



Nicola Mirc

Associate Professor of Strategy

Nicola Mirc is Associate Professor of Strategy at Toulouse School of Management and Ecole polytechnique in France.

Her research interests focus on social network dynamics in mergers and acquisitions, and in particular on the emergence and challenges of interpersonal cooperation and knowledge transfer processes.

EDUCATION

- 2011 PhD in Economy and Management Science at Ecole polytechnique (CRG, CNRS)
- 2005 MSc in Organizational Sociology at Sciences Po Paris (CSO, CNRS)
- 2004 MSc in Sociology at University Versailles – St Quentin

EXPERIENCE

Associate Professor at Toulouse School of Management (IAE Toulouse), University Toulouse I Capitole (since 2012)

Researcher at CRM, IAE Toulouse, CNRS

Associate Researcher at CRG, Ecole polytechnique, CNRS

Head of Strategy Department

Head of Master 2 « International Management », EPAS accredited

Associate Professor at Ecole Polytechnique (2012-2016)

Department of Innovation Management and Entrepreneurship, Associated Researcher CRG, CNRS

Visiting Researcher at the University of Cologne, Germany, Seminar for Business Administration, Corporate Development and Organization (Prof. M. Ebers) (2015)

Visiting student at Saïd Business School, University of Oxford, Cabdyn Institute on Complex Systems (Felix Reed-Tsochas) (2007)

Lecturer at ESCP Europe, Ecole Centrale de Paris, Skema Business School, IAE Paris, University Paris Ouest Nanterre La Défense

TEACHING

International Strategy

Organisational Behaviour

Social Networking

Cross-cultural Management

Research Methods in Management Science

RESEARCH INTERESTS

Mergers and acquisitions (organizational integration)

Social networks, social capital and cooperative relationships

Knowledge transfer processes and systems

PUBLICATIONS

ACADEMIC ARTICLES

Mirc Nicola, Rouzies Audrey, Teerikangas Satu (2017, forthcoming), Do academics actually collaborate in the study of interdisciplinary phenomena? —a look at half a century of research on mergers and acquisitions, *European Management Review*.

Mirc Nicola, Favre Guillaume (2016), Dynamique des relations coopératives suites à une acquisition d'entreprise, *Revue Française de Gestion*, n°258, pp. 212-138

Stahl Günter, Mirc Nicola, et al. (2013), Sociocultural Integration in Mergers and Acquisitions: Unresolved Paradoxes and Directions for Future Research, *Thunderbird International Business Review*, vol. 55 (4), pp. 333-356.

Mirc Nicola (2013), Human impacts on the performance of mergers and acquisitions, in Cooper & Finkelstein (eds.), *Advances in Mergers & Acquisitions*, Emerald Group Publishing, vol. 12, pp. 1-31.

Mirc Nicola (2012), Connecting the micro and macro-level: proposition of a research design to study post-acquisition synergies through a social network approach, *Scandinavian Journal of Management*, 28 (2), pp.121-135.

Jeunemaître Alain, Mirc Nicola (2008), Coopération / compétition : de la biologie au management, *Le Libellio d' AEGIS*, vol.4, n°3, pp.21-30.

Depeyre Colette, Mirc Nicola (2007), Dynamic Capabilities : problèmes de définition et d'opérationnalisation du concept, *Le Libellio d' AEGIS*, 3 (5), décembre, pp. 2-12.

BOOK CHAPTERS

Mirc Nicola (2015), Merging social networks — contributions and challenges of social network analysis to study post-acquisition integration, in O. Meglio & A. Risberg (eds.), *Routledge Companion on Mergers and Acquisitions*, Routledge, London, UK.

Mirc Nicola & Very Philippe (2015), Acquisition brokers as resource to ensure acquisition integration, in J. Larimo & N. Nummela (eds.), *Edward Elgar Handbook on strategic alliance and network research*, Edward Elgar, Cheltenham, UK.

Jeunemaître Alain, Mirc Nicola (2009), Fusions et acquisitions : peut-on gérer le facteur humain par la complexité ?, dans P.-J. Benghozi et J.-M. Huet (eds.), *Le meilleur de la stratégie et du management*, Editions Pearson.

CONFERENCES

Massé David, Mirc Nicola, Chiambaretto Paul (2016), Knowledge brokers and the management of internal competition : The Ubisoft Case, AIMS 2016, 30 may -1 June, Tunis, Tunisia.

Steigenberger Norbert & Mirc Nicola (2016), How employees make sense of and respond to post-acquisition integration events — do different foci of identification matter?, EURAM 2016, 1-4 June, Paris, France.

Mirc Nicola, Very Philippe Steigenberger Norbert & Ebers Mark (2016), Merging social networks in corporate acquisitions: antecedents and effects of network brokerage, INSNA Sunbelt 2016, 5-10 April, Newport Beach, CA, US.

Kipping Matthias, Mirc Nicola (2015), Containing the “tug-of-war” in knowledge-intensive firms: insights from social regulation theory, AIMS 2015, Paris, France.

Mirc Nicola, Sele Kathrin, Rouziès Audrey (2015), A Matter of Routine? Challenges of Performativity in post-acquisition integration, AIMS 2015, Paris, France.

Mirc Nicola (2014), Network evolution after a corporate acquisition: the role of network cohesion and acquisition brokers in post-acquisition integration, EURAM 2014, 4-7 June 2014, Valencia, Spain.

Mirc Nicola & Very Philippe (2014), Acquisition brokers as resource to ensure acquisition integration, Dauphine special workshop Strategy & Networks, 10-11 June 2014, Paris, France.

Kipping Matthias, Mirc Nicola, Rouziès Audrey (2014), Regulating tensions in knowledge-intensive firms — the case of management consulting, PROS 2014, 19-21 June, Rhodes, Greece.

Sele Kathrin, Mirc Nicola & Rouziès Audrey (2014), Acquiring routines — the micro-foundations of post-acquisition integration, SMS Micro 2014, 13-15 June 2014, Copenhagen, Denmark.

Sele Kathrin, Mirc Nicola & Rouziès Audrey (2014), Micro-foundations of post-acquisition integration from a routines perspective, PROS 2014, 19-21 June 2014, Rhodes, Greece.

Mirc Nicola & Jeunemaître Alain (2013), Determinants of organizational members' disposition to engage in synergy creation after a corporate acquisition, EURAM 2014, 25-29 June 2013, Istanbul, Turkey.

Mirc Nicola (2013), Une approche par la théorie des réseaux pour aborder l'intégration post-acquisition, AIMS 2013, 10-12 June 2013, Clermont-Ferrand, France.

Mirc Nicola (2013), Merging networks — influence of network cohesion and scarification, INSNA Sunbelt 2013, Hamburg, Germany.

Mirc Nicola (2012), Structural embeddedness of synergy creation after a corporate acquisition, 4^{ème} journée AGRH-AIMS Management et réseaux sociaux, 16-17 February 2012, Geneva, Switzerland.

Mirc Nicola (2011), Structural embeddedness of synergy creation after a corporate acquisition, 7th UK conference on Social Networks, Greenwich University, 6-9 July 2011, London, UK.

Mirc Nicola (2010), The human factor in M&A performance, EGOS 2010, 29 June — 1 July 2010, Lisbonne, Portugal.

Mirc Nicola (2010), Merging social networks: evolution of cooperation between organizational members in a corporate merger, Sunbelt Conference XXX - INSNA (International Network for Social Network Analysis), 29 June — 4 July 2010, Trento, Italy.

Mirc Nicola (2010), Intégration du capital social et transfert de connaissances dans les fusions-acquisitions : quels apports d'une approche en termes de réseaux sociaux ?, AIMS 2010, 1-4 June 2010, Luxembourg.

Mirc Nicola, Rouziès Audrey, Teerikangas Satu, Tarba Schlomo (2010), The M&A community : Myth or Reality ? — A social network analysis of co-authorship practices in the field of M&A research, EURAM 2010, 19-22 May 2010, Rome, Italy.

Mirc Nicola (2009), Le processus d'intégration dans les fusions-acquisitions : quels apports possibles d'une approche en termes de réseaux sociaux ?, 3^{ème} journée AGRH-AIMS Management et Réseaux Sociaux, 6 November 2009, Annecy, France.

Mirc Nicola (2009), The dynamics of knowledge integration in mergers and acquisitions — a social network perspective, EURAM 2009, 11-14 May 2009, Liverpool, UK.

Mirc Nicola (2008), A social network approach to analyze the human factor's impact on post-acquisition performance, International Doctoral Workshop « Perspectives on organizations », Ecole Polytechnique — University of Oxford, 18-19 June 2007, Oxford, UK.

Mirc Nicola (2007), Mergers and Acquisitions: revisiting the human factor in the light of a knowledge-based view of the firm and complexity theory, EIASM- 22nd workshop on Strategic Human Resource Management, 19-21 April 2007, Bruxelles, Belgium.

AWARDS/SCHOLARSHIPS

Junior Professor Award, FNEGE (2015)

CEFAG (doctoral program), FNEGE (2007)

Ecole polytechnique PhD scholarship (2006-2009)

Excellence scholarship, Msc, French Ministry of Education (2004)

PERSONAL INFORMATION

Born July 14, 1979, German, married, three children.

Languages: German, English, French.

Programs: Pajek, Ucinet, R, SPSS, SPAD, NVivo, Alceste.