
Christophe Estay

Born in July, 23 1965

3, rue de la Garde
33240 Saint Germain de la Rivière
France
(33) 6 80 94 50 54
estay.christophe@gmail.com

EM Normandie
30, rue de Richelieu
76087 Le Havre Cedex
France (33) 2 76 84 12 53
cestay@em-normandie.fr

ACADEMIC APPOINTMENTS

Academic Director of Graduate Program Entrepreneurship (from November, 2018)

EM Normandie

Entrepreneurship within the EM Normandie is a strong axis of differentiation. The MS Entrepreneurs trains the leaders and managers of tomorrow, capable of exercising various operational responsibilities, of taking over companies in difficulty or in good health, of starting their own business, but also of becoming a right-hand man of managers or strategy consultants. In charge of recruiting students and the content of the program, my job, as a director, is to offer content closely related to the reality of companies and to offer an innovative pedagogy, based on challenges and missions to project proponents.

Professor in Strategy & Entrepreneurship (from November, 2018)

EM Normandie

In charge of courses and tutorials in different programs and levels (bachelor, master, executive):

- Strategy (Bachelor, 30 hours).
- Human Resources Management (Bachelor, 30 hours).
- Strategic Management (Executive training, 45 hours).

PRIOR ACADEMIC APPOINTMENTS

Director of Management Department (2015 – July 2018)

KEDGE Business School

In line with the School's strategy, my mission is to manage the academic part of the Department, in connection with the various programs of the School. I am thus the guarantor of the coordination of the curriculum on all the campuses and contributes to the engineering and the educational innovation. I provide coordination and participate in the management of professors (thirty). I participate in ensuring compliance with the processes and procedures at the faculty level. My mission also focuses on individual and collective research issues. As such, I am in charge of assessing the objectives and results of my colleagues, and to participate in the allocation of resources.

Professor in Entrepreneurship and Management (2000 to July 2018)

KEDGE Business School

In charge of courses and tutorials in different programs and levels (bachelor, master, executive, MBA):

- Strategy (Master, 15 hours).

- Entrepreneurship (Master / Bachelor, 15 hours x 4).
- Human Resources Management (Master, 3rd year, 30 hours).
- Strategic Management (Executive training, 45 hours).

Associate Dean for Research

KEDGE BS (July 2013 to July 2015).

This department aims to promote academic, educational and professional production within a multi-site group. The action is organized around the development of diversified and high-level contributions, the management of the faculty in coordination with the academic department, the organization of events and the valorization of intellectual production. The development of research is possible within the logic of production encouraging intellectual contributions in the perspective of development based on the need of innovations known and added value (impact).

Associate Dean for Research & Accreditations

BEM (July 2009 to July 2013).

Strategic and operational management of faculty both academically and research. The place of accreditations EQUIS, AACSB and AMBA is central in the chosen orientations, the latter are part of a development based on global responsibility.–

Associate Dean for Academic Affaires

BEM (July 2006 to July 2009).

It was an elected position concerning faculty management of the entire school. Management of the relation between the professors, the direction, the programs and the academic poles. Development of faculty management (business plan, profiles, etc.), recruitment management, evaluation interview, etc.

Bordeaux Business School, France (2000 - 2005).

- Head of the US section for the Bordeaux Business School's overseas exchange programs (University of Alabama, University of Wisconsin Green Bay, Xavier University, University of Minnesota, Colorado State University, Boston College, Wake Forest University).
- Head of the Strategy Department.

EDUCATION

Lille University of Science and Technology (France)

- **2006: Habilitation à Diriger des Recherches (Higher Doctorate)** – Entrepreneurial motivation. Director of Studies : Professor Pierre Louart.

University of Bordeaux 4 (France)

- **1995: Doctorate in Management Science**, with distinction – Institut d'Administration des Entreprises - Thesis on the financial participation of employees in the company. Director of Studies : Professor Gérard Hirigoyen.
- **1990: Master 2 in Management Science**, Institut d'Administration des Entreprises, with distinction, winner of the Jean-Guy Mériqot prize for merit.
- **1989: Master 1 in Economic Science**, with distinction.
- **1988: Bachelor Degree in Economic Science.**

In-service training: University Credit for « The Psychology of work », at the Conservatoire National des Arts et Métiers, Bordeaux, France (1993).

Languages: French, English.

RESEARCH INTEREST

Principally in the field of entrepreneurship. My most recent work has been an analysis on Small Businesses and Development.

In conjunction with this, I have researched in great depth the concept and execution of entrepreneurship, especially in relation to employees commitment to companies and leadership.

ARTICLES

Recherches en Sciences de Gestion

La perception de la réalisation du contrat psychologique chez les ouvriers en situation de restructuration industrielle (avec C. Nivoit & Z. Yanat). FNEGE rang 3. CNRS rang 4. Accepté, modifications mineures.

The International Journal of Entrepreneurship and Innovation

« How Firms Risk through Entrepreneurial Innovations: Behavioral Patterns and Implications », (with H. Akiebe Ahworegba & J. Omoloba). FNEGE rang 4. Accepted minor revisions.

Middle East Journal of Management (MEJM)

« Early Internationalisation: An Inquiry into Born-Global Firms in Pakistan », accepté (avec Manzoor Akhter & Joseph Omoloba). IF pending evaluation. Accepted.

Gestion 2000

« Enjeux et limites de la doctrine sociale catholique comme orientation managériale », (avec G. Etogo & H. Tedongmo Teko). FNEGE rang 4. Accepté.

Management International

« Modèles d'affaires et modèles d'affaires innovants au sein des zones franches : une approche qualitative », accepté (avec Ayman AlKhanbouli & Dimitrios Tsagdis). FNEGE rang 2. CNRS rang 3.

Journal of Pacific Rim Psychology

« How role stress mediates the relationship between destructive leadership and employee silence: The moderating role of job complexity », <https://doi.org/10.1108/CMS-10-2017-0298>, (with M. Wu & Z. Peng). IF 0.909.

Journal of Business Ethics

« How and when compulsory citizenship behavior leads to employee silence: A moderated mediation model based on moral disengagement and supervisor-subordinate guanxi views » (with H. Peixu, P. Zhenglong, Z. Hongdan, C. Lakshman). DOI 10.1007/s10551-017-3550-2. FNEGE rang 2. CNRS rang 2.

Social Behavior and Personality: an international journal

« Compulsory citizenship behavior and employee silence: The Roles of emotional exhaustion and organizational identification », 46,12, 2018, 2025–2048 (with H. Peixu, M. Wu & X Wang, Z. Li). IF 0.548.

Chinese Management Studies

« How Destructive Leadership Influences Compulsory organizational citizenship behavior », 12, 2, 2018, 453-468 (with M. Wu & Z. Peng). IF 0,857.

Finance Research Letters

« Economic Policy Uncertainty and Stock Markets: Long-Run Evidence from the US », 18, 2016, 136-141 (with C. Rault, M. Arouri, D. Roubaud). FNEGE rang 3. CNRS rang 3.

International Journal of Cross Cultural Management

« Attributional Complexity and Leadership: Test of a process Model in France and India », 16, 2016, 53-76 (with C. Lackshman). FNEGE rang 4. CNRS rang 4.

International Journal of Organizational Analysis

« The relationship between International Business Strategies and Executive Staffing in MNCs », 2017, 25, 2, (with S. Lackshman & C. Lackshman).

Géoéconomie:

« Accompagner le renouveau économique et social du Mali en développant des filières - originales : le cas du coton équitable », (avec O. Thiam), 75, mai / Juin, 2015, 177-195.

Strategic Change

« Alternative finance for micro-enterprises: A foundation for sustainable development or just humanitarian aid? », 24, 1, 2015, 33-47 (with S.V. Gandja & J.P. Tchankam).. FNEGE rang 3. CNRS rang 3. ABS rank 2.

Recherches en Sciences de Gestion

« Complexité attributionnelle et exactitude des attributions : appréciation du modèle d'attribution du leadership », 103, 2014, 91-111 (avec C. Lakshman & Z. Yanat). FNEGE rang 3. CNRS rang 4.

Management International

« L'ERM appliqué aux banques ou comment ne pas réduire la gestion des risques à la mesure du risque », 18, 3, 2014, 1-7 (avec F. Maurer). FNEGE rang 2. CNRS rang 3.

Management et Sciences Sociales

« Entre éthique et responsabilité sociale : contexte idiosyncratique de la PME en Afrique », 14, 2013, 26-36 (avec G. Etogo). Revue émergente FNEGE.

Journal of Quantitative Economics

« Budgetary and external imbalances relationship: a panel data diagnostic », 11, 1&2, 2013, 45-71 (with A. Afonso & C. Rault). CNRS rang 3.

Journal of International Entrepreneurship

« Entrepreneurship: from Motivation to Start-Up », 11, 3, 2013, 243-267 (with F. Durrieu & M. Akter). FNEGE rang 3. CNRS rang 3. ABS rank 1.

International Journal of Academic Research in Accounting, Finance and Management Sciences

« Make-or-buy decisions: What choice for an accounting services in a developing country? », 4, 2, 2012 (with Serge Valant Gandja).

Revue Internationale de la PME

« Motivation entrepreneuriale et logiques d'action du créateur », 24, 1, 2011, 135-165. (avec Durrieu F. & Diop P.M.). FNEGE rang 3. CNRS rang 4.

Revue Gestion 2000

« Quand la responsabilité juridique vient enrichir la responsabilité sociale des entreprises », 5, Septembre – Octobre, 2011 (avec Tricot-Chamard, I.). FNEGE rang 4.

Social Responsibility Journal

« Profit sharing in the 19th century: history of a controversial remuneration system », 7, 1, 2011, 23-41 (avec Lakshman, S. & Pesme, J.O.).

Revue Gestion 2000

« La relation Etat - PME à travers l'aide publique : d'une logique hiérarchique à une perspective dyadique », Janvier-Février, 2007, 83-103 (avec Viviane Ondoua Biwolé). FNEGE rang 4.

Géoéconomie

« TPE et développement économique : du soutien à l'entrepreneuriat à la recherche de la pérennité des structure », 34, 2005, 141-169.

Revue Gestion 2000

« La pratique de la responsabilité sociale et ses implications dans l'entreprise. », 2, Juillet-Août, 2004, 31-48. (avec Jean-Paul Tchankam). FNEGE rang 4.

European Management Journal

« Setting Up Businesses in France and the USA: A Cross-cultural Analysis. », 22,4, 2004, 452-463. FNEGE rang 3. CNRS rang 3. ABS rank 2.

La Revue des Sciences de Gestion

« La mesure de la responsabilité sociale. », Mars-Avril, 206, 2004, 113-125 (avec Jean-Paul Tchankam).

Revue Internationale de la PME

« Les dynamiques de la création d'entreprises en France et aux Etats-Unis: une société du salariat face à un environnement entrepreneurial. », 16, 3-4, 2003. FNEGE rang 3. CNRS rang 4.

Problèmes Economiques

« Création d'entreprise : une comparaison Etats-Unis - France. », Oct., 2.828, 2003, 13-20.

Gérer et Comprendre

« Essor et déclin de la participation financière au XIXème siècle : leçon historique d'un système de rémunération controversé. », Sept., 73, 2003, 36-49. FNEGE rang 4. CNRS rang 4.

La Revue des Sciences de Gestion

« Les dispositifs de la création d'entreprise aux Etats-Unis et en France. », Mars-Avril, 200, 2003, 49-65 (avec Jean-Paul Tchankam). FNEGE rang 4.

Revue de Gestion des Ressources Humaines

« Intéressement et attitudes des salariés dans l'entreprise. », 35, 1^{er} sem., 2000, 20-40. FNEGE rang 2. CNRS rang 3.

PAPERS IN PROGRESS

International Journal of Cross Cultural Management

Attributional Complexity and Leadership: Test of a process Model in France and India (with C. Lackshman). FNEGE rang 4. CNRS rang 4. ABS rank 1. Accepted with minor modifications.

International Journal of Human Resource Management

Psychometric Properties of the Psychological Contract Inventory amongst a Sample of French Blue-Collar Workers (with Catherine Nivoit & Laurent Sovet). 2nd round. FNEGE rang 3. CNRS rang 3. ABS rank 3.

Journal of International Entrepreneurship

« Born Global Firms: an evidence from Pakistan », (with M. Akter & N. Kureshi). 2nd round. FNEGE rang 3. CNRS rang 3. ABS rank 1.

Management International Review

« International Business Strategies and Executive Staffing: An Empirical Study of Executive Selection in Multinationals Subsidiaries », Submitted (with S. Lackshman & C. Lackshman). FNEGE rang 3. CNRS rang 3. ABS rank 3.

Humanisme & Entreprise

« Comment un manager peut-il faire réussir un collaborateur en situation d'échec ? », (avec C. Lakshman & L. Bompar). Submitted.

BOOKS AND CHAPTERS

Estay C. & Tchankam, J.P. (2018). Le management des connaissances et les économies en développement », in « L'apprenance au service de la performance » sous la direction de Soufyane Frimousse & Jean-Marie Peretti – ems éditions, Paris, 264 pages.

Estay, C. & Bouillercé (2010). Employee motivation: a participative approach. Editions Afnor.

Estay, C. (2010). La motivation entrepreneuriale : aux origines de l'entreprise. Editions Universitaires Européennes.

Estay, C. & Yanat, Z. (2002). Identity and organizational commitment. In Duvillier, T., Genard, J.L. & Piraux, A. (Eds), *Motivation in a public sector* (pp). Col. Logiques de gestion, L'Harmattan.

Estay C., Pesme, J.O. & Tchankam, J.P. (2002). Cooperation and value creation. In Akam, N. & Ducasse, R. (Eds), *Which place for Africa* (pp 277-298). MASHA (CNRS publisher).

Estay, C. & Merdji, M. (2001). *Creating a craft company*. Ed. Dunod

CONFERENCE PROCEEDING

Estay, C., Akiebe Humphrey Ahworegba & Joseph Omoloba (2019). *Digital, Innovation, Entrepreneurship and Financing (DIF 2019), Valencia (Spain), 2-3 décembre 2019*. « How Firms Risk through Entrepreneurial Innovations: Behavioral Patterns and Contextual Implications »

Estay, C., Lakshman & Edith Galy, Sumita Rai (2019). *Southern Management Association - Norfolk, VA - October 10-12, 2019* « Knowledge Leadership and Ambidexterity: Cultural Desirability in three countries ». Best-in-Track, Organization Theory / International Management / Management History.

Estay, C., AlKhanbouli, A. & Tsagdis, D (2018). *Digital, Innovation, Entrepreneurship and Financing (DIF 2018), Lyon (France), 11-12 juin 2018*. « Modèles d'affaires et modèles d'affaires innovants au sein des zones franches : une approche qualitative ».

Estay, C., Akhter, M. & Omoloba, J. (2017). *Conférence AIE, Dakar (Sénégal) - 6-10, octobre 2017*. « Le développement international des entreprises nées globales ».

Estay, C. & Lakshman, C. (2016). Academy of Management Annual Meeting - Anaheim, CA - August 5-9, 2016 « Attributional Accuracy and Leadership: Test of a Process Model in U.S.A., France, and India ».

Estay, C. & Lakshman, C. (2014). AIB Conference - Vancouver, Canada - June 24-26, 2014 « Attributional Complexity and Leadership: Test of a process Model in France and India ».

Estay, C. & Lakshman, C. (2013). EAMSA Conference - Madrid, Spain - November 27-30. « Attributional Complexity and Accuracy of Attributions: Test of a process Model of Leadership ».

Estay, C. & Durrieu F. (2013). EFMD Entrepreneurship Conference - Madrid, Spain - March 4-5: « Entrepreneurship motivation in a French context ».

Estay, C., Gandja, S.V. & Tchankam, J.P. (2012). Academy of Management Annual Meeting - Boston, MA - August 3-7: « Alternative finance for micro-enterprises: a foundation for sustainable development or just a humanitarian aid? ».

Estay, C., Marino, L., Durrieu F. & Hilton, C. (2011). Southern Management Association - Savannah, GA - November 9-12: « Entrepreneurship: from Motivation to Start-Up ».

Estay, C., Lakshman, S. & Pesme, J.O. (2011). Academy of Management Annual Meeting - San Antonio, TX - August 12-16 : « Profit Sharing in the 19th Century: History of a Controversial Remuneration System ».

Estay, C. & Ondoua Biwolé, V. (2007). Academy of Management Annual Meeting - Atlanta, Philadelphia - August 3-8 - Doing Well By Doing Good: « The Relationship Between State and Small Businesses Related to Public Aid ».

Estay, C. (2006). From Participative Management to a Cooperative Vision of Human Relationships within Organizations. 14th African Conference of Human Resource Management - Dakar, Senegal. December.

Estay, C. (2006). Academy of Management Annual Meeting - Atlanta, Georgia - August 11-16, 2006 - Knowledge, Action and the Public Concern: « Very small businesses: from support of entrepreneurship to long lasting structures ».

Estay, C. & Tchankam, J.P. (2005). Alternative Financing for Micro Businesses. The Francophone University Agency, Roumanian Science Days, Bucharest, Roumania, June.

Estay, C. (2005). Very Small Businesses and Economic Development: From Support of Entrepreneurship to Long Lasting Structures. International Social Audit Institute's 6th Spring Conference, Marrakesh, Morocco, May.

Estay, C., Goma, P. & Tchankam, J.P. (2004). Female Entrepreneurship in the Congo, 3rd Entrepreneurship Academy Congress, IAE-EM Lyon, France.

Estay, C. (2004). Setting up Businesses in France and the USA: A Cross-cultural Analysis. efmd 34th EISB Conference (Entrepreneurship, Innovation and Small Business Conference). « New Economy Comes of Age - Implications for Ageing Entrepreneurs, Enterprises and Economies », Turku, Finland.

Estay, C. & Yanat, Z. (2003). Measuring Social Responsibility. International Social Audit Institute's 5th Spring Conference, Corsica, France.

Estay, C. (2002). The Human Resources Management: The benefits to the project management. 13th Human Resources Management Association Congress (AGRH), Nantes, France.

Estay, C. & Tchankam, J.P. (2002). Cooperation et value creation. 20th International Congress on Innovations and Training, HEC Montreal et CIDEGEF, Canada.

Estay, C. & Tchankam, J.P. (2002). Towards a knowledge management in developing countries: The limits and conditions of its effectiveness. International Social Audit Institute's 20th Summer Conference, Bordeaux, France.

Estay, C. & Tchankam, J.P. (2002). The legal framework for setting up businesses in France and in the US. 2nd Entrepreneurship Academy Congress, Bordeaux University, France.

Estay, C. & Tchankam, J.P. (2001). Public Support for Entrepreneurship: the Bordeaux Chamber of Commerce case. 18th Annual Conference of the Canadian Council for Small Business and Entrepreneurship, Laval University, Quebec, Canada.

Estay, C., Pesme, J.O. & Tchankam, J.P. (2001). Academic Cooperation and Value Creation. Seminar : Local Dynamics of Globalisation : African Perspectives. Human Sciences Department of the University of Bordeaux III, Pessac, France

Estay, C. & Yanat, Z. (2001). Managerial skills and IT: the role of the individual. 12th Human Resources Management Association Congress (AGRH), Liege, Belgium.

Estay, C., Hourquet, P.G. & Yanat, Z. (2001). IT and HRM : a new social link. International Social Audit Institute's 19th Summer Conference, Toulouse, France.

Estay, C. & Tchankam, J.P. (2001). Issues in entrepreneurship training. Mauritius Science Days, Mauritius.

Estay, C. & Yanat, Z. (2001). Human Resource Management and IT. International Social Audit Institute's 19th Spring Conference, Algiers, Algeria.

OTHER PUBLICATIONS (Professional journals, etc.)

Estay, C. (1997-1998). Two company simulation games:

- Competitive Strengths (to give an insight into the working environment of a company), 1998.
- La Corbeille (to raise awareness of the workings of the stock exchange), 1997.

Estay, C. (1995-1999). Cahiers du Club Montaigne, Bordeaux Business School Publications

- Contribution of Human Resource Management in Project Management, June 1999.
- Work and its Role in the Construction of Employee Identity, June 1998.
- Future Trends in Human Resource Management, December 1997.
- The Future of Employee Participation, April 1997.
- At what Point are we in Work Organisation?, oct. 1996.
- Multicultural Management: How can Differences be Integrated?, nov. 1995.

Estay, C. (1995-2002). Connaissance et Action, Bordeaux Business School Publications

- The drive for business start-up in France and the US: a wage earning society compared to an entrepreneurial environment, 15, July 2002.

- Managerial procedures in new technology: where is the human element? 14, February 2002.
- Cooperation between France and the Congo: a partnership for teaching development and research, with Jacques Olivier Pesme & Jean Paul Tchankam, 13, July 2001.
- French employees attitudes towards profit sharing, 12, March 2001.
- Entrepreneurship American support and the French approach, 11, Sept. 2000.
- Contribution of Chambers of Commerce in Entrepreneurship: the Case of the Bordeaux Chamber of Commerce, 10, December 1999 (with J.P. Tchankam).
- The Frontiers of Companies: a Theoretical Foundation, 9, April 1999.
- Value and Human Resource Management, 7, December 1998.
- Work and identity, 7, December 1998.
- The Financial Participation of Employees in Companies: Assessment and Prospects, 4, May 1997.

CASE STUDIES

Estay, C. (1995-present). Strategy and Human Resource Management case studies, subsequently published by Case Study Center (CCMP), Paris, and the Human Resource Management Association (AGRH), Paris:

- Young Community Hostel : création d'un hôtel de jeunesse, submitted.
- Coton équitable au Mali, submitted.
- Loisirs en liberté, 2009.
- Filon, 2003.
- Somind, 2003.
- Auvale, 2002.
- Daimler Chrisler, 2001.
- Mécasoc, 1999.
- Cellufibre, 1998.
- Establishing a Reliable Profit-Sharing Agreement, 1997.
- Lagardère Groupe - Grolier (financial participation of the Groupe Lagardère), 1996.
- Atreid Concept (Bordeaux Company), 1995.

FINDING SPONSORS

The European Commission via a Tempus Project focused on "Developing the Entrepreneurialism Amongst Moroccan Engineering Schools." BEM has been allocated € 79 200 over a three year period (2005 – 2008).

GUEST LECTURES

Carlson School of Management, University of Minnesota, Minneapolis, USA (Summer 2009, 2008, 2007, 2013).

Visiting professor – Summer Session - MBA 6210: Marketing Management: Section 90-91.

University of Alabama, Alabama, USA (2007, 2011).

Visiting professor – International Management – 18 hours.

BEM Dakar – Sénégal (since 2010)

Strategy and entrepreneurship, 50 hours.

PROFIL Consultant – Dakar, Sénégal (March and May 2007).
Management Competencies , 2 x 20 hours.

CAMPC Seminar (An African based Inter Governmental Executive Training Organization),
Dakar, Senegal (June 2006).
Competence Management, 18 hours.

RAMEGE Seminar (Program for Development of Management Teaching in Africa),
Libreville, Gabon (January 2005).
Entrepreneurship and Small Businesses: A New Teaching Approach, 30 hours.

RESEGE Seminar (Program for Development of Management Teaching in Eastern Europe),
Montenegro (June 2005).
Entrepreneurship and Small Businesses: A New Teaching Approach, 30 hours.

Universitas Indonesia / Institut Français de Management (FNEGE), Jakarta (Septembre 2004)
Environnement Economique de l'Europe et de la France, 50 heures

The Calloway School of Business, Wake Forest University, North Carolina, USA (January
2004 to June 2004).
Strategic Management (Undergraduate Class), 60 hours.

RAMEGE Seminar (Program for Development of Management Teaching in Africa),
(December 2003).
Researching Small Business and a New Teaching Approach, 30 hours.

French Institute of Management, Beijing, China (September 2002 and September 2003).
Strategy and general policy, 75 hours.

French Institute of Management, Tirana, Albania (April 2001, April 2002 and April 2003).
Strategy and general policy, 40 hours.

Wake Forest University: Visiting Professor (September 1999 to July 2000). Research on HRM
field and entrepreneurship.

RESEARCH SUPERVISION

1. Mr M. Faye (started Sept 2011). CNAM Doctorate Student. La complexité attributionnelle des leaders. In progress.
2. Mr El Hadji Sarr (started Sept 2011). UNIVERSA Doctorate Student. Entrepreneurial Motivation in Corporate. In progress.
3. Vrushal Khade (started Sept 2010). UNIVERSA Doctorate Student. How do social entrepreneurs create social impact at the bottom of the pyramid through renewable energy. In progress.
4. Ms C. Nivoit (started Sept 2008). CNAM / UNIVERSA Doctorate Student. Change Management. In progress. Defended 2015.
5. Mm S. Lakshman (started Jan 2011). CNAM / UNIVERSA Doctorate Student. MNC Executive Selection Practices: Challenges of HR in Internationalization. Defended 2013.

6. Mr M. Akhter (started Sept 2009). CNAM / UNIVERSA Doctorate Student. Internationalization of SME. Defended 2013.
7. Pape Madické Diop (started Sept 2009). CNAM / UNIVERSA Doctorate Student. Entrepreneurship Motivation in West Africa. Defended 2012.
8. Mr P. Mora (started Sept 2007). CNAM / UNIVERSA Doctorate Student. Wine Industry and Evolution. Defended 2011.

REVIEWING ACTIVITIES

Reviewer, Academy of Management Annual Meeting.

Reviewer, Revue de l'Entrepreneuriat.

ACADEMIC AFFILIATIONS

Member of :

- Academy of Management.
- Academy of International Business.
- Académie de l'Entrepreneuriat.
- Association Francophone de Gestion des Ressources Humaines.
- Association Internationale de Management Stratégique.
- Association pour le Développement de l'Enseignement et de la Recherche sur la Responsabilité Sociale de l'Entreprise.
- Institut International d'Audit Social

TEACHING EXPERIENCE

Centre for the training for banking professions, Bordeaux, France (March 1996 – July 1996).

General Economy, 10 hours.

Business Economy, 10 hours.

Temporary Teaching and Research Assistant, University of Bordeaux I, France (October 1991 – June 1994).

General and Analytical Accounting (MSTCF, 90 hours).

Mathematics and Economics (Diploma in Economic Science, 170 hours).

CONSULTING AND EXECUTIVE EDUCATIONS

Orsol, France (Nov. 2016 – Mars. 2017).

Strategy and Human Resource Consultant.

ENEF, Libreville, Gabon (Nov. – Dec. 2012).

Strategy and Human Resource Consultant.

Training & Education Forum, Libreville, Gabon (July, 2010)

Entrepreneurship Education Center.

Lyonnaisse des Eaux, Bordeaux, France (June to October 2005).
Change Management in Action.

Valt33, France (July to August 2004).
Strategy and Human Resource Consultant.

Milon Ltd, France (April 2003).
Consultant for the putting in place of a new commercial strategy.

Somag Ltd, France (February 2003).
Consultant for the putting in place of a new commercial strategy.

The Confederation of Business Managers, Libreville, Gabon (June 2003).
Evaluating the viability of entrepreneurship training.

Brazzaville Think Tank coordinator for Congolese economic development. Project supported by Agrisud (NGO for agricultural development) and the French Foreign Office (February 2002, April 2002, June 2002, February 2003, April 2003, September 2003).

Devalle Ltd., France (March 2002).
Consultant for the putting in place of a new commercial strategy.

Institute of Management, Brazzaville, Congo (Sept. 2001, April 2002 and August 2003).
Development of a professional training.

Smurfit Socar, Gironde, France (March 1997 – Dec 1998).
Development of training course in economy and management for executives and masters students. In Company professional training (in association with Ludicom).
Development of a professional orientation.

PREVIOUS EMPLOYMENT

Smurfit – Cellulose du Pin, Factice, France (Sept. 1996 to June 1999).
Human Resources Manager Assistant. Reorganisation of time-keeping. Development of training course in economy and management for executives and masters students.

MTS Eléctronique, Bordeaux, France (May to Sept. 1993).
Creation of a maintenance company for audiovisual material and for spare parts

Pouey International, Bordeaux, France (March to May 1990).
Market surveying.

Kalamazoo, Bordeaux, France (February to May 1989).
Financial analysis.