



Béatrice TOUSTOU
INNOVATION Academy
Sophia-Antipolis

CV

Skills & Interests

Expertise

Creativity, Organizational behaviors, Responsible management, Chinese management practices.

International Interests

China-PRC

Qualification

Scholarly Academic

Academic Degrees

Doctorat IAE Aix-Marseille, France, Management Science, 2015

Master Institut d'Etudes Politiques, Toulouse, 1989

Work Experience

Assistant Professor, Skema Business School (2009 - Present), Sophia-Antipolis, Paris, France.

Director MSc Strategic Human Resource Management, Skema Business School (2012 - 2015), Sophia-Antipolis, France.

Human Resources Manager, CERAM Sophia Antipolis (2002 - 2009), Nice Sophia Antipolis, France.

Training Development Manager, Nice Airport (1997 - 2002), Nice, France.

Human Resource Manager, Synthelabo Pharmaceuticals (1994 - 1997), Paris, France.

HR Assistant, (aerospace, public works, banking) (1992 - 1994), Toulouse, Paris, France.

Lecturer, Chinese University (Zhongshan Daxue) (1990 - 1991), Guangzhou, China.

Lecturer, Chinese University (Guangxi Mingzu Xueyuan) (1989 - 1990), Guangxi, China.

INTELLECTUAL CONTRIBUTIONS

Chapters, Cases, Readings, Supplements

Kaminska, R. & Toustou, B. (2015). Managing Diversity for Creativity and Innovation in a Complex World. In A. Wilkinson, K. Townsend & G. Suder (eds.) (Eds.), *Handbook of Research on Managing Managers*. Cheltenham: Edward Elgar Publishing Ltd.

Conference Presentations

Toustou, B. & Richebé, N. (2015). *The in-between spaces of creativity. Understanding the role of social exchange dynamics in creative processes*. the 31st EGOS Colloquium 'Organizations and the Examined Life: Reason, Reflexivity and Responsibility', Athens, Greece.

Toustou, B. & Kaminska, R. (2015). *Exploring Creative Process Dynamics*. Academy of Management Annual (AoM) Meeting, Vancouver, Canada.

Toustou, B. & Richebé, N. (2015, May). *The in-between spaces of creativity. Understanding the role of social exchange in creative processes*. Organization Studies Workshop on Organizational Creativity, Play and Entrepreneurship, Chania, Greece.

Toustou, B. & Kaminska, R. (2015, May). *The Role of Social Resources, Pleasure and Play in the Creative Process: the Case of Researchers in a Leading European Hi Tech Company*. Organization Studies Workshop on Organizational Creativity, Play and Entrepreneurship, Chania, Greece.

Toustou, B. & Kaminska, R. (2014, July). *Exploring creative process dynamics through complexity theory lenses*. European Group for Organizational Studies (EGOS), Rotterdam, Netherlands.

Toustou, B. & Kaminska, R. (2014, July). *Exploring Creative Process Dynamics through Complexity Theory Lenses*. the 30st EGOS Colloquium 'Reimagining, Rethinking, Reshaping: Organizational Scholarship in Unsettled Times, Rotterdam, Netherlands.

Other Research

2013: Toustou, B., Quels métiers pour les jeunes diplômés dans les fonctions RH ? La notion de service dans la fonction RH est à l'honneur. Le Journal des Grandes Ecoles et des Universités, 28 novembre 2013

[Applied or Integrative/application Scholarship]