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**Eliane BACHA**  
**INNOVATION Academy**  
**Paris**

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**CV**

**Skills & Interests**

**Teaching Skills**

Teaching in French and English

**Research Skills**

Quantitative Analysis

**Languages**

Arabic, English, French

**Expertise**

Organizational Behavior

Leadership

Organization

Management

Research Methods & Critical Thinking

Advanced Organizational Behavior

Sociology of organizations

**Qualification**

Scholarly Academic

## **Academic Degrees**

Doctorat IAE Aix-en-Provence, France, 2007

Master IAE Aix-en-Provence, France, Master of Science, 2001

Master Lebanese American University & The University of the State of New York., Lebanon, Master in Business Administration, 2000

Bachelor Notre Dame University, Lebanon, 1998

## **Work Experience**

Associate Professor, SKEMA Business School (June, 2009 - Present), Lille, France.

Lecturer, EDHEC Business School (2007 - 2009), Lille, France.

Lecturer, Ecole Supérieure d'Administration et de Management (2007 - 2008), Paris, France.

Cost Controller, Groupe Bouygues (2003 - 2007), Ile de France-Saint Quentin en Yveline, France.

Lecturer, Groupe ESSEC - Cergy-Pontoise (March, 2005 - June, 2005), Paris, France.

Lecturer, Lebanese American University (1998 - 2000), N.C, Lebanon.

## **INTELLECTUAL CONTRIBUTIONS**

### **Articles in Journals**

Bacha, E. (2014). The relationship between transformational leadership, task performance and job characteristics. *Journal of Management Development*, 33 (4), 410-420.

Bacha, E. (2013). The relationship between transformational leadership and followers' perceptions of fairness. *Journal of Business Ethics*, 116 (3), 667-680.

Bacha, E. (2012). Impact of IS on the performance of the core competence and supporting activities of a firm. *Journal of Management Development*, 31 (8), 752-763.

Bacha, E. (2010). The relationships among organizational performance, environmental uncertainty and employees' perceptions of CEO charisma. *Journal of Management Development*, 29 (1), 28-37.

### **Books, Monographs, Compilations, Manuals**

Bacha, E. (2011). *les SI, les compétences centrales et les activités de support* Editions Universitaires Européennes.

### **Chapters, Cases, Readings, Supplements**

Bacha, E., Chasserio, S., Lebègue, T., Pailot, P., & Poroli, C. (2016). L'accompagnement des femmes entrepreneures : Regards croisés. In Pascal Philippart (Ed.), *Ecosystème entrepreneurial et logiques d'accompagnement* (pp. 29-52). EMS Edition.

Bacha, E., Moreau, M., Poroli, C., & Chasserio, S. (2013). Tape à l'oeil: Marque-employeur et réseaux sociaux. Quelles opportunités pour le recrutement avec le Web 2.0?. *CCMP, réf. H0595*. CCMP.

BACHA, E. (2010). L'impact des systèmes d'information sur la performance de la compétence et des activités de support. In Ludovic Dibiaggio, Pierre Xavier Meschi (Ed.), *Management dans l'économie de la connaissance*. France: Pearson.

### **Conference Presentations**

BACHA, E., CHASSERIO, S., POROLI, C., PAILLOT, P., & Lebegue, T. (2016, October). *The gendered effects of a public policy on women entrepreneurship. The case of a French entrepreneurial ecosystem*. Institute for Small Business and Entrepreneurship Conference (ISBE), Paris, France.

Chasserio, S. & Bacha, E. (2014). *Acquiring leadership skills and heightening awareness. A case study of a women's leadership program*. Gender, Work and Organization Conference, Keele, United Kingdom.

Bacha, E., Poroli, C., Chasserio, S., & Pailot, P. (2013). *Ethical Managerial Practices of French Women Entrepreneurs*. EURAM (European Academy of Management) Conference, Istanbul, Turkey.

BACHA, E. (2011). *The relationship between transformational leadership and fairness*. EGOS Conference, Gothenburg, Sweden.

BACHA, E. (2010). *The relationship between transformational leadership, job behaviors and job characteristics*. IFSAM Conference, Paris, France.

BACHA, E. (2010). *The relationship between transformational leadership, job behaviors and job characteristics*. EGOS Conference, Lisbon, Portugal.

BACHA, E. (2009). *Impact of CEO charisma on organizational performance*. AIMS International Conference, Grenoble, France.

BACHA, E. (2007). *Impact of IS on the performance of the core competence and supporting activities*. AIM Conference, Aix-en-Provence, France.

#### **Research Reports**

2015: Pailot, P., Poroli, C., Chasserio, S., & Bacha, E., Consortium entrepreneuriat - Outils et politiques de promotion de l'entrepreneuriat féminin au regard de la diversité des femmes entrepreneures., submitted to Rapport intermédiaire d'avancement de la Recherche, remis à la Direction de l'Action Economique du Conseil Régional Nord/Pas-de-Calais.

#### **Other Research**

2017: Pailot, P., Chasserio, S., Poroli, C., & Bacha, E., Effets pervers de la représentation équilibrée des femmes et des hommes dans les élections professionnelles. [Applied or Integrative/application Scholarship]

2014: Bacha, E. & Combe, E., L'influence des émotions sur la conduite du changement - FocusRH.com. [Applied or Integrative/application Scholarship]

2013: Bacha, E. & Dutertre, L., Les femmes chefs d'entreprises : des leaders modernes - FocusRH. [Applied or Integrative/application Scholarship]

#### **Professional Service**

##### **Member: Committee/Task Force**

2010: SKEMA Business School, Lille, France (International). Coordinator of the Program Apprentissage to the HR Department

2008: European Business School (Local). Member of the Jury: Projet Export 2008.

#### **Professional Memberships**

AIMS, N.C

EGOS, N.C