

Carole BOUSQUET
Assistant Professor of *Management Sciences*
& *Human Resources*

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Nationality & Languages

Nationality: French
English: fluent

Education

2018: Doctorate in Management Sciences – iaelyon, Jean Moulin Lyon 3 University – « *Articulation of individual and collective competencies with the strategy of the company – Case of an SME* » - with highest honor.

2016: Master's degree in Research in Socio-Economic Management – iaelyon, Jean Moulin Lyon 3 University

2015: Master's degree in Public Administration Management – iaelyon, Jean Moulin Lyon 3 University

2013: Bachelor's degree – Business and corporate administration – iaelyon, Jean Moulin Lyon 3 University and Dublin Institute of Technology (Ireland)

Academic Appointments

September 2019: *Assistant Professor of Management and Human Resources, IDRAC Business School, Lyon campus*

September 2016: *Part-time lecturer in Management and Strategy, Jean Moulin Lyon 3 University*

September 2018 - September 2019: *Professor of Marketing and Strategy, Aix-Marseille University*

Courses taught at IDRAC Business School

2021-2023: PGE5 - Strategic Workforce Planning – *IDRAC Business School, Lyon Campus*

2021-2023: PGE1 & PGE4 – Introduction to complex thinking – *IDRAC Business School, Lyon Campus*

2021-2022: Bachelor 2 – Understanding and thinking differently (English) – *IDRAC Business School, Pune, INDIA*

2021-2023: Bachelor 3 – Initiation to Research – *IDRAC Business School, Lyon Campus*

2019-2020: Bachelor 1 & PGE1 – Marketing Studies – *IDRAC Business School, Lyon Campus*

2019 – 2020: Bachelor 1 – Distribution and Merchandising – *IDRAC Business School, Lyon Campus*

2019- 2022: Bachelor 2 – Consumer Behavior – *IDRAC Business School, Lyon Campus*

2020 - 2021: Bachelor 2 – Consumer Behavior – *IDRAC Business School, Lyon Campus*

2020 -2021: PGE4 – Change Management (English) – *IDRAC Business School, Lyon Campus*

2020-2022: PGE4 – Operational tools for managers – *IDRAC Business School, Lyon Campus*

2020 – 2021: PGE4-5 – Research in Management Sciences – *IDRAC Business School, Lyon Campus*

2019-2022: Tutor of final year dissertation (Bachelor 3, PGE5) – *IDRAC Business School, Lyon Campus*

Other responsibilities at IDRAC Business School (administration, services, committees, ...)

2019 – 2021: Jury for awarding diplomas, IDRAC Business School

Visiting Professorships

2023: Jury for the defense of DBA Theses, *University of Balamand (Liban) and iaelyon, Jean Moulin Lyon 3 University*

2021-2023: Master's degree – Intervention-research and socio-economic diagnosis - *iaelyon, Jean Moulin Lyon 3 University*

2017-2021: Bachelor's degree – Change Management Tools, *iaelyon, Jean Moulin Lyon 3 University*

2017-2021: Master's degree - Integration into professional life and project management, *iaelyon, Jean Moulin Lyon 3 University*

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Membership of Academic Associations/Networks

Academy of Management (AOM) – United States – Elected member of the Management Consulting Division (Board)

Institute of Socio-Economic of Enterprises and Organizations (ISEOR)

Comité Scientifique de l'Observatoire du Rebond (France) – Association 60 000 Rebonds

Professional Experience

September 2019: *Professor of Management and Human Resources, IDRAC Business School, Lyon campus*

September 2016: *Part-time lecturer in Management and Strategy, Jean Moulin Lyon 3 University*

September 2018: *September 2019: Professor of Marketing and Strategy, Aix-Marseille University*

January 2019 – June 2019: *Consulting in SME for Business Development – GDA Agency*

March 2015 – 2018: *Intervener-researcher in Management Sciences (Consulting) – Institute of Socio-Economic of Enterprises and Organizations (ISEOR)*

September 2014 – September 2015: *Project manager for the city of Lyon - Evaluation of a public policy – City Hall of Lyon*

Main Research Interests

Human Potential, Human Resources Management, Individual and collective Competencies, Socio-economic Performance, Role of proximity management, Strategy in SME, Strategic Implementation, Social and Solidarity Economy, Digitalization, Entrepreneurship...

Intellectual Contribution

1. Articles in refereed journals (peer-reviewed)

Bousquet, C., Delattre, M., & LICHY, J. (2023). Développer une gestion performante des ressources humaines dans les PME de type industriel : Le rôle des managers de proximité. *Revue Française De Gestion Industrielle*, 37(1), 7–23. <https://doi.org/10.53102/2023.37.01.1154>

Lichy, J., Bousquet, C., & Lemoine, L. (2022). Un# au secours du droit dans le harcèlement sexuel au travail: le cas# BalanceTonPorc. *Recherches en Sciences de Gestion*, 150(3), 195-215. <https://doi.org/10.3917/resg.150.0195>

2. Papers presented at academic conferences (peer-reviewed)

Bousquet, C. & Delattre, M. (2023). Is training people the most profitable investment? In *Academy of Management Proceedings* (Vol. 2023, à paraître). Boston. Academy of Management.

Lichy, J., Bousquet, C. & Middleton, K. (2023). Tackling sexual harassment in the workplace – lessons to be learnt, *Gender, Work & Organization (Rang 2 FNEGE)*, Conference juin 2023, South Africa.

De Vittoris, R., Lissillour, R. & Bousquet, C. (2022). Simulation, *sensemaking* et performance dans les équipes de gestion de crise : le cas de Michelin. In *11th International Research Meeting In Business and Management, IRBAM*, 7-9 July 2022.

Delattre, M., Hallée, Y., Bousquet, C., & Roche, A. (2021, June). L'apport de l'analyse socio-économique pour la transposition organisationnelle de la notion de malcadre de Nancy Fraser. In 21ème Colloque international, ISEOR, *Academy Of Management, International Society for Organizational Development and Change*, CNAM.

El Haddad, P., Bousquet, C., & Richa, R. (2021). Challenges of a Transitional Leadership in a Morphing NGO. In *Academy of Management Proceedings* (Vol. 2021, No. 1, p. 12770). Briarcliff Manor, NY 10510: Academy of Management.

Le Lédan, S. C., Zardet, V., & Bousquet, C. (2021, June). Comment Accompagner L'Évolution Du Management Du Personnel Administratif En Milieu Hospitalier. In *Colloque AOM-MCD/ISODC/CNAM/ISEOR*.

Le Lédan, S. C., & Bousquet, C. (2021). How to Accompany the Evolution of the Management of Administrative Staff in a Hospital Environment. In *Academy of Management Proceedings* (Vol. 2021, No. 1, p. 12586). Briarcliff Manor, NY 10510: Academy of Management.

Bousquet, C., & Delattre, M. (2020). Using the periodically negotiable activity contract (PNAC) to align strategy with individual and collective skills: the case of an SME (No. halshs-02964213).

Bousquet, C. (2020). Impact of Culture on Entrepreneurial and Intrapreneurial Dynamics: Comparing the PhD Journey in France & UK, Development Paper, *Colloque IDRAC Business School & Leicester Castle Business School, Avignon, 2020*.

Bousquet C., Delattre M. & Lichy J. (2019), "How to align strategy with individual and collective skills: the case of an SME" to the *80th Annual Meeting of the Academy of Management*, 7-11 August 2020, in Vancouver, BC, Canada.

Bousquet C. & Delattre M. (2018), Développer des pratiques RH durables hors d'une structure fonctionnelle : le rôle de l'encadrement, *@GRH 2018*

Delattre M. & Bousquet C. (2018), HR innovation in SMEs, *Academy of Management – Chicago – 2018*

Bousquet C. (2017), Beyond team building, Enhancing proximity between managers and their teams through SEAM, French case of a trading and ripening SME, *5th SEAM Conference – Duluth – May 2017*

Bousquet C. & Roche A. (2016), Les difficultés de mise en œuvre stratégique dans les organisations publiques : cas d'une grande mairie, *Academy of Management-Organization, Development & Change-ISEOR, Lyon, 16 p.*

3. Scholarly books

4. Chapters in scholarly books

Salmeron, J. & Bousquet, C. (2023). The impact of socio-economic intervention on the development of the company's ambition and strategic implementation of the company, in Savall, H. et Zardet, V. (2023), *Treatise in Socio-Economic Management: Theory and Practices*. Editions, United States. June.

Salmeron, J. & Bousquet, C. (2021), L'impact de l'intervention socio-économique sur le développement de l'ambition et de la mise en œuvre stratégique de l'entreprise, in Savall, H. et Zardet, V. (2021), *Traité sur la Théorie et le Management socio-économiques*. Editions EMS, France.

Bousquet, C. (2021), The Difficulties of Strategic Implementation in Public Organizations (post-covid perspectives) in *International Business: Post-COVID perspectives from Post-Millennial graduates*, Cambridge Scholars Publishing, United Kingdom, p.142

5. Reviewing

2023, *Colloque ISEOR, ODC*

2023, *Revue Française de Gestion Industrielle (EM – FNEGE)*

2023, *Academy of Management – Annual Meeting – Management Consulting Division*

2023, *Academy of Management – Annual Meeting – Organizational Change Division*

2023, *Journal of Management Development*

2022, *Journal of Management Development*

2022, *Revue Française de Gestion Industrielle*.

2021, *Journal of Management Development*

2021, *Academy of Management 2021– Annual Meeting – Management Consulting Division*
2021, *Academy of Management – Annual Meeting – Organizational Change Division*

Contribution to Practice

1. *Articles in Professional or Trade Journals / Magazines*
2. *Significant presentations at business conferences*

RISE (2022) – Research with Impact for Society & the Enterprise - What managerial levers for the Internationalization of SMEs ? Beyrouth, Liban

Awards

AOM (2021): Thomson South-Western Outstanding – Research-based paper on Management Consulting

AOM (2021): Benedictine University Award – Outstanding Scholar-Practitioner Collaboration

AOM (2021): Best Paper Award Designation – “How to accompany the evolution of the management of administrative staff in a hospital environment?”

3. *Reports / studies*

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2020, 2021, 2022, 2023 : *Quel(s) regard(s) sur l'échec entrepreneurial*. Étude qualitative et quantitative menée en collaboration avec l'Observatoire du Rebond et l'association 60 000 Rebonds (en cours).

2021 : Baromètre des Entrepreneurs Ayant Rebondi (EAR), menée avec l'Observatoire du Rebond et l'association 60 000 Rebonds

2021 : Étude sur les Bénévoles d'une association accompagnant les EASL, menée avec l'Observatoire du Rebond et l'association 60 000 Rebonds

2020 : Impact du Covid sur les Entrepreneurs Ayant Subi une Liquidation (EASL), menée avec l'Observatoire du Rebond et l'association 60 000 Rebonds

Teaching and Pedagogical Research

1. *Case Studies*
2. *E-learning*

Bachelor's degree – Initiation to research – Creation of the e-learning module