



## STRATEGY & MANAGEMENT

**JULIA VINCENT-PONROY**  
Assistant Professor of Management

### CONTACT

Email: [j.vincent@ipag.fr](mailto:j.vincent@ipag.fr)  
Phone: +33 1 5363 3600  
Campus: Paris

### BIOGRAPHY

Julia Vincent Ponroy is Professor of Management at IPAG Business School. She obtained both her Master's degree (2010) and her PhD in Management Science (2016) from HEC Paris. The French association for research in human resources management (AGRH) awarded Julia's dissertation with the FNEGE-AGRH Prize for the best dissertation defended in France in 2016 in the field of human resources management. Julia is a specialist of family businesses. For instance, her dissertation tackles organizational identity issues in growing family firms. Specifically, it explores non-family members' relationships to the family firm in which they work: using both qualitative and inductive research methods Julia's work investigates the way non-family members contribute to building a family firm identity while they are not part of the owning family and explores the factors leading them to such behavior.

### EDUCATION

2010 – 2016: Ph.D. in Management Science with highest honors. HEC Paris  
2006 – 2010: Master's degree in Management Science  
2005 – 2010: Master's degree in French literature with highest honors. Paris IV – Sorbonne University, Paris

### TEACHING AREAS

- Professional Communication
- Organizational Theory
- Organizational Behavior
- Management
- Human Resource Management
- Humanities

### RESEARCH AREAS

- Family Business and Entrepreneurship
- Organizational Identity
- Small and Medium-size Organizations
- Organizational Behavior
- Human Resource Management
- Organizational Change
- Qualitative Methods
- Pedagogy
- Communication

### TEACHING PROGRAMS

- Program Grande Ecole

## PROFESSIONAL EXPERIENCES

Since 2016: Lecturer. IPAG Business School, Paris  
 2013 – 2014: Human Resource Consultant. Panpharma, France and Germany  
 2011 – 2016: Lecturer. ESCP Europe Business School, Paris  
 2010 – 2016: Research Assistant. HEC Paris  
 2008 – 2013: Lecturer. University of Versailles / Saint-Quentin-en-Yvelines  
 2008 – 2009: Assistant to the CEO - Founder. Fantastikdesign, New York  
 2006 – 2008: HEC Junior Consultant. HEC Paris

## SELECTED PUBLICATIONS AND COMMUNICATIONS

Chevalier, F. & Vincent-Ponroy, J., 2014, “Introduction”, In *Des PME aux ETI : Les entreprises en croissance, Questions de dirigeants et réponses pratiques*, Chevalier, F. (Ed), De Boeck, Bruxelles, p. 11-16.

Vincent-Ponroy, J., Lê, P.L. & Pradies, C., 2017, research paper under review at *Organization Studies*.

Periac, F., Vincent-Ponroy, J., & Bruna, M.G., 2017, “Les réseaux intra-organisationnels à vocation inclusive : leviers de développement soutenable à l’échelle sociétale ? », submitted.

Boyer, T., & Vincent-Ponroy, J., “Très petite gazelle deviendra grande : facteurs de survie des TPE forte croissance”, work in progress.

Bruna, M.G., Bender, A.F., Scotto, M.J. & Vincent-Ponroy, J., « Une analyse croisée des enjeux stratégiques présidant à l’hébergement organisationnel et à l’affiliation individuelle aux *women’s networks* en entreprise », work in progress.

Vincent-Ponroy, J., Besseyre-des-Horts, C.-H., Chevalier, F., « Quand la famille dirigeante favorise l’apprentissage organisationnel dans l’entreprise familiale – une étude exploratoire », work in progress.

EURAM, Reykjavik, Islande, juin 2018: “Advancing family business research through organizational identity: a multilevel model of Family Firm Identity construction by non-family members”.  
 Family Firm Institute Best Qualitative Paper Award.

ADERSE, Bordeaux, France, April 2017 : “Quel potentiel de contribution au développement soutenable pour les réseaux sociaux intra-organisationnels à vocation inclusive ?” (avec M.G. Bruna et F. Périac).

IRMBAM (International Research Meeting in Business and Management), Nice, France, July 2016: ““In the same boat”, organizational identity in family firms from a non-family member’s perspective, a case study”.