



Bertola Lara

E-mail: lara.bertola@edu.escp.eu

www.linkedin.com/in/lara-bertola-

ACADEMIC APPOINTMENTS

University of Toulouse Capitole I/ TSM Toulouse

2021 – present

Assistant Professor, Department of Human Resources

ESCP Business School Panthéon-Sorbonne Paris France

2017 – 2022

Lecturer ESCP Europe, Department of Organizational Behavior and Human Resources

University of Turin Italy

2019 – 2020

Visiting Lecturer with Prof. Lara Colombo, Psychology and Management, University of Turin, Italy,

EDUCATION

PhD

ESCP Europe Panthéon Sorbonne Paris

Department of Psychology and Management, Organizational Behavior and Human Resources

2017- 2021

PhD Thesis discussion 11th June 2021

Bar Exam Professional Practice in Psychology, Italy

State licensed (#8849)

2018

Bar Exam Professional Practice in Psychology and Psychotherapy, France

State licensed (ADELI: 759382609)

2020

MD Psychology

University of Turin

Medical School

2017

MA Public Policy and Social Change

Collegio Carlo Alberto

Master of Research
2016

MA Psychology
University of Turin
Master's degree
2014

RESEARCH AREAS

Keywords: Gender, social cognition, work engagement, work-family interface, psychology and management, psychoanalytic study of the organization, organizational behaviour, leadership, knowledge management, organizational learning, social capital, network development, intergroup relations, implicit theories.

Short Summary: My current research interests focus on networks and career outcomes.

In one program of research, I study networks that foster commitment and accomplishment among women in domains where they are represented in numbers that are disproportionately low and negatively categorized.

In another program of research, I investigate how perceptions attitude influence actors', organizations', and capacity to nurture interactions among dissimilar group members (across gender), mostly after cases of explicit and implicit prejudice.

PROFESSIONAL EXPERIENCE

PhD Lecturer
Academic and Thesis advisor
Private Practice in Psychology
Psychology Internship
Hr Assistant
Consultancy

FOREIGN LANGUAGES

English
Spoken level C2 proficiency
Written level C2 proficiency

Spanish
Spoken level C1 advance
Written level C1 advance

French
Spoken level C1 advance
Written level C1 advance

German
Spoken level A1 Breakthrough
Written level A1 Breakthrough

Italian
Mother Tongue

PAPERS UNDER REVIEW

Bertola, L., & Jonczyk, C. [Sense of power on brokerage outcomes] – In preparation – [1st chapter of the dissertation]

Bertola, L. [Is perceiving believing? The minds of women and men in networking behavior] Under review – [2nd chapter of the dissertation]

Bertola, L. [Fine-tuning of JD-r model: personal resources, psychological safety, and gender on networking behaviour] – Under Review – [3rd chapter of the dissertation]

Bertola, L., & Jonczyk, C., Better network, fewer benefits: Female managers on the partner track] – Under review – [4th chapter of the dissertation]

WORKING PAPERS

Bertola, L., Colombo, L., Fedi, A., & Montagnoli, F. 2021. *Pitfalls or prospects of work-life practices? The work-life backlash on women career.*

Bertola, L., Colombo, L., & Calaon, I. 2021. *Rethinking the benefits of the leadership development programs.*

PUBLICATIONS

Bertola, L. (2021). Is perceiving the same as believing? The minds of women and men on networking behavior. *Academy of Management Proceedings*, in press.

Bertola, L., & Jonczyk, C. (2021). The interplay between network brokerage and sense of power. *Academy of Management Proceedings*, in press.

Bertola, L., & Jonczyk, C. D. (2019). Female Managers in Professional Service Firms: Better Networks, Fewer Benefits? *Academy of Management Proceedings*, 1, 10759.

Emmanuel, F., Bertola, L., & Colombo, L. (2017). The evaluation of organizational stress and well-being in a public institution. Integration of the ANAC questionnaire. *Medicine, Health and working life*, 109(2), 132-144.

Fedi, A., Colombo, L., Bertola, L., & Rollero, C. (2017). Women and career between gender stereotypes and work-family roles. A psycho-social analysis. *Sociologia del Lavoro*, 21, 113-133.

RESEARCH OUTPUT

FCA, Italy, 2017. Leadership development program. Team Leader training plan and KPI project supervisor training plan of Melfi plant, Italy. Participation in the research project. Department of Psychology (University of Turin).

FCA, Italy (2016-2017). Psychodrama methods for team leader, supervisor, and shift manager of the Mirafiori plant (Italy). Department of Psychology (University of Turin).

AMOS, Scrl, Italy (2016-2017). The evaluation of organizational well-being. Research on work-related stress factors.

ARPA, Italy (2016-2017). The evaluation of organizational well-being. Research on work-related stress factors.

AFC, S.p.A., Italy (2015-2016). Research on work-related stress factors. Death, dying and disposal in Italy. Attitudes, behaviours, beliefs, and rituals.

University of Turin (2015-2017). Quality of organizational life and work-related stress.

CONFERENCES (Peer-reviewed)

Bertola, L. (2021). Is perceiving the same as believing? The minds of women and men on networking behavior. *EUSN 2021* (5th European Conference on Social Networks) (virtual meeting).

Bertola, L. (2021). Is perceiving the same as believing? The minds of women and men on networking behavior. July 29-August 4, 2021, 80th Annual Meeting of the Academy of Management. Theme: Bringing the Manager Back in Management (virtual meeting).

Bertola, L., & Jonczyk, C. (2021). The interplay between network brokerage and sense of power, July 29-August 4, 2021, 80th Annual Meeting of the Academy of Management. 2021 Theme: Bringing the Manager Back in Management (virtual meeting).

Bertola, L., & Jonczyk, C. (2021). How sense of power, seniority and gender matter. 37th EGOS Colloquium 2021, July 8–10, 2021, Vrije University of Amsterdam, Amsterdam (virtual meeting).

Bertola, L., & Jonczyk, C. (2020). Gender matters on networking behaviours. EURAM conference. University of Dublin, 4-6 December 2020. Dublin, Ireland. (virtual meeting)

Bertola, L. (2020). The role of gender in networking behaviours. 16th IHRM conference in Paris. ESCP Business School. 28-30 October 2020. Paris, France. (virtual meeting)

Bertola, L. (2020). The mind of women in perception and networking behaviours. 7th EAWOP Early Career Summer School. 14-18 September 2020. Durham University Business School, UK. (virtual meeting)

Bertola, L. (2020) How personal resources, and gender on networking behaviour matter. 13th Annual Conference of the EuroMed Academy of Business (EMAB). 9-10 September 2020. (virtual meeting)

- Bertola, L. (2020). Fine-tuning of JD-r model: personal resources, psychological safety and gender on networking behaviour. 80th Annual Meeting of the Academy of Management. August 7-11. Vancouver, Canada. (virtual meeting)
- Bertola, L., & Jonczyk, C. (2020). Two Types of Network Brokerage: How the sense of power, seniority, and gender matter. 80th Annual Meeting of the Academy of Management. August 7-11. Vancouver, Canada. (virtual meeting)
- Bertola, L., & Jonczyk, C. (2019). Female managers in professional service firms: better networks, fewer benefits? 79th Annual Meeting of the Academy of Management. August 9-13. Boston, USA.
- Bertola, L., Colombo, L., & Calaon, I. (2019). Can leadership be trained? An investigation of the advantages and disadvantages of a leadership development program. 19th EAWOP Congress 29th May - 1^o June 2019. Turin, Italy.
- Bertola L., Capriulo, A. P., Caputo, M., Fratucelli, D., Lunetta, G., & Pagani S. (2019). Organizzazioni sanitarie e psicologia: esperienze regionali, nazionali e internazionali. XIII National Congress Associazione SIPSA Società Italiana di Psicologia della Salute, 23-25 Maggio 2019. Napoli, Italy.
- Bertola, L., & Jonczyk, C. (2019) Sense of power on brokerage outcomes. 9ème conférence Atlas AFMI 17-19 June. Fribourg, Suisse.
- Bertola, L. (2018). Sense of power on brokerage outcomes. AOM Paper Development Workshops. 21st September 2018. ESSEC Business School. Paris, France.
- Bertola, L., & Jonczyk, C. (2018). Female managers in professional service firms: better networks, fewer benefits? BAM, 32nd Annual Conference. Bristol Business School. Bristol, UK.
- Bertola, L., & Jonczyk, C. (2018). Female managers in professional service firms: better networks, fewer benefits? 34th EGOS Colloquium, University of Tallinn. Tallinn, Estonia.
- Bertola, L. (2018). The role of gender in shaping behaviour networks in professional service firms. EURAM conference. University of Iceland, 19-23 June 2018. Reykjavík, Iceland.
- Bertola, L., & Jonczyk, C. (2018). Female managers in professional service firms: better networks, fewer benefits? Organizational behaviour and Human resource management workshop. University of Paris-Dauphine, 29-30 May 2018. Paris, France.
- Bertola, L., & Jonczyk, C. (2018). Female managers in professional service firms: better networks, fewer benefits? Chamonix, 11-13 March 2018. EMLYON's PhD seminar. Chamonix, France.
- Bertola, L., & Jonczyk, C. (2018). Female managers in professional service firms: better networks, fewer benefits? Spring School Leadership in Knowledge Organizations: Perspectives on Talent Management & Diversity. Conference paper. Munich, 5-9 March 2018. Munich, Germany.
- Bertola, L., Colombo, L., Emanuel, F., & Zito, M. (2017). Psycho-social risks in funeral operators: quality and quantity research on related psycho-social risks. AIP. XV National Congress of Work and Organizational Psychology. Caserta 14-16 September 2017, Italy.

Bertola, L., Colombo, L., Emanuel, F., & Zito, M. (2017). National Congress SIPSA. Psychology as a Science of Health. Conditions of well-being and discomfort within the funeral services. Florence, 3-5 November 2017, Italy.

POSTER

Bertola, L., Colombo, L., & Calaon, I. (2019). Rethinking the benefits and pitfalls of the leadership development program. 17th Congress of the Italian Association of Psychology and Organizational Psychology. 26-28 September 2019, Lecce, Italy.

Bertola, L., Colombo, L., Fedi, A., & Montagnoli, F. (2019). Pitfalls or prospects of work-life practices? Work-life backlash on women career. 19th Congress of the European Association of Work and Organizational Psychology. May 29th-1st June 2019, Turin, Italy.

Bertola, L., Colombo, L., Emanuel, F., & Zito, M. (2017). Working dynamics in precarious academic workers. National Congress of Positive Psychology. University LUMSA, 9-10 June 2017, Rome, Italy.

REVIEWING EXPERIENCE

AOM20 Conference. Paper submission. Track: Gender and Career

EGOS18 Conference. Paper submission. Track: The Impact of Organizational Practices on Career Outcomes.

EURAM18 Conference. Paper submission. Track: Gender, Race, and Diversity in Organizations.

BAM18 Conference. Paper submission. Track: Gender in Management.

TEACHING

2018 – Present ESCP Europe – Paris, France

- Research Methods (18 h) – Master in Management (MiM) Grande Ecole

Teaching language: French English 4.5 / 5.0

2019 – Present ESCP Europe – Paris, France

- Strategy (60 h) – Master in Management (MiM) Grande Ecole

Teaching language: English

2019 – Present ESCP Europe – Paris, France

- Organization & Management (100 h) – Master in Management (MiM) Grande Ecole

Teaching language: English

Student evaluations: 4.2 / 5.0 (2019)

ACADEMIC ACTIVITIES

Student selection process
Projects related to ESCP Chairs
Visiting Lecturer University of Turin

SCHOLARSHIP

2017 – Present ESCP Europe Foundation Full Scholarship
2018 – Present EERF ESCP Europe research funding (EERF)

PROFESSIONAL AFFILIATIONS

Membership of the American Psychological Association (APA)
Membership of Academy of Management (AOM)
Membership of Italian Psychologist Association
Membership of International Society for the Psychoanalytic Study of Organizations (ISPSO)
Membership of Association for Psychological Science (APS)
Membership of Association Italian Society of Health Psychology (SIPSA)