

## Dr. Laurent GIRAUD

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31042 TOULOUSE FRANCE  
36 years-old / Pacsé  
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## PROFESSIONAL EXPERIENCE

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2013 - **Toulouse 1 Capitole University** – Associate Professor in HR/Change Management.

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

- Publication of 17 articles in ranked journals (+5 under revision), 3 books (Eyrolles + Vuibert) + 2 book chapters (EMS + Eska). 28 communications presented in peer-reviewed conferences. 1 PhD thesis co-supervision. 5 case studies distributed by the CCMP - one awarded "Best case study Prize in 2015 by Atlas-AFMI". 11 articles in consumer press (i.e. *Le Monde*).
- Courses Executive/Initial Education, in French/English and in face-to-face/online/bi-modal modes (see details in the Teaching section).
- Teaching innovations, notably through the use of ManageMentor & Simulations from **Harvard Business Publishing** and the collaborative platforms **ChallengeMe**, **Kahoot** and **Moodle**.

2012 – 2013 **ESSEC Business School** (EQUIS, AACSB & AMBA) – **Chair of change management** - Postdoc.

- 2 articles published in ranked journals. 2 communications presented in peer-reviewed conferences.
- Organization of the 1<sup>st</sup> and the 2<sup>nd</sup> International Meetings of Transformation. Animation of the scientific committee. Administration of the Chair website.
- Teaching "Personal Profiles and Careers" for the Grande Ecole Programme.

2008 – 2012 **emlyon Business School** (EQUIS, AACSB & AMBA) – Teaching & Research Assistant.

- Co-animation of the **Organizations, Critical & Ethnographic perspectives (OCE) Research Center**.
- 3 articles published in ranked journals. 1 published book. 1 paper in peer-reviewed conference. 1 article in consumer press (i.e. *Le Monde*).
- HRM lecturer on the French and Chinese campuses (Bachelor, Specialized Masters, International MBA) in French/English. Responsible for courses and electives. Selection of students.

2007 – 2008 **Faurecia** - Interior Systems R&D Center, Western Europe, France - Recruiter.

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

2005 – 3 months **Ecozept**, Germany. Consulting in sustainable development.

Lead of an international workcamp, market studies, European Commission **TYPIC** research project.

## TRAINING

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2020 **Accreditation to Direct Research (HDR) - Toulouse 1 Capitole University** – TSM Research (UMR CNRS 5303). TSM Doctoral Programme (EPAS). Director: Jacques Igalens. Rapporteurs: Yehuda Baruch, Aline Scouarnec & Christian Vandenberghe. Suffragant: Philippe Hermel.

2012 **Doctorate in HRM - Jean Moulin Lyon 3 University** - iaelyon.

Highest distinction: Very honorable with unanimous congratulations of the jury. **Management & Société** best PhD Thesis nominee. Title: "Employee intent to quit the company: an approach through career stage and generational belonging". Thesis Director: Alain Roger. Co-thesis Director: Françoise Dany. Rapporteurs: Nathalie Commeiras & Jean-Pierre Neveu. Suffragant: Olivier Roques.

2008 **Master Grande Ecole - ICN Business School** (EQUIS, AACSB & AMBA). Ranked 54<sup>th</sup> by the **FT**.

2007 **Master of Science - Umeå School of Business**, Sweden (AACSB).

2005 **Bachelor in Business Administration - ICN Business School** (EQUIS, AACSB & AMBA). #1 Bachelor program in France according to **L'Etudiant**.

2002 - 2004 HEC Preparatory classes - economics option. Lycée Blaise Pascal, Clermont-Ferrand, France.

## ACADEMIC ACTIVITIES & RESPONSIBILITIES

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- 2021 EURAM 2021 Symposium Co-organizer "Focus on employees to foster sustainable use of AI at work". Co-chair of the HRM Special Interest Group Track at the [British Academy of Management](#) since 2020. Evaluator for the attribution of Knowledge scholarships ([Social Sciences and Humanities Research Council of Canada](#)) and Research allocations ([Pôle Métropolitain de la Côte d'Opale](#)). Member of the [EUropean Association of Management](#) (EURAM) since 2021. Member of the [British Academy of Management](#) since 2018. Member of the [Association francophone de Gestion des Ressources Humaines](#) since 2011. Member of the Scientific committee for the [ProLog Conference](#). Member of the Scientific committee of the [International Meetings of Transformation](#) occurring at ESSEC every year since 2012. Reviewer for [Human Resource Management Journal](#) (FNEGE 2, HCERES A). Reviewer for [Management & Avenir](#) (FNEGE 3, HCERES B) since 2017. Associate Researcher at a Research center to be set up at [FSA - Laval University](#) (EQUIS & AACSB). Associate researcher at the [IPAG Chair of the inclusive company](#) since 2018. Associate researcher at the [ESSEC Chair of change management](#) (EQUIS, AACSB & AMBA) since 2013.
- 2020 Reviewer for [Revue Internationale de Psychosociologie et de gestion des Comportements Organisationnels](#) (FNEGE 4, HCERES C). Reviewer for the [AGRH conference](#) since 2016.
- 2019 [Conference on change management](#) at TSM with the association of the Financial Directors and Management Controllers (DFCG) Midi-Pyrénées. Annual intervention in career management in 3A seminar - [ICN Business School](#) since 2017.
- 2018 Reviewer for the [Gestion 2000](#) journal (FNEGE 4, HCERES C). Member of the Scientific committee for the University of the [Institute of Social Audit](#). Member of the Scientific committee of the [International Meeting of Management Research at the service of island Economy](#) (Guadeloupe) since 2017.
- 2017 Conferences on supposed generational differences at work ([Geneva School of Economics & Management](#), Geneva + Annual convention of the [UNCGFL](#), Dublin).
- 2016 Research stay of 1 month at [HEC Montréal](#) (EQUIS, AACSB & AMBA). Training on multilevel methods taught by S. V. Subramanian ([Harvard University](#) - AACSB). Member of jury for Doctoral thesis defense in management (Taoufik Yatribi - [ENCG Tanger](#) - Morocco). Evaluator of applications for "doctoral grants" [ARDOC](#) - Île-de-France Region. Reviewer for [M@n@gement](#) (FNEGE 2, HCERES A).
- 2015 Reviewer for [Revue de Gestion des Ressources Humaines](#) (FNEGE 2, HCERES A).
- 2014 Participation to the round table of Session II in the [2<sup>èmes</sup> 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 with best papers in a special issue of the [International Journal of Human Resource Management](#) (FNEGE 2, HCERES A).
- 2012 Reviewer for the [Journal of Organizational Change Management](#) (FNEGE 3, HCERES B).

## ADMINISTRATIVE & PEDAGOGICAL RESPONSABILITES AT TSM

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- Since 2015: Head of the [Master 2 in International Human Resource Management](#).
  - Increase in the academic and international proportion of lecturers (21 in total),
  - Increase in the internationalization of students,
  - Doubling of the number of students (from 12 in 2013 to 24-29 since 2016),
  - Generalization of professionalization contracts (50% of students on professional contracts),
  - Achievement of the AERES/HCERES accreditation of the M2 IHRM,
  - Reengineering of the diploma in competency clusters/in line with the incoming EQUIS accreditation.
- Participation to the annual selection of candidates for the M1 MRH (100-400 students for 60 seats).
- Creation of courses for the new Bachelor in Management Studies and partnership with ENSEEIHT in 2017.
- Prospection and identification of schools and universities for student exchange partnerships.
- Contact person for the Erasmus exchange established between TSM and the Università degli Studi di Roma Tor Vergata and for the ongoing discussions with the University of Birmingham (EQUIS, AACSB & AMBA).
- Prospecting and identification of international companies for educational and research partnerships.
- Main lecturer for the first Executive management courses to be conducted inside organizations in 2021.
- Participation to doctoral workshops + Supervision of students' Theses in M1 MRH, M2 IHRM, M2 APO & M2 Innovation (30 per year), VAE (1 every 2 years), Master of Science (1 per year) and PhD (see below).

## DOCTORAL SUPERVISION

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- Co-supervision of a CIFRE Thesis with Christian Gnepke (TBS) to start in September 2021.
- Co-supervision of Jihane Benmira's Thesis at [Cadi Ayyad University in Marrakech](#) with Doha Sahraoui since 2020.
- Thesis Follow-up Committee of Sophie Szymkowiak's Thesis [Université du Littoral Côte d'Opale - Laboratoire Lille Economie Management \(UMR CNRS 9221\)](#) with Jordan Creusier & Franck Biétry since 2020.
- Contact person for the identification of Selena Hernandez's CIFRE Scholarship (Thesis at TBS since 2020).

## RESEARCH GRANTS

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- 2021 - 2022 Knowledge Synthesis Grant provided by the [Social Sciences and Humanities Research Council of Canada](#) to work on AI & the Future of work. Contract hosted by [FSA at Laval University](#) (EQUIS & AACSB): \$27,359, notably for the hiring of a Research Engineer at TSM Research.
- 2019 - 2021 Identification of the links between Artificial Intelligence and managerial skills with the [Airbus Leadership University](#): 82060€. Current discussions for next research about how unbiased AI could help workforce diversity.
- 2018 Participation in the setting up of the [SQUAPIN](#) project which obtained an [ANR](#) grant to work on the careers of low-skilled employees, with TSM-Research as a partnering institution: 250000€.
- 2016 - Monitoring of the effects of a Positive Psychology/Mindfulness Intervention on the attitudes of managers and their employees - [French Institute of Positive Leadership](#): 10000€.

## JOURNAL ARTICLES (FRENCH RANKINGS)

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Under revision

- Chouki, M., Giraud, L., & Persson, S. *Management & Avenir* (FNEGE 3, HCERES B).
- Dima, J., Gilbert, M.-H., Dextras-Gauthier, J., & Giraud, L. *Human Resource Management* (FNEGE 1, HCERES A).
- Giraud, L., Zaher, A., Hernandez, S. & Al Ariss, A. *International Journal of Information Management* (FNEGE 2, HCERES A).
- Rabekolo, F., & Giraud, L. *Revue de l'Organisation Responsable* (FNEGE 4, HCERES C).
- Rabekolo, F., & Giraud, L. *Management International* (FNEGE 2, HCERES A).

- 2021  
Giraud, L., Hernandez, S., McGonigal, A. & Autissier, D. [L'Evolution des Compétences Managériales face à l'essor de l'Intelligence Artificielle: Une approche par les Méthodes Mixtes](#). *Management & Avenir*, 122, 143-169 (FNEGE 3, HCERES B).
- 2020  
Abid-Dupont, M.-A., Escoubès, F., Giraud, L. & Ruspil, T. [Attirer des talents en fonction de leur ancienneté organisationnelle](#), *Décisions Marketing*, 99, 61-75 (FNEGE 3, HCERES B).
- Frimousse, S., Moretti, R., Swalhi, A. & Giraud, L. [The development of employability to foster organizational loyalty of the agents to the Territorial Public Service: the role of self-efficacy](#), *Gestion et Management Public*, 8 (1), 27-41 (FNEGE 3, HCERES B).
- Giraud, L., Sahraoui, D. & Frimousse, S. [La carrière managériale des marocaines : politiques de diversité et obstacles](#), *Relations Industrielles/Industrial Relations*, 75 (3), 473-501 (FNEGE 3, HCERES B).
- Mahamadou, Z., Fall, A., & Giraud, L. [The impact of organizational culture on work performance: the mediating role of intrinsic motivation](#), *Revue de Gestion des Ressources Humaines*, 118, 38-54 (FNEGE 2, HCERES A).
- Rabekolo, F. & Giraud, L. [La légitimité institutionnelle du reporting sociétal : le cas de Madagascar](#), *Gestion* 2000, 37 (6), 137-156 (FNEGE 4, HCERES C).
- 2019  
Giraud, L., Bernard, A. & Trinchera, L. [Early career values and individual factors of objective career success: the case of the French business graduates](#), *Career Development International*, 24 (4), 350-382 (FNEGE 4, HCERES C).

- Giraud, L., Frimousse, S., Chouki, M. & Gannouni, K. [Violence psychologique, implication organisationnelle et transfert des connaissances : la particularité des seniors](#), *Revue de Gestion des Ressources Humaines*, 113, 23-45 (FNEGE 2, HCERES A).
- 2018 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](#), *Management et Sciences Sociales*, 24, 95-115 (FNEGE 4, HCERES C).
- Frimousse, S., Swahli, A., Giraud, L., Peretti, J.-M., & Băloi, I.-C. [Favoriser la performance adaptative via le développement RH dans un contexte de changement permanent : le cas de Ford Roumanie](#), *Management International*, 22 (4), 39-52 (FNEGE 2, HCERES A).
- 2017 Yatribi, T., S. Balhadj, & 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 (FNEGE 2, HCERES A).
- 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 (FNEGE 3, HCERES B).
- 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 et Management*, 13 (2), 13-35 (FNEGE 4, HCERES C).
- Johnson, K. J., Bareil, C., Giraud, L. & Autissier, D. [Excessive change and coping in the working population](#). *Journal of Managerial Psychology*, 31 (3), 739-55 (FNEGE 3, HCERES B).
- 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 (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 (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, HCERES C).
- 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, HCERES C).
- 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 (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 (FNEGE 3, HCERES B).
- 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, HCERES C).
- 2011 Giraud, L. & Roger, A. [Les étapes de carrière à l'épreuve du temps](#). *Revue Interdisciplinaire Management, Homme & Entreprise*, 302, 13-28 (FNEGE 3, HCERES B).

## **OTHER PUBLICATIONS IN QUESTIONS(S) DE MANAGEMENT (FNEGE 4, HCERES C)**

- 2020 Giraud, L., [Changement de crise et raison d'être à l'hôpital](#), 29, 128.
- 2015 Giraud, L., [Recension de l'article de Camps et al. \(2016\) Individual Performance in Turbulent Environments: The Role of Organizational Learning Capability and Employee Flexibility](#) paru dans *Human Resource Management*, 10, 129.
- 2014 Giraud, L., [La vraie question derrière la génération Y](#), 6, 139.
- 2013 Giraud, L., [Recension de l'article de Klarner & Raisch \(2013\) Move to the Beat — Rhythms of Change and Firm Performance](#) paru dans *Academy of Management Journal*, 3, 114.
- Giraud, L., [Recension de l'article d'Edwards & Edwards \(2013\) Employee Responses to Changing Aspects of the Employer Brand Following a Multinational Acquisition: A Longitudinal Study](#) paru dans *Human Resource Management*, 3, 114.
- Giraud, L., [Recension de l'ouvrage d'Oreg et al. \(2013\) The Psychology of Organizational Change: Viewing Change from the Employee's Perspective](#). New York: Cambridge University Press, 3, 115.
- Giraud, L., [Recension de l'ouvrage de Myers et al. \(2012\) Organizational Change - Perspectives on Theory and Practice](#). Great Britain: Oxford University Press, 3, 115.
- 2012 Giraud, L., [Recension des Thèses de Doctorat françaises autour de l'engagement](#), 1, 140-141.
- Giraud, L., [Recension de l'article de van Dierendonck & Jacobs \(2012\) Survivors and Victims, a Meta-analytical Review of Fairness and Organizational Commitment after Downsizing](#) paru dans *British Journal of Management*, 1, 143.
- Giraud, L., [Recension de l'article de Meyer et al. \(2012\) Affective, normative, and continuance commitment levels across cultures: A meta-analysis](#) paru dans *Journal of Vocational Behavior*, 1, 143.



- Giraud, L., [Recension des Thèses de Doctorat françaises autour de la gestion du changement organisationnel](#), 0, 126-128.
- Giraud, L., [Recension de l'article de Oreg et al. \(2011\) Change Recipients' Reactions to Organizational Change - A 60-Year Review of Quantitative Studies](#) paru dans *The Journal of Applied Behavioral Science*, 0, 131.
- Giraud, L., [Recension de l'article de Bingham & Davis \(2012\) Learning Sequences: Their Existence, Effect, and Evolution](#) paru dans *Academy of Management Journal*, 0, 131.

## BOOKS & CHAPTERS

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- 2021 Giraud, L. (in press) [Conduire le changement en 70 schémas](#). Paris: Vuibert.
- 2020 Giraud, L. COVID-19 et changement de cap pour la gestion hospitalière? In D. Autissier, C.-H. Besseyre Des Horts, & J.-M. Peretti. (Eds.) [Trajectoires de crise](#) (p. 99-118). Paris: Editions Eska.
- 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.

## CASE STUDIES PUBLISHED BY CENTRALE DES CAS & DES MEDIAS PEDAGOGIQUES

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- 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 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

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- 2022 Dextras-Gauthier, J., Gilbert, M.-H., Giraud, L., Dima, J., & Plata, C. Artificial Intelligence and the future of work: What do we know so far? [20<sup>th</sup> Congress of the European Association of Work and Organizational Psychology](#). Glasgow.
- 2021 Dima, J., Gilbert, M.-H., Giraud, L., & Dextras-Gauthier, J. The impacts of AI on HR activities and the HR Triad: a scoping review. [36<sup>th</sup> EIASM Workshop on Strategic Human Resource Management](#).
- Giraud, L., Zaher, A., Hernandez, S. & Al Ariss, A. Understanding the impact of Artificial Intelligence on the evolution of managerial skills: an exploratory study. [20<sup>th</sup> IFIP Conference e-Business, e-Services, and e-Society](#).
- Giraud, L., Le Bihan, Y., Frimousse, S. & Plata, C. Interventions en psychologie positive et pleine conscience : Impacts sur les expériences, traits et comportements positifs. [XXXIIème Congrès de l'AGRH](#). Paris.
- Plata, C. & Giraud, L., Characteristics of the entrepreneurial university: The Colombian case, [35<sup>th</sup> "in the cloud" Conference of the British Academy of Management](#). Online.
- Rabekolo, F. & Giraud, L. Une approche cognitive et comportementale de la RSE : Cas des firmes multinationales à Madagascar. Finalist for the best communication at the [XXème Conférence d'Atlas-AFMI](#). Online.

- 2020 Dima, J., Gilbert, M.-H., Dextras-Gauthier, J., & Giraud, L. Artificial Intelligence and decision making in Human Resources Management: a systematic review. *SophI.A Summit*. Nice.
- Giraud, L., Le Bihan, Y & Frimousse, S. Mindful and Positive Leadership Interventions: Impacts on Positive Experiences, Traits and Behaviors. *34<sup>th</sup> "in the cloud" Conference of the British Academy of Management*.
- Giraud, L., Zaher, A. & McGonigal, A. Prioritizing Managerial Skills to successfully collaborate with Artificial Intelligence. *34<sup>th</sup> "in the cloud" Conference of the British Academy of Management*.
- 2019 Giraud, L., McGonigal, A., Fiah, E. & Hernandez, S. The evolution of managerial skills versus the rise of Artificial Intelligence. *33<sup>rd</sup> Conference of the British Academy of Management*. Birmingham.
- Giraud, L., McGonigal, A. & Hernandez, S. L'évolution des compétences managériales face à la généralisation de l'Intelligence Artificielle. *XXXème Congrès de l'AGRH*. Bordeaux.
- Bruna, M.-G., Chanlat, J.-F. & Giraud, L. La conduite d'une politique de diversité en tant que processus de changement. *15èmes Rencontres Internationales de la Diversité*. Bayonne.
- 2018 Giraud, L., Bernard, A. & Trinchera, L. Early career orientations and antecedents of success: French business graduates and job markets. *32<sup>nd</sup> 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. *XXIXème 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. *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, *VIIème 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

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- 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

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- 2021 Giraud, L. [Le vrai débat des générations au travail : concept, stéréotypes et réalités](#), *Enjoy - Ask'n Get's Podcast*.
- 2020 Giraud, L. [Débat : L'épidémie de Covid-19 incite à remettre à plat la gestion de l'hôpital](#), *The Conversation*.
- 2019 Giraud, L. [Les nouvelles générations sont-elles différentes au travail ? On cherche toujours !](#) *Monde des Grandes Ecoles et Universités* n°89.  
Interview in *Management: Managers, soyez justes envers vos équipes*.
- 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 : 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<sup>ère</sup>* about Gen Y at work.
- 2012 Interview in *Le Monde* (19/05/15) : [La génération Y existe-t-elle vraiment ?](#)

## TEACHING IN TSM

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In service modulation capped at 96 TD hours from 2013 to 2015 in compensation for the participation to two international conferences with a reading committee and proceedings as well as an article under review in a 1 or 2 CNRS-ranked journal.

Total annual service in TD hours: 213 (2015-2016), 264,5 (2016-2017), 400,25 (2017-2018), 416,38 (2018-2019), 511,5 (2019-2020), 470 (2020-2021).

- International Human Resource Management in the M2 International Management (EPAS) in 2020-2021.
- First short courses in team management in Executive organizations in 2020-2021.
- Human Resource Management in the M1 Marketing FC since 2018.
- Change Management in the M2 Quality Safety Environment since 2018 (partnership with [ESQESE](#)).
- Unlocking change & teams in the M2 Audit et Pilotage des Organisations since 2016.
- Organizational Behavior, Organizational Change Management, Corporate Social Responsibility, Career & Recruitment in the M2 International Human Resource Management since 2013.
- HRM-IA interface in the MIAGE in 2019-2020.
- Change Management in the M2 Innovation FI and M2 Innovation FC in 2019-2020.
- Business English in the M1 Accounting Control Audit in 2019-2020.
- Organizational Behavior in the Bachelor 3 in Management Studies since its launch and from 2017 to 2019.
- Change Management in the M2 Gestion des Ressources Humaines from 2015 to 2020.
- Human Resources Management in the M1 Marketing FI from 2013 to 2020 (CM & several TD groups).
- Management in the 2<sup>nd</sup> year of the Electronics, Computer Science/Networks & Hydroelectric majors from 2017 to 2018 (at the launch of the partnership with [ENSEEIH](#)T).

## TEACHING OUTSIDE OF TSM

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- 2019 [IAE Savoie Mont-Blanc](#)
- Intervention in HRM in Executive Education + Tutor for Master thesis (M2 MAE).
- 2017 – 2018 [IAE Bordeaux](#)
- Interventions in HRM (M1 GRH), OB (M1 Management & M2 HR Manager) & Communication (M2 HR Executive Manager).
- 2016 – 2018 [INSA Toulouse](#)
- Annual interventions in Team management for last-year students.
- [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](#) (AACSB & AMBA)
- Annual interventions in HRM in the MAE/DAS Executive Education.
  - Tutor for Master thesis (notably MAS, until 2019).
- [EME-IAE Corse](#)
- Annual interventions in M2 HR (Team dynamics & Management).
- 2015 - 2018 [Toulouse Business School](#) (EQUIS, AACSB & AMBA)
- Interventions in HRM in Executive Education (Provale) + Winter/Summer schools in 2018.
  - Annual coordination & interventions for the *Unlocking the leader in you* module of the sm<sup>2</sup> MSc at Toulouse & Paris since 2017. Casablanca as well in 2017.
  - Annual interventions in International Business (Toulouse & Barcelona) since 2017.
  - Participation to Bachelor oral jury in 2017.
  - Annual interventions in OB (B1) & HRM (B2) since 2016.
  - Annual intervention in OP M2 MRH since 2015.
- 2013 [Louvain School of Management - CRECIS](#)
- Intervention in doctoral seminar on bibliometrics methods & tools.
- [ESSEC Business School](#) (EQUIS, AACSB & AMBA)
- Intervention in the course Personal Profiles & Careers T2 & T3.
- [ESC Clermont](#) (AACSB & AMBA)
- Intervention in the OB course S2.
- 2010 - 2012 [emlyon Business School](#) (EQUIS, AACSB & AMBA)
- Managing people in Asia course at East China Normal University, EMLYON Shanghai (2012).
  - HRM course (International MBA) since 2011, HRM (Master Grande Ecole + Specialized Masters).
  - Recruitment Seminar and annual interventions in the SHRM course (in French) from 2010 to 2011.

## INTERVENTIONS IN ORGANIZATIONS

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- 2018 - Team and change management interventions within hospitals to train and advise management teams, physicians, senior managers, executives and staff. Deployment of a change management tool.
- 2020 Transformation Trophy obtained with the CHRU Nancy ([RIT](#)).
- 2017 EU expert mission to set up HR policies in Vietnamese, Cambodian and Mongolian universities: [Tactic Erasmus+ Programme](#), Masaryk University.
- 2016 EU expert mission at the [Kasetsart University](#) (Thailand) on change management in university for more relations with professionals: [AsiFood Erasmus+ Programme](#), Agreenium.
- 2013 - 2016 Assessment of an annual training program on managers' codevelopment at [Covéa](#).
- 2014 - Interventions on intergenerational differences at work for [Groupement National des Directeurs d'Associations du secteur médico-social](#) en Rhône-Alpes (2019), [French Centre for Young Entrepreneurs](#) from Tarn (2015) and [Safran Nacelles](#) (2014).
- 2013 Change certification of top managers at the worldwide leader [Sanofi](#).

## SPOKEN LANGUAGES & INFORMATICS

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English (Bilingual), German (Correct), Spanish (Beginner)

[SPSS](#), [AMOS](#), [Stata](#), [LimeSurvey](#), [Qualtrics](#), [NVivo](#), [BibExcel](#), [Pajek](#), [Covidence](#), [Zotero](#), [Harvard Business Publishing ManageMentor & Simulations](#), [ChallengeMe](#), [Kahoot](#), [Moodle](#), [Question Machine](#), [Zoom](#), [Office Suite](#) (e.g. [Back Office & Microsoft Teams](#)), [Google Suite](#) (e.g. [Google Form](#), [Google Classroom](#) & [Google Meet](#)), [Adobe Premiere Pro](#), [Taleo](#).

## LEASURES

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Mountain bike, Racing bike (amateur races), bicycle touring, soccer (member of different teams in [FSGT](#) for instance), hiking, skating & biathlon (annual membership to [Plateau de Beille](#) since 2013), downhill ski, ski touring & nordic ski touring (former member of the [CAF](#)), windsurfing (member of the [CVC](#) club since 2020), beachvolley (founding member of the [B2V](#) club since 2018), gardening, reading, travel, retrogaming (former member of the [Ca L'Effectue Fortement!](#) association).