

# Béatrice TOUSTOU

Assistant Professor

Academy: Innovation

Research center: Knowledge, Technology and Organization

Campus: Sophia Antipolis

Email: [beatrice.toustou@skema.edu](mailto:beatrice.toustou@skema.edu)

## Research interests

---

Creativity, Organizational behaviors, Distant team work

## Teaching interests

---

Chinese management practices, Creativity, Organizational behaviors, Organizational theories, Research methodes, Responsible management

## Education

---

2015      Doctorate in Management Science, IAE Aix-Marseille, France

1989      Master, Sciences Po Toulouse, France

## Experience

---

### **Full-time academic positions**

Since 2009      Assistant Professor, SKEMA Business School, France

### **Other academic affiliations and appointments**

2012 - 2015      Director MSc Strategic Human Resource Management, SKEMA Business School, France

1990 - 1991      Lecturer, Chinese University (Zhongshan Daxue), China

1989 - 1990      Lecturer, Chinese University (Guangxi Mingzu Xueyuan), China

### **Other professional experiences**

2002 - 2009      Human Resources Manager, CERAM Business School, France

1997 - 2002      Training Development Manager, Aéroport de Nice, France

1994 - 1997      Human Resource Manager, Synthelabo Pharmaceuticals, France

## Research grants, Awards and Honors

---

### **Research Grants**

2016      PARTITA project member, Université Côte d'Azur, France

## Publications

---

### **Peer-reviewed journal articles**

TOUSTOU, B. (2019). La créativité sous le prisme de l'innovation. Une enquête par entretiens semi-directifs auprès de 40 chercheurs industriels. *Revue Interdisciplinaire de Management, Homme & Entreprise (RIMHE)*, 8(37), pp. 3-28.

## **Book chapters**

KAMINSKA, R. and TOUSTOU, B. (2015). Managing Diversity for Creativity and Innovation in a Complex World. In: A. Wilkinson, K. Townsend & G. Suder eds. *Handbook of Research on Managing Managers*. 1st ed. Cheltenham: Edward Elgar Publishing.

## **Conference proceedings**

TOUSTOU, B. (2021). How the silent receivers influence the acting of theater performers - The social mirror of symbolic interactionism mobilized in the interactions between actors and the audience.

RICHEBÉ, N. and TOUSTOU, B. (2018). The relational spaces of creativity. Understanding the role of social exchange dynamics in creative processes.

TOUSTOU, B. and KAMINSKA, R. (2014). Exploring creative process dynamics through complexity theory lenses.

## **Conference presentations**

BOUKEF, N., TOUSTOU, B. and CHASSERIO, S. (2024). Team configuration and knowledge sharing: the specific case of temporary dispersed teams working under time pressure. In: 40th EGOS Colloquium. Milan.

TOUSTOU, B. (2021). How the silent receivers influence the acting of theater performers - The social mirror of symbolic interactionism mobilized in the interactions between actors and the audience. In: AOM American Academy of Management Conference. Virtual.

TOUSTOU, B. (2021). How the silent receivers influence the acting of theater performers - The social mirror of symbolic interactionism mobilized in the interactions between actors and the audience. In: EGOS (European Group for Organization Studies). Virtual.

TOUSTOU, B. (2019). A propos de la définition de la créativité. In: Journée de recherche : Innovation, Créativité et Compétences. Aix-en-Provence.

TOUSTOU, B. and KAMINSKA, R. (2019). How junior and senior scientists support one another along the different stages of the creative process. In: AIMS (Association Internationale de Management Stratégique). GRENOBLE.

TOUSTOU, B. and KAMINSKA, R. (2019). Creative process among junior and senior researchers in a High-Tech Industrial Organization: The Role of Experience in Mobilizing Social Resources during the Four Stages of the Creative Process in a High-Tech Industrial Organization. In: AIMS (Association Internationale de Management Stratégique). Grenoble.

RICHEBÉ, N. and TOUSTOU, B. (2018). The relational spaces of creativity. Understanding the role of social exchange dynamics in creative processes. In: AOM American Academy of Management Conference. Chicago.

KAMINSKA, R. and TOUSTOU, B. (2018). The Role of Social Interactions in Creative Process Dynamics: An Integrative Model. In: EURAM (European Academy of Management) Conference. Reykjavik.

RICHEBÉ, N., TOUSTOU, B. and KAMINSKA, R. (2018). Comment les artistes des arts vivants de la nouvelle économie créative travaillent en réseau, communiquent et coopèrent ? In: Creativity Week at Webster University Geneva. Geneva.

TOUSTOU, B. and KAMINSKA, R. (2015). Exploring Creative Process Dynamics. In: AOM American Academy of Management Conference. Vancouver.

TOUSTOU, B. and RICHEBÉ, N. (2015). The in-between spaces of creativity. Understanding the role of social exchange in creative processes. In: Organization Studies Workshop on Organizational Creativity, Play and Entrepreneurship. Chania.

TOUSTOU, B. and KAMINSKA, R. (2015). The Role of Social Resources, Pleasure and Play in the Creative Process: the Case of Researchers in a Leading European Hi Tech Company. In: Organization Studies Workshop on Organizational Creativity, Play and Entrepreneurship. Chania.

TOUSTOU, B. (2014). A US Campus for a Non US Business School: From vision to operation. In: EGOS Colloquium Organizations and the Examined Life: Reason, Reflexivity and Responsibility. Sao Paulo.

TOUSTOU, B. and KAMINSKA, R. (2014). Exploring creative process dynamics through complexity theory lenses. In: EGOS (European Group for Organization Studies). Rotterdam.

TOUSTOU, B. and KAMINSKA, R. (2014). Exploring Creative Process Dynamics through Complexity Theory Lenses. In: EGOS Colloquium 'Reimagining, Rethinking, Reshaping: Organizational Scholarship in Unsettled Times. Rotterdam.

### **Published business cases**

TOUSTOU, B. and ROSNER, G. (2019). Workshops créatifs. CCMP.

TOUSTOU, B. and ROSNER, G. (2019). Creative workshops. CCMP.

## **Other research activities**

---

### **Other academic activities**

Since 2022      Member of Scientific Committee Academy 5, Université Côte d'Azur, France

2018 - 2022      UCA Research Ethics Committee Member, Université Côte d'Azur, France