



Associate Professor Vanessa MONTIES

Academic Department: Organization, Management
and Human Resources

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RESEARCH INTERESTS

- Identity work/t
- Mental intelligence
- Dirty Work
- Sensemaking
- Group process and decision

TEACHING DOMAINS

- Organisational theory/behaviour
- Mental intelligence
- Team management
- Personal development
- Change management
- Crisis management

EDUCATION

Highest degree :

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| 2015 | Doctorate/PhD, Management Sciences, Human Resources Management, EM Lyon, France
<i>Police work: an ethnography of identity work of officers in a changing environment</i> |
| 2001 | Master of Arts, Literature, Languages, University of British Columbia, Canada |
| 1999 | Maîtrise (Master), English, Université de Nice Sophia -Antipolis, France |

CERTIFICATIONS

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| 2024 | Certification QEg® (General emotional quotient test), Qualia Emotion Institute, France |
| 2023 | Praticien TOP© (Techniques for Optimising Potential): mental preparation methodl, Coévolution, France |
| 2022 | Certificate in Global Negotiation, Institut NERA, France |
| 2022 | Training in the SIX'C/6C© Protocol (psychological first aid, trauma prevention), -, France |
| 2021 | Certified Practitioner in NLP (Neuro-Linguistic Programming), Paul Pyronnet Institut, France |

2021	Certified Practitioner in NLP (Neuro-Linguistic Programming), Paul Pyronnet Institut, France
2019	Emotion-Focused Coaching Certification (Level 1), Qualia Emotion Institute, France
2019	Psychological first aid kit, Qualia Emotion Institute, France
2018	QPro® certifications (Emotional Quotient Test) levels 1 and 2, EM Lyon, France
2001	Teaching English as a Second or Other Language (TESOL) certificate, University of California San Diego, United States of America

PROFESSIONAL EXPERIENCE

Academic experience and positions

Since 2021	Associate Professor, ESSCA School of Management, France
2016 - 2021	Assistant Professor, INSEEC, France
2015 - 2016	Assistant Professor, Montpellier Business School, France
2013 - 2014	Project officer attached to the associate Dean of pedagogical innovation, EM Lyon, France
2009 - 2014	Teaching and research assistant, EM Lyon, France
2009 - 2013	Research and pedagogical assistant, EM Lyon, France
2008 - 2009	Program assistant of the entrepreneurship team, EM Lyon, France
2003 - 2008	Administrative Coordinator of the academic exchange programs, EM Lyon, France
1999 - 2001	Teaching and research assistant, University of British Columbia, Canada

Professional experience

Since 2019	Instructor: Stress management and Emotional Intelligence
Since 2018	Coaching with emotional intelligence

INTELLECTUAL CONTRIBUTIONS

Peer-reviewed Articles

- MONTIES, V. and GAGNON, S. (2024). Responding to reforms: resilience through rule-bending and workarounds in the police force. *Public Management Review (PMR)*, 26(1), pp. 142-161.
- GAGNON, S. and MONTIES, V. (2023). Interpersonal emotion regulation strategies: Enabling flexibility in highstress work environments. *Journal of Organizational Behavior*, 44(1), pp. 84-101.
- BOUSQUET, C., MONTIES, V. and RICHARD, D. (2021). L'économie sociale et solidaire après la loi du 31 juillet 2014 : le « choc des cultures ». *Question(s) de Management*, n°31(1), pp. 81-92.
- KOCH, M., FORGUES, B. and MONTIES, V. (2017). The Way to the Top: Career Patterns of Fortune 100 CEOS. *Human Resource Management*, 56(2), pp. 267-285.
- COURPASSON, D. and MONTIES, V. (2017). "I Am My Body". Physical Selves of Police Officers in a Changing Institution. *Journal of Management Studies*, 54(1), pp. 32-57.
- DEFÉLIX, C., BOULAIRE, M.L., MONTIES, V. and PICQ, T. (2014). La compétence collective dans le contexte de la globalisation du management : retrouver le lien avec la performance. *@GRH*, 11(2), pp. 31-50.

Chapters in book

- MONTIES, V. (2022). Exiting the field: when does an ethnography finish? In: Jenna Pandeli, Neil Sutherland, Hugo Gaggiotti eds. *Organizational Ethnography An Experiential and Practical Guide*.

Conference proceedings

KOCH, M., FORGUES, B. and MONTIES, V. (2012). The Way To The Top: Career Patterns of Fortune 100 CEOs. In: *AOM Boston 2012. Proceedings - Academy of Management (AOM)*.

Conference paper (with selection committee)

MONTIES, V. (2025). Moral distress and moral injury of police officers: antagonistic emotions and delegitimation of hierarchy. In: 36e Congrès de l'AGRH. Deauville.

MONTIES, V. (2025). Multilevel emotion regulation strategies of nuclear attack submariners (ICE context). In: Extreme Contexts Summit. Warwick Business School, London.

MONTIES, V. and GAGNON, S. (2024). Symbolic sensemaking: A temporal perspective of the sensemaking-identity nexus in police work. In: 15th PROS Symposium on Improvisation, resilience, and the ongoing (re)construction of organizations. Paphos.

MONTIES, V. and GAGNON, S. (2022). Processing emotions: how police officers cope with their extreme environment. In: 13th International Symposium on Process Organization Studies: Organizing on the Precipice: Process Studies in Extreme Contexts. PROS, Rhodes.

GAGNON, S. and MONTIES, V. (2020). Everyday emotions in extreme context: regulation as identity support. In: 36th EGOS colloquium: Organizing for a Sustainable Future: Responsibility, Renewal & Resistance. University of Hamburg, Online.

MONTIES, V. (2019). Dogs of the docks: dirty work as inherited identity. In: 35th EGOS Colloquium: Enlightening the Future - The Challenges for Organizations. University of Edinburgh Business School.

MONTIES, V. (2018). Identity work and dirty work: heroes, identity needs, and dark means. In: 34th EGOS Colloquium - Surprise in and around Organizations: Journeys to the Unexpected. Tallinn, Estonian Business School.

MONTIES, V. (2017). Ethnography as liminal space. In: 12th international Ethnography Symposium: Politics and Ethnography in an Age of Uncertainty. Manchester Business School.

MONTIES, V. (2017). May the force be with you: collective identity work and legitimation in the French police. In: 33th EGOS Colloquium - The Good Organization: Aspirations, Interventions, Struggles. Copenhagen Business School.

MONTIES, V. (2016). Regaining movement and maintaining emotional substance: collective identity work in the French police force. In: 12th International Conference on Organizational Discourse: Silence, Significance and White Space. Amsterdam.

MONTIES, V. (2016). May the force be with you : making sense of collective identity in the shadow of power relations. In: 32nd EGOS Colloquium - Organizing in the Shadow of Power. University of Naples Federico II.

MONTIES, V. (2015). Chameleon and Leopard: using emotional shades without losing one's spots. In: 31st EGOS Colloquium - Organizations and the Examined Life: Reason, Reflexivity and Responsibility. ALBA Graduate Business School at the American College of Athens.

MONTIES, V. (2014). Police investigators' work: back from the field to infrapolitics of identity spaces. In: 9th Organization Studies Workshop. Corfu.

DEFELIX, C., LE BOULAIRE, M., MONTIES, V. and PICQ, T. (2014). La compétence collective dans le contexte global: retrouver la performance. In: 25e Congrès de l'Association francophone de Gestion des Ressources Humaines (AGRH). Chester.

MONTIES, V. (2013). Making sense through identity work: identity (re)construction of police investigators. In: 8th Organization Studies Workshop – Organization Studies and the Day to Day Life of Cultures and Communities. Mykonos.

MONTIES, V. (2012). Call in the cavalry!” How the Police forces respond to the necessity to handle high-risk criminal crises. In: 7th Organization Studies Workshop – Organizations as spaces of work, Rhodes.

MONTIES, V. (2011). Entrepreneurship as a heritage from Pandora ’s Box: a mythological perspective. In: 7th International Conference on Critical Management Studies. Naples.

Presentation in a research seminar

BELLINGHAUSEN, L., KOMKOVA, A. and MONTIES, V. (2019). Le processus émotionnellement intelligent en 7 étapes. In: Séminaire HEC Montréal. Montréal.

BELLINGHAUSEN, L., KOMKOVA, A. and MONTIES, V. (2019). Le processus émotionnellement intelligent en 7 étapes. In: Séminaire Ecole Nationale d’Administration Public (ENAP). Montréal.

BELLINGHAUSEN, L., KOMKOVA, A. and MONTIES, V. (2019). Le processus émotionnellement intelligent en 7 étapes. In: Séminaire Université de Québec à Montréal (UQAM). Montréal.

Practice-oriented contributions

MONTIES, V. (2019). Le corps des policiers, outil de travail et de résistance. *The Conversation* October.

RESEARCH ACTIVITIES

Editorial activities

Reviewer for an academic or professional publication

Since 2015 Ad-hoc reviewer, Organization Studies

Since 2015 Ad-hoc reviewer, Revue Française de Gestion

Since 2015 Ad-hoc reviewer, Journal of Business Research

Service to professional community

Participation in professional events, roundtables

Since 2023 Le bon, la brute et le truand. In-company conference on cognitive bias and emotional intelligence, Alstom, France