

Christelle Théron
Toulouse School of Management
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Research interest: Attention & cognition • *shadowing* • Managerial practices

ACADEMIC EXPERIENCE

- Since 2016 **Associate Professor (Maître de Conférences)**
Toulouse School of Management (Toulouse, France)
- Research, lecture and exam preparation at bachelor and master levels
- Head of the Bachelor in Management Studies
- 2014 - 2016 **Visiting Assistant Professor (ATER)**
University of Cergy-Pontoise (Paris Area, France)
- Full lecture and exam preparation at bachelor and master levels
- 2010-2014 **Research & Teaching Assistant** (ESCP Europe – Paris, France)
- Taking part to a research about the profession of financial directors in hospitals (leading interviews with financial directors in different hospitals)
- Updating the website of the research center « Health Management Innovation »
- Helping professors in their teaching and research activities

EDUCATION

- 2010 – 2015 **Ecole Doctorale de Management Panthéon Sorbonne – ESCP Europe** (Paris, France)
PhD and doctorate degree in Management (viva voce: 31 November 2015)
Thesis title: « Attention and supervision: a study of first-line managers' attention in their activity of supervision »
Thesis supervisor: Professor Hervé Laroche
- 2009 – 2010 **ESCP Europe, Ecole Supérieure des Mines de Paris, University of Paris X** (Paris, France)
Research Master in Dynamics and Management of Organizations
Degree obtained with high distinction
Dissertation title: « Managers' attention » (Dir. Pr. Hervé Laroche)
- 2005 – 2009 **Ecole de Management de Lyon** (Lyon, France)
Master of Science in Management (*Grande Ecole* program)
Dissertation title: « Emotional intelligence and network » (Dir. Pr Christophe Haag)

AWARDS

- 2016 **AIMS-FNEGE award for the best thesis of the year in Strategic Management**
(Association Internationale de Management Stratégique – Fondation Nationale pour l'Enseignement de la Gestion des Entreprises)
- 2016 **EURAM awards**
Best paper award of the Strategic Processes and Practices track
Best paper award of the Strategic Management SIG

VISITING

- 2017 **Visiting Researcher – HEC Montréal** (Montreal, Canada)
- 2014 & 2017 **Visiting Researcher – Cass Business School** (London, UK)
- 2014 **Visiting Researcher – University of Skövde** (Skövde, Sweden)

TEACHING EXPERIENCE

Courses taught (Toulouse School of Management):

Strategic diagnosis

Course of 30 hours – bachelor grade

Developing a growth strategy

Course of 30 hours – master grade

Business cases

Course of 4,5 hours – master grade

Business Game

Course of 24 hours – bachelor grade

Research methods in strategy: ethnography (in English)

Course of 9 hours – MsC grade

Courses taught (University of Cergy-Pontoise):

Corporate Strategy

Courses of 84 hours (bachelor grade) and 15 hours (master grade)

Management

Course of 50 hours – bachelor grade

Course taught (ESCP Europe):

Le Métier du Manager (The Job of the Manager)

Program *Master in Management Grande Ecole* – 2 sessions of 3 hours each

Research seminar (in English)

Program *Master in Management Grande Ecole* – Course of 36 hours

Psychology & Management (Organizational Behavior)

Program *Master in Management Grande Ecole* – Course of 30 hours

RESEARCH GRANTS

2012 – 2015 Sponsorship of the Chair « Organization, Leadership & Society », Société Générale – ESCP Europe (10 000 euros)

2010 – 2012 Doctoral grant of ESCP Europe (18 000 euros per year)

RESEARCH OUTPUT

Journal articles

- Laroche, H., Théron, C. (2016), « Managers et espions : l'affaire Renault », *Revue Française de Gestion*, Vol. 42, n° 254, pp. 37-51
- Théron, C. (2012), « Où sont les frontières du management stratégique ? », Dossier controverses AIMS, *Le Libellio d'Aegis*, Vol. 8, n° 3, pp. 51-59
- Bastianutti, J., Théron, C. (2011), « 'Reassembling Organizations' in Göteborg », *Le Libellio d'Aegis*, Vol. 7, n° 4, pp. 7-18

Other publications

- Théron (2018), « Managers de proximité : indispensables, mais invisibles », *Entreprise & Carrières*, n° 1370 (January 29th - February 4th)
- « Portrait robot du manager de proximité », *Monde des grandes écoles et universités*, 2 November 2017, Christelle Théron interviewed by Maximilien Arengi
- Théron, C., Laroche, H. (2016), « Dans la peau d'un manager », *Economia – L'humain dans l'entreprise*, February, pp. 43-46
- Théron, C. (2016), « Le management de proximité », in Saussois, J.-M. (dir.), *Les Organisations*, 2nd edition, Editions Sciences Humaines, Auxerre, pp. 375-380

Teaching case

- Acquier, A., Laroche, H., Théron, C. (2016), « Espions, escrocs et managers : l'affaire des espions qui n'existaient pas », *Centrale de Cas et de Medias Pédagogiques*, 24 p.

Book (contribution to republishing)

- Robbins, S.P., Judge, T., Tran, V. (2011), *Comportements organisationnels*, 14ème éd., Pearson, Paris

Working papers

- “Scandals and scams: lessons into the removal of suspicions”, **Revise & Resubmit** (2nd round) in *Journal of Business Ethics* (with Hervé Laroche and Véronique Steyer) (HCERES: A rank)
- “The rise of chief financial officers in public healthcare”, **Revise & Resubmit** (1st round) in *Management Accounting Research* (with Carole Bonnier, Jérôme Lartigau and Jérémy Morales) (HCERES: A rank)
- “An Outstanding Strategist? Assessing Franck Underwood Alleged Lessons”, target: *Academy of Management Learning and Education* (with Stéphan Pezé) (HCERES: A rank)

ACADEMIC CONFERENCE PRESENTATIONS

2017

- Théron, C. (2017), “Observer l'attention ? Proposition du design méthodologique SCI (*shadowing*, conversations, instruction au sosie) pour étudier les ressorts de l'action managériale », *Atelier Méthodologie de l'AIMS*, November 23-24
- Théron, C., Cabantous, L. (2017), “Attention as a Local Performance: Paving the Ground for a Reconceptualization of Attention in Organizations”, *Systemic Cognition Symposium*, Kingston University, 25th July
- Laroche, H., Steyer, V. & Théron, C. (2017), « from victim of secret to accomplice in secrecy: Lessons from the art of scams », *33th EGOS colloquium*, July 6-8, Copenhagen, Denmark
- Théron, C. (2017), « Mundane supervision as empowerment – taking a fresh look at first-line managers' activity of supervision », *Euram*, June 21-24, Glasgow, Scotland
- Pezé, S., Théron, C. (2017), « Leçons d'un stratège “hors pair”. Franck Underwood, ventriloques et enseignants en gestion », *XXVI^{ème} Congrès de l'AIMS*, June 7-9, Lyon, France

2016

- Théron, C. (2016), « Proposition d'un opérateur analytique pour l'analyse des données d'observation », *AIMS - atelier méthodologie*, November 16, Boulogne-Billancourt, France
- Théron, C. (2016), « Creating value with plush toys – A study of ordinary resources and their management contributing to organizational performance », *Euram*, June 1-4, Paris, France
- Laroche, H., Steyer, V. & Théron, C. (2016), « Scandals and scams: lessons into the removal of doubt and suspicion », *32th EGOS colloquium*, July 7-9, Naples, Italy

2015

- Théron, C., Bonnier, C., Lartigau, J., Morales, J. (2015), « The rise of chief financial officers in public healthcare: clinical and managerial challenges », *31th EGOS colloquium*, July 2-4, Athens, Greece
- Laroche, H., Steyer, V. & Théron, C. (2015), « “Selling secrets”: escroc, *sensesneaking* et suppression du doute », *AIMS – 4^{ème} Journée du Groupe Thématique « Décision et Organisation » : décision, incertitude, complexité et doute*, May 18-19, Brest, France

2014

- Théron, C., Mercier, G. (2014), « La bienveillance managériale à l'égard des collaborateurs : une approche attentionnelle », *25^{ème} Congrès de l'AGRH*, November 6-7, Chester, UK
- Théron, C., Pezé, S. (2014), « Le manager enquêteur : apport d'une perspective attentionnelle aux situations de gestion », *XXIII^{ème} Congrès de l'AIMS*, May 26-28, Rennes, France

2013

- Théron, C. (2013), « Attention in routine supervision – a practice-based approach of mundane managerial work », 29th **EGOS Colloquium**, July 4-6, Montreal, Canada
- Laroche, H., Théron, C. (2013), « Erreur et décision – Renault et les faux espions », **AIMS – 2^{ème} Journée du Groupe Thématique « Décision et Organisation »: L’erreur en décision organisationnelle**, July 3, Montréal, Canada

2012

- Théron, C. (2012), « The role of managers’ attentional processes in performing routines », 4th **International Symposium on Process Organization Studies**, June 21-23, Kos, Greece
- Théron, C. (2012), « An attentional lens on control in managers' daily practices », 28th **EGOS Colloquium**, July 5-7, Helsinki, Finland

2011

- Théron, C. (2011), « An attentional perspective on leadership », 27th **EGOS colloquium**, July 6-7, Gotenburg, Sweden
- Théron, C. (2011), « L’attention du manager dans les interactions manager-collaborateurs », 22^{ème} **Congrès de l’AGRH**, October 26-28, Marrakech, Morocco

Invited presentations for academic seminars

2017

- LITEM¹ doctoral seminar about the role of researchers. Presentation with Hervé laroche entitled « researchers as intruders », May 17th 2017

2014

- Cass Business School, Research Seminar, June 24th
- University of Jönköping, Research Workshop, April 28th
- University of Skövde, Research Workshop, April 24th

2013

- Seminar about the management of Extreme Situations, Management Research Center of Clermont-Ferrand (Centre de Recherche Clermontois en Gestion et Management - CRCGM), March 29

Invited presentations for professional seminars

- Seminar about first-line managers and strategy in the “strategic processes” part of the CNAM (Conservatoire National des Arts et Métiers) MSE204 program, May 3rd 2017
- Presentation about managers’ attentional expertise in the professional university degree “Team and performance management” of the University of Cergy-Pontoise (February 10th 2016 & November 17th 2017)
- Presentations of the research projects sponsored by the Chair “Organization, Leadership & Society”, Société Générale & ESCP Europe (presentation realized three years: October 9th 2013, October 10th 2014, , November 5th 2015)

RESEARCH & ACADEMIC TRAINING

- 2013 **International Summer School on Practice-based Studies** (Venice, Italy)
Hosted by Warwick Business School (10-13 September)
- 2013 **CEFAG program** (FNEGE)
- 2012 **Young Strategy and Organization Publishing Workshop** (Paris, France)
« Meet the Editors » of SMJ, MS, OS, LRP, JMS, EMR, Org. Studies

¹ Research laboratory of Télécom Ecole de Management and Evry-Val-d’Essonne University, with the support of ESCP Europe doctoral program

- Organized by the organizations FNEGE and AIMS (12-15 November)
- 2011 **Eden Doctoral Seminar on Qualitative Business Research** (Brussels, Belgium)
Seminar deepening knowledge about qualitative designs and methods (13-16 July)

CONTRIBUTION TO ACADEMIC LIFE

Member of the MACCA (Méthodes et Approches Créatives et Critiques de l'Apprentissage et de la formation au management) scientific committee (since 2017)

Member of the AIMS (Strategic Management International Association) Permanent Scientific Committee (since 2016)

Member and project manager of the association « les Ateliers de Thésée » (association gathering people who took part to the CEFAG program) since September 2015

Co-organizer of seminars and events in ESCP Europe (between 2010 and 2013):

- Preparing and animating the welcome seminar for new PhD candidates

ESCP Europe representative of the PhD promotion (between 2010 and 2011):

- Organizing events, stimulating internal dynamics of the PhD program
- Organizing and following-up collective projects and organizational support

ESCP Europe representative of the BPP (Business PhD in Paris) association (between 2010 and 2011):

- Organizing the link between BPP and ESCP Europe and communicating on BPP activities

Reviewing of papers for the annual AIMS, AIM, EURAM and AoM conferences

REFERENCES

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Organization
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OTHER PROFESSIONAL EXPERIENCE

Consultant in purchases (Melioris - Gland, Switzerland)

Quality audit (Clinique de la Sauvegarde, Capió Group - Lyon, France)

Assistant in Communication and Customer relationship

(EnBW – Energie Baden-Württemberg – Stuttgart/Tuttlingen, Germany)

OTHERS

Languages: French (native), English (fluent), German (fluent), Spanish, Swedish (novice)

Extra professional activities: music (organ, accordion), readings (scientific press, human sciences, literature)