



## Nicola Mirc

Maître de Conférences en Stratégie, Toulouse School of Management (TSM),  
Université Toulouse Capitole  
Chercheur à TSM-Research (CNRS)  
Responsable Axe de Recherche Stratégie

### EDUCATION

- 2011 PhD in Economy and Management Science at Ecole polytechnique (CRG, CNRS), supervisor: A. Jeunemaître
- 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** (former IAE Toulouse), University Toulouse I Capitole (since 2012)  
Researcher at TSM-Research, CNRS  
Head of Strategy Research Group  
Head of Master 2 « International Management », EPAS accredited  
Head of Strategy Department (2016-2018)

Associate Professor at **Ecole Polytechnique** (2012-2016)  
Department of Innovation Management and Entrepreneurship, Associated Researcher CRG, CNRS

Visiting Researcher at **HEC Montréal**, Canada, MOSAIC Pôle créativité et innovation (Prof. Patrick Cohendet) (2018)

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

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

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

### RESEARCH INTERESTS

- Mergers and acquisitions (organizational integration)
- Social networks, social capital and cooperative relationships
- Knowledge transfer processes and systems
- Knowledge-intensive industries

### TEACHING

- Corporate Strategy & International Strategy
- Organisational Behaviour & Cross-cultural Management
- Social Network Analysis
- Research Methods in Management Science

## PUBLICATIONS

### ACADEMIC ARTICLES

Chiambaretto Paul, Massé David, Mirc Nicola (2018, forthcoming), One for all and all for one: Knowledge brokers and the management of internal cooperation - The Ubisoft Case, **Research Policy**, forthcoming

Mirc Nicola, Rouzies Audrey, Teerikangas Satu (2017), 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**, 14, 333-357.

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.

### PRESSE

Mirc N., Fusions-acquisitions: comment faire travailler ensemble des frères ennemis, **Le Monde**, 2 novembre 2017

MIRC, N. & Very P., Comportement des salariés et succès d'une acquisition, - 2016, **Precepta/Xerfi**, octobre 2016

## CONFERENCES (selection)

Mirc Nicola, Sele Kathrin, Rouziès Audrey, Angwin Duncan (2018), Acquiring routines: a routine dynamic perspective on post-acquisition integration, **EURAM 2018**, 19-22 June, Reykjavik, Islande (Best Paper Award Track M&A)

Mirc Nicola, Very Philippe Steigenberger Norbert & Ebers Mark (2017), Employee engagement in acquisition integration: who cooperates and does it pay?, **SMS Costa Rica** special conference on Mergers, Acquisitions & Alliances, 12-15 December, San José, Costa Rica.

Mirc Nicola, Parker Andrew (2017), Advice Seeking Under Changing Conditions of Uncertainty: Network Dynamics After an Acquisition, **Academy of Management Meeting 2017**, 4-8 August, Atlanta, US.

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 & Jeunemaître Alain (2013), Determinants of organizational members' disposition to engage in synergy creation after a corporate acquisition, **EURAM 2013**, 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 scarcity, **INSNA Sunbelt 2013**, Hamburg, Germany.

Mirc Nicola (2012), Structural embeddedness of synergy creation after a corporate acquisition, **4<sup>ème</sup> 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), 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), 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.