

Dr. Laurent GIRAUD

Associate Professor, Trainer &
Consultant in HR/Change
Management

Toulouse 1 Capitole University
Toulouse School of Management –
TSM Research (UMR CNRS 5303)

2, rue du Doyen Gabriel Marty
31042 TOULOUSE CEDEX 9
FRANCE
laurent.giraud@tsm-education.fr
Tel: +33561633878

34 years-old / Bachelor
French nationality



PROFESSIONAL EXPERIENCE

2013 -

Toulouse 1 Capitole University – Associate Professor in HRM.
Toulouse School of Management – TSM Research (UMR CNRS 5303)

- 9 articles published in ranked journals (JCR/CNRS/FNEGE/HCERES/AERES). 2 published book (Eyrolles + Vuibert) + 1 book chapter (EMS Editions). 17 communications presented in peer-reviewed conferences. 5 case studies distributed by the CCMP, one of which has been awarded the Best case study Prize in 2015 by Atlas-AFMI. 4 articles published in consumer press (i.e. Le Monde).
- Since 2015: Head of the Master 2 International Human Resource Management.
- Teaching Human Resource Management, Organizational Change Management, Organizational Behavior and Corporate Social Responsibility at M2 IHRM, M2 GRH, M2 Audit – Financial controlling, M1 Marketing and Bachelor. Tutor for Master thesis.

2012 – 2013

ESSEC Business School – Postdoctoral Research Fellow.
Chair of Change management

- 2 articles published in ranked journals (JCR/CNRS/FNEGE/HCERES/AERES). 2 papers presented in peer-reviewed conferences.
- Planning of the 1st and the 2nd International Meetings of Transformation. Animation of the scientific committee. Management of the Chair website.
- 24 hours of teaching in the course “Personal Profiles and Careers”.

2008 – 2012

EMLYON Business School – Teaching & Research Assistant.
OCE Research Center

- 3 articles published in ranked journals (JCR/CNRS/FNEGE/HCERES/AERES). 1 book published. 1 paper presented in a peer-reviewed conference.
- Human Resource Management lecturer on the French and Chinese campuses. All audiences (Bachelor, Specialized Masters, International MBA) in French and in English. Responsible for some courses and electives.
- Animation of the Research Center.

2007 – 2008

Faurecia - Recruiter.

Automotive supplier. Interior Systems R&D Center, Western Europe market, France.

- Job announcement, job profile definition, sourcing, applications management, interviews & hiring (financial controllers, R&D engineers, packaging engineers, program buyers, etc).
- Participation in recruitment forums, training in hiring, engineer 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.

2005 – 3 months

Ecozept, Germany. Consulting in sustainable development.

In charge of an international workcamp, market studies, participation to the European Commission research project **TYPIC**.

TRAINING

2012

Jean Moulin Lyon 3 University (iaelyon) – French Doctorate in HRM.

Highest distinction: Very honorable with Congratulations of the jury at unanimity.

Title: “Employee intent to quit the company: an approach through career stage and generational belonging.”

Thesis director: Alain Roger. Co-thesis director: Françoise Dany (EMLYON Business School).

Other jury members: Nathalie Commeiras (Université Grenoble 2), Jean-Pierre Neveu (Université Montpellier 2) et Olivier Roques (Aix-Marseille Université).

2008

ICN Business School, Nancy, France - Master Grande Ecole.

2007

Umeå School of Business, Sweden - Master of Science.

2005

ICN Business School, Nancy, France - Bachelor in Business Administration.

2004

HEC Preparatory classes - economics option. Lycée Blaise Pascal, Clermont-Ferrand, France.

PUBLICATIONS IN RANKED JOURNALS (JCR + FRENCH RANKINGS)

- 2018 Giraud, L., Frimousse, S., Le Bihan, Y., & Brière, M. (in press). Les effets de la compassion du Leader positif et de la justice interpersonnelle sur la reconnaissance et le bien-être des salariés, *Management & Sciences Sociales*, 24 (FNEGE 4).
Frimousse, S., Swahli, A., Giraud, L., Peretti, J.-M., & Băloiu, I.-C. Favoriser la performance adaptative via le développement RH dans un contexte de changement permanent : le cas de Ford Roumanie, *Management International* (CNRS 3, FNEGE 2, HCERES A).
- 2017 Yatribi, T., S. Balhadj, et 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 (CNRS 4, FNEGE 2, HCERES B).
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 (CNRS 4, FNEGE 3, HCERES C).
- 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 & Management*, 13 (2), 13-35 (AERES en sciences de l'information et de la communication).
Johnson, K. J., C. Bareil, L. Giraud, & Autissier, D. Excessive change and coping in the working population. *Journal of Managerial Psychology*, 31 (3), 739-55 (JCR 46th journal in Applied Psychology, CNRS 4, FNEGE 3, HCERES C).
- 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 (CNRS 2, 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 (JCR 163rd journal in Management, CNRS 3, 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).
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).
- 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 (CNRS 2, 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 (CNRS 4, FNEGE 3, HCERES C).
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).
- 2011 Giraud, L. & Roger, A. Les étapes de carrière à l'épreuve du temps. *Humanisme et Entreprise (now called RIMHE)*, 302, 13-28 (CNRS 4 until 2013, FNEGE 4, HCERES C).

BOOKS & CHAPTERS

- 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, 80p.

CASE STUDIES PUBLISHED BY CCMP

- 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 \(HRM\) 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

- 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. [XXIX^{ème} 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. [10^{èmes} 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. [XXVIII^{ème} 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, [VIII^{ème} 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, [6^{èmes} Rencontres Internationales de la Transformation.](#) Paris.
Giraud, L., Frimousse, S., Le Bihan, Y. & Brière, M. Compassion du leader et attitudes positives au travail, [6^{èmes} 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. [XXVII^{ème} Congrès de l'AGRH.](#) Strasbourg.
Frimousse, S., Giraud, L., Băloi, I.-C., Swalhi, A., Cerdin, J.-L., & Peretti, J.-M. Les comportements agiles. [XVIII^{ème} 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. [XXVI^{ème} Congrès de l'AGRH.](#) Montpellier.
Remoussenard, C. Giraud, L. & Ansiou, D. Justice organisationnelle, reconnaissance & management : une étude en contexte de recherche action et de changement. [XXVI^{ème} Congrès de l'AGRH.](#) Montpellier.
- 2014 Johnson, K., Giraud, L., Autissier, D. & Bareil, C. Saturation des salariés face au changement organisationnel : une approche psychologique. [XXV^{ème} 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. [XVI^{ème} 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. [2^{èmes} 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. [XXIV^{ème} 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.

TRAINING & CONSULTING ACTIVITIES

- 2018 – 2019 Identification of the competences on which the [Airbus](#) Leadership University should bet as they should not be imitated by artificial intelligence.
- 2018 Intervention in change management at the headquarters of a French bank in Paris (1 day).
- 2018 Change management training & support to the [Nancy Regional Hospital Center](#) (16 days).
- 2017 Interventions as an EU expert to set up HR policies in Vietnamese, Cambodian and Mongolian universities (3x5 days) - [Tactic Erasmus+](#) Programme, Masaryk University.
- 2017 Intervention at the annual convention of the [UNCGFL](#) on generations at work.
- 2016 - Evaluation/follow-up of a training to mindfulness by the [French Institute of Positive Leadership](#).
- 2016 Intervention at the [Kasetsart University](#) (Thailand) as an EU expert on change management in university for more relations with professionals: 3 days - [AsiFood Erasmus+](#) Programme, Agreenium.
- 2013 - 2016 Evaluation/follow-up of an annual training program on managers' codevelopment at the [major French insurance group Covéa](#).
- 2015 Intervention at the [French Centre for Young Entrepreneurs](#) on intergenerational differences at work.
- 2014 Intervention for the managers' network at the worldwide leader [Safran Nacelles](#) on intergenerational differences at work.
- 2013 Change certification of top managers at the worldwide leader [Sanofi](#).

PRESS

- 2017 Interview in *Action co*: [Recrutement : le BtoB souffre toujours d'un manque d'attractivité](#).
- 2015 Interview in *Elle* (04/06/15) and *L'Humanité Dimanche* (08/11/15) : [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 (21/11/13) and on radio [Guyane 1^{ère}](#) about Gen Y at work.
- 2012 Interview in *Le Monde* (19/05/15) : [La génération Y existe-t-elle vraiment ?](#)

TEACHING OUTSIDE TSM

- 2017 - **Toulouse Business School**
- Since 2017: Annual coordination & interventions for the *Unlocking the leader in you* module of the sm² MSc at Toulouse, Paris and Casablanca.
 - Since 2016: Annual interventions in Organizational Behavior (B1) & HRM (B2).
 - Since 2015: Annual intervention in OP M2 MRH.
 - Interventions in HRM in Executive Education (Provale), in International Business at Toulouse & Barcelona & in Winter/Summer schools (Toulouse) in 2017.
 - Participation to Bachelor oral jury in 2017.
- 2017 **ENSEEIH**
- Intervention in Management in 2nd year (Electronic, Informatics/Networks & Hydroelectric majors).
- IAE Bordeaux**
- Interventions in HR Function (M1 GRH), Organizational Behavior (M1 Management & M2 HR Manager), in Communication (M2 HR Executive Manager).
- 2016 - 2018 **INSA Toulouse**
- Annual interventions in 5th year (Team management in French & English).
- ICD Business School Toulouse**

- Annual interventions in ICD3 & ICD5 (HRM, IHRM & OCM).
 - Participation to oral jury, master thesis defense & selection juries.
- 2016 - 2017 **Geneva School of Economics & Management**
- Annual intervention MAE/DAS in Executive Education (HRM Module).
 - Tutor for Master thesis (notably MAS).
- 2013 **Louvain School of Management - CRECIS**
- Intervention in doctoral seminar on bibliometrics methods & tools.
- ESSEC Business School**
- Intervention in the course Personal Profiles & Careers T2 & T3.
- France Business School – Campus ESC Clermont-Ferrand**
- Intervention in the course Organizational Behavior S2.
- 2012 **EMLYON Business School**
- Co-manager for the Managing people in Asia course at East China Normal University, EMLYON Shanghai.
 - Lecturer of the Strategic Human Resources Management course (S1&2).
 - Co-manager for the International MBA course - Human Resources Management.
 - Introduction to HRM in front of Specialized Masters students.
- 2010 – 2011
- Co- manager for the SHRM course (S1&2).
 - Introduction to HRM in front of Specialized Masters students, Lecturer of the Recruitment Seminar S2, Co-lecturer for the SHRM S2, Interventions in SHRM S1 in French/English + Recruitment Elective S1.

OTHER ACTIVITIES

- 2018 Associate researcher at the [IPAG Chair of the inclusive company](#) since 2018.
Associate researcher at the [ESSEC Chair of change management](#) since 2013.
Reviewer for the [AGRH conference](#) since 2016.
Reviewer for the [Management & Avenir](#) journal since 2017.
Member of the Scientific committee of the [International Meeting of Transformation](#) occurring at ESSEC every year since 2012.
Member of the [Association francophone de Gestion des Ressources Humaines](#) since 2011.
Member of the Scientific committee of the [International Meeting of Management Research at the service of island Economy](#) (Guadeloupe) since 2017.
Annual intervention in career management in 3A seminar - [ICN Business School](#) since 2017.
- 2017 Afterwork conference on generations at work - [Geneva School of Economics & Management](#).
- 2016 Research stay of 1 month at [HEC Montréal](#). Also assisted training on multilevel methods taught by S. V. Subramanian ([Harvard University](#)).
- Member of jury for [Doctoral thesis](#) defense in management science (Taoufik Yatribi - [ENCG Tanger](#) - Morocco).
- Reviewer for the [M@n@gement](#) journal.
- 2015 Reviewer for the [Revue de Gestion des Ressources Humaines](#) journal.
- 2014 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 by ISC Paris, St John's University and Cnam with the publishing of the best papers in a special issue of [International Journal of Human Resource Management](#).
- 2012 Reviewer for the [Journal of Organizational Change Management](#).

SPOKEN LANGUAGES & INFORMATICS

English	Bilingual
German	Correct
Spanish	Beginner
Informatics	SPSS , AMOS , NVivo , Stata , BibExcel , Pajek , Adobe Premiere Pro , Taleo , Back Office .

LEASURES

Biking, soccer, hiking, cross-country skiing, biathlon, downhill skiing, beach volley, reading, travel.