

## Dr. Laurent GIRAUD

Associate Professor, Trainer &  
Consultant in HR/Change  
Management

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

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FRANCE  
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Tel: +33561633878

33 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)

- 8 articles published in ranked journals (JCR/CNRS/FNEGE/HCERES/AERES). 2 published book (Eyrolles + Vuibert) + 1 book chapter (EMS Editions). 15 communications presented in peer-reviewed conferences. 4 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.

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 University Lyon 3 – 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).

## **PUBLICATIONS IN RANKED JOURNALS (JCR + FRENCH RANKINGS)**

- 2018 Frimousse, S., Swahli, A., Giraud, L., Peretti, J.-M., & Băloiu, I.-C. (in press) 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).
- Yatribi, T., Balhadj, S. & Giraud, L. (in press) L'influence de l'environnement de travail sur la satisfaction et l'intention entrepreneuriale des ingénieurs. *Revue de l'Entrepreneuriat*. (CNRS 4, FNEGE 2, HCERES B).
- 2017 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 46<sup>th</sup> 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 163<sup>rd</sup> 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**

- 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**

- 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, *VIIIème 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

- 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*.
- 2012 Interview in *Pèlerin* n°6834 (21/11/13) and on radio [Guyane 1<sup>ère</sup>](#) about Gen Y at work.  
Interview in *Le Monde* (19/05/15) : [La génération Y existe-t-elle vraiment ?](#)

## TEACHING OUTSIDE TSM

- 2017 - **Toulouse Business School**
- Coordination & interventions for the *Unlocking the leader in you* module of the sm<sup>2</sup> MSc at Toulouse, Paris and Casablanca (3x36h).
  - Intervention in HRM in Executive Education (Provale).
  - Interventions in International Business at Toulouse & Barcelona.
  - Interventions in Winter & Summer schools (Toulouse).
  - Annual participation to Bachelor oral jury.
  - Since 2016: Annual interventions in Organizational Behavior (B1) & HRM (B2).
  - Since 2015: Annual intervention in OP M2 MRH.
- IAE Bordeaux**
- Interventions in HR Function (M1 GRH), Organizational Behavior (M1 Management & M2 HR Manager), in Communication (M2 HR Executive Manager).
- ENSEEIH**
- Intervention in Management in 2<sup>nd</sup> year (Electronic & Hydroelectric majors).
- 2016 - **INSA Toulouse**
- Annual interventions in 5<sup>th</sup> year (Team management in French & English).
- ICD Business School Toulouse**
- Annual interventions in ICD3 & ICD5 (HRM, IHRM & OCM).
  - Participation to oral jury.
- 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.
- 2011 – 2012 **EMLYON Business School**
- Lecturer of the Managing people in Asia course at East China Normal University, EMLYON Shanghai: 15h.
  - Lecturer of the Strategic Human Resources Management course (S1&2).
  - Co-lecturer for the International MBA course - Human Resources Management.
  - Introduction to HRM in front of Specialized Masters students.
- 2010 – 2011 **EMLYON Business School**
- Co-lecturer for the SHRM course (S1&2).
  - Introduction to HRM in front of Specialized Masters students.
- 2009 – 2010 **EMLYON Business School**
- Lecturer of the Recruitment Seminar S2.
  - Co-lecturer for the SHRM S2.
  - Intervention SHRM S1 in French & English.
  - Intervention Recruitment Elective S1.

## CONSULTING ACTIVITIES

2018	Change management support to the <a href="#">Nancy Regional Hospital Center</a> (4x2 days).
2017 -	Evaluation/follow-up of annual internal mobility at the worldwide leader <a href="#">Safran Group</a> .
2017	Interventions as an EU expert to set up HR policies in Vietnamese, Cambodian and Mongolian universities (3x5 days) - <a href="#">Tactic Erasmus+ Programme</a> , Masaryk University.
2017	Intervention at the annual convention of the <a href="#">UNCGFL</a> on generations at work.
2016 -	Evaluation/follow-up of a training to mindfulness by the <a href="#">French Institute of Positive Leadership</a> .
2016	Intervention at the <a href="#">Kasetsart University</a> (Thailand) as an EU expert on change management in university for more relations with professionals: 3 days - <a href="#">AsiFood Erasmus+ Programme</a> , Agreenium.
2013 - 2016	Evaluation/follow-up of an annual training program on managers' codevelopment at the <a href="#">major French insurance group Covéa</a> .
2015	Intervention at the <a href="#">French Centre for Young Entrepreneurs</a> on intergenerational differences at work.
2014	Intervention for the managers' network at the worldwide leader <a href="#">Safran Nacelles</a> on intergenerational differences at work.
2013	Change certification of top managers at the worldwide leader <a href="#">Sanofi</a> .

## OTHER ACTIVITIES

2018	Associate researcher at the <a href="#">IPAG Chair of the inclusive company</a> . Associate researcher at the <a href="#">ESSEC Chair of change management</a> since 2013. Member of the Scientific committee of the <a href="#">International Meeting of Change management</a> occurring at ESSEC every year since 2012. Member of the <a href="#">Association francophone de Gestion des Ressources Humaines</a> since 2011. Reviewer for the <a href="#">AGRH conference</a> since 2016. Reviewer for the <i>Management &amp; Avenir</i> journal since 2017. Member of the Scientific committee of the <a href="#">International Meeting of Management Research at the service of island Economy</a> , Guadeloupe, since 2017.
2017	Afterwork conference on generations at work - <a href="#">Geneva School of Economics &amp; Management</a> . Intervention in HR in 3A - <a href="#">ICN Business School</a> , Nancy.
2016	Research stay of 1 month at <a href="#">HEC Montréal</a> . Also assisted training on multilevel methods taught by S. V. Subramanian ( <a href="#">Harvard</a> ). Member of jury for <a href="#">Doctoral thesis</a> defense in management science (Taoufik Yatribi - <a href="#">ENCG Tanger</a> - Morocco). Reviewer for the <i>M@n@gement</i> journal.
2015	Reviewer for the <i>Revue de Gestion des Ressources Humaines</i> .
2014	Participation to the round table of Session II in the <a href="#">2<sup>èmes</sup> Rencontres Parlementaires sur le Travail et l'Emploi</a> , Maison de la Chimie (Paris). Member of the Scientific committee of the <a href="#">HRM in Asia</a> conference organized by ISC Paris, St John's University and Cnam with the publishing of the best papers in a special issue of <i>International Journal of Human Resource Management</i> .
2012	Reviewer for the <i>Journal of Organizational Change Management</i> .

## SPOKEN LANGUAGES & INFORMATICS

<b>English</b>	<b>Bilingual</b>
<b>German</b>	<b>Correct</b>
Spanish	Beginner
Informatics	<a href="#">SPSS</a> , <a href="#">AMOS</a> , <a href="#">NVivo</a> , <a href="#">Stata</a> , <a href="#">BibExcel</a> , <a href="#">Pajek</a> , <a href="#">Adobe Premiere Pro</a> , <a href="#">Taleo</a> , <a href="#">Back Office</a> .

## LEASURES

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