



Professeur associé Thierry VIALE

Département de rattachement: Organization,
Management and Human Resources

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INTÉRÊTS DE RECHERCHE

- Enjeux humains en contexte de changement organisationnel / sectoriel
- Stratégies économiques de reconnaissance et de légitimité
- Effets sociaux de la digitalisation et de la mesure
- Histoire des métiers de la communication

DOMAINE D'ENSEIGNEMENT

- Management
- Théorie des organisations

FORMATION

Diplôme le plus élevé :

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| 2010 | Doctorat (PhD), Sciences de Gestion, Management, HEC Paris, France |
| 1996 | Diplôme d'Etudes Approfondies (DEA), Sociologie, Ecole des Hautes Etudes en Sciences Sociales (EHESS), France |
| 1995 | Diplôme d'Etudes Approfondies (DEA), Sciences de l'Information et de la Communication, Université Sorbonne Nouvelle - Paris 3, France |

EXPÉRIENCE PROFESSIONNELLE

Vie et positions académiques

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| Depuis 2020 | Professeur associé, ESSCA School of Management, France |
| 2019 - 2020 | Professeur associé, University of Bristol, Royaume Uni |
| 2013 - 2019 | Professeur assistant, University of Bristol, Royaume Uni |
| 2011 - 2013 | Professeur assistant, University of Liverpool, Royaume Uni |
| 2011 - 2011 | Post-Doctorat, Université de Laval, Canada |

PUBLICATIONS SCIENTIFIQUES

Articles évalués par les pairs

VIALE, T. et GENDRON, Y. (2025). "Taking wendake beyond wendake": economic development and legal tenacity in the wendat community. *Business and Society*.

BOUILLOUD, J.P., PÉREZTS, M., VIALE, T. et SCHAEPELYNCK, V. (2020). Beyond the Stable Image of Institutions: Using Institutional Analysis to Tackle Classic Questions in Institutional Theory.

Organization Studies, 41(2), pp. 153-174.

VIALE, T., GENDRON, Y. et SUDDABY, R. (2017). From “mad men” to “math men”: The Rise of Expertise in Digital Measurement and The Shaping of Online Consumer Freedom. *Accounting, Auditing & Accountability Journal*, 30(2), pp. 270-305.

SUDDABY, R., VIALE, T. et GENDRON, Y. (2016). Reflexivity: The role of embedded social position and entrepreneurial social skill in processes of field level change. *Research in Organizational Behavior*, 36, pp. 225-245.

SUDDABY, R. et VIALE, T. (2011). Professionals and field-level change: Institutional work and the professional project. *Current Sociology*, 59(4), pp. 423-442.

Articles revus par un comité éditorial

VIALE, T. (2021). Oser la rencontre avec le monde pour le transformer : plaidoyer pour un désenclavement de la recherche en sciences de gestion. Chapitre 7: Repenser le système. *Breaking Boundaries*, 1(1), pp. 181-187.

Ouvrages

VIALE, T. (1997). *La communication d'entreprise*. Paris: Editions L'Harmattan.

Conférence proceedings

VIALE, T., GENDRON, Y. et SUDDABY, R. (2013). The Institutionalization of The Norm of Digital Measurement: A Foucaultian Analysis. Dans: *Academy of Management Meeting*. Proceedings - Academy of Management (AOM).

VIALE, T. et GENDRON, Y. (2013). Institutional Portfolios: Analyzing the Role of Individuals in Processes of Institutional Work. Dans: *Academy of Management Annual Meeting*. Proceedings - Academy of Management (AOM).

Communications (conférences avec comité de sélection)

BOUILLLOUD, J.P., VIALE, T., PEREZTS, M. et SCHAEPELYNCK, V. (2018). Institution as locus of permanent tension between instituting and instituted forces: The contributions of Institutional Analysis to the Neo Institutional Theory of organization. Dans: UCL-ESCP Europe colloquium on Cornelius Castoriadis. Paris.

KLIMECKI, R. et VIALE, T. (2017). Title: Mad Men of the Digital Age: Towards an IT Conception of Control in the Advertising Field. Dans: 23rd IAMB Conference. Nouvelle Orléans.

VIALE, T., GENDRON, Y. et SUDDABY, R. (2016). From “Mad Men” to “Math Men”: The Rise of Expertise in Digital Measurement and The Shaping of Online Consumer Freedom. Dans: CRISHYP-ESCP Europe colloquium. Paris.

VIALE, T. et GENDRON, Y. (2015). What have we done with the spirit of our fathers: traditions as a condition of adaptation of First Nations to modernity. Dans: 33rd Standing Conference on Organisational Symbolism. Nottingham.

VIALE, T., SUDDABY, R. et GENDRON, Y. (2014). Ad Men vs. Digital Experts: Analysis of the Sociological Resources Engaged in a Technological Change. Dans: University of Edinburgh Business School. Edimbourg.

VIALE, T., SUDDABY, R. et GENDRON, Y. (2013). Institutional Portfolios: Analyzing the Role of Individuals in Technological Change. Dans: 29th European Group for Organizational Studies colloquium. Montréal.

SUDDABY, R., VIALE, T. et GENDRON, Y. (2013). Institutional Reflexivity: The Role of Individuals and Social Position in Processes of Institutional Change. Dans: Richard Ivey School of Business, University of Western Ontario.

- SUDDABY, R., VIALE, T. et GENDRON, Y. (2012). Institutional Reflexivity: The Role of the Individual in Institutional Work. Dans: Meiji University Conference. Tokyo.
- SUDDABY, R., VIALE, T. et GENDRON, Y. (2012). Institutional Reflexivity: The Role of the Individual in Institutional Work. Dans: 1st European Theory Development Workshop in OMT. Grenoble.
- BOUILLOUD, J.P. et VIALE, T. (2012). Instituting and Instituted: The Lost Dimensions of Institutions. Dans: 1st Workshop on Institutions and Institutional Work. Paris.
- VIALE, T., SUDDABY, R. et GENDRON, Y. (2011). The social structure of the Internet innovation in the French communication consultancy. Dans: 27th European Group for Organizational Studies colloquium. Gothenburg.
- VIALE, T. et BOUILLOUD, J.P. (2011). When The Consumer Triggers Institutional Change. Dans: 39th annual conference of Administrative Sciences Association of Canada. Montréal.
- VIALE, T. et BOUILLOUD, J.P. (2011). When The Consumer Triggers Institutional Change. Dans: 11th European Academy of Management. Tallinn.
- SUDDABY, R. et VIALE, T. (2010). Professionals and Field Level Change: Institutional Work and the Professional Project. Dans: Annual Meetings for the Swedish Network for Research on Professions. Gothenberg.
- SUDDABY, R. et VIALE, T. (2010). Professionals and Field Level Change: Institutional Work and the Professional Project. Dans: Asia Pacific Interdisciplinary Research Conference (APIRA). Sidney.
- VIALE, T. et SUDDABY, R. (2010). Operationalization of Habitus. Bringing the Individual into Institutional Theory. Dans: 38th Annual Conference of Administrative Sciences Association of Canada. Regina.
- VIALE, T. et SUDDABY, R. (2010). Elements of Reflection About an Operationalization of Habitus. Dans: 6th New Institutionalism Workshop. Lyon.
- VIALE, T. (2009). Bridging the Gap Between Macro and Micro Levels of Institutional Analysis Through the Theory of Field and Habitus. Dans: 9th European Academy of Management Conference. Liverpool.
- VIALE, T. (2008). How to Objectify the Resources of Institutional Entrepreneurs. Dans: 4th New Institutionalism Workshop. Bergamo.
- VIALE, T. (2008). Contribution of Habitus and Field theory to organisational change analysis. Dans: Academy of Management/Organizational Development and Change Division & ISEOR. Lyon.

ACTIVITÉS DE RECHERCHE

Activités éditoriales

Évaluateur d'une publication académique / professionnelle

- Depuis 2011 Évaluateur ad-hoc, Academy of Management Journal
- Depuis 2011 Évaluateur ad-hoc, Accounting, Auditing & Accountability Journal
- Depuis 2011 Évaluateur ad-hoc, Acta Sociologica
- Depuis 2011 Évaluateur ad-hoc, Organization Studies
- Depuis 2011 Évaluateur ad-hoc, Qualitative Research in Organizations and Management