

Dr. Laurent GIRAUD

Associate Professor in HRM &
Change Management

Toulouse 1 Capitole University
Toulouse School of Management –
TSM Research (UMR CNRS 5303)

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FRANCE
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33 years-old / Bachelor
French nationality



PROFESSIONAL EXPERIENCE

2013 -

Toulouse 1 Capitole University – Associate Professor in HRM.
Toulouse School of Management – TSM Research (UMR CNRS 5303)

- 7 articles published in ranked journals (JCR/CNRS/FNEGE/HCERES/AERES). 2 published book (Eyrolles + Vuibert) + 1 book chapter (EMS Editions). 15 communications presented in peer-reviewed conferences. 4 case studies distributed by the CCMP, one of which has been awarded the Best case study Prize in 2015 by Atlas-AFMI. 3 articles published in consumer press (i.e. Le Monde).
- Since 2015: Head of the Master 2 International Human Resource Management.
- Teaching Human Resource Management, Organizational Change Management, Organizational Behavior and Corporate Social Responsibility at M2 IHRM, M2 GRH, M2 Audit – Financial controlling, M1 Marketing and Bachelor.

2012 – 2013

ESSEC Business School – Postdoctoral Research Fellow.
Chair of Change management

- 2 articles published in ranked journals (JCR/CNRS/FNEGE/HCERES/AERES). 2 papers presented in peer-reviewed conferences.
- Planning of the 1st and the 2nd International Meetings of Transformation. Animation of the scientific committee. Management of the Chair website.
- 24 hours of teaching in the course “Personal Profiles and Careers”.

2008 – 2012

EMLYON Business School – Teaching & Research Assistant.
OCE Research Center

- 3 articles published in ranked journals (JCR/CNRS/FNEGE/HCERES/AERES). 1 book published. 1 paper presented in a peer-reviewed conference.
- Human Resource Management lecturer on the French and Chinese campuses. All audiences (Bachelor, Specialized Masters, International MBA) in French and in English. Responsible for some courses and electives.
- Animation of the Research Center.

2007 – 2008

Faurecia - Recruiter.

Automotive supplier. Interior Systems R&D Center, Western Europe market, France.

- Job announcement, job profile definition, sourcing, applications management, interviews & hiring (3 financial controllers, 3 R&D engineers, 1 packaging engineer, etc.).
- Participation in recruitment forums, training in hiring, engineer 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.

2005 – 3 months

Ecozept, Germany. Consulting in sustainable development.

In charge of an international workcamp, market studies, participation to the European Commission research project **TYPIC**.

TRAINING

2012

Jean Moulin University Lyon 3 – French Doctorate in HRM.

Highest distinction: Very honorable with Congratulations of the jury at unanimity.

Title: “Employee intent to quit the company: an approach through career stage and generational belonging.”

Thesis director: Alain Roger. Co-thesis director: Françoise Dany (EMLYON Business School).

Other jury members: Nathalie Commeiras (Université Grenoble 2), Jean-Pierre Neveu (Université Montpellier 2) et Olivier Roques (Aix-Marseille Université).

2008

ICN Business School, Nancy, France - Master Grande Ecole.

2007

Umeå School of Business, Sweden - Master of Science.

2005

ICN Business School, Nancy, France - Bachelor in Business Administration.

2004

HEC Preparatory classes - economics option. Lycée Blaise Pascal (Clermont-Ferrand).

PUBLICATIONS IN RANKED JOURNALS (JCR + FRENCH RANKINGS)

- 2017 Frimousse, S., Swahli, A., Giraud, L., Peretti, J.-M., & Băloi, I.-C. (in press) Favoriser la performance adaptative via le développement RH dans un contexte de changement permanent : le cas de Ford Roumanie. *Management International* (CNRS 3, FNEGE 2, HCERES A).
- Yatribi, T., Balhadj, S. & Giraud, L. (in press) L'influence de l'environnement de travail sur la satisfaction et l'intention entrepreneuriale des ingénieurs. *Revue de l'Entrepreneuriat*. (CNRS 4, FNEGE 2, 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 & Management*, 13 (2), 13-35 (AERES en sciences de l'information et de la communication).
- Johnson, K. J., C. Bareil, L. Giraud, & Autissier, D. [Excessive change and coping in the working population](#). *Journal of Managerial Psychology*, 31 (3), 739-55 (JCR 46th journal in Applied Psychology, CNRS 4, FNEGE 3, HCERES C).
- 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 (CNRS 2, 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 (JCR 163rd journal in Management, CNRS 3, 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).
- 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).
- 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 (CNRS 2, 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 (CNRS 4, FNEGE 3, HCERES C).
- 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).
- 2011 Giraud, L. & Roger, A. [Les étapes de carrière à l'épreuve du temps](#). *Humanisme et Entreprise* (now called *RIMHE*), 302, 13-28 (CNRS 4 until 2013, FNEGE 4, HCERES C).

BOOKS & CHAPTERS

- 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, 80p.

CASE STUDIES

- 2017 Saleh, Y. & Giraud, L. Le 'Lafarge Way Book' arrive en Egypte : diffusion de la culture d'un groupe international dans un contexte de post-acquisition. Présentée à la *VIIIème Conférence d'Atlas-AFMI* et en révision à la CCMP.
- 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 \(HRM\) 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

- 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

- 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

- 2015 Interview in *Elle* (04/06/15) and *L'Humanité Dimanche* (08/11/15) : [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*.
- 2012 Interview in *Pèlerin* n°6834 (21/11/13) and on radio *Guyane 1^{ère}* about Gen Y at work.
Interview in *Le Monde* (19/05/15) : [La génération Y existe-t-elle vraiment ?](#)

TEACHING OUTSIDE TSM

- 2017 - **Toulouse Business School**
- Coordination & interventions for the *Unlocking the leader in you* module of the sm² MSc at Toulouse, Paris and Casablanca (3x36h).
 - Interventions in International Business at Toulouse & Barcelona.
 - Intervention in HRM in Executive Education (Provale).
 - Annual participation to Bachelor oral jury.
 - Since 2016: Annual intervention in Organizational Behavior (B1) & HRM (B2).
 - Since 2015: Annual intervention in OP M2 MRH.
- IAE Bordeaux**
- Interventions in HR Function (M1 GRH), Organizational Behavior (M1 Management & M2 HR Manager), in Communication (M2 HR Executive Manager).
- ENSEEIH**
- Intervention in Management in 2nd year (Electronic & Hydroelectric majors).
- 2016 - **INSA Toulouse**
- Annual interventions in 5th year (Team management in French & English).
- ICD Business School Toulouse**
- Annual intervention ICD 2 & ICD 5 (HRM & OCM).
 - Participation to oral jury.
- 2016 - 2017 **Geneva School of Economics & Management**
- Annual intervention MAE/DAS in Executive Education (HRM Module).
 - Tutor for Master thesis (notably MAS).
- 2013 **Louvain School of Management - CRECIS**
- Intervention in doctoral seminar on bibliometrics methods & tools.
- ESSEC Business School**
- Intervention in the course Personal Profiles & Careers T2 & T3.
- France Business School – Campus ESC Clermont-Ferrand**
- Intervention in the course Organizational Behavior S2.
- 2011 – 2012 **EMLYON Business School**
- Lecturer of the Managing people in Asia course at East China Normal University, EMLYON Shanghai: 15h.
 - Lecturer of the Strategic Human Resources Management course (S1&2).
 - Co-lecturer for the International MBA course - Human Resources Management.
 - Introduction to HRM in front of Specialized Masters students.
- 2010 – 2011 **EMLYON Business School**
- Co-lecturer for the SHRM course (S1&2).
 - Introduction to HRM in front of Specialized Masters students.
- 2009 – 2010 **EMLYON Business School**
- Lecturer of the Recruitment Seminar S2.
 - Co-lecturer for the SHRM S2.
 - Intervention SHRM S1 in French & English.
 - Intervention Recruitment Elective S1.

CONSULTING ACTIVITIES

2017	Interventions as an EU expert to set up HR policies in Vietnamese, Cambodian and Mongolian universities (3x5 days) - Tactic Erasmus+ Programme , Masaryk University.
2017	Intervention at the annual convention of the UNCGFL on generations at work.
2017 -	Evaluation/follow-up of annual internal mobility at the worldwide leader Safran Group .
2013 -	Evaluation/follow-up of an annual training program on managers' codevelopment at the major French insurance group Covéa .
2016	Intervention at the Kasetsart University (Thailand) as an EU expert on change management in university for more relations with professionals: 3 days - AsiFood Erasmus+ Programme , Agreenium.
2015	Evaluation/follow-up of a training to mindfulness by the French Institute of Positive Leadership .
2014	Intervention at the French Centre for Young Entrepreneurs on intergenerational differences at work.
2014	Intervention for the managers' network at the worldwide leader Safran Nacelles on intergenerational differences at work.
2013	Change certification of top managers at the worldwide leader Sanofi .

OTHER ACTIVITIES

2017	Afterwork conference on generations at work - Geneva School of Economics & Management . Intervention in HR in 3A - ICN Business School , Nancy. Reviewer for the <i>Management & Avenir</i> journal. Reviewer for the AGRH conference since 2016. Member of the Scientific committee of the International Meeting of Management Research at the service of island Economy , Guadeloupe. Associate researcher at the ESSEC Chair of change management since 2013. Member of the Scientific committee of the International Meeting of Change management occurring every year since 2012. Member of the Association francophone de Gestion des Ressources Humaines since 2011.
2016	Research stay of 1 month at HEC Montréal . Also assisted training on multilevel methods taught by S. V. Subramanian (Harvard). Member of jury for Doctoral thesis defense in management science (Taoufik Yatribi - ENCG Tanger - Morocco). Reviewer for the <i>M@n@gement</i> journal.
2015	Reviewer for the <i>Revue de Gestion des Ressources Humaines</i> .
2014	Participation to the round table of Session II in the 2^{èmes} 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 by ISC Paris, St John's University and Cnam with the publishing of the best papers in a special issue of <i>International Journal of Human Resource Management</i> .
2012	Reviewer for the <i>Journal of Organizational Change Management</i> .

SPOKEN LANGUAGES & INFORMATICS

English	Bilingual
German	Correct
Spanish	Beginner
Informatics	SPSS , AMOS , NVivo , Stata , BibExcel , Pajek , Adobe Premiere Pro , Taleo , Back Office .

LEASURES

Biking, soccer, hiking, cross-country skiing, biathlon, downhill skiing, beach volley, reading, travel.