



Associate Professor Margaux LANGLOIS

Academic Department: Organization, Management
and Human Resources

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RESEARCH INTERESTS

- Open Organizing
- Open Strategy
- Alternative Organization
- New forms of organization
- Future of work
- Liberated company
- Organizational democracy
- Holacracy
- Critical Management Studies
- Process Studies
- Ethnography

TEACHING DOMAINS

- Management of organizations
- Intercultural management
- Human Resources Management
- Organisational theory/behaviour
- Strategy

EDUCATION

Highest degree :

- | | |
|------|---|
| 2022 | Ph.D. in Management Science, University Paris Dauphine-PSL, France
<i>Tensions entre valeurs et pratiques dans les organisations radicalement ouvertes</i> |
| 2016 | Grande Ecole Master Programme, Corporate policy and strategy, University Paris Dauphine-PSL, France |
| 2012 | Master, Video game director, Rubika, France |

PROFESSIONAL EXPERIENCE

Academic experience and positions

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| Since 2024 | Associate Professor, ESSCA School of Management, France |
| 2021 - 2024 | Associate Professor, Paris School of Business, France |

PROFESSIONAL EXPERIENCE

Academic experience and positions

2017 - 2021 Adjunct Lecturer, University Paris Dauphine-PSL, France

Professional experience

2016 - 2017 HR Manager, Webedia, France

2016 - 2016 Digital transformation consultant, Webedia, France

2015 - 2016 Editorial Development Manager, Jeuxvideo.com, France

2013 - 2014 Project Manager, Jeuxvideo.com, France

GRANTS AND HONORS

2023 Finalist for the AIMS de these prize for thesis entitled: The struggle between values and practices in radical open organizations, Association Internationale de Management Stratégique (AIMS), France

INTELLECTUAL CONTRIBUTIONS

Peer-reviewed Articles

LANGLOIS, M., LASRI, S. and BUSSY-SOCRATE, H. (2025). Travail du Sexe Artificiel : Appropriation et exploitation du corps féminin par les créateurs IA. Forthcoming *Management & Avenir*.

LANGLOIS, M. (2024). Organizational Necrosis Autopsy: how extremist openness can threaten open organizing. *M@n@gement*, 27(5), pp. 1-18.

Conference proceedings

LANGLOIS, M. and PICARD, H. (2025). How Can the Alternative be Exclusionary? Studying the Blind Spots of Inclusion in Open Organizing. In: *AOM Annual Meeting*. Copenhagen: Proceedings - Academy of Management (AOM).

Conference paper (with selection committee)

LANGLOIS, M. and PETIT, V. (2025). Coercive control: An innovative framework for gendered violence in organisations. In: 41st EGOS Colloquium: Creativity that goes a long way. The American College of Greece, Athens.

LANGLOIS, M. (2025). How can the alternative be exclusionary? Studying the blind spots of inclusion in open organizing. In: 14th International Critical Management Studies (ICMS) Conference. Manchester Metropolitan University.

LANGLOIS, M. (2025). Artificial Sex Work: Appropriation and Exploitation of the Female Body by AI Creators. In: 14th International Critical Management Studies (ICMS) Conference. Manchester Metropolitan University.

LANGLOIS, M. and PETIT, V. (2025). Coercive control in organisation studies: Unveiling the continuum of gendered violence at work and beyond. In: 14th International Critical Management Studies (ICMS) Conference. Manchester Metropolitan University.

LANGLOIS, M. and PICARD, H. (2024). How can the alternative be exclusionary? Studying the blind spots of participation and inclusion in an open organization. In: 40th EGOS Colloquium. Università degli Studi di Milano Bicocca.

LANGLOIS, M. and BUSSY-SOCRATE, H. (2024). Digital transformation in an emerging field: the case of AI Virtual influencers in the influence marketing field. In: 14th Organizations, Artifacts and Practices (OAP) workshop. Université Paris Dauphine-PSL.

LANGLOIS, M. (2024). For (re)politicizing openness: uncovering the duality between ideology and utopia in open organizing. In: 4th Organization Theory Winter Workshop. Innsbrück.

LANGLOIS, M. (2022). For (re)politicizing openness. In: 2nd Organization Theory Winter Workshop. Vrije Universiteit, Amsterdam.

LANGLOIS, M., GARREAU, L. and PERRET, V. (2021). "We are open": making sense of identity-based openness. In: International Process Symposium.

LANGLOIS, M., GARREAU, L. and PERRET, V. (2021). "We are open": revealing impermanence in radically open organizations through a sensemaking perspective. In: EGOS Colloquium. Vrije Universiteit, Amsterdam.

LANGLOIS, M. (2020). The becoming of openness and closedness: A dialogic perspective of open strategy. In: EGOS Colloquium. University of Edinburgh Business School.

LANGLOIS, M. and PERRET, V. (2020). Autopsie d'une nécrose organisationnelle : la pensée positive dans les organisations ouvertes. In: Conférence de l'AIMS.

LANGLOIS, M. (2019). Openness and closedness: The dialogic of power in democracy-based organization. In: Ethnography Workshop. Esade, Barcelona.

LANGLOIS, M. and MATHIEU, J. (2018). Le dialogue social en Scop : entre paradoxe et innovation ? In: Congrès de l'AGRH. IAE de Lyon.

Research / consulting reports

LANGLOIS, M. (2025). and al. UBC for Transformation: A Literature Review on Student Competence Development in Sustainability, Entrepreneurship, and Digital Innovation. Research outputs of the ETI Labs project. Erasmus+ programme of the European Union.

Practice-oriented contributions

LANGLOIS, M. (2024). La nécrose organisationnelle : comment l'extrémisme menace la survie de l'organisation. Harvard Business Review France, France.

LANGLOIS, M. (2023). La pénibilité psychosociale : une dimension oubliée du travail en France. Harvard Business Review France, France.

LANGLOIS, M. (2023). Comment relever les défis des projets « open » ? Harvard Business Review France.

LANGLOIS, M. (2023). Il est temps de ré-enchanter nos organisations. Harvard Business Review France.

RESEARCH ACTIVITIES

Editorial activities

Reviewer for an academic or professional publication

Since 2021 Ad-hoc reviewer, M@n@gement

Consulting

Relevant consulting activities

Since 2018 Independent consultant and speaker, Self-employed, France

Service to the academic discipline

Reviewing activities for an academic conference

Since 2021 Ad-hoc reviewer, AIMS conference, Association Internationale de Management Stratégique (AIMS), France

Participation in a research consortium

2025 - 2027 and al. The Erasmus Talent & Innovation Labs (ETI Labs) project is an ambitious and comprehensive initiative designed to bridge the gap between higher education and the labor market, enhancing the employability of students and recent graduates through innovative learning methodologies and strategic partnerships. partners: Association européenne d'institutions de l'enseignement supérieur, Assemblée des régions d'Europe Association, ESSCA, Hogskulen Pa Vestlandet, MCI Management Center Innsbruck Internationale Hochschule GmbH, Sveuciliste Algebra. Erasmus+ programme of the European Union, Erasmus + Programme européen pour l'éducation, la formation, la jeunesse et le sport