



## AFFILIATES

### LAURENT GIRAUD

Affiliate Research Fellow

## CONTACT

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## BIOGRAPHY

Laurent Giraud is a former executive recruiter in the automotive industry and currently Associate Professor in Human Resource Management at the Toulouse School of Management and the Center for Research in Management (UMR CNRS 5303 – Toulouse 1 Capitole University). His research focuses on organizational behavior, international human resource management, change management and career management.

## EDUCATION

2012: Jean Moulin University Lyon 3 – French Doctorate in HRM.

2008: ICN Business School, Nancy, France - Master Grande Ecole.

2007: Umeå School of Business, Sweden - Master of Science.

2005: ICN Business School, Nancy, France – Bachelor's degree in Business Administration.

2004: HEC Preparatory classes - economics option. Lycée Blaise Pascal (Clermont-Ferrand).

## TEACHING AREAS

- Organizational Behavior
- International Human Resource Management
- Change Management

## RESEARCH AREAS

- Organizational Behavior
- International Human Resource Management
- Change Management
- Career Management

## PROFESSIONAL EXPERIENCES

2018: Change management support to the Nancy Regional Hospital Center (4x2 days).

Since 2017: Evaluation/follow-up of annual internal mobility at the worldwide leader Safran Group.

2017: Interventions as an EU expert to set up HR policies in Vietnamese, Cambodian and Mongolian universities (3x5 days) - Tactic Erasmus+ Programme, Masaryk University.

2017: Intervention at the annual convention of the UNCGFL on generations at work.

Since 2016: Evaluation/follow-up of a training to mindfulness by the French Institute of Positive Leadership.

2016: Intervention at the Kasetsart University (Thailand) as an EU expert on change management in university for more relations with professionals: 3 days - AsiFood Erasmus+ Programme, Agreenium.

2013 – 2016: Evaluation/follow-up of an annual training program on managers' codevelopment at the major French insurance group Covéa.  
 2015: Intervention at the French Centre for Young Entrepreneurs on intergenerational differences at work.  
 2014: Intervention for the managers' network at the worldwide leader Safran Nacelles on intergenerational differences at work.  
 2013: Change certification of top managers at the worldwide leader Sanofi.  
 2013: Toulouse 1 Capitole University, Associate Professor in HRM.  
 2012 – 2013: ESSEC Business School, Postdoctoral Research Fellow.  
 2008 – 2012: EMLYON Business School, Teaching & Research Assistant.  
 2011 – 2012: East China Normal University, EMLYON Shanghai, Lecturer  
 2010 – 2011: EMLYON Business School, Co-lecturer  
 2009 – 2010: EMLYON Business School, Lecturer

## SELECTED PUBLICATIONS

Frimousse, S., Swahli, A., Giraud, L., Peretti, J.-M., & Băloi, I.-C. (in press) Favoriser la performance adaptative via le développement RH dans un contexte de changement permanent: le cas de Ford Roumanie. *Management International* (CNRS 3, FNEGE 2, HCERES A).

Yatribi, T., S. Balhadj, et L. Giraud. L'influence de l'environnement de travail sur la satisfaction et l'intention entrepreneuriale des ingénieurs, *Revue de l'Entrepreneuriat*, 3 4 (16), 45-82 (CNRS 4, FNEGE 2, HCERES B).

Bruna, M.-G., Frimousse, S. & Giraud, L. Comment apprécier l'impact d'une politique de diversité en entreprise? Contribution liminaire à un agenda de recherche, *Management & Avenir*, 96 (6), 39 – 71 (CNRS 4, FNEGE 3, HCERES C).

Giraud, L., Frimousse, S., Guillard, A., Lévêque, B., Peretti, J.-M. & Santoni, P.-P. L'impact du co-développement sur l'ouverture individuelle aux changements: le cas Covéa. *Communication & Management*, 13 (2), 13-35 (AERES en sciences de l'information et de la communication).

Johnson, K. J., C. Bareil, L. Giraud, & Autissier, D. Excessive change and coping in the working population. *Journal of Managerial Psychology*, 31 (3), 739-55 (JCR 46<sup>th</sup> journal in Applied Psychology, CNRS 4, FNEGE 3, HCERES C).

Giraud, L. L'intention de quitter l'entreprise : une approche par l'étape de carrière. *Revue de Gestion des Ressources Humaines*, 97, 58-86 (CNRS 2, FNEGE 2, HCERES A).

Giraud, L. & Autissier, D. Uncovering the intellectual development of the Journal of Organizational Change Management: a knowledge-stock and bibliometric study, 1995-2011. *Journal of Organizational Change Management*, 26 (2), 229-264 (JCR 163<sup>rd</sup> journal in Management, CNRS 3, FNEGE 3, HCERES B).

Giraud, L., Autissier, D., Johnson, K. J. & Moutot, J.-M. L'évolution des attitudes et des comportements des salariés envers le changement tout au long des étapes de mise en œuvre du changement, *Question(s) de Management*, 3, 37-54 (FNEGE 4).

Autissier, D., Giraud, L., Johnson, K. J. & Moutot, J.-M. Les liens entre caractéristiques et succès des changements organisationnels: l'étude exploratoire d'une création d'entreprise, *Question(s) de Management*, 3, 11-24 (FNEGE 4).

Giraud, L., Thomines, S. & Roger, A. La fidélisation des Ressources Humaines en période de crise économique. *Revue de Gestion des Ressources Humaines*, 84, 44-76 (CNRS 2, FNEGE 2, HCERES A).