



## Lucie DENIS

<https://luciedenis.wixsite.com/my-portfolio>

PhD student at the Magellan Research Center,  
Jean Moulin Lyon 3 University -iaelyon School of Management  
Temporary Teaching and Research Associate

Thesis defense date: January 11th, 2024

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### Disciplinary areas

Human Resources Management, International Management, Organizations Studies

### Biography

As a junior researcher and teacher, I aim to deepen my understanding of the organizational dynamics and individuals' experiences of new management initiatives, particularly under high-speed change processes or high-growth imperatives.

### Research interests

Employee Empowerment

Talents' commitment & loyalty

Internationalization trajectories, acceleration

Change Management

Virtual team management & cultural dispersion

Medium-sized companies

e-HRM adoption

Ethical issues raised by HR analytics using Artificial Intelligence

### Papers/articles

#### -Published

*"How can family firms cope with growth – Contribution to accelerationism"* co-authored with Hanane BEDDI and Marc VALAX. – Published in June 2021 - *Journal of Organizational Change Management (Rang III FNEGE 2019) – Call for Paper Special Issue: « Accelerationism »*

#### -Working paper

L. Denis (co-author?) *"Empowerment process to sustain Global Talents commitment in Medium-sized Organizations (MSO)"*, **Communication accepted and presented to the EIASM conference, 4-5 Oct., 2021, Project in progress** → To be submitted for publication in the International Journal of Human Resources Management (Rank II, FNEGE 2019) by 2024

## Teaching activities

Teaching format	Hours	Course	Students' profile
Practical course	94 hours in 3 years	Intercultural management	Master 1st year – optional course
Magistral course <b>in English</b>	77 hours	International Human Resources Management	Master 2 <sup>nd</sup> year – <i>International Business Realities</i> , Commerce Extérieur & Management des Activités Internationales
Practical course	54 hours	Introduction to Human Resources Management	Licence 3 – Human Sciences Management
Magistral course <b>in English</b>	26 hours	International HRM & Action & research: international development - "Introduction to research in HRM"	Master 1st year – Management des Affaires Internationales et <i>International Business Realities</i> Master 1st year – Human Resources & Organisations, Students in Work-Study programs
Magistral course <b>in English</b>	12 hours	Global Leadership	English courses -SELF Program, <i>Study English in Lyon France</i> – Undergraduate students (3 <sup>rd</sup> year)
Magistral course	12 hours (4 hours each year for 3 years)	Intercultural Management	Master 1st year – Optional course
Practical course	48 hours	International Business Environment	Master 1st year – Management des Affaires Internationales
Practical course	32 hours	International Business Development	Master 1st year – Management des Affaires Internationales
Practical course <b>in English</b>	30 hours	International Development – introduction (Doing International Business)	Undergraduate 3rd year – <i>Management Global Business</i>
Practical course	16 hours	Sociology of Work	Licence 3 – Human Sciences Management
Follow-up of 5 students' dissertations (Master thesis supervision)			

- **Winner of the AUNEGE competition - November 2020:** "Pimp my course Paris" on an innovative distance learning solution "Spark 20". Solution currently pre-selected among the 12 finalists of the digieduhack competition on the 5th of March 2021. Link:

<https://ideas.unite.un.org/digieduhack/Page/ViewIdea?ideaid=11397>

## Training

Université Jean Moulin Lyon 3, Magellan Research Center **2018-2023**

*Doctorate in Management Sciences - in progress, involved in both the Human Resources Management research team and International Business team*

- - Thesis topic: Empowerment process in a context of internationalization: the case of Intermediate Size Companies, under the supervision of the Full Professor *Marc VALAX and the Full Professor Hanane BEDDI*
- Research Center : Laboratoire Magellan EA3713

Iaelyon School of Management, Université Jean Moulin Lyon 3 – **2018-2019**

*Master 2 Management and International Trade: Management of International Activities*

- - Research paper entitled "Empowerment and eustress of the employees in the acceleration of the internationalization of the ETI": Score obtained 18/20, "Outstanding work", "Excellent paper", "Very interesting results that could lead to a publication".
- **Valedictorian**

IAE Toulon, Institute for Business Administration, Toulon Var University (83) -**2017-2018**

*Master 1st year in Management sciences, Minor: Strategic and Sustainable Human Resources Management*

- End of year internship in a biotech start-up on international business development, prospecting, operational marketing, internal coordination for a quality audit, recruitment interviews

## Research activities

Communication in peer-reviewed conferences

- ATLAS-AFMI, (Association francophone en Management International) reference conference on International Management, in Fribourg, Switzerland, **April 2019**
- AGRH Reference Conference - Human Resources Management, in Lyon, France **October 2018**

Doctoral seminars – 2019-2021

- - GRAND SUD tutoring at the University of Toulon (Var, 83), CERGAM research center -**June 2019**
- - ATLAS-AFMI, reference conference in International Management, in Fribourg, Switzerland -**April 2019**
- - AGRH - Human Resources Management Conference, Lyon, France - **October 2018**
- - CEFAG 2020 - in videoconference (COVID-19) then in person at IAE Paris Sorbonne -organized respectively in **April and June 2020**
- University Paris 8 - presentation of the thesis progress, **June 2021**

## Institutional activities at Lyon 3 University

Doctoral student institutional commitment:

**Member of the board of Ateliers de Thésée, FNEGE -Oct 2021-March 2023**

Communication officer: *Follow-up of the integration of the alumni of the CEFAG program (Advanced Management Training Program) of the FNEGE in the database, dissemination of events by email and via social networks and communication of individual and collective successes of doctoral students and PhDs in management.*

### **Elected representative of the doctoral students - May 2019- May 2021**

Doctoral School of Economics and Management -ED486SEG : *Participation in council meetings, collection and restitution of satisfaction evaluations of courses administered at the doctoral school, privileged contact with doctoral students and informational role at the first meeting of the year and throughout the year*

Institutional relations: ***On-site coordinator – Maintaining partnership relations with the Study Abroad Department of the City University of New York (CUNY) -Baruch College : January 2019 & January 2020***

Guidance of MBA students on the site of the visited companies, translation and relational mission English-French during the international week organized at the iaelyon School of Management (University Lyon 3)

### **Research visiting**

**Visiting researcher – Séjour d'un mois au CUNY Baruch College, New York, Etats-Unis - Août 2019**

**– One-month, CUNY Baruch College, New York, Etats-Unis - August 2019**

- On joint invitation of Richard MITTEN, Study Abroad Director and Professor Terrence MARTELL, Director of the International Business Laboratory -

- Literature review and meeting with Professor Dr. Lilac NACHUM specialized in Multinational Companies Management

### **Languages spoken**

- - English: Advanced (TOEIC: 930) ; Spanish: Intermediate ; German: Beginner (A1.2 certificate from the Goethe Institut)

### **Corporate experience**

**TPE TOURNEBIZE in Lyon airport, Lyon airport zone St Exupéry -2016-2017**

#### **Customs broker**

- Customs declarant on behalf of the very small company specialized in the most complex import and export files (temporary regimes, justified returns).

- Autonomous management of the declarations of the Roissy CDG agency. Management of couriers. Management of customer relations and customs administration.

**PME DIMOTRANS Group, in Pusignan (Isère, 38) – 2015-2016**

#### **Customs broker**

- Customs broker on behalf of the SME
- - Reinforcement on import and export customs files for the agencies of Pusignan, Nice, Marseille, Dijon and Clermont-Ferrand. Management of customer-customs relations.
- Subsidiary STODIS of the TOTALGAZ company, then acquired by FINAGAZ, in Villeurbanne (69) – **2012-2015**

## **Distribution Logistician**

Various internships and seasonal contracts in start-ups, transport and logistics operators and import-export SMEs (including a 2-month experience in an English-speaking company in Montreal, Canada) *between 2011 and 2017*

## **References:**

- Full Professor Marc VALAX – 06.87.14.64.93 -[marc.valax@univ-cotedazur.fr](mailto:marc.valax@univ-cotedazur.fr)
- Full Professor Hanane BEDDI – 06.64.81.46.86 – [hanane.beddi@univ-paris8.fr](mailto:hanane.beddi@univ-paris8.fr)
- Full Professor Ulrike MAYRHOFER – [ulrike.mayrhofer@univ-cotedazur.fr](mailto:ulrike.mayrhofer@univ-cotedazur.fr)