



Gabriel GUALLINO


Associate Professor - Head of Department

ESC Chambery Business School

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EDUCATION

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| 2009-present | Ph.D. in Strategic Management (University of Aix-Marseille II, forthcoming)
Doctoral research: Organizational Learning in Post Merger Integration Process |
| 1997 | Research Master (Ph.D. qualifiers) in Logistics in Organization, University of Aix-Marseille II |
| 1996 | Master following Degree in Business Services Marketing (ESC Group Marseille, rank 36/244) |

PROFESSIONAL EXPERIENCE IN TEACHING AND RESEARCH

Positions held

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| 2009-present | Head of Department (2 nd year Master level and Post graduate diploma), ESC Chambery. Teaching and Research in Strategic Management and Post-merger Integration. |
| 2007-2008 | ESC Chambery, Professor. Teaching and Research in Strategic Management and Post-merger Integration. |
| 2001-2006 | EUROMED Marseille. Assistant Professor. Teaching and Research in Strategic Management and Post-merger Integration. |
| 2001-2006 | Aix-Marseille II University. Part-time Lecturer. Teaching Management Control |

1997-2001 Groupe ESC Marseille, Groupe ESC Toulouse, ISEMA, E.N.S.A.E. Part-time Lecturer. Teaching Strategic Management.

Courses taught

- 2009 Advances in Business Strategy (ESC Chambery), Stratégie de Croissance (ESC Chambery, MBA SMES), Mission Innovation (ESC Chambery)
- 2007-2008 Advances in Business Strategy (ESC Chambery), Stratégie Avancée (ESC Chambery), Business Game Mirage (EDHEC), Stratégie (EGC Chambery), Stratégie de Croissance (ESC Chambery), Mission de Consultance (ESC Chambery)
- 2005-2006 International Business Strategy (EUROMED Marseille), Business Strategy I (EUROMED Marseille), Business Strategy II (EUROMED Marseille), Merger Acquisition JV and Alliances (EUROMED Marseille), Growth Strategies (EUROMED Marseille), Complexity and the Networked Economy (EUROMED Marseille), Introduction to Business Strategy (EUROMED Marseille), Sponsoring (EUROMED Marseille), Business Strategy (E.N.S.A.E., Toulouse), Management Control (M.S.G., Marseille), Business Game “Mirage” (ESC Toulouse Group, Toulouse)
- 2004-2005 International Business Strategy (EUROMED Marseille), Business Strategy I (EUROMED Marseille), Business Strategy II (EUROMED Marseille), Merger Acquisition JV and Alliances (EUROMED Marseille), Growth Strategies (EUROMED Marseille), Introduction to Business Strategy (EUROMED Marseille), Game “Mirage” (EUROMED Marseille), Sponsoring (EUROMED Marseille), Business Strategy (E.N.S.A.E., Toulouse), Business Strategy (ISEMA, Avignon), Management Control (M.S.G., Marseille), Management Control (Bachelor A.E.S. A.G.E., Aix en Provence), Business Game “Mirage” (ESC Toulouse Group, Toulouse)
- 2001-2004 International Business Strategy (ESC Marseille Group), Business Strategy I (ESC Marseille Group), Introduction to Business Strategy (ESC Marseille Group), Business Strategy (Master in Sport Management, ESC Marseille Group), Game “Mirage” (ESC Marseille Group), Sponsoring (ESC Marseille Group), Business Strategy (E.N.S.A.E., Toulouse), Business Strategy (ISEMA, Avignon), Management Control (M.S.G., Marseille), Management Control (Bachelor A.E.S. A.G.E., Aix en Provence), Business Game “Mirage” (ESC Toulouse Group, Toulouse)
- 1999-2001 Business Strategy (ESC Marseille Group), Business Strategy (ESC Toulouse) Group, Game “Mirage” (ESC Marseille Group), Business Strategy (Master in Management, ISEMA, Avignon)
- 1998-1999 Business Strategy (ESC Toulouse Group)

Other Professional Activities in Research

- 2008-2009 Development of a research project based on innovation in the ski tourism industry in France. Development of an innovation game based on a card game. Statistical analysis of innovation practices in tourist offices in the Alps.
- 2007-2009 Development of a database of Ski Resorts in France (Alps, Pyrenees... In collaboration with Helene Michel). 100 variables were collected for about 300 ski resorts in France. Classifying the top 10 ski resorts in France in three categories (small village, total ski experience and cross-country skiing resorts) for “Alpes Magazine” and “L’Express Magazine”. Development of partnerships in connection with this database (competitive clusters SIM ; Sporaltec / France Montagne)
- 2005-2006 In charge of the European Project INCO (INternational Consulting – Leonardo Fundings) for France. The main objective of this project was to develop executive training for consultants and for executives responsible for internationalization of their SMEs. During this period, a national study (quantitative + qualitative analysis) concerning consultants in internationalization and the international policy of SMEs was undertaken, 4 meetings were held in 4 countries (Austria, France, Italy, Sweden). The results at the European level were published by the Inco Consortium.
- 2003 Study of the Post Merger Integration Process and its consequences on human resources Study in Chile in Cemento Melón (company acquired by Lafarge Group). For 6 months I carried out a qualitative analysis in Cemento Melón to understand how the post merger integration process was undertaken in this country. At the same time I made a Case Study: Tecnitasa. Formulating Strategy in Real Estate Evaluation Sector in Chile (case published in the French Case Study Clearing House-Central des Cas Media Pedagogie in Paris).

PROFESIONAL EXPERIENCE

- 2003-present Assistant real estate expert. I have been providing different types of expertise for five years to companies and for legal entities. My key competency is based on statistical analysis of the net real estate value of a facility or a building.
- 1997-2000 From 1997 to 2000, I focused my consulting activities on developing the sponsorship policy of sport events in the south of France (International Half Marathon “Marseille-Cassis” (Marseille-450 K€) ; International Meeting (Marseille-100 K€) ; Nike Women Classic (Marseille-50 K€) ;10 kms du Conseil Général (Marseille-100 K€))

PUBLICATIONS

Chapters in Books

Guallino, G., Prevot F. (2008), « *competence-building through organizational recognition or frequency of use: case study of the Lafarge group's development of competence in managing post-merger cultural integration* », in *Advances in Applied Business Strategy*, Book edited by Ron Sanchez and Aimé Heene

Articles published in refereed journals

Guallino, G., Missonier A., Prevot A. (2006), « Développement d'une compétence : étude du cas de la compétence en management de l'intégration post-acquisition au sein du groupe Lafarge », *Gestion 2000*, March-April, N°2, p. 263-280

Communications published in conference proceedings

Guallino, G. (2009), « Apprentissage organisationnel et fusion acquisition : l'expérience accumulée en acquisitions est-elle un indicateur de la probabilité ultérieure de désinvestissement ? », XVIII^e conférence AIMS, Grenoble, France, June

Guallino, G. (2007), « Désinvestissement d'entreprise : les conditions d'acquisition d'une entreprise permettent-elles d'anticiper la probabilité de revente ? », XVI^e conférence AIMS, Montreal, Canada, June

Guallino, G. and Missonier A. (2006), « An analysis of the transfer process of technological skills during a merger in the information technology sector », *International Symposium on the Competence, Perspective in Management Education, Practice and Consulting*, University of Stellenbosch Business School, Cape Town, December

Guallino, G. and Prevot, F. (2006), *Performance des coentreprises françaises : une analyse empirique des accords conclus entre 2002 et 2005 en Chine et en Inde*, 2nd Annual International Conference, Chinese Euro- Mediterranean Center for Diversity Managing International Joint Ventures in Emerging Countries, Euromed Marseille, Marseille, France, April

Guallino, G. and Prevot F. (2005), « *competence-building through organizational recognition or frequency of use: case study of the Lafarge group's development of competence in managing post-merger cultural integration* », *The Seventh International Conference on Competence-Based Management*, Antwerp, Belgium, June

Guallino, G. and Missonier A. (2005), « Une analyse du processus de transfert des compétences technologiques dans le cadre d'une fusion dans le secteur des TIC », XIV^eme International Strategic Management Conference - AIMS, Anger, France, June

Guallino, G. and Missonier A. (2004), « La mise en place du processus d'intégration : planification ou émergence ? Analyse de deux cas comparatifs de fusion », XVII^eme journées des IAE, Lyon, France, October

Prévoit, F. and Guallino, G. (2003), « Développement d'une compétence : étude du cas de la compétence en management de l'intégration post-acquisition au sein du Groupe Lafarge », XIIème International Strategic Management Conference – AIMS, Tunis, Tunisia, June

Prévoit, F. and Guallino, G. (2003), « Competency-building through organizational recognition or frequency of use, Xth International Eastern Academy of Management, Porto, Portugal, June

Guallino, G. (2002), « Conditions d'émergence et implications stratégiques d'une organisation formelle menant des opérations d'acquisition – intégration dans une entreprise : le cas Lafarge », XVIème journées des IAE, Paris, France, September

Guallino, G. (2002), « Evolution de la compétence en intégration d'entreprise du Groupe Lafarge », 1er colloque de l'ESC Amiens, France, October

Other Publications

Guallino G., White T. (2008), « The analysis of the Sanofi Aventis Merger Case », CCMP Case

Guallino G. (2008), « L'étude de l'OPA de Sanofi sur Aventis », CCMP Case

Guallino, G. (2007), « Les Fusions Acquisitions créent-elles de la valeur ? », ESC Chambery, Working Paper

Missonier A., Guallino, G. (2006), « An analysis of the transfer process of technological skills during a merger in the information technology sector », International Symposium on the Competence, Perspective in Management Education, Practice and Consulting, Cape Town, South Africa, December

Guallino, G., White, T. (2006), « The Alcan Pechiney Merger Case », CCMP Case

Guallino, G., Missonier A. (2004), « Pour Un Management Efficace du Processus d'intégration : Analyse Et Explication De Deux Operations De Fusions », Euromed Marseille, Working Paper

Guallino, G. (2004), « Cas Tecnicasa La pénétration du marché chilien de l'évaluation immobilière », Euromed Marseille, Working Paper

Guallino, G. (2003), « Studying the post merger integration process and its HR consequences ». An analysis related to past firm experience in post merger integration », Euromed Marseille, Working Paper

Guallino, G. (2003), « Cultural integration after a merger: an analysis of theoretical foundations », Euromed Marseille, Working Paper

Guallino, G., Etienvre E., Jeitz, G. (2005), « Cas Pechiney / Alcan », CCMP Case

Guallino, G. (2004), « Cas Tecnicasa La pénétration du marché chilien de l'évaluation immobilière », CCMP Case

OTHER PERSONAL INFORMATION

Languages spoken, written and read: English (good level) and Spanish (good level - “Diploma Básico de Español como Lengua Extranjera” in 1994)

Hobbies, passions: ½ Marathon, Ski, Mountain Climbing (Mont Blanc, Mont Maudit, Mont Rose)

Personal website: www.guallino.com