

**Hamid
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**Professor,
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Education

DEA et Doctorat en Méthodes Scientifiques de Gestion, Université Paris IX-Dauphine.

DESS en Méthodes Scientifiques de Gestion, Université Paris IX-Dauphine.
Diplôme de l'Institut Supérieur de Commerce et d'Administration, Casablanca.

Biography

Professor of Management and Entrepreneurship

Academic Director of ESSEC Ventures

Research Areas

Entrepreneurship, organizational identity, managerial innovation.

Publications

✉ Academic Publications

Books

L'art d'entreprendre: Des idées pour agir. Paris (France) : Pearson Education France, 2008

The Soul of the Corporation: How to Manage the Identity of Your Company. (with J. Kimberly). Upper Saddle River, NJ (USA) : Pearson Education-Wharton School Publishing, 2007

Entrepreneurs et gestionnaires : les clés du management entrepreneurial. (with J. Kimberly). Paris (France) : Les Editions d'Organisation, 1994

Structuration du social et modernité avancée : autour des travaux d'Anthony Giddens. (with M. Audet). Québec (Canada) : Presses de l'Université Laval, 1993

Structuration des organisations - Concepts constructivistes et étude de cas. Paris (France) : Economica, 1990

Articles

"Construire et faire vivre une organisation de groupe" (H. Bouchikhi), *Expansion Management Review (L')*, Sep 2011, Vol. 2011, Issue 142, p. 110-118

"Entreprendre, manager, même combat" (H. Bouchikhi), *Expansion Management Review (L')*, Dec 2004, Issue 115

"La transmission d'entreprise : une affaire d'identité" (H. Bouchikhi), *Repreneur*, May 2004, Issue 100

"On the Dialectics of Strategic Alliances" (M. Rond De), *Organization Science*, Jan 2004, Vol. 15, Issue 1

"Towards a Single Entrepreneurial Space" (H. Bouchikhi), *European Business Forum*, Jan 2004, Issue 18

"Escaping the Identity Trap" (J. Kimberly), *Sloan Management Review*, Jan 2003, Vol. 44, Issue 3

"Can Loyalty be Leased?" (E. Craig, J. Kimberly), *Harvard Business Review*, Sep 2002, Vol. 80, Issue 9

"The Customised Workplace: Copernican Revolution or Romantic Fantasy?" (J. Kimberly), *European Business Forum*, Jan 2001, Issue 6

"It's Difficult to Innovate: The Death of the Tenured Professor and the Birth of the Knowledge Entrepreneur"" (J. Kimberly), *Human Relations*, Jan 2001, Vol. 54, Issue 1

"De la libre entreprise à la libre personne" (J. Kimberly), *Expansion Management Review (L')*, Sep 1999, Issue 94

"L'entreprise à la carte : un nouveau paradigme de gestion" (J. Kimberly), *Gestion*, Jan 1999, Vol. 24, Issue 3

"Living with and Building on Complexity: A Constructivist Perspective on Organizations" (H. Bouchikhi), *Organization*, May 1998, Vol. 5, Issue 2

"Editeur invité d'un numéro spécial" (M. Kilduff, R. Whittington), *Organization Studies*, Jan 1997, Vol. 18, Issue 1

"Les accidents de carrière des dirigeants" (J. Kimberly), *Revue Française de Gestion*, Nov 1996, Issue 111

"The Dynamics of Organizational Development and Change : How the Past Shapes the Present and Constrains the Future" (J. Kimberly), *Organization Science*, Jan 1995, Vol. 6, Issue 1

"Le gouvernement des entreprises françaises de demain" (H. Bouchikhi), *Revue Française de Gestion*, Sep 1994, Issue 100, p. 28-32

"Le management ne peut-il donc être français ?" (M. Berry, J. Kimberly), *Revue Française de Gestion*, Jan 1993, Issue 92, p. 40-44

"A Constructivist Framework for Understanding Entrepreneurship Performance" (H. Bouchikhi), *Organization Studies*, Jan 1993, Vol. 14, Issue 4, p. 549-570

"Le management bureauganique : ou comment réconcilier le clan avec la bureaucratie"" (J. Kimberly), *Gérer et Comprendre*, Dec 1992, Issue 29, p. 4-16

"Apprendre à diriger en dirigeant" (H. Bouchikhi), *Revue Internationale de Gestion*, Nov 1991, Vol. 16, Issue 4, p. 56-63

"La conquête du marché américain : Sun Tzu contre Clausewitz" (J. Kimberly), *Gérer et Comprendre*, Jun 1991, Issue 23, p. 29-43

"Le micro-ordinateur dans l'entreprise : du plaisir à la norme" (H. Bouchikhi), *Gérer et Comprendre*, Sep 1990, Issue 20, p. 16-25

"Vers une approche constructiviste des structures organisationnelles" (H. Bouchikhi), *Revue Internationale de Systémique*, Jan 1990, Vol. 4, Issue 4, p. 415-440

Book Chapters

Le Grand Livre de l'Economie PME. In: Réduire les asymétries d'information pour développer la transmission de PME. Paris (France) : Gualino, Gilles Lecointre. 2009, p. 531-542

Cultiver la vertu de l'oligarchie managériale: Plaidoyer pour une entreprise publique à capitaux privés. In: *Cultiver la vertu de l'oligarchie managériale: Plaidoyer pour une entreprise publique à capitaux privés.* Paris (France) : Gualino, Alain Lempereur. 2009, p. 69-75

Entreprendre dans l'entreprise établie: pour en finir avec l'injonction paradoxale. In: *L'art de l'innovation.* Paris (France) : Editions L'Harmattan, Nicolas Mottis. 2007, p. 207-218

All Change in the Customized Workplace. In: *Mastering People Management* (with J. Kimberly). New York (Etats-Unis) : Financial Times Prentice Hall, PICKFORD J.. 2003

Stratégie et direction générale. In: *Invitation au management.* Paris (France) : Presses Universitaires de France, BOUCHIKHI H.. 2001

Designing the Customized Workplace. In: *Wharton on Managing Emerging Technologies* (with J. Kimberly). New York (Etats-Unis) : John Wiley & Sons, DAY G.S., SCHOEMAKER P.J.H., GUNTHER R.E.. 2000

The Customized Workplace. In: *Management 21C* (with J. Kimberly). Londres (Grande Bretagne) : Prentice Hall, CHOWDHURY S.. 1999

Identity in Organizations: Building Theory through Conversations. In: *Identity in Organizations: Building Theory through Conversations* (with C. Fiol, D. Gioia, K. Golden-Biddle, M. Hatch, H. Rao, P. Ridova, M. Schultz). : Foundations for Organizational Science, WHETTEN D.A., GODFREY P.C.. 1998

Structuration des organisations et compétitivité : un point de vue constructiviste. In: *Management stratégique et compétitivité.* Bruxelles (Belgique) : DeBoeck-Wesmael, INGHAM M.. 1995

Professional Publications

Articles

"Mondialisation ou terroir: quel avenir pour les PME?" (H. Bouchikhi), *Actes du 63ème congrès des Experts Comptables*, Jan 2009, Vol. Mo, p. 1-2

Working Papers

"De l'entrepreneur au gestionnaire et du gestionnaire à l'entrepreneur" (H. Bouchikhi). Essec Research Center, DR-01030 Dec 01.

"The Customized Workplace: A New Management Paradigm for the 21th Century" (J. Kimberly). Essec Research Center, DR-99012 Mar 99.

"In Search of Substance: Content and Dynamics of Organizational Identity" (J. Kimberly). Essec Research Center, DR-98038 Oct 98.

"Alliances as Social Facts: A Constructivist Theory of Interorganizational Collaboration" (M. Rond De, V. Leroux). Essec Research Center, DR-98037 Oct 98.

"Living with and Building on Complexity: A Constructivist Perspective on Organizations" (H. Bouchikhi). Essec Research Center, DR-97020 Jan 97.

"L'autre facette du métier de patron : une enquête sur les accidents de carrière des dirigeants" (J. Kimberly). Essec Research Center, DR-96070 Nov 96.

"Structuration des organisations et compétitivité : un point de vue constructiviste" (H. Bouchikhi). Essec Research Center, DR-94020 Mar 94.

"In Pursuit of Deep Equivalence : Studying CEO Career Mishaps/Accidents de Carrière in France and the United States"" (J. Kimberly, P. Rosenzweig). Essec Research Center, DR-93050 Aug 93.

"Le management ne peut-il donc être français ?" (M. Berry, J. Kimberly). Essec Research Center, DR-92044 Dec 92.

"A Constructivist Framework for Understanding Entrepreneurship Performance" (H. Bouchikhi). Essec Research Center, DR-92036 Sep 92.

"Le management bureauganique : ou comment réconcilier le clan avec la bureaucratie"" (J. Kimberly). Essec Research Center, DR-92027 Jun 92.

"The Dynamics of Organizational Development and Change : How the Past Shapes the Present and Constrains the Future." (J. Kimberly). Essec Research Center, DR-92017 Apr 92.

"La conquête du marché américain : Sun Tzu contre Clausewitz." (J. Kimberly). Essec Research Center, DR-91015 Apr 91.

"Apprendre à diriger en dirigeant" (H. Bouchikhi). Essec Research Center, DR-91014 Mar 91.

"Etude d'un processus de structuration autour des micro-ordinateurs comme contribution à une approche constructiviste des organisations" (H. Bouchikhi). Essec Research Center, DR-90005 Feb 90.

"Le micro-ordinateur dans l'entreprise : du plaisir à la norme" (H. Bouchikhi). Essec Research Center, DR-90045 Jan 90.

"Structuration des organisations : concepts constructivistes et étude de cas" (H. Bouchikhi). Essec Research Center, DR-90044 Jan 90.

"Vers une approche constructiviste des structures organisationnelles" (H. Bouchikhi). Essec Research Center, DR-90043 Jan 90.

📖 Other Publications

Articles published in Conference Proceedings

"Adoption of Innovative HRD in Indian Companies", With A. Som. In : *Human Resource Development in Asia: National Policy Perspectives*,. Bangkok (Thaïlande) : AHRD/NIDA, 2003

"Large French Firms' FDI in the USA : Radical and Incremental Processes Associated with Two Management Configurations", With J. Kimberly. In : *The First International Federation of Scholarly Associations of Management (IFSAM) Conference*,. Tokyo (Japon) : IFSAM, 1992

Press Articles

"Finally, overcoming the identity disadvantage". *Business and Economy*, 30 Apr 2011, p. 74-75

"Vers l'émergence d'un marché de la PME". *Les Echos*, 12 Jun 2008, p. 10-11

"Le jeu des identités dans la transmission d'entreprise". *Les Echos*, 12 Jun 2008, p. 6-7

"Le 'business plan' est aussi un vecteur d'apprentissage". *Les Echos*, 05 Jun 2008, p. 10-11

"All change in the Customised Workplace". *Financial Times, Mastering People Management Series*, 17 Oct 2001

"Ne changez pas de stratégie, changez d'identité !". *Echos (Les)*, 01 Apr 2000

Book Reviews

"Petit traité de manipulation a l'usage des honnêtes gens". *Manageris*, 2004

"La tentation américaine". *Revue Française de Gestion*, 1998

"Organizing Modernity". *Organization Studies*, 1995, vol. 16

"Compte rendu de l'ouvrage La constitution de la société". *Sociologie du Travail*, 1988

Teaching

▮ Teaching at ESSEC

Strategy

Management and Organization Design

Entrepreneurship

Organization Theory

Other Activities

▮ Scientific Activities

Editorial Board Membership

Revue Française de Gestion, Lavoisier

Revue Française de Gestion, Elsevier

Revue Française de Gestion, Lavoisier

Gérer et Comprendre

Management International

Conference Presentations

"The resilient strategist", Strategic Society Management Conference, Strategic Management Society, Washington DC, USA, 12 Oct 2009

"From being to becoming: Toward a theory of organizational identity work", (with J. Kimberly). First International Symposium on Process Organization Studies, Pissouri, Chypre, 11 Jun 2009

"Coping with a Hostile Institutional Environment: The Role of Organizational Identity", (with J. Kimberly, J. Bensedrine). 19th Annual International Conference, Berlin, Allemagne, 03 Oct 1999

"Organizational Identities and Strategies in the French Retailing Industry", (with J. Bensedrine). Academy of Management Conference, Chicago, Etats-Unis, 09 Aug 1999

"Beyond Strategy : The Dimensions and Dynamics of Organizational Identity", (with J. Kimberly). Strategic Management Conference, Mexico, Mexique, 15 Oct 1995

"Les entreprises japonaises face à la crise : américanisation des modes de gestion ou préservation de la spécificité japonaise ?", Entreprises et Sociétés : Enracinement Local et Mondialisation, Montréal, Québec, Canada, 21 Aug 1995

"Relationships between Entrepreneurs and Established Firms : Divorce, Rivalry, Cooperation", (with J. Kimberly). Second Conference of the International Federation of Scholarly Associations of Management, Dallas, USA, 01 Aug 1994

"How an Organization's Identity Shapes its Internationalization Processes", (with J. Kimberly). Academy of Management Meeting, Dallas, USA, 01 Aug 1994

"An Exploratory and Comparative Study of CEOs Career Mishaps in France and the US", (with J. Kimberly). Strategic Management Society Conference, Chicago, USA, 01 Sep 1993

"A Constructivist Framework for Understanding Entrepreneurship Performance", Academy of Management Annual Meeting, Atlanta, USA, 01 Aug 1993

"Large French Firms Entry Strategies on the US Market : Lessons from Western and Oriental Military Strategy", (with J. Kimberly). European International Business Association Annual Meeting, Copenhagen, Danemark, 15 Dec 1991

"The Engines of Organizational Development and Change : How the Past Shapes the Present and Constrains the Future", (with J. Kimberly). European Theory at the Crossroads, Fontainebleau, France, 29 Nov 1991

"La conquête du marché américain : Sun Tzu contre Clausewitz", (with J. Kimberly). 1ère Conférence Internationale de Gestion Stratégique, Montréal, Canada, 20 Oct 1991

"Apprendre à diriger en dirigeant", L'individu dans l'Organisation : les Dimensions Oubliées, Montréal, Canada, 12 Sep 1990

"Jusqu'où peut-on s'inspirer des concepts de Piaget pour réfléchir sur les

organisations ?", Premier Congrès Européen de Systémique, Lausanne, Suisse, 03 Oct 1989

"Présentation d'une expérience de recherche interactive à la RATP", Colloque de Cerisy sur les Métiers de l'Organisation, Cerisy, France, 16 Jun 1988

"Les professeurs d'entrepreneuriat et leurs publics: manifeste pour une identité professionnelle plurielle", conférence plénière, congrès de l'Académie de l'Entrepreneuriat, Lyon, mars 2004.

"Entrepreneurship scholars and their constituencies: insights about the rewards and challenges of working across theory, practice, and policy", conférence plénière, IntEnt 2003 conference, Grenoble, septembre 2003.

"Built to Fail?" Strategy World Congress, Said Business School, Oxford University, mars 2002, avec John Kimberly.

"Organizational Identities and Strategies in the French Retailing Industry", Strategic Management Society Conference, Berlin, octobre 1999, avec John Kimberly et Jabril Bensedrine.

"Organizational Identities and Strategies in the French Retailing Industry", Academy of Management Meeting, Chicago, août 1999, avec John Kimberly et Jabril Bensedrine.

"Alliances as Social Facts : A Structurationist Essay", Academy of Management Meeting, Chicago, août 1999, avec Mark de Rond et Valérie Leroux.

"Alliances as Ongoing Constructions : A Review and Extension of the Literature", Strategic Management Society Conference, Orlando, novembre 1998, avec Mark de Rond et Valérie Leroux.

"La Dialectique de la Coopération et de la Compétition dans un Réseau d'Entreprises", AIMS Annual Conference, Louvain, mai 1998, avec Christophe Assens.

"Growing in a Hostile Institutional Environment: The Role of Organizational Identity", EGOS Annual conference, Maastricht, juillet 1998, avec Jabril Bensedrine and John Kimberly.

"How Organizational Identity Shapes Strategy", Academy of Management Meeting, San Diego, août 1998, avec John Kimberly.

"The Nature and Dynamics of Organizational Identity", Academy of Management Meeting, San Diego, août 1998, avec John Kimberly.

"In pursuit of deep equivalence in international research : studying CEOs' career mishaps/accidents de carrière in France and the United States", Academy of Management Meeting, San Diego, août 1998, avec John Kimberly et Philip Rosenzweig.

"Better analyzing organizations through identity", Strategic Management Society Conference, Barcelone, octobre 1997, avec Jabril Bensedrine et John Kimberly.

"Collaboration and rivalry among units of a large network organization", Strategic Management Society Conference, Barcelone, octobre 1997, avec Christophe Assens.

"Living with and building on complexity : a constructivist perspective on organizations", Academy of Management Meeting, Boston, août 1997.

"Organizational identity and the development of a large French firm in North

America", Academy of Management Meeting, Boston, août 1997, avec John Kimberly.

"Identity as a lens for organizational diagnosis", Academy of Management Meeting, Boston, août 1997.

"An old organization meets a new technology : the role of transition languages", Academy of Management Meeting, Boston, août 1997.

"Croître dans un environnement contraignant: le rôle de l'identité organisationnelle", Conférence Annuelle de l'Association Internationale de Management Stratégique, HEC Montréal, juin 1997, avec Jabril Bensedrine et John Kimberly.

"Is the Transnational Corporation the end of History ? Back to the future", European International Business Academy Meeting, Stockholm, décembre 1996, avec Christian Koenig.

"Is the Transnational Corporation the end of History ? Back to the future", SMS Annual Conference. Phoenix(AZ), novembre 1996, avec Christian Koenig.

"Beyond Parochialism and Pluralism in Organization Theory and Strategic Management: A Constructivist Perspective on Organizations", Academy of Management Meeting, Cincinnati, August, 1996.

"Unusual Organizations at Times of Prosperity and at Times of Hardship", Academy of Management Meeting, Cincinnati, August, 1996, with John Kimberly.

"The Nature and Consequences of Organizational Identity", INSEAD Conference on Organizations in the Marketplace: Implications of Sociology for Business Policy Research; April, 1996, with John Kimberly.

"Les entreprises japonaises face à la crise : américanisation des modes de gestion ou préservation de la spécificité japonaise ?", Conference on Entreprises et sociétés, Enracinement, mutation et mondialisation, HEC-Montréal, 21-23 août, 1995.

"Beyond Strategy: the Dimensions and Dynamics of Organizational Identity", Strategic Management Society Conference, Mexico, October, 1995.

"Relationships between entrepreneurs and established firms: divorce, rivalry, cooperation", Proceedings of the Second IFSAM conference, Dallas, août 1994, avec John Kimberly.

"How an organization's identity shapes its internationalisation processes: a French perspective", Academy of Management Meeting, Dallas, août 1994, avec John Kimberly.

"An exploratory and comparative study of CEOs' non voluntary exit in France and the US", Strategic Management Society Conference, Chicago, septembre 1993, avec John Kimberly.

"A constructivist framework for understanding entrepreneurship performance", Academy of Management Meeting, Atlanta, août 1993.

"Large French firms' FDI in the USA : radical and incremental processes associated with two management configurations", The First International Conference of IFSAM, Tokyo, septembre 1992, avec John Kimberly.

"Direction et singularités pour un management orienté vers les personnes", colloque le Métier de dirigeant: son passé, son présent, son avenir, HEC Montréal, 15-19 juin 1992, avec John Kimberly.

"Large French firms entry into US Markets : Lessons from Western and Oriental Military Strategy", European International Business Association Annual Meeting' 16-17 décembre 1991, Copenhagen, and John Kimberly.

"The dynamics of organizational development and change : how the past

shapes the present and constrains the future", European Organization Theory at the Crossroads, INSEAD, 29-30 novembre 1991, Fontainebleau, avec John Kimberly.

"La conquête du marché Américain : Sun Tzu contre Clausewitz", Première conférence internationale de gestion stratégique, HEC Montréal, 20-22 octobre 1991, avec John Kimberly.

"Apprendre à diriger en dirigeant", l'individu dans l'organisation : les dimensions oubliées, HEC Montréal, 12-14 septembre, 1990, Montréal.

▣ Affiliations and Academic Responsibilities

Member of the Academy of Management.

Member of the International Federation of the Scholarly Associations of Management.

Member of the Strategic Management Society.

▣ Consulting and Other Activities

Editorial Activities

- Guest editor with Martin Kilduff and Richard Whittington of a special issue of Organization Studies on "Action, Structure, and Organizations"

- Member of the editorial board of International Management.

- Reviewing: Academy of Management Review, Academy of Management Journal, Organization Studies, British Journal of Management, Revue Française de Gestion, International Management.

Organization of Academic Meetings

- Co-organizer of a symposium on "structuration du social et modernité avancée : autour des travaux d'Anthony Giddens", Cerisy (France), July 1991.

(Structuration of social life and late modernity: around the works of Anthony Giddens).

- Co-organizer with Christian Koenig (ESSEC) and Peter Gustavsson (Linköping University, Sweden) of a workshop on "Internationalization Processes and Organizational Capabilities", Paris, November, 1993.

- Member of the organizing committee of the 4th Conference of the International Association of Strategic Management (a francophone association), Paris, May, 1995.

- Co-organizer with Martin Kilduff (PennState) and Richard Whittington (Warwick Business School) of a workshop on "Action, Structure and Organizations", Paris, May, 1995.

- Member of the organizing committee and chair of the Organization Theory/Organizational Behavior Track of the third conference of the International Federation of the Scholarly Associations of Management, Paris, July, 1996.

Consulting

- Several engagements with the RATP (Parisian Area Transportation Authority) on projects related to management of information technology.

- Evaluation of current use of information technology and proposition of a new information system, Moroccan Ministry of Foreign Affairs, Morocco.

- Joint intervention with John Kimberly at Lafarge Corporation on issues related to the integration of the North American operations into the Parent company.