

Stéphan PEZÉ

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Research interests

- Engaged employee for climate change
- Strategy-as-Practice • Trial • Internal activism

EDUCATION

- 11/2021 **HDR in Management Science**, Université Paris-Est
- 10/2008-11/2012 **PhD in Management Science**, Université Paris-Dauphine
- 05/2011 **Visiting Research Student**, Warwick Business School, UK
- 2010 **CEFAG** (Centre Européen de Formation Approfondie à la Gestion)
- 2007-2008 **MSc "Strategy and Organizations"** (Major), Université Paris-Dauphine

ACADEMIC AND WORK EXPERIENCE

- Since 09/2022 **Full Professor** (Professeur des Universités) in Management Science, Toulouse School of Management, Université Toulouse Capitole
Vice-dean sustainability (since 09/2023)
Head of the Strategy Department (since 09/2018)
Head of the 1st year of the Strategy Master (since 09/2017)
Student entrepreneurship contest (CRECE) TSM representative (2020-2023)
Team-member of the EFMD-BSIS assessment (2020)
Research division "Strategy", TSM-Research (UMR, 5303)
- 2013-2022 **Assistant Professor** (Maître de Conférences) in Management Science
Université Toulouse Capitole (2017-2022)
Université Paris-Est Créteil (2013-2017)
- 2008-2013 **Visiting Lecturer** (Allocataire-Moniteur, ATER), Univ. Paris-Dauphine
- Since 2007 **Freelance consulting and training**
- 2003-2007 **Consultant**, Elegia Formation, Montrouge (92)

TEACHING EXPERIENCE

- Strategic Management**
Undergraduates, graduates, continuing education (lectures and tutorials)
- Organization Theory**
Undergraduates, graduates, continuing education (lectures and tutorials)
- Qualitative Research**
Undergraduates, graduates (lectures and tutorials)
- Others**
Business Games
PhD co-supervision (2 students)
Students' Entrepreneurship Projects & Master's thesis supervision

RESEARCH PROJECTS

- 2017-2019 "Strategize in SMEs: exploring SMEs heads strategic practices"
Partnership with the *Centre des Jeunes Dirigeants* of Toulouse
- 2016-2018 "Learning to manage through trials"
Partnership with ELEGIA Formation (10 000 euros)

Peer review journals

- In Press Pez , S. and Th ron, C. "Marcher sur des lignes de cr te: comment les collectifs de salari s engag s pour le climat tentent de transformer leur entreprise de l'int rieur" *Revue Fran aise de Gestion*. (FNEGE 2 ; HCERES A en 2022)
- 2022 Paring, G and Pez , S. "Managerial Control of Employees' Intercorporeality and the Production of Unethical Relations" *Journal of Business Ethics*, 180(2), 393-406. (CNRS 2 ; FNEGE 1 ; HCERES A ; FT50 en 2022)
- 2022 Pez , S., and Th ron, C. "Catch me if you can! L' pisode strat gique   la recherche du strategizing" *Management International*, 26(6), 100-116. (CNRS 3 ; FNEGE 2 ; HCERES A en 2020)
- 2022 Rouane, S., Azzam, J. et Pez , S. "Herm s, les artisans de la croissance" *Recherche et Cas en Sciences de Gestion*, 2022/1(21), 17-33. (FNEGE 4 ; HCERES C en 2020)
- 2020 Pez , S. "Saisir les  preuves du travail contemporain" *Revue Fran aise de Gestion*, 2020/7(292): 9-23. (CNRS 3 ; FNEGE 2 ; HCERES A en 2020)
- 2018 Edey Gamassou, C., Bouville, G., Chakor, T., Pez , S. et Moisson, V. (2018). "Gestion des ressources humaines et sant  au travail : science de l'action ou de la r action ?" *PISTES*, 20(1). (Non class e en  conomie-gestion)
- 2017 Bardon T., Brown A.D. and Pez  S "Identity Regulation, Identity Work and Phronesis" *Human Relations*, 70(8): 940-965. (CNRS 2 ; FNEGE 1 ; HCERES A ; FT50 en 2017)
- 2017 Paring G., Pez  S. and Huault I. "'Welcome to the whiteboard, the new member of the team': Identity regulation as a sociomaterial process" *Organization*, 24(6): 844-865. (CNRS 1 ; FNEGE 2 ; HCERES A en 2017)
- 2016 Pez , S. "Amazon, un long fleuve pas si tranquille..." *Recherche et Cas en Sciences de Gestion*, 15(1er semestre): 27-41. (non class e en 2016,)
- 2015 Peton H. and Pez  S. "Reflection on Historical Studies of Institutional Change: Small Steps Are Not Necessarily Missteps" *M@n@gement*, 18(3): 261-265. (CNRS 2 ; HCERES A en 2015)
- 2014 Peton H. and Pez  S. "The Unsuspected Dynamic of the Regulative Pillar: The Cas of Faute Inexcusable in France", *M@n@gement*, 17(3): 145-179. (CNRS 2 ; HCERES A en 2014)
- 2014 Pez  S. "Les managers   l' preuve de la souffrance de leurs collaborateurs: de la compassion   la r gulation" *La Revue des Conditions de Travail*, 1(Sept.): 171-178. (Non class e en  conomie-gestion)
- 2012 Journoud S. et Pez  S. "La formation des managers aux risques psychosociaux est-elle sur la bonne voie?", *La Revue des Sciences de Gestion*, 253(Janvier-f vrier): 51-59. (FNEGE 4 ; HCERES C au classement 2020)

Book Chapters

- 2022 Pez , S. and Th ron, C. "Les le ons d'un strat ge « hors pairs » : Franck underwood, ventriloques et enseignants en gestion", in Vandangeon-Derumez, I., L pinard, P. and Calc i, D. (eds), *Kit cr atif pour former   un management renouvel *, Presses des Mines, p. 227-236.
- 2020 Bardon, T. and Pez , S. "Identity and Power in Organization Theory", in Brown, A. D. (eds), *the Oxford Handbook of Identities in Organizations*, Oxford: Oxford University Press, p. 715-731.
- 2014 Journoud S. et Pez  S. "Promesses et pi ges des groupes d'analyse de pratiques manag riales dans le cadre d'une formation aux RPS", in Sarnin

D., et al. (eds), *Santé et bien-être au travail : des méthodes d'analyse aux actions de prévention*, Paris: L'Harmattan, p. 265-275.

- 2013 Pez  S. "Controlling managers' 'becoming': the practice of identity regulation", in de Vaujany F.X. et Mitev N. (eds), *Materiality and Space*, Houndmills: Palgrave, p. 240-260.

Academic Conferences presentations (selection from last years)

- 2023 Lelebina, O., Picque-Kiraly, C. & Pez , S. "Identity of experts: The role of trials", *Workshop: Who are the experts?*, Singapore, August 31th.
- P riac, E. & Pez , S. "Cr ativit , d veloppement de solutions et de savoirs professionnels dans le face- -face avec les enjeux environnementaux : une approche du travail des agents publics de terrain   travers le concept d' preuve", *PMP 2023*, Paris (France), June 29-30.
- Pez , S., & Th ron, C. "Ce que vivent les salari s engag s pour le climat : L'engagement comme exp rience de d veloppement personnel et professionnel", *4 me journ e de recherche RIPCO*, Paris, June 9.
- Ben Hamida, M., & Pez , S. "Strategic episodes in the age of digital intensive strategizing", *10 mes Journ es du GESS*, Toulouse (France), March 22-23.
- 2022 Ben Hamida, M., & Pez , S. "Strategic episodes in the age of digital intensive strategizing", *39th EGOS Colloquium*, Vienna (Austria), July 7-9.
- Pez , S/ & Th ron, C. "Quand les employ s s'en m lent... Les collectifs d'activistes internes du climat   l'assaut de la strat gie de leur entreprise", *XXXith AIMS Colloquium*, Annecy, Mai 31-June 3.
- P riac, E. & Pez , S. "Developing solutions and professional knowledge when facing wicked problems: How street level bureaucrats creatively respond to the trials of new public policies implementation", *IRSPM 2022*, Online, April 19-22.
- 2021 Ben Hamida, M. & Pez , S. (2021), Digital intensive strategizing: An under-researched combination of digital and strategy, *41st SMS Annual Conference*, Online, september 18-21.
- Ben Hamida, M. & Pez , S. (2021), Digital intensive strategizing: An under-researched combination of digital and strategy, *XXXth AIMS Colloquium*, Online, June 1-4.
- 2020 Pez , S. & Th ron, C. "Saisir et  tudier le *strategizing* : Des  pisodes strat giques aux  preuves strat giques" *XXVIIth AIMS Colloquium*, Online, June 3-5.
- 2018 Jourry, L., Pez , S. & Gand, S. "The balanced consultant that was deemed not to exist: Building a chimeric identity in ambiguous normative organisations", *34th EGOS Colloquium*, Tallinn (Estonia), July, 5-7.
- Pez , S. "Strategic learning and doing of SMEs company heads" *XXVIIth AIMS Colloquium*, Montpellier (France), June 6-8.
- 2017 Paring, G. & Pez , S. "I am Neo in the Matrix? Organized intercorporeality and dehumanization process", *33th EGOS Colloquium*, Copenhagen (Denemark), July, 5-8.
- Pez , S. & Th ron, C. "Les le ons d'un strat ge « hors pair »: Franck Underwood, ventriloques et enseignants en gestion", *XXVIth AIMS Colloquium*, Lyon (France), June 7-9.

OTHER

Journal Board	<i>Senior Editor, M@n@gement (2017-2023)</i>
Journal Ad Hoc Reviewing	<i>Organization Studies Human Relations M@n@gement British Journal of Management European Management Review Revue Française de Gestion International Journal of Work Innovation Relations Industrielles/Industrial Relations (IRRI) Interdisciplinaire, Management, Homme & Entreprise (RIHME) Recherche et cas en sciences de gestion</i>
Colloquium Ad Hoc Reviewing	<i>Academy of Management (AoM) European Academy of Management (EURAM) Association Internationale de Management Stratégique (AIMS) Organization, Artifacts and Practices (OAP) Association Information et Management (AIM)</i>
Colloquium Organizing	<i>Colloquium Management en séries, scientific committee:</i> <ul style="list-style-type: none">● Reims, 2024, March 21-22● Créteil, 2023, March 30-31 <i>AIMS, organizing & scientific committee, Online edition, 2020, June 3-5</i> <i>MACCA (research group on pedagogic innovation), scientific committee:</i> <ul style="list-style-type: none">● Toulouse, 2019, December 2-3● Créteil, 2018, January 25-26 <i>6th Doctoral Workshop on CMS, organizing & scientific committee, Paris, 2017, March 28-29</i> <i>Brest University Research on Quality of Work Life, scientific committee & Keynote Speaker, Brest, 2016, June 7</i> <i>EURAM, organizing committee, Strategy SIG referent, Paris, 2016, June 1-3</i> <i>1st Doctoral Workshop on CMS, organizing & scientific committee, Paris, 2013, April 22-23</i>
Other Scientific Involvements	<i>PhD supervision:</i> <ul style="list-style-type: none">● Mme Bonnavita (2023...)● Mme Ben Hamida (2019...) <i>Member of PhD defense jury:</i> <ul style="list-style-type: none">● 2023, Mme Bazdah, Univ. Paris Est-Créteil (President of the jury)● 2023, Mme Rauch, ESCP Business School (President of the jury)● 2023, M. Montens, IESEG (Reviewer)● 2020, Mme Havet-Laurent, Univ. Jean Moulin Lyon 3 (Examiner) <i>Member of recruitment committee:</i> <ul style="list-style-type: none">● 2023, Ecole Polytechnique● 2023, Université de Reims Champagne-Ardenne● 2022, Université Paris-Dauphine● 2021, Université Toulouse 1 Capitole● 2020, Université Toulouse 1 Capitole● 2014, Université de Rouen <i>2023 – Reviewer for the AIMS doctoral colloquium</i> <i>2015-2017 – Member of the National Office & Orientation Council of the DIM Gestes (multidisciplinary research group on work and health at work)</i> <i>2011-2014 – Member of the Office & Treasurer of ‘Les Ateliers de Thésée’ (French association for fellows of the FNEGE CEFAG program)</i>

2008-2011 – Organizer of doctoral seminars for Management PhD students of University Paris-Dauphine

Awards & recognition 2022 – Prix "Coup de Coeur du jury" at AIMS for the case study "Naïo Technologies' strategy: robots for sustainable, less arduous farming" (written with Eric Jolivet, published by CCMP)