



Camille Pradies, PhD

Associate Professor – Specialty: Management

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ACADEMIC POSITIONS

Since 6/21 **Associate Professor, Department of Management**
EDHEC Business School, Lille, France.

9/14 – 6/21 **Assistant Professor, Department of Management**
EDHEC Business School, Lille, France.

EDUCATION

2014 **Ph.D. in Management and Organizations**
Boston College

2011 **Master's Degree of Science in Organization Studies**
Boston College

2006 **M.B.A.**
ESSEC (Ecole Supérieure des Sciences Economiques et Commerciales)
France

2006 **Diplomkauffrau– (HRM major), Summa Cum Laude**
Mannheim University, Germany

2006 **Master's Degree of English Studies**
Toulouse University, France

TEACHING POSITIONS

2014-present **Instructor and Course Coordinator at EDHEC**
Executive Education Level
Leadership (Cycle Supérieur de Management)
Paradoxical Leadership (Executive MBA)

MBA and MSc Level

Diversity & Inclusion in the Entertainment Industry & Beyond (MSc) – *course taught in collaboration with Ubisoft D&I Officer*

Leadership for Entrepreneurs (MSc) *instructor & course coordinator (15-16)*

Leadership for Law Students (MSc) *instructor & course coordinator (15-20)*

Leadership and Global Business (MSc) *instructor course coordinator (15-17)*

Organizational Behavior (MSc)
Human Resources Management (M1- premaster year equivalent between Bachelor and Master)

Undergraduate Level

Leadership (BBA) *course coordinator across 2 campuses and 11 instructors for the academic year 2018-2019*

Management in Multinational Corporations (BBA) – *instructor & course coordinator across 2 campuses and 3 instructors.*

International Organizations (BBA) – *course coordinator*

- 2010 **Lecturer at Boston College**
MB021 Organizational Behavior – Undergraduate level (core)
- 2009-10 **Graduate Teaching Assistant at Boston College**
MB021 Organizational Behavior – Undergraduate level (core) with Professor Spencer Harrison
MB702 Practice II: Leadership Workshop – MBA level with Professor Michael G. Pratt

PUBLICATIONS

ARTICLES (* Authors contributed equally)

Pradies, C., Cuhna, M. P., Rego, A., Berti, M. & Tunarosa, A, **(FT50 / ABS List 4)**
Clegg, S. Visualizing Paradox. Conditional Acceptance at
Organization Studies

Pradies, C. Forthcoming. With head and heart. How emotions **(FT50 / ABS List 4*)**
shape paradox navigation in veterinary work. Forthcoming at
Academy of Management Journal.

Lê, P. L.; **Pradies, C.** Forthcoming. Sailing through the storm: **(ABS List 3)**
Improvising paradox navigation during a pandemic. Forthcoming
at *Management Learning*

Pradies, C.; Tunarosa, A.; Lewis, M. & Courtois, J. 2021. From **(FT50 / ABS List 4)**
vicious to virtuous paradox dynamics: The social-symbolic work
of supporting actors. *Organization Studies* 42(8): pp. 1241-1263.

Pradies, C.; Aust, I., Bednarek, R.; Brandl, J. Carmine, S. Cheal, **(ABS List 3)**
J.; Pina e Cunha, M.; Gaim, M.; Keegan, A.; Lê, J.K.; Miron-
Spektor, E., Nielsen, R. K.; Pouthier, V.; Sharma, G.; Sparr, J.;
Vince, R.; Keller, J. 2021. The Lived Experience of Paradox:
How Individuals Navigate Tensions during the Pandemic Crisis.
Journal of Management Inquiry 30(2): pp.154-167.

- Keller, J.; Carmine, S.; Jarzabkowski, P.; Lewis, M.; **Pradies, C.**; (ABS List 3)
Sharma, G.; Smith, W; Vince, R. 2021. Our Collective Tensions: Paradox Research Community's Response to Covid-19. *Journal of Management Inquiry* 30(2): pp. 168-176.
- Carmine, S. Andriopoulos, C., Gotsi, M.; Härtel, C.; Krzeminska, A., (ABS List 3)
Mafico, N.; **Pradies, C.**; Raza, H.; Raza-Ullah, T.; Schrage, S.;
Sharma, G.; Slawinski, N.; Stadler, L.; Tunarosa, A.; Winther-Hansen, C.; Keller, J. 2021. A Paradox Approach to Organizational Tensions During the Pandemic Crisis. *Journal of Management Inquiry* 30(2): pp. 138-153.
- Sharma, G.; Bartunek, J.; Buzzanell, P.; Carmine, S.; Endres, C.; (ABS List 3)
Etter, M.; Fairhurst, G.; Hahn, T.; Lê, P.; Li, X.; Pamphile, V.;
Pradies, C.; Putnam, L.; Rocheville, K.; Schad, J.; Sheep, M.,
Keller, J. 2021. A Paradox Approach to Societal Tensions during the Pandemic Crisis. *Journal of Management Inquiry* 30(2): pp. 121-137
- Vincent, J.; Lê, P. L.; **Pradies, C.*** 2019. In a family way? The construction of family firm organizational identity by non-family members. *Organization Studies* 40(6): pp. 859–886. (FT50 / ABS List 4)
- Ashforth, B., Rogers, K., Pratt, M. G. & **Pradies, C.** 2014. (FT50 / ABS List 4*)
Ambivalence in Organizations: A Multilevel Approach. *Organization Science* 25(5): pp. 1453-1478.

CONFERENCE PROCEEDINGS

Pradies, C & Pratt, M. G., 2010. Ex Uno Plures: Toward a Conceptualization of Group Ambivalence, in Leslie A. Toombs (Ed.), *Proceedings of the Seventieth Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643.

ARTICLES UNDER REVIEW:

- Pradies, C.** & Pouthier, V: Fighting a halo? The challenges and management of a positive professional image (under review at *Organization Science*) (FT50 / ABS List 4*) (FT50 / ABS List 4*)
- Tunarosa, A.; Lê, Patrick & **Pradies, C.** Freshly Brewed: The development of the U.S. Coffee Industry through paradox persistence and evolution – 1916-2021 (under review at *Business History*) (ABS List 4)

EDITOR'S ROLE IN SPECIAL ISSUE:

Berti, M.; **Pradies, C.**; Sharma, G.; Pina e Cunha, M.; Keller J. & Carmine, S. Learning through the paradoxes of learning Special Issue accepted at *Academy of Management Learning and Education* (ABS List 4*)

BOOK CHAPTERS

Pradies, C.; Delanghe, M. & Lewis, M. 2021. Paradoxes, Leadership and the Connecting Leader, in Zaher, J. (Ed) *The Connecting Leader: Serving Concurrently as a Leader and a Follower*. 99-129.

Pratt, M. G.; **Pradies, C.** & Lepisto, D. A., 2013. Doing Well, Doing Good and Doing With: Linking Sources of Meaningfulness with Work Orientation), in Dik, B., Byrne, Z., & Steger, M. (Eds.), *Purpose and Meaning in the Workplace*, the American Psychological Association (APA): 173-196.

Pratt, M. G. & **Pradies C.** 2011. Just a Good Place to Visit? Exploring Positive Responses to Psychological Ambivalence, in Cameron, K. & Spencer, G. (Eds.), *Handbook of Positive Organizational Scholarship*, Oxford University Press (OUP): 924-937.

WORK IN PROGRESS:

WORKING PAPERS

Pradies, C.; Pouthier, V; Pamphile, V.; Lê, P.: How professionals sustain their values amidst change – A 12-year longitudinal study of a veterinary network of clinics, preparing for submission at *Organization Science* (**FT50** / ABS List 4*)

Pradies, C.; Pamphile, V.; Pratt, M. G. & Lewis, M. Paradoxes in Group Dynamics: Toward a Conceptualization of Group Ambivalence, preparing for submission at *Organization Science* (**FT50** / ABS List 4*)

Bloomfield, S. & **Pradies, C.** Sustaining organizational paradox through collectively working through paradox within Forestry England, preparing for submission at *Academy of Management Journal* (**FT50** / ABS List 4*)

Uhlener, L.; Canovi, M. & **Pradies, C.** Family Entrepreneurship: A Paradox Lens on How Family Owners' Multiple Identity Orientations Shape Corporate Entrepreneurship in Family Firms, preparing for submission at *Human Relation* (**FT50** / ABS List 4)

PROJECTS

Pouthier, V.; **Pradies, C.** & Thebaud, E. Co-emergence of vocational myth and feminization of the profession, data gathered and currently drafting manuscript. Target *Administrative Science Quarterly*

Pradies C. & Gheysen, S. Paradox Play as a Pedagogical Tool, data gathered. Target: *Academy of Management Learning and Education*.

Saint Michel S. & **Pradies C.** Paradoxes of diversity and inclusion management, data gathered and currently drafting manuscript. Target: *Organization Studies*

Pradies C.; DeJordy, R.; & Bartunek, J. Intra-professional dynamics in the face of an institutional regulatory change. Analyzing data. Target: *Administrative Science Quarterly*

AWARDS & HONORS

- 2021/2022 EDHEC Teaching Excellence Award
- 2020/2021 EDHEC Teaching Excellence Award
- 2019 Finalist EGOS Best Paper Award 2019 – for paper titled: *Balancing Paradoxical Demands: Emotions and Paradox in Veterinary Work*
- 2018 Best Paper: EGOS Subtrack for paper titled *The social-symbolic work of supporting actors.*
- 2018 Family Firm Best Qualitative Paper Award: EURAM (2018) – for paper titled: *A Multi-Level Model of Family Firm Organizational Identity Construction by Non-Family Members*
- 2016 Selected for the OMT Junior Faculty Consortium (2016)
- 2013 Best Student Paper: EGOS Subtrack 46 (2013)
- 2013 Boston College Representative to the 2013 OMT Doctoral Student Consortium
- 2013 Selected for the EGOS PhD Pre-Colloquium Workshop 2013
- 2012 Best Student Paper: EGOS Subtrack 26 (2012)
- 2011 – 2014 Outstanding Reviewer Award, Managerial and Organizational Cognition Division, Academy of Management (2014; 2011)

CONFERENCES PRESENTATIONS

PRESENTATIONS AND OTHER ROLES

- 2022 [presenter] (with A. Tunarosa and P. Lê) Freshly Brewed: The development of the U.S. Coffee Industry through paradox persistence and evolution - – 1916-2021 – EGOS 2022 (July 2022, Vienna)
- [panelist] at the EGOS 2022 Paradox PDW
- [presenter] (with A. Tunarosa and P. Lê) Freshly Brewed: The development of the U.S. Coffee Industry through paradox persistence and evolution - – 1916-2021 - European Business History Association – Madrid Congress (June 2022, Madrid)

- 2021 [presenter] with (V. Pouthier, V. Pamphile and Pradies, C.*, Pouthier, V., P. Lê) How taking moral ownership allows professionals to sustain their values in the face of change: The case of French veterinarians. 2021 Oxford Professional Service Firm Conference, virtual, September
- [co-presenter] (with P. Lê) *Sailing through the storm: Improvising paradox navigation during the pandemic* EGOS Online (July 2021, Amsterdam, Netherlands)
- 2020 [presenter] (with P. Lê and V. Pouthier) *Swimming Against the Tide*. Navigating unequal paradoxical demands when one pole is tainted in the field through ambivalent incorporation EGOS Online (July 2020, Hamburg, Germany)
- 2019 [presenter] *Balancing Paradoxical Demands: Emotions and Paradox in Veterinary Work*. EGOS (July 2019, Edinburgh, Scotland)
- [presenter] (with A. Tunarosa, Marianne Lewis & J. Courtois) Alone to face paradoxes. Academy of Management Meetings (August 2019, Boston)
- 2018 [presenter] (with A. Tunarosa & J. Courtois) Alone to face paradoxes. EGOS (July 2018, Tallinn)
- (with J. Vincent & P. Lê) In a family way? Family firm organizational identity construction by non-family members. EGOS (July 2018, Tallinn, Estonia).
- (with J. Vincent & P. Lê) Advancing Family Business Research Through Organizational Identity and Sensemaking: A Multi-Level Model of Family Firm Organizational Identity Construction by Non-Family Members. Euram (June 2018, Reykjavik, Iceland)
- 2017 [presenter] (with P. Very & B. Monnet) Kidnapped in the line of work. EGOS (July 2017, Copenhagen).
- 2016 [presenter] (with V. Pouthier) More than meets the client's eye. A sociological ambivalence lens on positive professional image. Academy of Management Meetings (August 2016, Anaheim)
- [presenter] (with Rich DeJordy) Hope and fear: Emotions and professional identity in response to an institutional change. EGOS (July 2016, Naples)
- [presenter] (with Valerie Petit & Sarah Saint Michel) Paradoxes of diversity and inclusion management: The case of Sodexo. EGOS (July 2016, Naples)
- 2015 [presenter] (with V. Pouthier): Two sides of the same coin: The paradox of a positive professional image. Academy of Management Meetings (August 2015, Vancouver)

- [presenter] (with Rich DeJordy & Jean Bartunek) Intra-professional dynamics in the face of an institutional regulatory change. EGOS (July 2015, Athens 2015)
- [presenter] (with V. Petit, L. Uhlaner & M. Delanghe). Paradox-based leadership. EGOS (July 2015, Athens 2015)
- 2014 [presenter]: Organizational Identity Expansion in Hybrid Identity Organizations. Academy of Management Meetings (August 2014, Philadelphia, 2014)
- [presenter] (with V. Pouthier): Fighting against professional halo? The paradox of a positive professional image. EGOS (July, 2014, Rotterdam, The Netherlands)
- 2013 [presenter]: Embracing Tensions in a Hybrid Identity Organization: A Longitudinal Example of a Veterinary Clinic. EGOS (July, 2013, Montreal, Canada)
- [session facilitator]: Embracing Paradox: Trust, Vulnerability and Irony. EGOS (July, 2013, Montreal, Canada)
- 2012 (with D. A. Lepisto and M. G. Pratt): The Worth of Work: Toward a Reorientation of the Meaning of Work. Academy of Management Meetings (August 2012, Boston, MA)
- [presenter] (with N. Endrissat and C. Noppeney): When Paradoxical Tensions are not Felt: A Case of Identity Co-Construction of Artists in an Organization. EGOS (July, 2012, Helsinki, Sweden)
- 2011 (with D. A. Lepisto and M. G. Pratt): Reconceptualizing Work Orientation: On its Origins, Meanings and Outcomes. Academy of Management Meetings (August 2011, San Antonio, TX)
- [Presenter] (with M. G. Pratt) Ambivalence and Leadership: Focusing on the Positive Outcomes of Ambivalence. EGOS (July, 2011, Gothenburg, Sweden)
- [Presenter] Hybrid Organizational Identities as Source of Tension and Stability: A View from the Bottom-up. EGOS (July, 2011, Gothenburg, Sweden)
- 2010 [Presenter] (with M. G. Pratt) Ex Uno Plures: Toward a Conceptualization of Group Ambivalence. Academy of Management Meetings (August, 2010, Montreal, Quebec)
- [Co-organizer] The Role of Organizational Theory and Practice in Poverty Alleviation: Commerce with Compassion Academy of Management Meetings (August 2010, Montreal, Quebec)

[Presenter] (with M. G. Pratt) Entre les Deux nos Coeurs Balancent: Conceptualizing Group Ambivalence with Illustrations from a French Veterinary Practice. EGOS (July, 2010, Lisbon, Portugal)
(with M. G. Pratt and D. Lepisto): Doing Well, Doing Good and Doing With: Linking Sources of Meaningfulness with Work Orientation. May Meaning Meeting (May, 2010, Duxbury, MA)

DISSEMINATION

Pradies C. Embracing our Inner Paradoxes *EDHECVOX* September 2022 pp. 39-41.

Pradies C. Voir des paradoxes partout... et apprendre à les gérer! *EDHECVOX* online June 2022 <https://www.edhec.edu/fr/edhecvox/management-leadership/voir-des-paradoxes-partout-et-apprendre-a-les-gerer>.

Pradies, C. Pratiques Managériales: Pensée Paradoxe et Leadership Agile in *Courrier Cadres* Mars-Avril 2022 – p. 74-75.

Pradies C. Webinar on leadership and paradoxical thinking titled “Leadership et pensée paradoxale” January 2021 available <https://executive.edhec.edu/fr/lp/webinar-replay-leadership-pensee-paradoxe-janvier-2021>

EDITORIAL ROLES AND REVIEWING

2021-present Member of the Editorial Review Board from *Strategic Organization!*

2014-present Ad-hoc reviewing for *Administrative Science Quarterly*
Academy of Management Journal
Organization Science
Organization Studies
European Management Review
Management Learning

2014-2019 Ad-hoc reviewing for Academy of Management Meetings: Organizational Behavior Division and Managerial and Organizational Cognition Division.

PROFESSIONAL INVOLVEMENT

SERVICES

Scholarly Community Service:

Since 09/15 Paradox Community Newsletter Editor (>400 recipients) & Paradox Community Facebook Group moderator (>140 members)

Since 06/2022 Founder and Co-convenor of the Paradox R&R online group which provides a platform to discuss papers that are at advanced stages in the revision process with a small group of paradox scholars. The goal is to help scholars from the field to publish their work on paradox in high quality academic journals.

- July 2022 EGOS Subtrack Co-Convenor (with V. Pamphile and J. Schad): Balance in an Unbalanced World: Understanding Competing Demands through Paradox Theory
- March 2022 Co-organizer of the Paradox Research Education and Practice (PREP) online conference
- July 2017 EGOS Subtrack Co-Convenor (with Wendy K. Smith and Russ Vince): The Lived Experience of Paradoxes: Passions, defenses and competing demands

University Service:

2021/2022	EDHEC	Member of a Committee in charge of the design of a PhD program
Since 2015	EDHEC	Member of the recruiting Committee
2009-2010	Boston College	Student Representative to the Organizational Studies Ph.D. Committee
2010-2012	Boston College	Coordinator of Integrating International Students Initiative

Other Services and Contributions:

- 2022: **Mercator fellow for DFG application** by Dr. Stephanie Schrage, Hamburg and Dr. Carolin J. Waldner, Düsseldorf titled “*Social entrepreneurial tension handling: Antecedents and consequences of a paradox mindset to foster entrepreneurial wellbeing and leader performance*”
- 2021: **External Examiner** for Trishna Chauhan (Warwick Business School, UK).
Thesis chair: Prof. Charlotte Croft
- 2019: **External Examiner** for Corinna Galliano (The University of Sydney, Australia).
Thesis chair: Prof. Jane Lê

MEMBERSHIPS

- 10/09 - Member of the Academy of Management
- 01/10 – Member of EGOS
Member of the Paradox Scholarship Group (2010 –)
- 09/10 –09/15 Member of the Boston Community of Field Researchers (semi-annual meetings organized by Boston College, Boston University, Harvard and MIT)

OTHER PROFESSIONAL EXPERIENCES

2006-2008	Bongrain Deutschland GmbH, Brand Manager,	Germany
2005-2006	BASF SE, Final thesis on Human Risk Management,	Germany
2004	DaimlerChrysler AG, Research Project on HR Metrics,	Germany
2003-2004	Baccarat, Marketing Project Assistant,	France
2002	French-Australian Chamber of Commerce, Marketing Assistant,	Australia.

RESEARCH INTERESTS

I am broadly interested in paradoxes in organizations, identity questions, and how structural conditions influence the experience of paradoxes and identity tensions. More specifically, I am interested in how individuals and groups handle, both at a cognitive and emotional level, the macro-level contradictions stemming from their organization (e.g., hybrid identity organizations, change initiatives) and/or their environment (e.g., institutional regulatory change such as EU Directives). I am also interested in the multi-dimensional nature of identity and image and its consequences for organizations and professionals.

LANGUAGES

French: Native
English: Fluent
German: Fluent
Spanish: Intermediate

REFERENCES

Michael G. Pratt, PhD

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