

2024 Paris-Berlin PhD Yearbook



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[Foreword

Courage and commitment in uncertain times

As I am completing my second year as Director of the ESCP PhD Programme (Paris), I've come to deeply admire the courage, resilience, and commitment that each of you brings to this demanding path. Pursuing a PhD has never been easy—but today, it has become even more challenging.

We are living through a period marked by growing hostility toward science, expertise, and democratic discourse. Research is attacked, evidence is politicized, and some topics—those that unsettle the status quo—face active censorship or neglect. In such a climate, the decision to devote yourself to deep, rigorous, and independent research is intellectually ambitious but above all a powerful act of civic engagement. This makes your work more necessary than ever. I admire you all. We need research that dares to ask hard questions, that brings light to complex realities, and challenges comfortable assumptions.

But we must also acknowledge that the PhD journey is not only intellectually demanding—it is also emotionally and socially tough. The uncertainty, the competitive job market, the pressure to perform; it can be a lonely path. That's why, as a programme, we must offer more than just disciplinary and methodological training. We must provide support that is human, sustained, and attentive to the full experience of being a scholar. Because research thrives when researchers are supported—in mind, in purpose, and in community.

Thank you for your commitment. It is an honour to accompany you on this journey.

Valentina Carbone
Dean of the Paris PhD Programme



[Paris New students

September 2024



Yassmina

Abdelazim

Finance

Supervisors

Vanessa Strauss-Kahn | Ivan Savin



Stanislas

Cornuel

International Economics

Supervisor

Régis Coeurderoy



Abdullah

Dawuod

Management Strategy

Supervisor

Régis Coeurderoy



Louis

Declee

Management & Organisation

Supervisor

Ghislain Deslandes



Fabien

Giudicelli

Finance

Supervisor

Julien Fouquau



Renate

Griessel-Duminy

Sustainability & Entrepreneurship

Supervisor

Gorgi Krlev



Boris

Guffond

Sustainability & Organisation

Supervisor

Valentina Carbone



Ayanna

Henry

Sustainability & Entrepreneurship

Supervisor

Gorgi Krlev



Aigin

Karimzadeh

Marketing

Supervisor
Sandrine Macé



Emma

Laurent

Sustainability & Supply Chain

Supervisor
Joe Miemczyk



Lira

Mikayelyan

Finance

Supervisor
Christophe Moussu



Nathan

Mottier

Sustainability & Supply Chain

Supervisor
Valentina Carbone



Mugdha

Nandurdikar

Management & Organisation

Supervisor

Géraldine Galindo



Benjamin

Pascal

Management & Organisation

Supervisor

Jean-Philippe Bouilloud



Elise

Rousseau

Management & Organisation

Supervisors

Kerstin Alfes / Daniela Lup



Viviana

Sacchi

Entrepreneurship & Sustainability

Supervisor

Sylvain Bureau



Zejun

Shuai

Entrepreneurship

Supervisors

Yi Jiang / Michael Haenlein



Nguyet Anh

Truong

Finance

Supervisor

Michael Troege



Johanna Carla

Vastag

Management & Organisation

Supervisors

Kerstin Alfes / Daniela Lup



Zixu

Wang

Marketing

Supervisors

Laetitia Mimoun / Perrine Desmichel



Tianhao Yang

Marketing

Supervisor
Charlotte Gaston-Breton



Shuge Yao

Management Control

Supervisors
Claire Dambrin / Leona Wiegmann



[**Berlin** New students

September 2024



Giacomo
Becheri

Supervisor

Prof. Bick



Kingsley Chukwuma
Dibie

Supervisor

Prof. Bick



Anna-Lena
Heinz

Supervisor

Prof. Festing



Bugra
Kilinc

Supervisor

Prof. Seckler



Kimberly Leich

Supervisor
Prof. Festing



Jan-Philipp Leifeld

Supervisor
Prof. Schmid



Lennart Lüneborg

Supervisor
Prof. Pape



Ulrich Joachim Mohme

Supervisor
Prof. Bick



**Anselm
Ohme**

Supervisor
Prof. Seckler



**Neeltje
Rohlfes**

Supervisor
Prof. Laasch



**Isabella Nicolina
van Hooren**

Supervisor
Prof. Schmid



Vivas in Paris **2024**





Yaëlle AMSALLEM

24.05.2024

Thesis title

"L'émergence de l'entrepreneur scientifique"

Supervisor

Prof. Aurélien ACQUIER, ESCP Business School

Prof. Jean-Philippe BOUILLLOUD, ESCP Business School

Jury

Rapporteurs :

Prof. Nabyla DAIDJ, Institut Mines-Télécom Business School

Prof. Olivier FOURNOUT, Télécom Paris

Suffragants :

Prof. Vera IVANAJ, Université de Lorraine, ENSIC

Prof. Emmanuelle LEON, ESCP Business School

Abstract

This thesis analyses the emergence of the scientific entrepreneur in contemporary society. This heroic entrepreneur, capable of saving society through new technologies, has renewed the myth of the entrepreneur. However, the myth tends to obscure the collective that surrounds this modern-day hero. I would like to highlight the existence of structures capable of producing serial scientific entrepreneurs: entrepreneurial universities. Entrepreneurial universities are mobilizing structures that enable the epistemic community to gain legitimacy in the eyes of official institutions. They ultimately play a political role. This analysis is based on an immersion in two particularly powerful entrepreneurial universities, Singularity University, located in Silicon Valley, and its European copy, Futura (anonymized), adapted to the local context. Taking an approach based on epistemic communities rather than the entrepreneurial ecosystem provides a better understanding of the formation of growing communities of experts in contemporary societies, and of the major political role they play without saying so. By revealing a hidden structural dimension, this thesis highlights the key role played by the myth of the scientific entrepreneur - who then appears as the new face of capitalism. It provides a better understanding of the way entrepreneurs think. This obstruction makes it possible to highlight the existence of a contemporary collective belief at the crossroads of entrepreneurship, religion, and politics.

Yaëlle is now a Postdoctoral Researcher at ESCP Business School (Reinventing Work Chair)

Marcus BERGMANN

13.12.2024

Thesis title

"Navigating the Circular Economy through performance measurement: An exploration of Policy instrument design, Business model innovation, and Epistemic underpinnings"

Supervisors

Prof. Valentina CARBONE, ESCP Business School

Prof. Philippe ZARLOWSKI, ESCP Business School

Jury

Rapporteurs

Prof. Franck AGGERI, MINES ParisTech

Prof. Rita SAMIOLO, King's College London

Suffragants

Prof. Simon ALCOUFFE, Toulouse Business School

Prof. Agnès MAZARS-CHAPELON, Université de Montpellier

Abstract

This thesis explores the role of performance measurement embedded in policy instruments for shaping a more sustainable market. It specifically examines instruments that promote a stronger version of the Circular Economy, such as product lifetime extension through repair.

Taking an interdisciplinary approach, this thesis integrates perspectives from the circular economy, public policy, and accounting. It employs an inductive qualitative approach, centred on a case study of the French Repairability Index (FRI), combining participatory observation, semi-structured interviews, and documentary analysis. The first of three articles sheds light on the politics of measuring product repairability, revealing key stages and mechanisms involved in the social construction of the FRI. The second article reveals the underlying mechanisms that allow the FRI to mediate between multiple regulatory targets and users. The third article shows the impact of the FRI on industry practices and business models.

This thesis provides original problematizations of the FRI and bridges isolated literatures to enhance our understanding of similar instruments. It contributes to established theories by showing how such instruments are designed to induce a specific type of "reactivity" (Espeland & Sauder, 2007a), and it refines emerging theoretical frameworks like strong and weak circularity. Practically, the thesis demonstrates the FRI's potential for steering companies towards repairability, while highlighting the limitations of such informative policy instruments. It raises critical questions about market-based solutions and their capacity to drive transformative and systematic change, suggesting the need for a broader policy mix.

Marcus is now an Assistant Professor at Audencia, Paris



Sara BIGLIERI

17.12.2024

Sara is now a **Deputy Director of the Grande Ecole programme at SKEMA Business School, Nice**

Thesis title

"Beyond bodies? The interplay between bodying and organizing"

Supervisor

Prof. Sylvain BUREAU, ESCP Business School

Jury

Rapporteurs

Prof. Jenny HELIN, Uppsala University

Prof. Anthony HUSSENOT, Université Nice Côte d'Azur

Suffragants

Prof. Pascal DEY, Bern University of Applied Science

Prof. Olivier GERMAIN, Université du Québec à Montréal

Prof. Silvia GHERARDI, Università degli Studi di Trento

Abstract

This thesis reconsiders the concept of embodiment in organizational studies by introducing a processual understanding of the body, drawing on the concept of bodying, inspired by Erin Manning's posthumanist philosophy. Grounded in dance improvisation as both an empirical field and epistemological approach, it views the body as a relational materiality, continuously evolving and actively shaping organizational processes. Rooted in the artistic and performative practice of dance improvisation, which serves both as an empirical field and an epistemological framework, this research considers the body as a relational materiality, constantly evolving and actively shaping organizational processes. The thesis unfolds in three successive parts, each delving deeper into the connections between bodying organizational theory, ethics, and methodology, while embracing the proposition that the researcher is an integral part of the research process and engaging in a dialogue between my experiences as a researcher and a dancer. The first study is a case study examining the Judson Dance Theater, an avant-garde dance movement of the 1960s that, by challenging established dance codes with improvised and experimental compositional practices, gave rise to a new form of collective organization. This study lays the groundwork for an ontological redefinition of embodiment, introducing a processual conception of the body. The second research axis focuses on embodied ethics. Departing from traditional conceptions of ethics, it explores how touch and joy can become tools for repair and transformation in the face of societal challenges by fostering bonds of solidarity and resilience. Through an affective ethnography, ethics is presented as a dynamic and negotiated process constantly evolving based on contexts and bodily experiences. Finally, the third study introduces research-creation, a method that intersects artistic practice and academic inquiry, and explores how bodying can bring to light the affective and relational dimensions in the co-creation of embodied and experiential knowledge, fostering collaborative research processes.

This thesis makes several significant contributions to organizational studies. First, drawing on an interdisciplinary approach, it proposes an ontological shift, a new vision of the body within organizations, and a processual and relational vision that goes beyond the static and mechanistic conceptions inherited from the Cartesian model. By adopting the perspective of bodying we understand the organization as an emergent process where materialities co-constitute, thus challenging traditional organizational structures. Second, the relational concept of bodying transcends the individual to situate itself in a transindividual dimension, thus highlighting the importance of the collective as a place for constructing individual meanings. Third, bodying invites us to rethink research practices by making them more embodied, privileging an affective approach that integrates the performative concept and the process of co-creation of knowledge between the researcher and their object of study and involving the researcher's body in the construction of knowledge.



Eléonore BROUARD

07.10.2024

Thesis title

"Ethique, quantification et évaluation dans un appel d'offres : la modernisation de l'état au prisme de la sélection des consultants"

Supervisor

Prof. Claire DAMBRIN, ESCP Business School

Jury

Rapporteurs :

Prof. Céline BAUD, Université Paris Dauphine

Prof. Afshin MEHRPOUYA, University of Edinburgh
Business School

Suffragants :

Prof. Andrea MENNICKEN, London School of Economics
and Political Science

Prof. Damien MOUREY, Université de la Polynésie française
Prof. Keith ROBSON, HEC Paris

Abstract

Ethics, Quantification and Evaluation in a Call for Tenders: The Modernisation of the State Through the Lens of Consultants' Selection

This thesis analyzes the evaluation mechanisms implemented during a call for tenders to select consultants in the public sector. It reveals the ethical dimensions of evaluation. We use an interpretative approach and a qualitative methodology based on a participant observation in a ministry and interviews. We study how evaluation produces what counts and how it should count in a call for tenders. We combine two conceptions of ethics: ethics as transcendence and ethics as immanence. In a first essay, we study the construction of a grid by the Ministry to evaluate consulting firms' bids. We show how the design of this grid materializes and temporarily stabilizes what counts in the call for tenders and in the future consulting engagement. In a second essay, we examine the use of this grid. We analyze how the bid evaluation process and the resulting rankings gradually produce a selection that is acceptable to the evaluators. Finally, in a third essay, we focus on the evaluation of the price criterion of bids by the Ministry. We show that this embodies an encounter without face-to-face contact between civil servants and consultants during the tender process. This thesis suggests a definition of ethics as experience. It also shows that evaluation based on quantification and aimed at exercising judgment has specific ethical dimensions in relation to other evaluation methods. Finally, it reflects on the modernization of the state at stake in the public procurement of consulting services.

Eléonore is now an Assistant Professor at ESSEC Business School



Tristan DUPAS AMORY

13.06.2024

Thesis title

"Essais sur l'homogénéité dans l'enseignement et la pratique du management : une ethnographie multi-située sur l'isomorphisme hégémonique"

Supervisor

Prof. Jean-Philippe BOUILLLOUD, ESCP Business School

Jury

Rapporteurs :

Prof. Mehdi BOUSSEBAA, Adam Smith Business School,
University of Glasgow

Prof. Caroline RUILLER, Maître de Conférences HDR –
IGR-IAE Rennes

Suffragants :

Prof. Géraldine GALINDO, ESCP Business School

Prof. Lucie NOURY, Audencia Business School

Abstract

Essays on homogeneity in management education and practice: a multi- sited ethnography of hegemonic isomorphism

This thesis is a contribution to the study of homogeneity in management education and practice. It is part of the ambition to 'write differently' in management and organization studies. Theoretically, the thesis draws on the social theory of hegemony to explore the homogeneity of different discursive, cognitive and interactional phenomena. Methodologically, it goes beyond the common practice of ethnography, which consists of carrying out research in a single organisation, by opting for a multi-sited ethnography. The result is four essays. Discourses on ecological and social transformation, 'business case study' thinking, the entry of 'transclasses' into business schools, or management practices in a consulting firm that advocates change - it covers a wide range of topics from different perspectives. The result is a series of social science texts that help to define the contours of the moral and cognitive careers of managers, as well as the inertia associated with the practice of management.

Tristan is now a Postdoctoral Researcher at HEC Montréal



Diana GARCIA QUEVEDO

03.10.2024

diana miroslava (Unverified) ...

Thesis title

"Conforming or Rejecting gender stereotypes among women entrepreneurs"

Supervisor

Prof. Caroline VERZAT, ESCP Business School

Jury

Rapporteurs

Prof. Colette HENRY, Dundalk Institute of Technology

Prof. Miruna RADU-LEFEBVRE, Audencia Business School

Suffragants

Prof. Candida BRUSH, Babson College

Prof. Anna GLASER, ESCP Business School

Abstract

Research indicates that women entrepreneurs face structural barriers at both personal and institutional levels, with fewer businesses owned and managed by women than men. This gender gap in entrepreneurship is often attributed to pervasive gender norms and stereotypes, which are seen to influence women's entrepreneurial intentions and actions. However, studies often overlook women entrepreneurs' capacity to challenge or reinforce these gendered beliefs. This research adopts a more nuanced understanding of gender, acknowledging its fluidity. The research focuses on how growth-oriented and environmental-oriented women entrepreneurs navigate gender norms and stereotypes. The findings suggest that these beliefs negatively impact women entrepreneurs; however, the gender norms and stereotypes do not remain unchallenged. The study introduces the concept of 'Green femininities,' which blends femininity and masculinity according to contexts, goals, and values. It proposes a nuanced way to study gender stereotypes, challenging their supposed stability and arguing that women entrepreneurs simultaneously reinforce and subvert these beliefs through their gender performances. This research also proposes an innovative methodology using Artificial Intelligence (AI) for Natural Language Processing (NLP) to enhance the researcher's analytical capabilities, thus enlarging the methodological toolbox within management research.

Antoine GLAUZY

06.09.2024

Thesis title

"Le silence comme acte langagier situé dans les organisations de santé : Le cas d'un hôpital et d'un collectif de patientes accompagnatrices"

Supervisor

Prof. Jean-Philippe BOUILLOUD, ESCP Business School

Jury

Rapporteurs

Prof. Didier VINOT, Université de Lyon 3

Prof. Marie Pascale POMEY, Université de Montréal

Suffragants

Prof. Jean-Charles DUCLOS-VALLEE, PUPH, Université de Paris Saclay

Prof. Sacha GHADIRI, HEC Montréal

Prof. Caroline CINTAS, IAE Rouen

Abstract

The Silence as a Linguistic Act Situated in Healthcare Organizations. A Case Study of a Hospital and a Collective of Accompanying Patients. Studies in management define silence as the withholding of information or an opinion by an employee. The choice not to speak stems from a fear of expressing an idea that contradicts a dominant ideology within the organization and, thus, the fear of assuming the social consequences inherent in an unheard voice. Silence is then considered as a defensive, insignificant, and passive attitude and can be the source of professional suffering and organizational inefficiency. Despite this negative perspective on silence, recent studies seek to understand silence in a more positive light by recognizing its contribution to organizational life. Drawing on applied sociolinguistics to organizations by Jacques Girin, this research proposes to understand silence as a linguistic act situated within healthcare organizations. However, 'what is a linguistic act?' 'What is a situation?' or 'How does a linguistic act relate to situations?' Through a qualitative research consisting of observations and interviews in a digestive diseases department (France) and a collective of patient caregivers in an oncology department (Canada), we seek to understand the meanings and effects of silence in various interactional situations within the hospital. Therefore, we propose to consider silence within the interaction between patients and various healthcare professionals, as well as between patient caregivers and the patients they accompany. Then, we will examine silence within professional interactions across different hospital departments, as well as among patient caregivers themselves as they strive to maintain their role and practice in the oncology department. Finally, we will explore the link between silence and professional suffering, and how healthcare professionals use silence to cope with and deny their experiences in order to meet productivity goals. Finally, this mapping of silence is discussed in light of technical advancements, whether medical or managerial, at work in the hospital, thus allowing us to consider modern developments and their side effects on the hospital institution.

Antoine is now a Researcher at the École Pratique de Service Social (EPSS)

Matilde GUILHON

21.06.2024

Thesis title

"Incumbents' response strategies to category emergence in the digital platform age. The case of European retail banking (2013-2023)"

Supervisor

Prof. Régis COEURDEROY, ESCP Business School

Jury

Rapporteurs :

Prof. Pinar Ozcan, Saïd Business School,
University of Oxford
Prof. Thomas Roulet, Cambridge Judge
Business School, University of Cambridge

Suffragants :

Prof. Rodolphe Durand, HEC Paris
Prof. Maral Muratbekova-Touron, ESCP Business School
Prof. Diego Zunino, SKEMA Business School
Dr. David Alcaud, Square Research Center, Square Management

Abstract

This thesis examines the responses of incumbents to the emergence of new categories facilitated by digital platforms. As a new form of organization, digital platforms mediate interactions between producers and audiences, thus influencing how offerings are perceived and valued. As they emerge in most sectors, digital platforms often challenge incumbents and the categories to which they belong. However, existing research is limited in capturing the impact of digital platforms on the categorization process and existing categories. Moreover, we lack an understanding of how incumbents resist or adapt to these exogenous changes in categorical systems.

The first essay of this thesis proposes a theoretical model that shows how digital platforms promote the emergence of new categories and influence the evolution of existing ones. Empirically, I study how incumbents respond strategically to the emergence of platform banking in the European banking sector over the decade 2013-2023.

The second essay argues that category emergence is not only a threat, but also an opportunity for incumbents to create new categories that allow them to achieve a balance of optimal distinctiveness.

The third essay shows how incumbents simultaneously promote category creation and emphasize their distinctiveness through parallel identity claims. This thesis contributes to the literatures on category dynamics and optimal distinctiveness.

Matilde is currently a Postdoctoral Research Fellow at the University of Bologna, Department of Management.

Starting in September 2025, she will assume the role of Assistant Professor and Programme Director of the MSc in Strategic Management Consulting at SKEMA Business School (Paris Campus)



Mathilde HEDON LAPOSTOLLE

05.06.2024

Thesis title

“A sense of who we are”: Towards a better understanding of family identity negotiation through consumption

Supervisor

Prof. Julien Schmitt, ESCP Business School

Jury

Rapporteurs

Prof. Delphine DION – ESSEC Business School

Prof. Kristine DE VALCK – HEC Paris

Suffragants

Prof. Stéphanie FEIEREISEN – Montpellier Business School

Prof. Laetitia MIMOUN – ESCP Business School

Prof. Nil ÖZÇAGLAR-TOULOUSE – University of Lille

Abstract

As a major social unit that shapes consumption behaviors, family is a growing topic in consumer research. This paper-based dissertation aims at improving the understanding of the process of negotiation of family identity. The first (conceptual) article demonstrates the relevance of the lens of family identity to enlighten many consumption practices. It provides a comprehensive overview of the fertility of this lens in terms of research topics and theoretical contributions and shows how adopting it can offer concrete understanding and solutions to major current consumption trends. The second (empirical) article focuses on the reconstruction process through consumption of a destabilized family identity after a major life disruption. It uncovers the market-based strategies that consumers implement to minimize the tensions generated by exogenous major life disruptions that destabilize family identity and unveils the specific role of brands in each of these strategies. The third (empirical) article deals with the management through consumption of tensions that result from identity interplay within couples. It unveils identity tensions that couples experience while negotiating their identities, as well as the consumption strategies that they implement on a daily basis to navigate these tensions. All together, these three studies contribute to a better understanding of family identity negotiation, both in mundane consumption contexts and more exceptional consumption moments. This doctoral research thus contributes to the literature on family identity and sheds lights on a whole range of consumer behaviors.



Catherine LESPERANCE

20.12.2024

Thesis title

"Exploration du processus de construction des données RH – Qualification, Capitalisation et Requalification"

Supervisor

Prof. Géraldine GALINDO, ESCP Business School

Jury

Rapporteurs :

Prof. Clotilde CORON, Université Paris-Saclay

Prof. Ewan OIRY, Université de Poitiers

Suffragants :

Prof. Michel COSSETTE, HEC Montréal

Prof. Roxana OLOGEANU-TADDEI, TBS Education

Prof. Laurent TASKIN, Université catholique de Louvain

Abstract

Exploration of the HR data construction process – Qualification, Capitalization and Requalification

This doctoral thesis examines the role of data in the design of artificial intelligence (AI)-enabled tools for human resource management (HRM), with a specific focus on developing a tool to analyse absenteeism. The research investigates how data scientists engage both calculative and non-calculative practices in constructing HR data. While a substantial body of academic literature addresses positivist and evidence-based approaches in this field, the internal mechanisms through which these practices are operationalized remain underexplored.

This study employs a qualitative, sequential methodology that bridges action research and ethnography, supported by an immersive three years and seven months in a professional service firm (PSF) specializing in data science. It contributes to the sub-fields of electronic human resource management (e-HRM) and HRM instrumentation by shedding light on the socio-digital dimensions of HR data. The thesis challenges the dominant narrative of technical determinism in the field by proposing a new conceptualization of the HR data construction process, articulated in three phases: Qualification, Capitalization and Requalification. This reconceptualization views data as economic assets functioning as epistemic instruments, whose qualities are continually debated, contested and negotiated, thus raising crucial questions about what constitutes 'good' data in the context of absenteeism analysis.

Catherine is currently a Postdoctoral Researcher at HEC Montréal

Urszula WISZNIOWSKA

16.09.2024

Urszula is now a **Postdoctoral Researcher at the University of Oslo**

Thesis title

"Strategic Leadership Communication in Business Ecosystems: Linguistic Strategies, Gender Dynamics, and Executive Attention to Innovation"

Supervisor

Prof. Régis COEURDEROY, ESCP Business School

Jury

Rapporteurs :

Prof. Margherita PAGANI, SKEMA

Prof. Michel FERRARY, University of Geneva

Suffragants :

Prof. Marion FESTING, ESCP Business School

Prof. Paul GOUVARD, Università della Svizzera italiana

Abstract

This dissertation explores the evolving role of strategic leadership communication within the context of business ecosystems, which have become central to modern business strategy in the digital era. It investigates how leaders navigate the complex dynamics of these ecosystems, how executive communication reflects and drives strategic priorities such as innovation, and how gender influences leadership effectiveness in high-tech sectors. The first article lays the theoretical foundation for understanding how strategic leaders in business ecosystems use linguistic strategies of convergence and divergence to manage their ecosystems effectively. Building on upper echelons theory and the attention-based view, it introduces the concept of communication accommodation, highlighting how leaders can use these strategies to maintain attention coherence among ecosystem participants. This interdisciplinary framework provides both theoretical and practical insights, guiding future research and offering strategic leaders the tools needed to navigate the complexities of platform ecosystems. The second article focuses on the shifting dynamics of TMT communication between traditional pipeline firms and platform ecosystems, particularly in the context of executive attention to innovation. The empirical findings reveal that platform ecosystem leaders employ more inclusive and confident language, reflecting a collective approach to innovation. However, this comes at the cost of reduced authenticity, suggesting a tension between maintaining genuineness and driving innovation. The study offers valuable insights into how communication styles differ between organizational models and the implications for strategic leadership in the digital age. The third article addresses the underrepresentation of women in top management roles, particularly within the tech sector. Through a linguistic analysis of earnings call transcripts, the study examines how female executives balance assertiveness and authenticity in their communication. It finds that female leaders are perceived as more authentic when employing communal assertiveness, but that highly assertive language can undermine this perception. The research also highlights similar challenges faced by male leaders when their communication deviates from traditional gender norms. This article advances the understanding of gender dynamics in leadership, offering a more inclusive perspective on leadership qualities beyond entrenched stereotypes.

Together, this dissertation provides a comprehensive understanding of the role of strategic leadership communication in business ecosystems. It offers valuable insights into how leaders can manage the complexities of these environments, foster innovation, and address the challenges posed by gender dynamics, thereby contributing significantly to the literature on strategic leadership, executive communication, and gender studies in today's rapidly evolving digital landscape.

Xuejing YANG

26.04.2024

Thesis title

"Globalization Strategies of Multinational Enterprises: Unraveling the Nexus of Firm-Specific Advantages, Institutional Environments, and Political Dynamics"

Supervisors

Prof. Régis COEURDEROY, ESCP Business School
Prof. Valérie DUPLAT, Vrije Universiteit Amsterdam

Jury

Rapporteurs :

Prof. Louis MULOTTE, Professor – Tilburg School
of Economics and Management
Prof. Xia HAN, Lecturer, University of Manchester

Suffragants :

Prof. Rodolphe Durand, HEC Paris
Prof. Maral Muratbekova-Touron, ESCP Business School
Prof. Diego Zunino, SKEMA Business School
Dr. David Alcaud, Square Research Center, Square Management

Abstract

This dissertation focuses on Multinational Enterprises (MNEs), employing the core concept of Firm-Specific Advantages (FSAs) from internalization theory and integrating perspectives from institutional research. It delves into the impact of institutional characteristics within the home regions of globally leading R&D-investing MNEs on their ability to diversify income across triadic regions. We extensively analyze the influence of MNEs' home-region orientation on the value of their switching-option portfolios, evaluating the role of political ties, particularly nonmarket strategies, in the cross-region transferability of innovative FSAs. MNEs equipped with innovation based FSAs emerge as potential candidates for globalization but face challenges related to bounded rationality and reliability. To address these questions, we employ empirical research methods and advanced econometric tools, such as Correlated Random Effects model and Instrument Variable model. We highlight the key role of the home-region institutional environment in shaping MNEs' global reach. Moreover, the dissertation introduces a regional classification scheme into Real Options Theory (ROT), broadening its application and deepening the synergy between International Business Theory (IBT) and ROT, offering insights into intra-region versus inter-region expansion. We examine how state ownership can facilitate or hinder a company in overcoming institutional distance and fostering the application of innovation-based Firm-Specific Advantages (FSAs) in host regions. Simultaneously, we investigate the contingent nature of this effect using the Institutional Pressure Theory. Significant findings encompass the influence of home-region institutional characteristics on Multinational Enterprises' (MNEs) globalization strategies and the moderating role of the quality of the home region's institutions and the disparity between institution distances in host and home regions on the values of MNEs' switching-option portfolios. Noteworthy is the nuanced relationship uncovered, wherein state ownership initially hinders cross-region transferability but paradoxically enhances it at extreme levels. Political connections compensate for adverse impacts, emphasizing their crucial role in fortifying the transferability of innovative FSAs.

Vivas in Berlin **2024**



A portrait of Sophia Braun, a woman with dark, wavy hair, wearing a dark blazer over a light-colored shirt. She is smiling slightly and looking towards the camera. The background of the portrait is a blurred image of a large, multi-story building with many windows.

Sophia BRAUN

12.03.2024

Thesis title

„Uncertainty and effectuation in corporate and policy entrepreneurship“

Supervisor

Prof. Dr. René Mauer

Defence Committee

Prof. Dr. Saras D. Sarasvathy
Prof. Dr. Christian Felix Durach



Nicole BULAWA

21.06.2024

Thesis title

The Temporality of Practices, Markets and Value

Supervisor

Prof. Dr. Frank Jacob

Defence Committee

Prof. Dr. Michael Ehret
Prof. Dr. Florian Lüdeke-Freund

A portrait of Mahdiah Darvish, a woman wearing a pink hijab, smiling. The background is a blurred image of a building with a red roof.

Mahdiah DARVISH

15.03.2024

Thesis title

„Embracing Digital Transformation: Required Capabilities for Business Organizations in Digital Era”

Supervisor

Prof. Dr. Markus Bick

Defence Committee

Prof. Dr. Thomas Wrona
Prof. Dr. Gonalo Pina



Tobias FROESE

16.02.2024

Thesis title

„Organisational Activities for Sustainable Futures - Conceptual Explorations of Value Creation in Sustainable Business Models and Degrowth Organizations”

Supervisor

Prof. Dr. Florian Lüdeke-Freund

Defence Committee

Prof. Dr. Oksana Mont
Prof. Dr. René Mauer



Marlene HOHN

01.10.2024

Thesis title

„Social Sustainability in Global Supply Chains: Investigating Levers for Improvement”

Supervisor

Prof. Dr. Christian Felix Durach

Defence Committee

Prof. Dr. Stefan Seuring
Prof Dr. Florian Lüdecke-Freund



Benedikt KAPTEINA

25.03.2024

Thesis title

„The corporation as a political actor: antecedents, consequences, and opportunities”

Supervisor

Prof. Dr. Rolf Brühl

Defence Committee

Prof. Dr. Daniel Kinderman
Prof. Dr. Christoph Seckler



Alexander MEISTER

14.05.2024

Thesis title

„Understanding Entrepreneurship in the Socio-economic Context: Qualitative Explorations of the Contextual Facets of Entrepreneurial Action”

Supervisor

Prof. Dr. René Mauer

Defence Committee

Prof. Dr. Kim Klyver
Prof. Dr. Ulrich Pape



Sönke MESTWERDT

06.12.2024

Thesis title

„Entrepreneurship Research and Contextualisation: An investigation of under-researched contextual dimensions”

Supervisor

Prof. Dr. Matthias Mroczewski

Defence Committee

Prof. Dr. Jill R. Kickul
Prof. Dr. Stefan Schmid

A portrait of Katharina SALMEN, a woman with long brown hair and glasses, smiling. The background of the portrait is a blurred image of a large, multi-story building with a red roof.

Katharina SALMEN

20.12.2024

Thesis title

„New Ways of Working & Human Resource Management: Conceptual and Empirical investigations on the Role of HRM in Enabling flexible responses to a dynamic environment“

Supervisor

Prof. Dr. Marion Festing

Defence Committee

Prof. Dr. Hellen De Cieri
Prof. Dr. Carolin Waldner

A portrait of Tobias Schumacher, a man with short brown hair and a light beard, smiling. He is wearing a dark blue suit jacket over a white shirt. The background of the portrait is a blurred image of a large, multi-story building with many windows, likely a university building.

Tobias SCHUMACHER

16.02.2024

Thesis title

„Developing Cultural Intelligence 3 An Experiential Learning Perspective on Serious Game-Centered Education“

Supervisor

Prof. Dr. Marion Festing

Defence Committee

Prof. Dr. Christoph Barmeyer
Prof. Dr. Philip Meissner



Claudio SCHUTZ

10.10.2024

Thesis title

„Populism and Financial Markets: A Mixed Methods Analysis on Investors' Reactions and Political Risk Assessment”

Supervisor

Prof. Dr. Ulrich Pape

Defence Committee

Prof. Dr. Hans Hirth
Prof. Dr. Matthias Mroczewski



Maximilian TIGGES

16.10.2024

Thesis title

„Organizational Adoption of AI: Risk Management and Decision Making under Conditions of Uncertainty and Information Asymmetry”

Supervisor

Prof. Dr. René Mauer

Defence Committee

Prof. Luigi Marengo
Prof. Dr. Gwendolin Sajons

Scientific Awards



A photograph of two women standing side-by-side. The woman on the left is holding a large certificate. Both women are smiling. The background is a light-colored wall with some text partially visible. The image is overlaid with a semi-transparent purple circle and a yellow bracket on the left side.

1st Prize Best Paper Awards

Zuzanna Staniszevska, Kozminski University / ESCP Business School

Title: **Voices of Change: Re-imagining Leadership in the Quest of Inclusivity SIG Gender, Race and Diversity in Organisations**

The EURAM 2024 Doctoral Colloquium was held in University of Bath and the School of Management, Bath, UK, on 24-25 June 2024.

EURAM 2024 Most Inspirational Paper

Title: **This is me as a leader: Visualizing ethics of care in professional narratives of women in leadership**

Zuzanna Staniszevska, Kozminski University, ESCP Business School
SIG Gender, Race, and Diversity in Organisations
The EURAM 2024 Annual Conference

[Ph.D. Students invited abroad





Arthur Gauthier-Penhirin

Visiting PhD Student, Bayes Business School, ETHOS Research Centre, January - May 2024, London, UK

Invited by Prof. Jean-Pascal Gond to join the ETHOS research team, where I participated in monthly seminars, delivered three research presentations, and co-organized a workshop as part of ETHOS's 10th anniversary event. This engagement led to a research collaboration with Prof. Gond, resulting in a co-authored paper.



Matilde Guilhon

Visiting PhD Student, MIT Sloan School of Management, Economic Sociology, March – May 2024, Cambridge (MA), USA

Invited by Prof. Ezra W. Zuckerman to spend three months in the vibrant Economic Sociology community at MIT Sloan, where I had the opportunity to deepen my knowledge of categorization and evaluation processes.



Janice Karnasuta-Thongborisute

Visiting PhD Student, University College London, School of Management, April-June 2024, London, United Kingdom



Catherine Lespérance

Visiting PhD Student, Université du Québec à Montréal (UQAM), April-June 2024, Montreal, Canada

Invited by Prof. Ewan Oiry, I spent three months in the HR department, where I engaged with HR professors to explore potential contributions and completed the first draft of my thesis.



Bianca Minuth

Visiting PhD Student, Kelley School of Business, Indiana University, Department of Accounting, January-February 2024, Bloomington (IN), USA

Invited by Prof. Brian P. Miller for the participation in research workshops and engaging in research discussions.

Visiting PhD Student, Humboldt University of Berlin, Institute of Accounting and Auditing, April-September 2024, Berlin, Germany.

Invited by Prof. Joachim Gassen and Prof. Ulf Brüggenmann for attending research seminars and the reading group within the accounting department as well as presenting and discussing my research.

Publications in 2024-2025

Paris

Book chapters

Lannutti, Luigi, (2024), Do Environmental, Social and Governance (ESG) regulations impact a country's potential to attract Foreign Direct Investments (FDI)? In R. Coeurderoy, S. Ben Slimane, A. Acquier, J. Creel, O. Delbard, F. Figge, F. Fréry, R. Gerges-Yamine, H. Gonzalez Jimenez, Ch. Hossfeld, M. Lefebvre, D. Lup, R. Mauer, H. Meg Lee. Editor (Ed.), "Key future challenges in turbulent times". Europe 2024-2029", ESCP BS Impact Papers.

ARTICLES IN ACADEMIC JOURNALS

Gauthier~Penhirin, A., Acquier, A. (2024). A Cause Without Rebels? Exploring the Tensions Between Framing and Identity in the Mobilisation of Platform Workers. *New Technology, Work and Employment*. <https://doi.org/10.1111/ntwe.12330>

Abstract

The development of the gig economy has sparked significant societal and academic debates about increased work precarity. While social movements appear necessary to improve the conditions of gig workers, they are difficult to develop in a context marked by the absence of a clear collective identity among workers. Accordingly, this article explores the complex interactions between framing, resonance and identity to explain the failure of a social movement organisation (SMO) to mobilise platform deliverers in France. It shows how the SMO's framing constructed and conveyed an embedded identity presenting platform workers as alienated, disguised employees, which clashed with a shared identity among deliverers based on an independent entrepreneur ideal. These results clarify the links between framing and identity resonance and suggest that aligning frames with the target audience's identities plays a key role in developing social movements in the gig economy.

Fehl, A., Mason, M., **Györke, M.** Healing Cultural Trauma Following Marketplace Violence, 2025. *Journal of Consumer Research*, <https://doi.org/10.1093/jcr/ucaf003>

Abstract

Targeted acts of violence in the marketplace disrupt the status quo and unravel the very fabric of community and consumption spaces. Despite the growing frequency of these shocking events, they remain underexplored in consumer research, particularly regarding their impact on consumer well-being and collective welfare. This research explores how individual reactions and choices in the face of incomprehensible violence can pave the way for consumer healing and collective regeneration through the re-establishment of community ties and marketplace exchanges. Our ethnographic inquiry ground these findings in the consumer response and solidarity that occurred in one community directly affected by the November 2015 Paris terrorist attacks. Our findings highlight how market spaces provide the scaffolding for communities to develop and foster interdependence through exchanges and shared moments. We also delineate cultural trauma as a subset of collective trauma. While both occur when a community one identifies with faces an existential threat, cultural trauma goes further by irrevocably altering the collective identity and transforming the community's members. Furthermore, we investigate cultural violence in a marketplace setting, when violent acts target culturally significant consumption practices and communal spaces.

Janbek K., Bancel F., Fintech lenders and borrowers screening: Superior abilities or lax practices?, Finance Research Letters, Volume 63, May 2024. <https://doi.org/10.1016/j.frl.2024.105323>

Abstract

Fintech lenders target borrowers that commercial banks deem too risky. We hypothesize that such borrower selection is either due to superior screening abilities of Fintech lenders, or due to less rigorous screening practices from their part. We find evidence in favor of the “superior screening” hypothesis. Using data on U.S. conforming mortgage loans originated between 2012 and 2022, we show that Fintech mortgage lenders serve borrowers with lower credit scores compared to banks, while experiencing better mortgage performance. This result is particularly strong in the mortgage refinancing market. These findings suggest that Fintech mortgage lenders specialize in providing refinancing credit to ex-ante riskier mortgage applicants, to whom they successfully apply rigorous screening standards.

Muratbekova, M., **Dupas-Amory, T., Garcia, D., Glaser, A., Guilhon, M.**, Lesperance, C., Geneste, S. 2024. When ‘Bouncing Back’ Is Harmful: Exploring the Dark Side of Individual Resilience, Academy of Management Learning and Education, doi:10.5465/amle.2023.0523

Abstract

In this paper, we investigate how PhD management students build individual resilience in the face of difficulties encountered during their PhD journey. While extant studies show that success in the doctoral journey is influenced by tenacity, hard work, and self-awareness, the potential pitfalls that PhD management students may face in building individual resilience have been relatively less explored. Addressing this gap is even more critical because of the increasing expectations embedded in the competitive culture of business schools, which expose PhD management students to unique challenges such as isolation, lack of solidarity, and dehumanization. Based on an exploratory empirical study of PhD management students, we theorize how these students respond to adversity through two types of practices: bright and dark. We argue that while bright practices improve individual resourcefulness that might be mobilized the next time adversity is encountered, dark practices do not contribute to this aspect and can even be damaging for individuals who engage in them. Dark practices may be destructive, cause suffering, and make resilience less likely in the future. Our study contributes to the ongoing discussion of management education by providing practical recommendations that focus on fostering PhD management students’ resilience.

CONFERENCE PRESENTATIONS

Buriller J. (2024), “Less but better? Entrepreneurs’ sensemaking on growth in the sustainable fashion industry” RENT 2024, Nantes (Best Paper Award)

Buriller J. (2024). “Reimagining entrepreneurial growth. The case of entrepreneurs’ narratives in the sustainable fashion industry”, EGOS 2024, Milano, Sub-theme 75: The Social Effects of Entrepreneurial Capitalism

Buriller J. (2024). “Degrowth entrepreneuring: emancipating from growth constraints”, Track: Bottom-up transformation for post-growth businesses, ESEE-Degrowth 2024 International Conference

Buriller J. (2024), "Less but better? Sustainable entrepreneurs' sensemaking on growth in the fashion industry", Track: Degrowth visions for the fashion system, ESEE-Degrowth 2024 International Conference

Gasiglia, N., Schmitt, J. (2024), "Transforming the Marketing Practices to Integrate a Post-Growth Model", ESEE Degrowth Conference 2024, 20th June, Pontevedra, Spain.

Gasiglia, N., Schmitt, J. (2024), "La transformation des pratiques marketing pour intégrer les limites planétaires", 40^e Congrès International de l'Association Française du Marketing (AFM), 6 Juin, Paris, France.

Gasiglia, N., Schmitt, J. (2024), "Transforming the Marketing Practices to Respect the Planetary Boundaries", IMTC Conference 2024, 19th January, Venice, Italy.

Gauthier-Penhirin, A., Acquier, A., Gond, J-P., "“Giving people like me bones to gnaw on”: Environmental employee activists contesting and fitting in CSR boundaries”, EGOS 2024, Milano, Sub-theme 58: Pursuing Social Change through Work

Guilhon, M. Friends or Foes: Incumbents' Parallel Identity Claims and Category Creation in Retail Banking, Strategic Management Society's 44th Annual Conference, 19-22 October, Istanbul, Türkiye | **Nominated for the Best PhD Paper Prize**

Guilhon, M. Friends or Foes: Incumbents' Parallel Identity Claims and Category Creation in Retail Banking, 84th Academy of Management Annual Meeting, 6-9 August, Chicago, USA

Guilhon, M. Friends or Foes: Incumbents' Parallel Identity Claims and Category Creation in Retail Banking, 40th EGOS Colloquium, 4-6 July, Milano, Italy

Guilhon, M. Friends or Foes: Incumbents' Parallel Identity Claims and Category Creation in Retail Banking, ESADE Socio-Cognitive Perspectives on Strategy & Entrepreneurship Research Seminar, 1-2 July, Barcelona, Spain

Guilhon, M. Friends or Foes: Incumbents' Parallel Identity Claims and Category Creation in Retail Banking, 12th SKEMA Knowledge, Technology, and Organization Seminar, 10-12 June, Sophia-Antipolis, France

Diana Garcia Quevedo (2024). Blending femininities and masculinities: Studying gender performativity with green entrepreneurs. Diana International Research Conference. 3-5 June, Stockholm, Sweden.

Diana Garcia Quevedo (2024) & Caroline Verzat. Green femininities: Studying gender performativity on women ecopreneurs. 84th Academy of Management Annual Meeting, 6-9 August, Chicago, USA

Györke, M. (2024) Constructing Management Control Through Conflicting Representations. 45th Association Francophone de Comptabilité (AFC) Annual Conference 29-31 May, Dijon, France

Györke, M. (2024) Representing management control: the case of constructing a consulting offer. 14th Interdisciplinary Perspectives on Accounting Conference 3-5 July, London, UK

Györke, M., Vargha, Z. (2024) Counting votes, seeing people: how civil auditors turned oversight into ethnographic insights. Financial Reporting and Auditing as Social and Organizational Practice 19-20 December 2024

Habé, C, Acquier, A.. (2024). "Consulting for doom - How sustainability consultants deal with the negative emotionology of climate change?", EGOS 2024, Milano, Sub-theme 57: Organizing Professionals as Socially and Environmentally Responsible

Lannutti, Luigi (2024), The role of environmental, social and governance regulations (ESG) in attracting foreign direct investment (FDI), IISES International Academic Conference, 20-22 May, Vienna, Austria.

Lespérance, C. (2024), Consultants at the Helm: Reshaping the HR Function in the Age of AI, 84th Academy of Management Annual Meeting, 6-9 August, Chicago, USA

Tordiglione Adelina (2024), Technology and Craft through Philosophical Lenses, Philosophy of Management - 16th Annual Meeting, 21-24 June, Oxford, UK.

Tordiglione Adelina, Chiara Succi, and Mara Brumana (2024), What Doesn't Kill You Makes You Stronger: Explaining the Mechanisms for Persistence in Artisanal Bookbinding, 40th EGOS Colloquium, 4-6 July, Milan, Italy.

Karnasuta-Thongborisute, J., Blasco-Arcas, L., and Kastanakis, M. (2024). and Alexander, M. Leveraging Customer Engagement Behaviors for the Development of the Platform Dynamic Roles as Ecosystems. American Marketing Association's Servsig Conference in Bordeaux, France (6-8 June, 2024).

Karnasuta-Thongborisute, J., Blasco-Arcas, L., and Kastanakis, M. (2025). No Such Thing as Bad Publicity? The Impact of Polarized Opinions on Digital Business Growth. American Marketing Association's Winter Academic Conference in Phoenix, Arizona, USA (14-16 February, 2025).

Li, Y.Q., Blasco-Arcas, L., & Lee, H. H. M. (2024). Computer vision in branding: conceptualization, typology, and future agenda. 2024 Academy of Marketing Science Annual Conference, 21-24 May, Miami, USA.

Li, Y.Q., Lee, H. H. M. & Blasco-Arcas, L. (2024). Computer vision in branding: A review and future agenda. AIRSI Annual Conference, 10-12 June, Zaragoza, Spain.
→ Nominated for the Best Paper Award for Artificial Intelligence

Kaiwen, J. (2024) How do entrepreneurs evaluate opportunities after receiving feedback? Effectuation 2024, 12-13 November, Nantes, France

Madrelle, Q., Vuarin, L., Blonski, T. (2024) How does the legacy of the digital biography affect the management of algorithmic moderation lessons from the algorithmic cabotage at Facebook (2004-2021). 40th EGOS Colloquium, 4-6 July, Milano, Italy

Madrelle, Q., Vuarin, L., Blonski, T. (2024) Organiser la modération à l'heure de l'IA nouveaux modèles et nouveaux enjeux. 29th AIM 2024 Conference, 27-29 mai 2024, Montpellier - La Grande Motte, France

Minuth, B., (2024), Effectiveness of mandatory CSR reporting: Improvement of firms' CSR disclosure information, 26th International Conference on Computational Statistics 2024, 27-30 August, Gießen, Germany.

Minuth, B., (2024), Disclosure Effects of a Non-Financial Reporting Mandate: A Topic Modeling Approach, European Accounting Association (EAA) Talent Workshop 2024, 8-9 November, Madrid, Spain.

Minuth, B., Piscielli, A. (2024), Fifty Years of Sustainability Accounting Research: A Systematic Literature Review Using Machine Learning Techniques, 21st Workshop on Corporate Governance 2024, 29-30 October, Dublin, Ireland.

Minuth, B., Pronobis, P. (2024), CSR Reporting Linguistics: Impression Management or Signaling Commitment?, 46th Annual Congress of the European Accounting Association (EAA), 15-17 May, Bucharest, Romania.

Minuth, B., Pronobis, P. (2024), The Strategic Tone of Non-Financial Disclosure: Linguistic Attributes and Financial Implications, Financial Management & Accounting Research Conference 2024, 16-18 June, Ayia Napa, Cyprus.

Minuth, B., Pronobis, P. (2024), The Strategic Tone of Non-Financial Disclosure: Linguistic Attributes and Financial Implications, GRONEN 2024 Conference, 28-30 May, Paris, France.

Minuth, B., Pronobis, P. (2024), The Strategic Tone of Non-Financial Disclosure: Linguistic Attributes and Financial Implications, Journal of Supply Chain Management (JSCM) Paper Development Workshop, 15-16 July, Berlin, Germany.

Nguyen, H.T.T.D., Duplat V., Coeurderoy, R. (2024), Multi-Lens Approach to Environmental Sustainability Strategies in Multinational Corporations: A Comprehensive Review, Integrative Framework, and Future Research Agenda, EIBA, 12-14 December, Espoo, Finland

Puljiz, M., Troege, M (2024). Lending Strategies under the ECL Framework: The Interplay of Credit Risk and Collateral, The 40th International Symposium on Money, Banking and Finance, GdRE Conference, University of Orléans, 1-2 July, Orléans, France

Puljiz, M. (2024), Bank lending: Prudent business, regulatory compliance and its collateral victims, Job Market Paper, 2024 FMA European Conference, Doctoral Student Consortium, 12, June, Turin, Italy

Rahajason R., H. Gonzalez-Jimenez, B. Voyer, C. Gaston-Breton (2024), Beyond Adoption : Motivations to continuous chatbot usage, ANZMAC Conference, 2-4 December, Tasmania, Australia

Sabji°, D. (2024). The Role of Organizational Structure in Digital Transformation Outcomes. Proceedings of the 57th Hawaii International Conference on System Sciences. Hawaii International Conference on System Sciences, Waikiki, Hawaii, 4807-4817

Salovskaia-Leport, E. (2024), The role of work relationships in producing virtual organizational spaces, 6th Global Conference on International Human Resource Management, 13-14, June, Gothenburg, Sweden

Salovskaia-Leport, E. (2024), Production of virtual organizational spaces: the case of virtual organizations, 40th EGOS Colloquium, 4-6 July, Milano, Italy

Salovskaia-Leport, E., Muratbekova-Touron, M. (2024) Navigating the Digital Realm: Constructing Organizational Space in Purely Virtual Organizations, 35ème Congrès de l'Agrh, 23-24, October, Barcelona, Spain

Simha, O. (2024). Coping with an agile transformation: an exploration through a Lacanian psychodynamic perspective. 40th EGOS Colloquium, 4-6 July, Milano, Italy

Poli, E. Simha, O. (2024). When the “Social” disrupt the Sensemaking Process: Challenges of Hybrid Cultural Change within a Large Industrial Group. XXXIIIème conférence de l'AIMS, 3-6 juin 2024, Montréal, Canada.

Poli, E. Simha, O. (2024). When the “Social” disrupt the Sensemaking Process: Challenges of Hybrid Cultural Change within a Large Industrial Group. XXXIIIème conférence de l’AIMS, 3-6 juin 2024, Montréal, Canada.
-> Finalist for prix Roland Calori (Young Researcher’s Best Paper Award).

Abdelazim, Y. Savin, Ivan. (2024). Rising Tides, Rising Yields: Examining Climate Induced Sovereign Risks. 10th Joint Research Workshop FESP (Cairo University) / EES (Panthéon Sorbonne Université Paris 1), October 21-22, Cairo, Egypt.

[DOCTORAL COLLOQUIA

Györke, M. (2024) Representations and conceptualizations of management control and its instruments at the consulting subsidiary of a second-tier accounting firm. 1ères rencontres doctorales GT Recherches critiques en comptabilité, contrôle, audit 2 April, Paris, France

Györke, M. (2024) Representing management control: the case of constructing a relevant consulting offer. European Accounting Association (EAA) Junior Virtual Workshop, 9 December, Online

Minuth, B., Piscicella, A. (2024), Fifty Years of Corporate Sustainability in Accounting Research: A Systematic Literature Review Using Machine Learning Techniques. European Accounting Association (EAA) Junior Virtual Workshop, 9 December, Online.

Minuth, B., Pronobis, P. (2024), The Strategic Tone of Non-Financial Disclosure: Linguistic Attributes and Financial Implications, GRONEN 2024 PhD Days, 27-28 May, Paris, France.

Zhou, J. (2024) Surviving and thriving from the chaos: how entrepreneurs navigate the tensions during new venture creation. RENT 2024 Doctoral Workshop, 13-15 November, Nantes, France

Kaiwen, J. (2024) How do entrepreneurs evaluate opportunities after receiving feedback? RENT 2024 Doctoral Workshop, 13-15 November, Nantes, France

[Other publications

Bureau S., **Buriller J.** (2024). « L’art contemporain, un langage et une méthode pour penser un futur improbable », The Conversation

Guilhon, M. & Bandu, A. (2024). Le beyond banking: un levier stratégique dans la conquête des mass affluent? Financial Services & Beyond, Circle Strategy. 1 : 15-18.

Juin, C., **Guilhon, M.,** Da Motta, T., & Alcaud, D. (2024). L’entreprise à l’ère des plateformes digitales et responsables, Square Research Center.

Laloum, S., Thiébault, M., & Gasiglia, N. (2024). Advertising Deconsumption: An Irreconcilable Paradox? A Look Back On Ademe’s Dévendeur Campaign. ESCP Impact Paper No. 2024-63-EN, ESCP Business School.

When 'Bouncing Back' Is Harmful: Exploring the Dark Side of Individual Resilience



Muratbekova, M., Dupas-Amory, T., Garcia, D., Glaser, A., Guilhaon, M., Lesperance, C., Geneste, S. 2024. When 'Bouncing Back' Is Harmful: Exploring the Dark Side of Individual Resilience, Academy of Management Learning and Education, doi:10.5465/amle.2023.0523

This research project began as part of an elective course on the Gioia Method taught by Maral and Anna. We chose a topic that interested and concerned us all: the doctoral experience. The promise was that if we found interesting data, we would produce a publishable paper. Three years passed between the start of the course and the publication of the paper, an adventure full of twists and turns and discoveries, despite some difficulties that kept us learning.

The process wasn't easy because we were 7 co-authors, which raised the problem of everyone's responsibility and commitment. However, we overcame these difficulties thanks to Maral's leadership and the complementary profiles of our team. The experience gave us a behind-the-scenes look at the collective construction of a paper, demystified the publication process and taught us to be versatile and flexible. Furthermore, working on doctoral student resilience during our own doctoral adventure enabled us to develop a more reflexive approach, to develop 'bright practices' throughout the journey, and to be more alert to the potentially damaging behaviours of fellow students.

A unique and enriching experience in every way!

PhD Students:

Matilde Guilhaon
Tristan Dupas-Amory
Diana Garcia Quevedo
Catherine Lespérance
Sophie Geneste

Professors:

Maral Muratbekova
Anna Glaser

Publications in 2024-2025

Berlin

Academic papers

BICK, M. , DARVISH, M., LAULE, L., POTTIER, L., (2024). Correction to: Digital Leadership in Cross-Cultural Organizations: Insights from Swiss Healthcare Companies. In: Papadaki, M., Themistocleous, M., Al Marri, K., Al Zarouni, M. (eds) Information Systems. EMCIS 2023. Lecture Notes in Business Information Processing, vol 502. Springer, Cham. March 2024

BICK, M., M. DARVISH, J. -H. HOLST, "Explainable AI in healthcare: Factors influencing medical practitioners' trust calibration in collaborative tasks", PROCEEDINGS OF THE HAWAII INTERNATIONAL CONFERENCE ON SYSTEM SCIENCES (HICSS), January 2024

BIEREY, M., M. SCHMIDT, M. TOKARSKI, "Why Do Firms Issue Hybrid Bonds?", EUROPEAN ACCOUNTING REVIEW (THE), Online 12/07/2024

BLONDEL, T., K. ALFES, D. LUP, "Thriving for Nothing? The Hidden Costs of Thriving for Employees With Attention Deficit Hyperactivity Disorder and Their Employers", HUMAN RESOURCE MANAGEMENT, Online 25/11/2024

BRAUN, S. M., CABERO TAPIA, P., & MAUER, R. (2024). Exploring policy entrepreneurs' modes of action: Positioning, networking, outmaneuvering, and worldmaking. Applied Psychology: An International Review. Online 10/03/2024

FESTING, M., A. BALLNAT, M. ALUCHNA, L. BOHDANOWICZ, E. JASTRZEBSKA, M. ROSZKOWSKA-MENKES, I. SAHAKIANTS, T. STEGER, "Organizational responses to non-financial reporting legislation in Germany and Poland — Qualitative study and explanatory framework", EUROPEAN MANAGEMENT JOURNAL, Online 17/12/2024

GEKLE, J., L. LAULE, M. BICK, "Remote Revolution: The Impact of Working from Home on Employee Well-Being and Productivity in Germany" LECTURE NOTES IN COMPUTER SCIENCE, 2024, pp. 181-196

HESELBARTH, Y., K. ALFES, M. FESTING, "Understanding technology-driven work arrangements from a complexity perspective: a systematic literature review and an agenda for future research", INTERNATIONAL JOURNAL OF HUMAN RESOURCE MANAGEMENT, Online 04/01/2024

JACOB, F., H., N. BULAWA, K. MASON, "Should the wheel be reinvented? Market-referencing in the electric vehicle market charging infrastructure", JOURNAL OF BUSINESS RESEARCH, December 2024, vol. 185

KRUEGER, N., MESTWERDT, S. AND KICKUL, J. (2024), "Entrepreneurial thinking: rational vs intuitive", Journal of Intellectual Capital, Online 12/08/2024

LAULE, L., BICK, M. (2024). Communication is Key: A Systematic Literature Review of Transformation Competencies. In: Papadaki, M., Themistocleous, M., Al Marri, K., Al Zarouni, M. (eds) Information Systems. EMCIS 2023. Lecture Notes in Business Information Processing, vol 502. Springer, Cham. March 2024

LÜDEKE-FREUND, F., FROESE, T., DEMBEK, K., ROSATI, F., & MASSA, L. (2024). What Makes a Business Model Sustainable? Activities, Design Themes, and Value Functions. *Organization & Environment*, 0(0). Online 12/04/2024

MESTWERDT, S., M. , J. MROZEWSKI, C. SECKLER, "An institutional perspective on fear of failure and its effects across three entrepreneurship stages", *INTERNATIONAL ENTREPRENEURSHIP AND MANAGEMENT JOURNAL*, Online 25/11/2024

NOVAK HANSEN, C., BRÜHL, R. (2024): How informational stimuli, formative experiences, and socialization can activate values to foster sustainable entrepreneurship engagement, in: *Business Ethics, the Environment & Responsibility*. Online 13/05/2024

PAPE, U., F. LAMMERS, "The impact of powerful CFOs in M&A: evidence from U.S. acquisitions", *REVIEW OF MANAGERIAL SCIENCE*, online 10/09/2024

REMKE, K., MÜLLER, H.W. (2024). Overcoming Rebound Effects: A Process Blueprint for Circular Systems Design. In: Mandviwalla, M., Söllner, M., Tuunanen, T. (eds) *Design Science Research for a Resilient Future. DESRIST 2024. Lecture Notes in Computer Science*, vol 14621. Springer, Cham. Online May 2024

SCHMITT, J., R. WILKEN, F. DOST, D. BÜRGIN, "Does the presentation of true costs at the point of purchase nudge consumers toward sustainable product options?", *MARKETING LETTERS*, Online 05/01/2024

SCHÜTZ, C., PAPE, U. (2024): Are investors afraid of populism? *Finance Research Letters* 61(2024), online March 2024

TIGGES, M., MESTWERDT, S., TSCHIRNER, S., MAUER, R. (2024): Who gets the money? A qualitative analysis of fintech lending and credit scoring through the adoption of AI and alternative data, *Technological Forecasting and Social Change*, Volume 205, August 2024

WILKEN, R., S. RABAA, S. GEISENDORF, "Does recalling energy efficiency measures reduce subsequent climate-friendly behavior? An experimental study of moral licensing rebound effects", *ECOLOGICAL ECONOMICS*, March 2024, vol. 217



Creative editing by Maciej Kielar, PhD candidate

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