



Hervé PENAN

Full Professor

Strategy Department

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BIOGRAPHY

Hervé Penan is a Full Professor specialised in Innovation Management. He started his career as a researcher at the *Centre de Sociologie de l'Innovation* of the *École des Mines de Paris* (1990-1996), published various scientific articles, books, and held conferences on governance, innovation management and R&D strategy. He joined Toulouse Capitole University in 1997. He became the Dean of IAE Toulouse in 2000 and held two mandates focused on the reform of the programme portfolio according to the Bologna Process (LMD), the creation of the doctoral school in management, and the CNRS accreditation of the research laboratory in management sciences. In 2010, he left the University and became an advisor to the General Management of Pierre Fabre Laboratories. Hervé Penan implements an innovation plan for the dermo-cosmetic branch and prepares the annual negotiations between the general management and the Canadian, Spanish and Japanese subsidiaries of the Group. In 2015, he returned as Dean of IAE, and proposed a strategy for the internationalisation of the institution, accelerated the recruitment of foreign research professors, increased the proportion of diplomas taught in English and negotiated several international partnerships. In 2017, the IAE Toulouse becomes Toulouse School of Management (TSM). Hervé Penan promotes the transition of the doctoral school to international standards and commits the institution to EFMD international accreditation procedures attesting to the quality of the training and research offer at TSM.

RESEARCH FIELDS OF INTEREST

Strategy
Innovation Management

TEACHING DOMAINS

Governance
Innovation Management

LANGUAGE SKILLS

English (teaching capacity)

French (teaching capacity)

EDUCATION

1989 PhD in Management Sciences, Toulouse Capitole University, France
Gestion bibliométrique de l'information scientifique et technique des entreprises innovantes

1985 Diploma of Advanced Studies in Economics, Magna Cum Laude, Toulouse Capitole University, France

PROFESSIONAL EXPERIENCE

Positions at Toulouse School of Management

Since 2015 Dean

Since 1996 Full Professor

2000 - 2010 Dean

Positions within other institutions

2013 - 2014 Advisor to the General Management of Pierre Fabre Laboratories: Group Strategic Plan, Pierre Fabre Laboratories, France

2012 - 2012 Advisor to the General Management of Pierre Fabre Laboratories: Strategic Plan Dermo-Cosmetics Branch, Pierre Fabre Laboratories, France

2011 - 2011 Advisor to the General Management of Pierre Fabre Laboratories (10,000 employees, 2 billion euros in sales, 45 subsidiaries, 150 countries): Dermo-Cosmetics Branch Innovation Action Plan, Pierre Fabre Laboratories, France

2002 - 2005 President, IAE France, France

1994 - 1995 Senior Researcher, Mines ParisTech, France

1990 - 1993 Researcher, Mines ParisTech, France

RESEARCH ACTIVITIES

Expertise activities in professional circles

Responsibilities within professional bodies

2005 - 2007 Designated Member, Comité Consultatif Régional pour la Recherche et le Développement Technologique (CCRRDT), France

Scientific responsibilities

Participation in an evaluation body

2008 - 2008 Member, "Agrégation des Universités en Sciences de Gestion" Jury, Paris-Sorbonne University, France

2004 - 2004 Member, "Agrégation des Universités en Sciences de Gestion" Jury, Université Paris Dauphine-PSL, France

2002 - 2006 Member of the commission for the evaluation of management training and diplomas, French Ministry of Higher Education and Research, France

1997 - 1999 Expert, Direction Générale de la Recherche de la Commission Européenne (DGXII), France

GRANTS AND HONORS

Officer, Academic Palms, France

Officer, National Order of Merit, France