



---

## Béatrice TOUSTOU

### Innovation Sophia-Antipolis

---

#### CV

##### Skills & Interests

###### Expertise

Creativity, Organizational behaviors, Responsible management, Chinese management practices.

###### International Interests

China-PRC

##### Qualification

Scholarly Academic

##### Academic Degrees

Doctorat IAE Aix-Marseille, France, Management Science, 2015.

Master Institut d'Etudes Politiques, Toulouse, 1989.

##### Work Experience

Assistant Professor, Skema Business School (2009 - Present), Sophia-Antipolis, Paris, France.

Director MSc Strategic Human Resource Management, Skema Business School (2012 - 2015), Sophia-Antipolis, France.

Human Resources Manager, CERAM Sophia Antipolis (2002 - 2009), Nice Sophia Antipolis, France.

Training Development Manager, Nice Airport (1997 - 2002), Nice, France.

Human Resource Manager, Synthelabo Pharmaceuticals (1994 - 1997), Paris, France.

HR Assistant, (aerospace, public works, banking) (1992 - 1994), Toulouse, Paris, France.

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

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

##### Intellectual contributions

##### Articles in Proceedings

Kaminska, R., & Toustou, B. (2018). The Role of Social Interactions in Creative Process Dynamics: An Integrative Model. *EURAM*.

Richebé, N., & Toustou, B. (2018). The relational spaces of creativity. Understanding the role of social exchange dynamics in creative processes. *AOM (Academy of Management) Conference*.

##### Chapters, Cases, Readings, Supplements

Toustou, B., & Rosner, G. (2019). Workshops créatifs. CCMP. CCMP.

Toustou, B., & Rosner, G. (2019). Creative workshops. CCMP. CCMP.

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

### Conference Presentations

Toustou, B. (2019). *A propos de la définition de la créativité*. Journée de recherche : Innovation, Créativité et Compétences, Aix en Provence, France.

Toustou, B. & Kaminska, R. (2019). *How junior and senior scientists support one another along the different stages of the creative process*. AIMS (, GRENOBLE, France.

Kaminska, R. & Toustou, B. (2018). *The Role of Social Interactions in Creative Process Dynamics: An Integrative Model*. EURAM, Reykjavik, Iceland.

Richebé, N., Toustou, B., & Kaminska, R. (2018). *Comment les artistes des arts vivants de la nouvelle économie créative travaillent en réseau, communiquent et coopèrent ?* Invited presentation at Creativity Week at Webster University Geneva, Genova, Switzerland.

Richebé, N. & Toustou, B. (2018, August). *The relational spaces of creativity. Understanding the role of social exchange dynamics in creative processes*. AOM (Academy of Management) Conference, Chicago, Illinois.

Toustou, B. & Richebé, N. (2015). *The in-between spaces of creativity. Understanding the role of social exchange dynamics in creative processes*. the 31st EGOS Colloquium 'Organizations and the Examined Life: Reason, Reflexivity and Responsibility', Athens, Greece.

Toustou, B. & Kaminska, R. (2015). *Exploring Creative Process Dynamics*. AOM (Academy of Management) Conference, Vancouver, Canada.

Toustou, B. & Richebé, N. (2015, May). *The in-between spaces of creativity. Understanding the role of social exchange in creative processes*. Organization Studies Workshop on Organizational Creativity, Play and Entrepreneurship, Chania, Greece.

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

Toustou, B. & Kaminska, R. (2014, July). *Exploring creative process dynamics through complexity theory lenses*. European Group for Organizational Studies (EGOS), Rotterdam, Netherlands.

Toustou, B. & Kaminska, R. (2014, July). *Exploring Creative Process Dynamics through Complexity Theory Lenses*. the 30st EGOS Colloquium 'Reimagining, Rethinking, Reshaping: Organizational Scholarship in Unsettled Times, Rotterdam, Netherlands.

### Other Research

2017: Richebé, N., & Toustou, B., *Figure, représentation et créativité*. [Not an IC]

2016: Richebé, N., & Toustou, B., *Nouvelles dynamiques créatives en Côte d'Azur*. [Not an IC]

2013: Toustou, B., *Quels métiers pour les jeunes diplômés dans les fonctions RH ? La notion de service dans la fonction RH est à l'honneur*. Le Journal des Grandes Ecoles et des Universités, 28 novembre 2013

[Applied or Integrative/application Scholarship]