



Caroline RIEU PLICHON

Ph.D. in Management

Assistant Professor, Human Resource Management

Academic Director

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EDUCATION

2019 Ph.D. in Management, ESCP Europe, France

2013 Research Master in Organization, Ecole Nationale Supérieure des Mines, France

1997 Master in Management, EDHEC Business School, France

PROFESSIONAL CERTIFICATION

2024 PhD thesis qualified, Comité National Universitaire (CNU), France

RESEARCH INTERESTS

Change Management, Ethnography, Management under uncertainty (ambiguity and paradoxes), Managers, Qualitative

PROFESSIONAL EXPERIENCE

ACADEMIC:

2020 - Present Assistant Professor, IÉSEG School of Management, France

2018 - 2020 Post-Doctoral Researcher, IÉSEG School of Management, France

2014 - 2017 Lecturer, ESCP Europe, Paris, France

PROFESSIONAL:

2013 - 2015 National Change & Communication Manager, IKEA, Paris, France

2009 - 2012 National Shopping Experience Manager, IKEA, Paris, France

COURSES TAUGHT

- Hr & team management, Grande école (master cycle)
- Research & consulting tools, Grande école (master cycle)
- People & organization management (pom), Grande école (bachelor cycle)

- Conduite du changement, Executive mastère spécialisé en direction financière
- Ateliers de thèse, Executive mastère spécialisé en direction financière
- Change management, Post graduate program
- Change management, Msc in business analysis and consulting
- Change management for sustainability strategies, Grande ecole (master cycle)
- Change management, Msc in business analysis and consulting
- Change management, Grande ecole (master cycle)
- Introduction to hrm, Grande ecole (master cycle)
- Introduction to hrm, Grande ecole (master cycle)
- Human resource management
- Leadership
- Human resources for managers
- Research methods

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

Rieu Plichon C., (2019), Le manager face aux paradoxes du changement : le rôle de la capacité négative, *Revue Française de Gestion*, 278(1), pp. 105-119

Other conference and seminar presentations

International

Fronty J., Rieu Plichon C., (2024), *A renewed perspective on Employment Relations : the case of unionized managers as an example of the uses and effects of ambiguity in Human Relations Management* EURAM, Bath, United Kingdom

Fronty J., Rieu Plichon C., (2022), *When organizational imperfections prove to be fruitful: the case of unionized managers* EGOS, Vienna, Austria

Rieu Plichon C., (2020), *Mobilizing Negative Capability to manage change* , BAM (British Academy of Management), Virtual Conference, United Kingdom

National

Sanglé-Ferrière M., Rieu Plichon C., (2024), *"Don't rush to the rescue!" : how frontline employees' negative capability can create positive interactions with customers* La Londe Service Conference, Porquerolles, France

Sanglé-Ferrière M., Rieu Plichon C., (2023), *"Negative capability of frontline employees as a source of high quality customer experience* Thema Management Marketing, CYU Cergy University, France

Rieu Plichon C., (2021), *"What does not kill makes stronger or the mithridatization of the hierarchical relationship in a Covid context: the reasonable organizational positivity"*, Journée de recherche RIPCO, Paris, France

Rieu Plichon C., (2020), *The uses of ambiguity by managers to cope with organizational change*, EGOS, Post-Doctoral and Early Career Scholars Workshop, Hamburg, Germany

GRANTS AND HONORS

Award

2020 Finalist of the "prix de thèse Baromètre FNEGE 2020 des préoccupations managériales", FNEGE, France

2016 Best Paper Award "Managing change by ambiguity. An ethnography from a change agent viewpoint", EIASM - European Institute for Advanced Studies in Management, Belgium

PROFESSIONAL MEMBERSHIPS

2018 IESEG Center for Organizational Responsibility (ICOR), France

RESEARCH ACTIVITIES

COMMITTEE CHAIR

Course Coordinator

2020 - 2024 CMSS course co-coordinator, IESEG School of Management, France

Head of a school project

2024 Academic Director of the Master in Business Analysis & Consulting, IESEG School of Management, France