

**Laurence
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Education

Ph.D., University of Montreal
Master Specialized in Marketing Management, ESSEC
Civil and Town Planning Engineer from INSA, Lyon
Coach certified by Pluridis Network
MBTI and Golden Certified

Research Areas

Areas

Consultation in Urban and Regional Planning, Multi-Party Public Decision Processes, Negotiation, Teaching Consultation and Negotiation.

Sectors

Public affairs, local communities.

On-going Projects

Participation in the collective book to be published "Framing in Negotiation: State of the Art"

Publications

✉ Academic Publications

Books

Gestion de la ville et démocratie locale. Paris (France) : L'Harmattan, Collection Villes et Entreprises, 1996

Articles

"Que peuvent apporter le bouddhisme et la psychanalyse au champ de la négociation" (L. De Carlo), *Négociations*, Nov 2009, Issue 12, p. 79-91

"Les différentes phases du vocabulaire de la négociation" (L. De Carlo), *Négociations*, Apr 2007, Vol. 1, Issue 7, p. 91-98

"The French High-Speed Méditerranée Train Decision Process: A Large-Scale Public Decision Case Study" (L. De Carlo), *Conflict Resolution Quarterly*, Nov 2006, Vol. 24, Issue 1, p. 3-30

"Public Decision Process, Creativity and Psychoanalysis" (L. De Carlo), *International Studies of Management and Organization*, Mar 2006, Vol. 36, Issue 1, p. 44-62

"Accepting Conflict and Experiencing Creativity: Teaching Concertation Using la Francilienne" (L. De Carlo), *Negotiation Journal*, Jan 2005, Vol. 21, Issue 1

"Vers une théorie élargie de la négociation. Rationalité, cadres cognitifs et émotions" (L. De Carlo), *Revue Française de Gestion*, Jan 2004, Issue 153

"Dispositifs de médiation et facilitation en négociations complexes : un regard en termes de dynamiques de groupes" (L. De Carlo), *Négociations*, Jan 2004, Vol. 1, Issue 2

"A proposal to Use Mediation and Night Correspondents to Curb Urban Violence in Cergy, France" (L. De Carlo), *Negotiation Journal*, Apr 2002, Vol. 18, Issue 2

"La Francilienne : un outil multimédia de formation à la concertation" (L. De Carlo), *Métropolis*, Feb 2002, Issue 108 et 109

"La participation en aménagement : un processus démocratique ?" (L. De Carlo), *Espaces et Sociétés*, Jan 1999, Issue 97 et 98

"Bricolage et processus de consultation publique : un exemple de recherche qualitative en gestion des collectivités locales" (L. De Carlo), *Recherches Qualitatives*, Jan 1997, Vol. 17

Book Chapters

"Proposing a Debate on the Concept of Frames in Negotiation Enlightened by Psychoanalytical Insights". In: *Framing in Negotiation: State of the Art*. New York : Peter Lang Publishing, William Donohue et al. (eds). 2011, p. 95-109

"When legitimizing teaching methods becomes an opportunity to develop management education scholarship". In: *Research in Management Education and Development - Vol 7 - Being and Becoming a Management Education Scholar*. Charlotte (North Carolina) : Information Age Publishing Inc, Charles Wankel and Robert DeFillippi (eds). 2010, p. 71-94

"La négociation : un cadre pour l'innovation" . In: *L'art de l'innovation*. Paris (France) : L'Harmattan, Nicolas Mottis (ed). 2007, p. 77-81

"Concertation, apprentissage collectif, conflits et créativité". In: *Le débat public en apprentissage. Aménagement et environnement*. Paris (France) : L'Harmattan, Simard L., Lepage L., Fourniau JM., Gariépy M., Gauthier M. (eds). 2006

"Quelle place pour le multimédia dans la formation à la concertation ? L'exemple du CD-Rom La Francilienne". In: *Concertation, décision et environnement. Regards croisés*. Paris (France) : La Documentation Française, Bille R., Mermet L. (eds). 2003

"The Ephemeral National Model of Management Education: A Comparative Study of Five Management Programmes in France". In: *Inside the Business Schools* (with J. Takagi). Oslo, Malmö, Copenhagen (Norway, Sweden, Denmark) : Abstrackt, Liber, Copenhagen Business School Press, Amdam R.P., Kvalshangen R., Larsen E. (eds). 2003

"Les procédures de consultation publique en aménagement au Québec, outils de gouvernementalité". In: *Ces réseaux qui nous gouvernent ?*. Paris/Montréal (France/Canada (Québec)) : L'Harmattan, Gariépy M., Marie M. (eds). 1997

Working Papers

"The Classroom as a Potential Space-Teaching Negotiation through Paradox" (L. De Carlo). Essec Research Center, DR-07017 Jun 07.

"Teaching Concertation: The Acceptance of Conflicts and the Experience of Creativity Using La Francilienne" (L. De Carlo). Essec Research Center, DR-03003 Feb 03.

"May 1968: The Role of a Special Historical Event in the Evolution of Management Education in France" (L. De Carlo, J. Takagi). Essec Research Center, DR-02004 Feb 02.

"The TGV (Very High Speed Train) Méditerranée Decision Process" (L. De Carlo). Essec Research Center, DR-02003 Feb 02.

"Reducing Violence in Cergy or Implementing Mediation Processes in Neighborhoods Near Paris" (L. De Carlo). Essec Research Center, DR-02002 Jan 02.

"Consultation publique, aménagement du territoire et apprentissage collectif: l'exemple de la gestion des déchets à Montréal" (L. De Carlo). Essec Research Center, DR-96044 Jun 96.

"Consultation publique en aménagement du territoire au Québec - Vers un modèle interprétatif" (L. De Carlo). Essec Research Center, DR-94048 Dec 94.

📖 Other Publications

Articles published in Conference Proceedings

"Comment former quels entrepreneurs ?", With S. Chevrier. In : *Entrepreneuriat et enseignement : rôle des institutions de formation, programmes, méthodes et outils*,. Lille (France) : Pôle Universitaire Européen Lille Nord-Pas de Calais, 1999

"Un tour dans l'atelier du chercheur-bricoleur". In : *Méthodes qualitatives et gestion des ressources humaines*,. Lille (France) : IAE Lille, 1996

Book Reviews

"Beyond Reason - Using Emotions as You Negotiate". *Négociations*, 2007, vol. 1, numéro 1, p. 191-195

"La négociation : situations, problématique, applications". : *International Journal of Conflict Management* , 2001, vol. 12 , p. N°-1

Other Activities

📖 Scientific Activities

Conference Presentations

"The hidden spaces and moments of collective creativity in organizational and negotiation settings", Workshop ESSEC, May 20-21st 2011.

"Negotiation's rationality revisited: taking into account emotions and

creativity", IACM - 24th Annual Conference - Istanbul Turkey, July 3-6, 2011.

"Enlightening and transcending conflict by accepting paradox: when western and eastern vision meet", AOM - 71st Annual meeting of the Academy of Management - San Antonio Texas, United States, August 12-16, 2011.

"Framework and Rules: A Space for Creativity", with Maryse Dubouloy, 25th Annual Congress EGOS (European Group for Organization Studies), Barcelona, July 2-4, 2009.

"Organizational Complexity and Negotiation Obstacles: A Case Study of Intra-Organizational Non-Negotiation", with Sanda Kaufman and Maria Koutsovoulou, 22nd annual conference IACM (International Association for Conflict Management), Kyoto, June 15-18, 2009.

Presentation of a book chapter in the Symposium "Framing Conflicts : Theory and applications - A Book in the Making", 21st annual conference IACM 2008, Chicago, July 3-6, 2008.

"Organization of the workshop "Creativity : Pluridisciplinary Exploration of the Theory, Practice and Teaching of Creativity in Multi-Organizational Decision Making", with Sanda Kaufman, 15th annual conference MOPAN (Multi-organizational Partnerships, Alliances and Networks), Boston, June 25-27th, 2008.

"Que peuvent apporter les sagesses orientales et la psychanalyse à la recherche en négociation", Colloque de Cerisy-La-Salle, France, May 27th - June 3rd, 2008.

"Négocier sans le dire ou comment éviter le risque du trop participatif - Le cas d'un processus de concertation sur un projet autoroutier". Third International Biennale on Negotiation, Negocia, Paris, November 13 - 15, 2007.

"The Classroom as a Potential Space - Teaching Negotiation Through Paradox". 24th ISPSO (International Association for the Psychoanalytic Study of Organizations) Annual Meeting, Stockholm, 25th June- 1st July 2007.

"To Negotiate or Not to Negotiate, Doing it Without Telling: a French Public Decision Process in Planning". 20th Annual Meeting of the IACM, Budapest, July 1-4, 2007.

"Le médiateur : à la fois un élément du cadre de la négociation et en même temps beaucoup plus", journée d'études "Négociations et Médiations" organized by the journal Négociations, Paris, March 17, 2006.

"Vers une rationalité élargie des négociations : la prise en compte de l'histoire, des émotions et de la reconnaissance identitaire", round-table with A. Lempereur and C. Thuderoz, Second International Biennale on Negotiation, Negocia, Paris, November 17-18, 2005

"About Change Processes in Intractable Negotiations", Annual Conference of the International Association for Conflict Management (IACM), Seville, June 12-15, 2005

"Formal Rules and Complex Negotiations: a New Theoretical Insight with a Psychoanalytical Lense", with Maryse Dubouloy, IACM, Pittsburgh, June 2004

"Mediation and Facilitation: A Facilitating Operation and not Only a Facilitator or a Mediator", First International Biennale On Negotiation, Negocia, Paris, December 11-12, 2003

"Learning in Public Decision Processes: an Approach in Terms of Negotiation Enriched by a New Psychosocial Dimension of the Action Frame", Annual Conference of the European Group of Organization Studies (EGOS), Copenhagen 2003

"Public Decision Processes, Creativity, Procedures and Third Parties", EIASM - Workshop on Creativity in Organizations, ESSEC, Cergy, June 2003

"Concertation, apprentissage collectif, conflits et créativité", séminaire "Ce que débattre veut dire", UQAM, Montréal, septembre 2002

"May 68 : the role of a special historical event in the evolution of management education in France", with Junko Takagi, EGOS, Lyon, July 2001

"Urban violence in Cergy, France : providing an answer in terms of mediation in a broad sense", IACM, ESSEC, Paris, June 2001

"Conceiving a training CD Rom in negotiation and mediation : why use a multimedia tool ?", IACM, Saint-Louis, juin 2000

"The evolution of content in management education in France, 1960-2000 : the relationship between environmental factors and five institutions", workshop "Management Education" of the European Research Program "Creation of European Management Practice (CEMP)", Paris, May 2000

"The TGV Méditerranée Decision Process or the Emergence of Public Consultation Procedures on Important Infrastructure Projects in France", IACM, San Sebastian, June 1999

📌 Affiliations and Academic Responsibilities

Member of the European Group for Organizational Studies (EGOS)

Member of the Organization for Promoting Understanding of Society (OPUS)

Member of the Groupe Français de Négociation (GFN)

Member of the International Association for Conflict Management (IACM)

Member of the Working Group "Psychoanalysis and Negotiation", Program on Negotiation (PON), Harvard University

Member of the review's reading panel "Negotiation and Conflict Management Research"

Member of the Editorial Board of the Journal "Négociations"

📌 Consulting and Other Activities

Guarantor designate by the CNDP for the intentional dialogue initiate by RFF, on the west part of the modernization of the Massy-Valenton line.

Member of the Environment Committee (Fondation de France), since 2009

Member of the Mediation Commission AFITE (French Association of Engineers and Technicians of Environment), since 2009

Member of Steering Committee for Evaluation of the Research Program Coordination, Decision and Environment (Ministry of Ecology and Sustainable Development) (2006/2007).

Creation of the CD Rom "La Francilienne" with Alain Lempereur: a Multimedia Tool for Negotiation, Facilitation and Mediation Train, ESSEC, 1998.

Consultant for Local Communities: Conception and Management of Public Consultation Process.

Seminars on Urban Management with Local Authorities of Val d'Oise.

📌 Professional Experience

Organization of a conference day about the Professor Larry Susskind, with Alain Lempereur, ESSEC, March 2010.

Member of the Pedagogical Committee, ESSEC, since 2009.

Creator and pedagogical manager of the Program PEO for the students class of Initial Period, 2007 - 2009.

Training Manager of Tutoring for Student Individual Coaching, ESSEC, 2005 - 2006

Member of the Pedagogical Committee, ESSEC, 2005-2006

Member of the Teaching Committee, ESSEC, 2003-2004

Member of the Doctoral Committee, ESSEC, 2002-2003

Visiting Research Scholar in 2001 - Program on Negotiation, Harvard, invited by Larry Susskind, Chairman of MIT, and in HEC Montréal, invited by Omar Aktouf, Professor at HEC Montréal.

Juries' member for the end of studies in the ESSEC Program "Mastère Spécialisé Management des Villes et des Territoires", in coordination with ISCAE in Casablanca.

Tutor for Group Projects in the Program Executive Education "Management Général Urbain" since 2000.

Tutor for Group Projects in Enterprises for Initial Period Students since 2000

Member of the Scientific Committee ESSEC, 1999-2001

Teaching Manager of Initial Period, ESSEC, 1999-2000

Tutor for individual student coaching since 1995

Member of the Teaching Committee ESSEC, 1994-1999

Professor at ESSEC since 1994.

Teacher in Systemic Methodologies, Diploma Conception of New Products. Ecole Nationale Supérieure d'Arts et Métiers, 1993-1996