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## 1- Current professional experience

### *Associate Professor at ESCP-EAP*

- Main teaching responsibilities: "The human side of Management and Organisations", "Psychology and Management", "Strategic Management", "Cross-cultural Management"
- Supervisor for "European Research Projects" (ERP) and "Professional Thesis" (master programmes)
- Research: My current work deals with Organizational Identity in the framework of strategic change regularly encountered by long-lasting companies. By contrast with many approaches which define identity as a set of features, images, perceptions... shared by the members of an organization and which are deemed to be central, enduring and distinctive, my approach have certain similarities with a quest. What marks an organization and its identity are the fundamental and often hidden questions that concern it, that it seeks to give meaning to and that frame its development, without being answered definitely. In this perspective, my methodology is ethnographic, reflexive, longitudinal and qualitative. The research process is seen as a voyage of discovery shaped by a series of identity transactions linking the researcher and the organization. My research field is a French international bank, the Crédit Agricole. This research started in 2001 and should be resulting in a PhD thesis in 2007.

### *Outside ESCP-EAP*

- Consulting assignments with several international companies. I work for, amongst others, Philips, LVMH, JC Decaux and Crédit Agricole. I belong to the "Discovery International Network" of which I am a founder along with three other consultants (two Britons and a German)

## 2- Education

### *Clinical psychology and psychoanalysis*

- DEA in psychoanalysis (Paris University VII, 1983): higher research degree, first year of a doctorate (similar to Mphil.)
- Master's in psychology and qualified as a clinical psychologist (Paris University VII, 1980).

- Training as a psychotherapist, with a psychoanalytical orientation within the "Freudian School of Paris" (1973, 1982)

#### *Management*

- IFACE (Institut de Formation d'Animateurs-Conseillers d'Entreprises, Paris Chamber of Commerce, 1973): 2 years full time training focused on consultancy and management education, supported by a scholarship from the National Foundation for Management Education (FNEGE)
- Master's degree in business studies obtained at ESC Amiens, France (DESCAF, 1971)

### 3- Major professional milestones

#### *At EAP, then at ESCP-EAP*

- Co-developer of EAP's programmes and pedagogical methods at the time of the School's inception in 1972-1973. Originally, the school's philosophy was based upon some key principles: learning from experience, cross-cultural team work, studying through different cultural settings, working out a professional project... An individual tutoring provided the students with guidance and operated as an integrator. This tutoring was put in place in close co-operation with the Tavistock Institute (Harold Bridger)
- Tutor (1973-1978) and then student counsellor
- Co-ordinator and professor, between 1985 and 1994, on two 6 month executive development programmes focusing on "How to Export" and "European Development"
- International co-ordinator of company placements from 1989 to 1997: the job was aimed at, on the one hand, helping the students to work out a professional project and to find a placement and on the other at following up their work and their own personal development within the companies (around 600 placements a year in France, the UK, Spain and Germany). This experience led to several working papers.
- Creation and delivery of a 45 hour course in English at EAP Oxford called "European Business Environment", in collaboration with Béatrice Collin (1992 and 1993)
- Other assignments on behalf of the Paris Chamber of Commerce: in Russia (Human Resources seminar in 1991), in Vietnam (International Negotiation seminar and Human Resources seminar in 1992), in Lebanon (2003), for the Executive Education Centre at HEC, for the Paris case clearing house (programmes on how to write a case and trainer training workshops)

#### *As a consultant*

- Associate Consultant, Harbridge House Consulting Group, London (1991-1997)

#### *As a researcher*

- Research fellow at City University Business School (GB, 1998-1999)

- Member of the "Epistemology and Human Resources Management" Group from 1995 to 1998, under the aegis of the FNEGE (the National Foundation for Management Education)
- Member of GRAPHE (Groupe de Recherche Appliquée aux Potentiels Humains dans l'Entreprise), research group 936, University of Lille 1, as part of the National Centre for Scientific Research (CNRS) from 1993 to 1997. Working papers:
  - "Figures de négociateurs et processus de négociation, psychobiographies de négociateurs internationaux", May 1994
  - "Les acteurs de la négociation, le cas des joint-ventures internationales", August 1995
  - "Retour aux sources: les échanges marchands et la négociation commerciale", February 1996.

#### *As a psychotherapist*

- Psychotherapist at the "Le Châtelier Institute" (1985-1991)
- Clinical psychologist at the Ainay-Le-Château psychotherapy Centre (1981-1985)
- Leader of group dynamics sessions upon a psychoanalytical basis

#### *As an elected local official*

- Mayor of Farges-Allichamps (1983-1989)

## 4- Publications

- « Dix cas en quête d'auteurs » (co-auteurs : Madeleine Besson et Corinne Hahn) dans *L'alternance dans l'enseignement supérieur, Enjeux et perspectives*, L'Harmattan, 2005, pp.143-162
- « Le processus d'internationalisation des entreprises : Y a-t-il une spécificité européenne ? » (co-auteur : Béatrice Collin) dans *La mondialisation et ses effets*, Changement Social N°9, L'Harmattan, 2005, pp.227-238
- « L'alternance dans l'enseignement supérieur du management : quelles situations pédagogiques pour faciliter le développement des compétences » (co-auteurs Madeleine Besson et Corinne Hahn), Actes du colloque *Questions de Pédagogie*, Ecole Centrale de Lille, 1<sup>er</sup> au 3 juin 2005.
- « Building and reinforcing competencies: The Lajoux project », (with M. Besson and C. Hahn), proceedings of ACT 5 – The 5<sup>th</sup> International Conference on Creative Teaching, Vienna, January 2002
- « La Logique des Mondes, contribution à l'analyse du changement dans les organisations » (co-auteurs B. Collin et P. Raimond), *Gestion 2000*, bimestriel 5, septembre - octobre 2001.
- « Origins, a contribution to the foundation of Euram » (co-author B. Collin), proceedings of the Euram founding Conference, IESE, Barcelona, Spain, April 2001
- « The process of internationalisation in European firms: a specific European research approach » (co-authors B. Collin and P. Raimond), proceedings of the EIASM 7<sup>th</sup> workshop on MOC, Barcelona, Spain, June 2000

- « The use of metaphor, another approach to management research » (co-authors B. Collin and P. Raimond), proceedings of the EIASM 7<sup>th</sup> workshop on MOC, Barcelona, Spain, June 2000
- « The process of internationalisation in 3 French companies, a process of changing the Dominant Logic », proceedings of the EIASM 6<sup>th</sup> workshop on Managerial and Organisational Cognition, Colchester, UK, 1999
- « L'étudiant, le stage et l'observation participante », actes de la conférence *Humanités et "Grandes Ecoles*, Lyon, France, 13-15 novembre 1996
- CLM case study", *European Management Journal*, 1993
- « Les jeux de l'offre et de la demande : le cas de l'institut psychothérapique du Châtelier », dans *La nouvelle adolescence, un classe d'âge en perdition*, actes du colloque de l'Association Française de Psychiatrie des 21 et 22 avril 1990.