

**Eliane BACHA**

Associate Professor

Academy: Innovation

Research center: SKEMA Centre for Sustainability Studies

Campus: Paris

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## Research interests

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Transformational leadership, Charismatic Leadership, Leadership, Women in organizations

## Teaching interests

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Green HRM, Managing HR, Organizational Behavior, Research Methods, Sociologie des organisations, Théorie des organisations

## Education

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2007	Doctorate, IAE Aix-Marseille, France
2001	Master of Science, IAE Aix-Marseille, France
2000	Master in Business Administration, Lebanese American University, Lebanon
1998	BA, Notre Dame University, Lebanon
2022	Harvard Business Publishing Certificate Training, France

## Experience

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### **Full-time academic positions**

Since 2009 Associate Professor, SKEMA Business School, France

### **Other academic affiliations and appointments**

2007 - 2009	Lecturer, EDHEC Business School, France
2007 - 2008	Lecturer, Ecole Supérieure d'Administration et de Management, France
2005	Lecturer, ESSEC Business School, France
1998 - 2000	Lecturer, Lebanese American University, Lebanon

### **Other professional experiences**

2003 - 2007 Cost Controller, Bouygues, France

## Research grants, Awards and Honors

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### **Awards and Honors**

2024	Outstanding Reviewer Winner Award, Journal of Management Development, Emerald Publishing
2023	Teaching Excellence Award, SKEMA Business School, France
2022	Teaching Excellence Award, SKEMA Business School, France

2019	Transformation of Oneself to Become a Social Change Agent: A Women-Only Training Program in France, International Leadership Association, 4th Women and Leadership Conference
2019	Transformation of Oneself to Become a Social Change Agent: A Women-Only Training Program in France, Les Lauréats de prix d'excellence 2018, Université Côte d'Azur

## Publications

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### Peer-reviewed journal articles

- CHASSERIO, S. and BACHA, E. (2024). Women-only training programmes as tools for professional development: analysis and outcomes of a transformative learning process. *European Journal of Training and Development*, 48(3/4), pp. 455-477.
- NIESTEN, E., JOLINK, A. and BACHA, E. (2024). Sustainable development in turbulent environments: The impact of ESG capabilities on responses to turbulence. *Business Strategy and the Environment*, 33(7), pp. 6468-6490.
- BACHA, E. and NIESTEN, E. (2024). Cognitive capabilities of moral leaders in turbulent environments: a review, theory integration and way forward. *Journal of Managerial Psychology*, 39(8), pp. 1046-1062.
- DAHMANI, S., BACHA, E., GARDINER, P. and BERKANI, A. (2024). Agile transformation in uncertain times: exploring diffusion strategies and organisational maturity. *Supply Chain Forum: An International Journal*.
- BACHA, E. (2014). The relationship between transformational leadership, task performance and job characteristics. *Journal of Management Development*, 33(4), pp. 410-420.
- BACHA, E. and WALKER, S. (2013). The Relationship Between Transformational Leadership and Followers' Perceptions of Fairness. *Journal of Business Ethics*, 116, pp. 667-680.
- BACHA, E. (2012). The impact of information systems on the performance of the core competence and supporting activities of a firm. *Journal of Management Development*, 31(8), pp. 752-763.
- BACHA, E. (2010). The relationships among organizational performance, environmental uncertainty and employees' perceptions of CEO charisma. *Journal of Management Development*, 29(1), pp. 28-37.

### Books and book editor

- BACHA, E. (2011). *les SI, la compétence centrale et les activités de support*. Éditions Universitaires Européennes, 208 pages.

### Book chapters

- POROLI, C., BACHA, E., TREMBLAY, M. and PAILLOT, P. (2020). Les femmes entrepreneures et la structure des entreprises créées. In: Sophie Brière (ed.). *Déconstruire les mythes pour mieux accompagner une diversité de femmes entrepreneures*. 1st ed. Presses de l'Université Laval (PUL), pp. 55-75.
- BACHA, E., CHASSERIO, S., PAILLOT, P., POROLI, C. and LEBÈGUE, T. (2016). L'accompagnement des femmes entrepreneures : Regards croisés. In: Pascal Philippart (ed.). *Ecosystème entrepreneurial et logiques d'accompagnement*. 1st ed. EMS Éditions, pp. 29-52.
- BACHA, E. (2010). L'impact des systèmes d'information sur la performance de la compétence centrale et des activités de support de l'entreprise. In: Ludovic Dibiaggio, Pierre Xavier Meschi eds. *Management dans l'économie de la connaissance*. 1st ed. Pearson.

### Conference proceedings

- DAHMANI, S., BACHA, E., GARDINER, P. and BERKANI, A. (2023). Using New Institutional Theory (NIT) to explain agility diffusion in companies faced with an uncertain business environment: a conceptual model. *European Academy of Management*.
- CHASSERIO, S., BACHA, E. and POROLI, C. (2019). Transformation of Oneself to Become a Social Change Agent: A Women-Only Training Program in France. *ILA Women and Leadership Conference*.

CHASSERIO, S., POROLI, C., BACHA, E., LEBÈGUE, T. and PAILLOT, P. (2019). Actions et traduction des politiques en faveur de l'entrepreneuriat des femmes par les acteurs de l'écosystème entrepreneurial. Compréhension à travers la mobilisation de l'approche néo-institutionnelle. *Académie de l'Entrepreneuriat et de l'Innovation*.

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

### **Conference presentations**

DAHMANI, S., BACHA, E., GARDINER, P. and BERKANI, A. (2023). An exploration of agile diffusion strategies used by companies facing an uncertain business environment. In: Prolog Conference. Luxembourg.

NIESTEN, E., JOLINK, A. and BACHA, E. (2023). Sustainability in Environmental Turbulence: Signaling on Symbolic and Substantive Actions. In: SMS Conference. Toronto.

CHASSERIO, S., BACHA, E. and POROLI, C. (2019). Transformation of Oneself to Become a Social Change Agent: A Women-Only Training Program in France. In: ILA Women and Leadership Conference. Santa Cruz.

POROLI, C., CHASSERIO, S., BACHA, E. and PAILLOT, P. (2018). Les femmes entrepreneures dans les secteurs d'activités dits « masculins » : Aller au-delà d'une double barrière. In: Congrès International des Recherches Féministes dans la Francophonie. Paris.

BACHA, E., CHASSERIO, S., POROLI, C., LEBÈGUE, T. and PAILLOT, P. (2018). "Je ne rentre jamais dans les cases : Parcours dans l'accompagnement entrepreneurial des femmes entrepreneures. In: Colloque Université Montpellier Labex Entreprendre - Regards croisés sur les pratiques d'accompagnement entrepreneurial. Montpellier.

BACHA, E., CHASSERIO, S., POROLI, C., LEBÈGUE, T. and PAILLOT, P. (2016). The gendered effects of a public policy on women entrepreneurship. The case of a French entrepreneurial ecosystem. In: Institute of Small Business and Entrepreneurship (ISBE). Paris.

CHASSERIO, S. and BACHA, E. (2014). Acquiring leadership skills and heightening awareness. A case study of a women's leadership program. In: Gender, Work and Organization, International Interdisciplinary Conference. Keele.

BACHA, E., POROLI, C., CHASSERIO, S. and PAILLOT, P. (2013). Ethical Managerial Practices of French Women Entrepreneurs. In: EURAM (European Academy of Management) Conference. Istanbul.

BACHA, E. (2011). The relationship between transformational leadership and fairness. In: EGOS (European Group for Organization Studies). Gothenburg.

BACHA, E. (2010). The relationship between transformational leadership, job behaviors and job characteristics. In: EGOS (European Group for Organization Studies). Lisbon.

BACHA, E. (2010). The relationship between transformational leadership, job behaviors and job characteristics. In: IFSAM (World Congress of the International Federation of Scholarly Association of Management). Paris.

BACHA, E. (2009). Impact of CEO charisma on organizational performance. In: AIMS (Association Internationale de Management Stratégique). Grenoble.

BACHA, E. (2007). Impact of IS on the performance of the core competence and supporting activities. In: AIM (Association Information et Management) Conference. Aix-en-Provence.

### **Published business cases**

BACHA, E. and DAHMANI, S. (2022). "ZIPLINE : quelle sera la prochaine génération du transport par drone pour l'entreprise ?". CCMP.

BACHA, E. and DAHMANI, S. (2022). "ZIPLINE: What will be the next generation of drone transport for business?". CCMP.

BACHA, E., CHASSERIO, S., MOREAU, M.P. and POROLI, C. (2013). Tape à l'oeil: Marque-employeur et réseaux sociaux. Quelles opportunités pour le recrutement avec le Web 2.0 ? CCMP.

## Press and social media

- POROLI, C., BACHA, E. and CHASSERIO, S. (2024). Le leadership est-il généré? *Choiseul Magazine*.
- LAKSHMANA, D. and BACHA, E. (2023). When minds clash: Don't underestimate workplace conflicts! SKEMA ThinkForward, France.
- BACHA, E. (2023). "L'IA fait gagner du temps mais ne peut remplacer les employés, les managers et les dirigeants". *Les Echos*.
- ARCHEKOV, I., BHATNAGAR, M. and BACHA, E. (2023). How HR van benefit from ChatGPT (and when they shouldn't). SKEMA ThinkForward.
- BACHA, E. and BUFFLIER, I. (2022). Leadership responsable et gouvernance durable. Focus RH.
- BACHA, E. (2022). Intelligence Artificielle : Quels impacts sur les managers dans les années à venir ? Focus RH, France.
- BUFFLIER, I. and BACHA, E. (2021). Leadership responsable et gouvernance durable. SKEMA ThinkForward.
- BACHA, E. (2021). Travail à distance et travail hybride: la nouvelle forme organisationnelle. Focus RH.
- BACHA, E. (2021). La vie en entreprise après la Covid-19- Focus RH. Focus RH.
- BACHA, E. (2021). Les étudiant(e)s et la crise du Covid-19. Focus RH.
- GRIBLING, M. and BACHA, E. (2020). Remote-work-trust-and-surveillance-in-times-of-pandemic. SKEMA ThinkForward.
- GRIBLING, M. and BACHA, E. (2020). Travail à distance, confiance et surveillance en période de pandémie. SKEMA ThinkForward.
- BACHA, E. (2020). L'expatriation des managers en RH aux USA. FocusRH.
- CHASSERIO, S., BACHA, E. and POROLI, C. (2019). Faire avancer l'égalité par des groupes de formation non mixtes. Focus RH.
- BACHA, E. (2019). L'impact des différences générationnelles au travail. Focus RH.
- CHASSERIO, S., POROLI, C., PAILLOT, P. and BACHA, E. (2018). Quand les écoles s'engagent. Le cas de Skema Business School. *MagRH*, pp. 44-49.
- PAILLOT, P., CHASSERIO, S., POROLI, C. and BACHA, E. (2017). Effets pervers de la représentation équilibrée des femmes et des hommes dans les élections professionnelles. FocusRH.

## Other research activities

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### Editorial board member

- Since 2024      The Journal of Applied Behavioral Science
- 2019 - 2023      Journal of Business Ethics

### Affiliations

- Since 1950      AIMS
- Since 1950      EGOS