

Stéphan PEZÉ

Head of the Strategy Department

Head of Master 1 Management Stratégique

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Research interests

- Identity (identity work; identity regulation)
- Strategy-as-Practice (strategists, strategizing) • Trial

EDUCATION

- 10/2008-11/2012 **PhD in Management Studies**, Université Paris-Dauphine, DRM (UMR CNRS 7088)
- 2011 **Visiting Research Student**, Warwick Business School, UK
- 2010 **CEFAG** (Centre Européen de Formation Approfondie à la Gestion)
- 2007-2008 **MSc "Strategy and Organizations"** (Major), Université Paris-Dauphine

ACADEMIC AND WORK EXPERIENCE

- Since 2017 (sept.) **Assistant Professor** (Maître de Conférences) in Management Sciences at Toulouse School of Management, Université Toulouse 1 Capitole
Head of the STRategy Departement (sept. 2018-...)
Head of the Strategy Master (1rt year, sept. 2017-...)
Research division "Strategy" of TSM-Research (UMR, 5303)
- 2013-2017 **Assistant Professor** (Maître de Conférences) in Management Sciences at Ecole Supérieure d'Ingénieurs Paris Est, Université Paris-Est Créteil
Research division "Strategy-HR-Logistics" of IRG lab (EA, 2354)
- 2008-2013 **Visiting Lecturer** (Allocataire-Moniteur then ATER) at Université Paris-Dauphine
- Since 2007 **Freelance consulting and training**
- 2003-2007 **Consultant and trainer** at Elegia Formation, Montrouge (92)

TEACHING EXPERIENCE

Strategic Management	Undergraduates and graduates
Organization Theory	Undergraduates, graduates and continuing education
HR Management	Undergraduates and continuing education
Others	Business Games; Master's thesis supervision

RESEARCH PROJECTS

- Since 2016 **"Strategize in SMEs"**: exploring SMEs heads strategic practices
Partnership with the *Centre des Jeunes Dirigeants* of Toulouse
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- Past projects
- Scientific Officer of the project **"Learning to manage through trials"**
Partnership with ELEGIA Formation (10 000 euros)
2012-2014, involvement in the project "Work, Sense and Recognition"
Maison des Sciences de l'Homme (M. Wieviorka, D. Méda et O. Cousin)
2011-2012, involvement in the project "Management and PSR"
ANACT (*Agence pour l'Amélioration des Conditions de Travail*)
2010-2012, leader of the project "Managers' PSR training"
Partnership with Disneyland Paris (as part of my PhD)

RESEARCH OUTPUTS

Peer review journals

- 2018 Edey Gamassou, C., Bouville, G., Chakor, T., Pez , S. et Moisson, V. (2018). "Gestion des ressources humaines et sant  au travail : science de l'action ou de la r action ?" *PISTES*, 20(1).
- 2017 Bardon T., Brown A.D. and Pez  S "Identity Regulation, Identity Work and Phronesis" *Human Relations*, 70(8): 940-965.
- Paring G., Pez  S. and Huault I. "Welcome to the whiteboard, the new member of the team': Identity regulation as a sociomaterial process" *Organization*, 24(6): 844-865.
- 2016 Pez , S. "Amazon, un long fleuve pas si tranquille..." *Recherche et Cas en Sciences de Gestion*, 15(1er semestre): 27-41.
- 2015 Peton H. and Pez  S. "Reflection on Historical Studies of Institutional Change: Small Steps Are Not Necessarily Missteps" *M@n@gement*, 18(3): 261-265.
- 2014 Peton H. and Pez  S. "The Unsuspected Dynamic of the Regulative Pillar: The Cas of Faute Inexcusable in France", *M@n@gement*, 17(3): 145-179.
- Pez  S. "Les managers   l' preuve de la souffrance de leurs collaborateurs : de la compassion   la r gulation" *La Revue des Conditions de Travail*, 1(Sept.): 171-178.
- 2012 Journoud S. et Pez  S. "La formation des managers aux risques psychosociaux est-elle sur la bonne voie?", *La Revue des Sciences de Gestion*, 253(Janvier-f vrier): 51-59.

Book Chapters

- In Press* Bardon, T. and Pez , S. "Identity and Power in Organization Theory", in Brown, A. D. (eds), *the Oxford Handbook of Identities in Organizations*, Oxford: Oxford University Press.
- 2014 Journoud S. et Pez  S. "Promesses et pi ges des groupes d'analyse de pratiques manag riales dans le cadre d'une formation aux RPS", in Sarnin D., et al. (eds), *Sant  et bien- tre au travail : des m thodes d'analyse aux actions de pr vention*, Paris: L'Harmattan, 265-275.
- 2013 Pez  S. "Controlling managers' 'becoming': the practice of identity regulation", in de Vaujany F.X. et Mitev N. (eds), *Materiality and Space*, Houndmills: Palgrave, p. 240-260.

Academic Conferences presentations (selection – last 5 years)

- 2018 Nourry, L., Pez , S. & Gand, S. "The balanced consultant that was deemed not to exist: Building a chimeric identity in ambiguous normative organisations", *34th EGOS Colloquium*, Tallinn (Estonia), July, 5-7.
- Pez , S. "Strategic learning and doing of SMEs company heads" *XXVIIth AIMS Colloquium*, Montpellier (France), June 6-8.
- 2017 Paring, G. & Pez , S. "I am Neo in the Matrix? Organized intercorporeality and dehumanization process", *33th EGOS Colloquium*, Copenhagen (Denemark), July, 5-8.
- Pez , S. & Th ron, C. "Les le ons d'un strat ge « hors pair » : Franck Underwood, ventriloques et enseignants en gestion", *XXVIth AIMS Colloquium*, Lyon (France), June 7-9.
- 2016 Laniray, P. & Pez , S. "When technology derails: Train drivers put to the test of an unpredictable material agency", *32th EGOS Colloquium*, Napoli (Italy), July 7-9.
- 2015 Pez , S. "Managers' ongoing identity construction through hardships", *1st*

Paris Workshop on Process Studies, Paris (France), February 18-19.

Pezé, S. "L'épreuve : proposition d'une catégorie descriptive pour l'analyse des phénomènes organisationnels", **XXIVth AIMS Colloquium**, Paris (France), June 3-5.

2014 Paring, G., Huault, I. & Pezé, S. "The cyborgization of organizations: Entanglement between objects, bodies and discourses in identity regulation processes", **30th EGOS Colloquium**, Rotterdam (The Netherlands), July,3-5.

Théron, C. & Pezé, S. "Le « management enquêteur » : apport d'une perspective attentionnelle aux situations de gestion", **XXIIIth AIMS Colloquium**, Rennes (France), May 26-28.

Practitioners' oriented publications

2015 Pezé S. **Les Risques Psychosociaux**, Editions Vuibert, 240 pages.

2012 Involvement in ANACT guide: **Prévention des Risques Psychosociaux. Quelles Formations pour les Managers ?**

OTHER

Senior Editor *M@n@gement* (since 2017)

Journal reviewing *Organization Studies; British Journal of Management; European Management Review; Relations Industrielles/Industrial Relations (IRRI); La Revue Française de Gestion; La revue de cas en sciences de gestion*

Colloquium reviewing *European Academy of Management (EURAM); Organization, Artifacts and Practices (OAP); Association Internationale de Management Stratégique (AIMS)*