recruiting talents' *CCMP Référence : H0649 (GB)*

Dufour L. Diallas, G. & Andiappan, M. 'Le bulldozer: Communication et conflits dans une entreprise allemande d'énergie' *Writing Stage*

Dufour L. Diallys, G. & Andiappan, M. 'The bulldozer: Communication and conflicts in a German energy company' *Writing Stage*

Dufour L. Casteran T. & Andiappan, M. 'Labosud: A la recherche de la structure idéale'' *Writing Stage*

Dufour L. Casteran T. & Andiappan, M. 'Labosud: In search of the right structure' *Writing Stage*

TEACHING EXPERIENCES

Toronto Metropolitan University

Negotiation and Conflict Resolution	2022-Present
Organizational Behavior	2022-Present

University of Windsor

Strategic Human Resource Management Planning	2021-Present
Human Resources Management	2021-Present

University of Toronto

Organizational Theory (PhD)	2021-Present
Innovation Management and Design Thinking (Msc)	2021
Translating leadership into practice (Msc)	2019-2021

University of Luxembourg

Leadership (eng) (Master)	2017-2019
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Montpellier Business School

Innovation Management (eng)	2018-2019
Management (fr) (MBA)	2010-2019
Leadership coaching (fr) (MBA)	2016-2019
Organizational Theory (eng) (Master)	2012-2015
Organizational Theory (fr) (Master)	2012-2015
Strategic HRM (eng) (Master)	2012-2014
Strategic HRM (fr) (Master)	2010-2013
Management (eng) (Master)	2011-2012
Recruitment and Selection (eng) (Bachelor)	2010

Courses taught on the behalf of La Trobe University, Bendigo, Australia

Leadership (eng) (Bachelor)	2016-2019
Organizational Behavior (eng) (Bachelor)	2009-2016
International Human Resource Management (eng) (Bachelor)	2009-2011

Executive teaching

Crisis management (eng) (World Health Organization)	2021
Onboarding and On the Job Training (eng) (All Nippon Airways, Hitachi)	2021
Leadership and creativity (fr) (Union Financière de France)	2017
Managing change (fr) (Air France)	2016
Managing diversity (fr) (EDF)	2016

Aix-Marseille University

Human Resource Management (fr) (Master & Bachelor)	2005-2008
Internal Communication (fr) (Bachelor)	2005-2008

Kedge Business School, Marseille

International Human Resource Management (eng) (Master)	2006
Human Resource Management (eng) (Bachelor)	2006

**(fr) indicates courses taught in French and (eng) indicates courses taught in English*

AWARDS

Award for Excellence in Research, Montpellier Business School	2018
AOM Best Paper Proceedings OB division	2018
EURAM Best paper Finalist OB division	2018
AOM Best Paper Proceedings OB division	2017
EURAM Best paper Finalist OB division	2015
Finalist of for the Best Dissertation FNEGE Award in HRM	2008
Selected for the CEFAG 2007 (Only 16 PhD students in Business selected all over France)	2007

SCOLARSHIPS AND GRANTS

College of Chiropractors of Ontario 65 520 \$CAN	2021
Institute for Safe Medication Practices Canada 21 960 \$CAN	2021
TD Bank and Canada's Children's Hospital Foundations 47 160 \$CAN	2020
Company funding from La Poste 12 000 euros (18 500 \$CAN)	2020

Company funding from CRCC Paris 12 000 euros (18 500 \$CAN)	2020
Company funding from Eurengo 7 000 euros (10 900 \$CAN)	2020
Company funding from Eurengo 45 000 euros (70 000 \$CAN)	2019
Company funding from Agorize 20 000 euros (30 000 \$CAN)	2019
Company funding from Fédération de l'Hospitalisation Privée 7 000 euros (10 900\$CAN)	2018
Company funding from Agorize 20 000 euros (30 000 \$CAN)	2018
Internal grant from the University of Carlos 3 of Madrid with Magdalena Dobrajka 2 280 euros (3 500 \$CAN)	2018
Company funding from F. Iniciativas 9 000 euros (14 000 \$CAN)	2017
Internal grant IESE Barcelona with Massimo Maoret 3 000 euros (4 600 \$CAN)	2017
Internal grant Montpellier Business School 1 400 euros (2 200 \$CAN)	2017
Finalist for the ANR grant in the category “Projets de recherche collaborative (PRC)”	2016
Internal grant Montpellier Business School 4800 euros (7 400 \$CAN)	2016
Internal grant IESE Barcelona with Massimo Maoret 1 488 euros (2 300 \$CAN)	2015
Internal grant Montpellier Business School 4 800 euros (7 400 \$CAN)	2015
Internal grant IESE Barcelona with Massimo Maoret 2 200 euros (3 400 \$CAN)	2013
Marie Curie Grant for the project “SocialiseMe” conducted by Massimo Maoret 100 000 euros (155 000 \$CAN) used on several projects on socialization with Lucas Dufour	2012

PhD scholarship 2005-2008
48 600 euros (75 000 \$CAN)

SERVICE AND MEMBERSHIP

Associate Editor

Frontiers in Psychology 2019 - Present

Adhoc Reviewer

Organization Science 2021 - Present
Research in the Sociology of Organizations 2021 - Present
Applied Psychology: An International Review 2021 - Present
Frontiers in Psychology 2019 - Present
Journal of Business Research 2015 – Present
M@n@gement 2015 - Present
International Journal of Human Resource Management 2014 - Present
British Journal of Management 2013- Present

Reviewer

Reviewer, AOM meeting, OB Division 2008 - Present
Reviewer, AOM meeting, OMT Division 2012 - Present

Membership

Member of Academy of Management 2008 - Present
Member of European Academy of Management 2010 - Present

Conference Organization

Co-organisation of conferences in Euromed Marseille, Ecole de Management:
2nd Symposium Euromed Marseille et AGRH November, 2005
Université d'été de l'I.A.S. September, 2006

INVITED PRESENTATIONS

2021: Conrad School of Entrepreneurship and Business, University of Waterloo, Waterloo, Canada.

2020: Qualitative Ontario Methods Group, Online.

Gordon S. Lang School of Business and Economics, University of Guelph, Guelph, Canada.

Centre for Industrial Relations and Human Resources, University of Toronto, Toronto, Canada.

2019: Rotman School of Management, University of Toronto, Toronto, Canada.

2019: Ted Rogers School of Management, Ryerson University, Toronto, Canada.

2019: Gordon S. Lang School of Business and Economics, University of Guelph, Guelph, Canada.

2013: Génération Y, une cible à conquérir ?, Conférence Montpellier Unlimited Prospective February 20, 2013, Montpellier. *Interview about this conference on RCF Hérault Radio, February 19, 2013*

2012: IAE Aix-en-Provence, Aix-en-Provence, France.

2011: Comment manager la génération Y ? Présentation FACE-Hérault, Clinique du Millénaire, April 12, 2011, Montpellier.

2008: Carroll School of Management, Boston College, Boston, USA.

2007: IAE Paris, Paris, France.

INTERNAL SERVICE

University of Toronto

Associate Director of ACE (Accessing Center of Expertise)	2019 – present
Member of the committee for executive teaching	2019 – present

Montpellier Business School

Responsible of the major Leadership in the MBA Program	2016 – 2019
Member of the committee for case study and executive teaching	2016 – 2019
Member of the MBA program committee	2016 – 2019
Member of the committee for the management of the professors	2009 – 2016

2009-2013 : Participation and facilitation of workshops during the “Sustainable Week” organized each year by Montpellier Business School

Supervision and Coaching of Student projects

Entrepreneurial projects for major French companies (2 per year)	2012 - 2019
Consulting projects (2 per year)	2012 - 2019
Social entrepreneurial projects (2 per year)	2009 - 2019

Supervision of student entrepreneurs

Coach of 2 student entrepreneurs	2018-2019
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Master's Student Theses:

Chair of 10 Master Students per year	2015 – 2019
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MBA Student Committees:

2018: *Chair.* Charles Sabatier “Animation et gouvernance des communautés collaboratives : les espaces de coworking. ”

2018: *Co-chair.* Fabien Le Strat “Comment transformer les pratiques d’évaluation de la performance individuelle pour améliorer la performance collective.”

2016: *Co-chair.* Julien Hierthes “Comment maintenir la motivation des commerciaux de l’industrie pharmaceutique dans un contexte de restructuration?”

2016: *Co-chair.* Vincent Baijot “En quoi l’Internet des Objets (IoT) est créateur de valeur pour la croissance et la compétitivité des entreprises?”

2015: *Co-chair.* Sandra Brandeleer “Comment favoriser la motivation des équipes en fonction du cycle de vie des produits?”

2013: *Chair.* Arnaud Pradel “Quelle place ont la vision, la mission et la stratégie dans l’entreprise et comment convaincre et fédérer les dirigeants et employés pour leur(s) utilisation(s) dans le pilotage opérationnel?”

2012: *Chair.* Christine Pascal “Comment améliorer la pratique pédagogique des enseignants? Le cas du Groupe Sup de Co Montpellier Business School : projet de création d’un Centre de Support Pédagogique.”

2011: *Chair.* Véronique Thomas “Quand un knowledge management adapté permet une ingénierie de relever les défis s’imposant à son secteur d’activité.”

2011: *Chair.* Jean-Baptiste Lafarge “Impact du management sur la pérennité des entreprises familiales.”

2011: *Chair.* Didier Giallo “Valoriser le capital immatériel humain dans une petite et moyenne entreprise.”

2011: *Co-chair.* Laurence Puig “Quelle place pour la vente traditionnelle aux PME en assurance face à une montée en puissance des canaux de distribution à distance?”

2010: *Co-chair.* Isaac Monson “Les enjeux de la fidélisation et les barrières à la satisfaction client: Etude prospective en centre de maintenance aéronautique.”

2010: *Co-chair.* Bernard Marcoux “La transmission des savoirs: Un des axes stratégiques de la politique des seniors dans les entreprises de banque et d’assurances en France.”

2010: *Chair.* Renaud Halimi “De l’utilité du management culturel dans les équipes multi-sites.”

2010: *Chair.* Pierre-Emmanuel Borne “Le rôle du balance scorecard dans l’amélioration de la performance des Ressources Humaines.”

2010: *Chair.* Patrick Conrade “Entrepreneur ou bras droit ? :Le rôle du DGA dans une PME.”

COMPETENCIES

Languages: French (Mother tongue); English (Bilingual); Spanish (Upper intermediate)

REFERENCES

Massimo Maoret

Associate Professor, IESE Barcelona

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Francesco Montani

Associate Professor, University of Bologna

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Phone: 00 39 33 36 92 35 65

Mailing Address: Bologna Business School - Via degli Scalini 18, 40136 Bologna, Italy

Soo Min Toh

Associate Professor, University of Toronto

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Phone: 905-569-4971

Mailing Address: University of Toronto, Kaneff Centre, 3359 Mississauga Road, Mississauga, Ontario, L5L1C6

Danni Wang

Assistant Professor, Rutgers University

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Mailing Address: Rutgers Business School-Newark and New Brunswick, Rutgers University Room 2141, 100 Rockefeller Road, Piscataway, NJ 08854