



Clara LETIERCE (Dr.)

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ASSISTANT PROFESSOR

DEPARTMENT: DIGITAL MANAGEMENT

RESPONSIBLE FOR BACHELOR SPECIALISATION "DIGITAL MANAGEMENT"

DISCIPLINARY TEAM: DIGITAL MANAGEMENT

RESEARCH AXIS: DIGITAL LEADERSHIP

EDUCATION AND DEGREES

- 2020 PhD in Management Sciences Nantes University, Nantes, France
- 2016 EM Lyon Business School, Lyon, France

WORK EXPERIENCE

PROFESSIONAL EXPERIENCE

- 2020 - 2021 Temporary Research Assistant (iaelyon School of Management - Université Jean Moulin Lyon 3, Lyon, France)
- 2019 - 2020 Professor (Ecole Nationale des Travaux Public de l'Etat, Lyon, France)
- 2017 - 2019 Professor (Audencia Business School, Nantes, France)

OTHERS ACTIVITIES

- 2023 - ... (ADIRALyon, France)
- 2020 - 2021 Organizational Strategy course Coordinator (ESSCA School of Management, Angers, France)

TEACHING

DISCIPLINARY TEAM

- Digital Management
- Management / HR / Strategy

TEACHING LEVELS

- L and M Level

TEACHING LANGUAGES

- English
- French

SCIENTIFIC ACTIVITIES

RESEARCH FOCUS

- Digital Leadership

RESEARCH INTERESTS

- Strategy - Management - Entrepreneurship (Conduite du changement): .
- Strategy - Management - Entrepreneurship (Management des organisations): .

PARTICIPATION TO THE ACTIVITIES OF ACADEMIC JOURNALS

Reviewing of articles

- Reviewer pour la revue "Technological forecasting and social change"
- Reviewer pour la revue M@n@gement

PARTICIPATION TO THE ACTIVITIES OF ACADEMIC ASSOCIATIONS OR NETWORK

Affiliation to international or national associations

- AIMS - International Association for Strategic Management
- European Academy of Management (EURAM)
- European Group of Organisational Studies (EGOS)
- GRACE - Christian Anthropology and Business Research Group

VISITING RESEARCH FELLOW

- CEREN

ORGANISATION OF INTERNAL WORKSHOP OR RESEARCH EVENTS

- 2024 - ... Organisation d'une session thématique Association Internationale de Management Stratégique

OTHER

- 2022 - ... Intervention lors de la conférence annuelle de l'association des sage-femmes coordinatrices de France
- 2023 - ... Membre du bureau d'un groupe de recherche GRACE
- 2022 - ... Reviewer Association Internationale de Management Stratégique
- 2023 Table ronde sur « Le management éthique au service de la performance » iaeLyon Université Jean Moulin Lyon 3

INVOLVEMENT IN SCHOOL'S ACTIVITIES

- Participation in / presentation during a research seminar organised at BSB
- Participation in one or more scientific committees
- Participation in one or more admissions boards (Chairperson of the Board or company representative during individual interviews, language tests or correction of examination papers)
- Participation in academic meetings
- Participation in meetings organised within a teaching department
- Responsibility for modules
- Supervision of professional theses
- Participation in / organisation of a short programme for partner universities
- Research activity within the framework of a CEREN led project or in collaboration with a permanent BSB faculty member
- Programme responsibility
- Organisation of visits for BSB students
- Participation in one or more programme committees
- Participation in the Assurance of Learning AoL process to assess student competencies
- Research activity within the framework of a CEREN led project or in collaboration with a permanent BSB faculty member
- Other activities
- Development of e-learning modules

INTELLECTUAL CONTRIBUTIONS

Articles in peer refereed journals

Letierce, C., Bessenay, R., Responsabiliser les futurs managers en les faisant concevoir un jeu sérieux sur le dilemme managérial « contrat/don » . *Revue de l'Organisation Responsable*, 2024, 4. **CNRS 4, FNEGE 3, HCERES C (forthcoming)**

Bardon, T., Fremeaux, S., Letierce, C., Roulet, T., Making sense of renouncing: A typology of types, motives, and approaches to renouncing at work. *European Management Review*, 2023, 20,(3): 576-590. **CNRS 3, FNEGE 2, HCERES A**

Letierce, C., De Miguel De Blas, M., Sustainable Entrepreneurs: How to Propose a Differentiation Strategy Based on Your Venture Mission. *Entreprendre & Innover*, 2023, 1,(54): 70-85. **FNEGE 4, HCERES C**

Letierce, C., Mills, C., Arnaud, N., Empowering Middle Managers to Free their Strategic Capabilities. *Journal of Organizational Change Management*, 2023, 36,(3): 435-451. **CNRS 3, FNEGE 3, HCERES B**

Fremaux, S., Bardon, T., Letierce, C., How to be a 'wise' researcher: learning from the Aristotelian approach to practical wisdom . *Journal of Business Ethics*, 2020, 171: 667-681. **CNRS 2, FNEGE 1, HCERES A**

Books

Bardon, T., Arnaud, N., Letierce, C., *Les Innovations Managériales : donner du sens à la transformation*, Paris: Dunod, 2019.

Case studies

Battistelli, M., Dubey, A-S., Letierce, C., Mattelin-Pierrard, C., FLEXJOB et l'auto-détermination collection des salaires : vers de nouvelles formes de gouvernance salariale. *Centrale de Cas et de Médias Pédagogiques*, 2024

Letierce, C., AIRBUS : Innovations managériales face aux enjeux stratégiques. *Centrale de Cas et de Médias Pédagogiques*

Bardon, T., Arnaud, N., Letierce, C., Sepro Group: When a business and an executive share a destiny. *Centrale de Cas et de Médias Pédagogiques*, 2022

Minvielle, N., Letierce, C., Bardon, T., ORBAN'S : développement d'une entreprise en croissance organique . *Centrale de Cas et de Médias Pédagogiques*, 2021

Bardon, T., Arnaud, N., Letierce, C., Sepro Group : Destins croisés d'une entreprise et d'un dirigeant. *Centrale de Cas et de Médias Pédagogiques*, 2018

Arnaud, N., Bardon, T., Letierce, C., CIC Ouest : grâce à l'innovation managériale, construisons la banque de demain. *Centrale de Cas et de Médias Pédagogiques*, 2017

Papers in Academic Conferences

Battistelli, M., Dubey, A-S., Letierce, C., Mattelin, C., Reconciling individual and collective forms of courage in organisations: The extreme case of holacratic managerial practices. *33eme Conférence de l'AIMS*, June 3rd-6th 2024, Montréal, Canada.

Letierce, C., Bessenay, R., La responsabilité par le jeu sérieux : vers une sensibilisation réflexive au management par le don. *33eme Conférence de l'AIMS*, June 3rd-6th 2024, Montréal, Canada.

Battistelli, M., Dubey, A-S., Letierce, C., Mattelin-Pierrard, C., Liberation Management or Having the Courage to Set one's Employees Free? . *39th EGOS Colloquium*, July 6th-8th 2023, Cagliari, Italy.

Letierce, C., Substitutive Artificial Intelligence and the ReConstruction and Deconstruction of Professional Role Identity. *32ème Conférence annuelle de l'Association Internationale de Management Stratégique (AIMS)*, June 6th-9th 2023, Strasbourg, France.

Letierce, C., Gourmet, E., Primault, P., Jobert, C., 3ème table ronde : Rôles clés en entreprise en matière de promotion du management bienveillant. *Colloque « Le management éthique au service de la performance - 34ème Journée Efficacité + »*, March 30th 2023, Lyon, France.

Letierce, C., Innovations Managériales face aux enjeux stratégiques chez Airbus . *31ème Conférence de l'AIMS*, May 31st-June 3rd 2022, Annecy, France.

Letierce, C., The microdynamics of compromising. Exploring assembly, assembling, assemblage in evaluation tests. *38ème EGOS Colloquium*, July 7th-9th 2022, Vienne, Austria.

Letierce, C., Bessenay, R., Digital knowledge sharing : institutional complexity between practices of donating and collecting knowledge. *38ème EGOS Colloquium*, July 7th-9th 2022, Vienne, Austria.

Letierce, C., Vernier, A., Teglborg, A-C., L'entreprise libérée : un modèle d'avenir pour les entreprises ?. *Workshop "Entreprises libérées : un modèle pour demain"*, April 7th 2022, Paris, France.

De Virville, M., Letierce, C., Dubey, A-S., Stervinou, S., Est-il nécessaire de renouveler les structures managériales et juridiques pour vivre la subsidiarité ?. *Journée d'études "Le défi de la subsidiarité en entreprise"*, October 29th 2021, Paris, France.

Letierce, C., Transforming micro-institution through competing managerial logics interactions . *37th EGOS Colloquium (online)*, July 8th-10th 2021, Amsterdam, Netherlands.

Letierce, C., Mills, C., Arnaud, N., Making sense of contradictory managerial innovations using a communication practice lens: An exploratory case study in the aerospace industry. *35th EGOS Colloquium*, July 4th-6th 2019, Edimbourg, United Kingdom.

Letierce, C., Innovations managériales : quelles visions du management de proximité. *Conférence AIMS 2018*, June 6th-8th 2018, Montpellier, France.

Letierce, C., Arnaud, N., Mills, C., Fostering dwelling and building strategizing abilities a case for empowering middle managers . *2018 AOM Annual Meeting*, August 10th-14th 2018, Chicago, United States.

Letierce, C., Arnaud, N., Mills, C., Middle managers' building and dwelling strategizing. *EURAM 2018*, June 19th-22nd 2018, Reykjavic, Iceland.

Papers/digital media in professional journals

Letierce, C., Manager et leader : des rôles différents mais complémentaires. *Harvard Business Review France*, 2024. www.hbrfrance.fr

Letierce, C., Hybrider les innovations managériales : bonne ou mauvaise idée ?. *Harvard Business Review France*, 2021. www.hbrfrance.fr

Letierce, C., Innovations managériales : procédez par étapes pour changer l'entreprise. *Les Echos Entrepreneurs*, 2017.

Letierce, C., Autonomie des salariés?: vaincre les peurs pour gagner en performance?. *Les Échos.fr*, 2016.

Letierce, C., Parole d'expert. Autonomie au travail, des discours à la réalité. *Ouest France*, 2016.

Press tribunes

Letierce, C., Le courage en management : oser être, dire et agir ?. *The Conversation*, June 19th 2024, theconversation.com

Letierce, C., Truong, Y., L'IA ravive l'enjeu de l'identité professionnelle . *The Conversation*, May 29th 2023, theconversation.com

Professional conferences

Letierce, C., Entre responsabilisation et standardisation : témoignages d'un management hybride des sage-femmes coordinatrices. *38ème Journées d'études de l'Association Nationale des Sages-Femmes Coordinatrices*, October 5th-7th 2022, Chambéry, France.