



**Céline FLIPO**

**Ph.D. in Management**

**Assistant Professor, Human Resource Management**

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## **EDUCATION**

**2017** Ph.D. in Management, HEC Paris Business School, France

**2012** Master in Management Sciences, ESSEC Business School, France

## **RESEARCH INTERESTS**

Creativity, Culture, Social Networks

## **PROFESSIONAL EXPERIENCE**

### **ACADEMIC:**

**2012 - 2017** PhD Candidate, HEC Paris Business School, Paris, France

### **PROFESSIONAL:**

**2010 - 2012** Recruitment and Training Assistant, L'Oréal, Paris, France

**2009 - 2009** Marketing | Intern, Christian Dior Parfums, Paris, France

## **CONSULTING EXPERIENCE**

**2012** Compensation Consultant, Towers Watson, France

## **INTELLECTUAL CONTRIBUTIONS**

### **Papers in refereed journals**

#### **Published**

Boeuf B., Flipo C., (2024), BYD's Road to Global Leadership: Factors and Challenges in Establishing a Chinese World-Class Brand in Electric Vehicles, *Journal of International Business Education*, 19(1), pp. 343-356

Flipo C., Mannucci P. V., Yong K., (2023), The impact of cultural tightness on the relationship between structural holes, tie strength and creativity, *Journal of International Business Studies*, 54(2), pp. 332–343

#### **Forthcoming**

Boeuf B., Flipo C., (2024), Carbon emissions tangibility and air travel preferences, *Current Issues in Tourism*, NA(NA), pp. NA

## Communications in refereed conferences

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### International

Flipo C., Castillo M., (2021), *Exploring the manager's perspective in the hiring of long-term unemployed individuals* Academy of Management, Online, USA

Flipo C., (2018), *A matter of taste: status, identity and creativity* 34th EGOS Colloquium, Tallinn, Estonia

Flipo C., Mannucci P. V., (2016), *Are you a Top Chef? Assessing creativity in different cultures* 32nd EGOS Colloquium, Naples, Italy

Yong K., Mannucci P. V., Flipo C., (2014), *Networks and creativity in context: A meta- analytic exploration of contextual contingencies* 30th EGOS Colloquium, Rotterdam, Netherlands

### Other conference and seminar presentations

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#### International

Flipo C., Evans J., Amslem T., (2023), *Hiring the ideal worker: Occupational ideals and the effect of task-focused versus identity-focused practices on occupational diversification* EGOS, Cagliari, Italy

Evans J., Flipo C., Amslem T., (2022), *Stretching the occupation: How culturally underrepresented employees reconfigure competencies, tasks and networks within occupations*. Academy of Management, Seattle, USA

Flipo C., (2022), *Stretching the occupation: How culturally underrepresented employees reconfigure competencies, tasks and networks within occupations*. PROS, Rhodes, Greece

Flipo C., Thierry A., Joelle E., (2019), *Bridging cultural distance in elite occupations: The case of a media company* Academy of Management, Boston, USA

Flipo C., Thierry A., Joelle E., (2019), *Bridging cultural distance in elite occupations: The case of a media company* EGOS, Edinburgh, United Kingdom

Flipo C., (2016), *A Matter of Taste: Status, identity and creativity*. HEC, Paris, France

Flipo C., Mannucci P. V., Yong K., (2014), *Networks and creativity in context: A meta- analytic exploration of contextual contingencies*. Danish Research Unit for Industrial Dynamics, Copenhagen, Denmark

### Refereed proceedings

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#### Published

Flipo C., (2016), *A Matter of Taste: Status, identity and creativity*, in: .(Eds.) in *Annual Meeting Proceedings 2016, Academy of Management* , New York, chapter 1, pp. 12295

Flipo C., Mannucci P. V., (2016), *Are you a Top Chef? Assessing creativity in different cultures*, in: .(Eds.) in *Annual Meeting Proceedings 2016, Academy of Management* , New York, chapter 1, pp. 13715

Yong K., Flipo C., (2016), *Creativity in dyadic collaboration: Distinguishing between actor, partner, and relationship effects*, in: .(Eds.) in *Annual Meeting Proceedings 2016, Academy of Management* , New York, chapter 1, pp. 11883

Yong K., Mannucci P. V., Flipo C., (2015), *Academy of Management* , in: .(Eds.) in *Annual Meeting Proceedings 2015, Academy of Management* , New York, chapter 1, pp. 11883

Flipo C., (2014), *Team Creativity: How idea selection links idea generation to idea implementation*, in: .(Eds.) in *Annual Meeting Proceedings 2014, Academy of Management* , New York, chapter 1, pp. 16626

### Non-refereed proceedings

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#### Published

Flipo C., Castillo M., (2021), *Exploring the manager's perspective in the hiring of long-term unemployed individuals*, in: NA(Eds.) in *Academy of Management Proceedings 2021, academy of management*

## **PROFESSIONAL MEMBERSHIPS**

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Academy of Management

European Group for Organizational Studies (EGOS)

## **EDITORIAL ACTIVITY**

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### **Reviewer in an academic journal**

International Business Review, USA

International Business Review

Scientific Reports

Journal of International Business Education

## **RESEARCH ACTIVITIES**

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### **COMMITTEE CHAIR**

#### **Member of a recruitment jury (orals)**

Recrutement, IÉSEG School of Management, France

#### **Participation in a pedagogical cafe**

Speaker, IÉSEG School of Management, France

#### **Participation in a professional advisory board**

PAB, IÉSEG School of Management, France

#### **Participation in recruitment of professors**

Recruitment, IÉSEG School of Management, France