



Damien RICHARD

Associate Professor in Business Administration

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Damien RICHARD is a lecturer in the Managerial and Professional Development Department of the Chambéry Graduate School of Business, and a research fellow in the Human Resource Management Unit of the Business Administration Research Centre (IREGE), Savoy University, Annecy, France. He is taking part in a research project concerning the measure of subjective well-being in organizations.

His research interests concern coaching, team-building, organizational development and learning. One specific interest is developing the art of organizational analysis through psychoanalysis, sociology and psychology.

He also works as a professional coach and team-builder for medium-size organizations, administrations and major global companies. This practice has been established to facilitate grounded research and action-research in the human field.

EDUCATION

EUROMED Management – *Master II Professional in International Management*

HEC Montreal, Canada - *BAA Programme in Psychology applied to Management*

Bodo Graduate School of Business, Norway - *MSC Programme in Production and IT Management*

IMUS Annecy – *Master II Research in Management, Decisions & Organizations*

IREGE Annecy, Savoy University – *Currently preparing a doctorate in Human Resource Management*

PROFESSIONAL EXPERIENCE IN TEACHING AND RESEARCH

Positions held

Lecturer in Managerial and Professional Development in the Chambéry Graduate School of Business

Courses taught

- Transactional Analysis applied to management (2005, 2006)
- Neuro-Linguistic Programming applied to management (2005, 2006)
- Professional and Personal Project (2007)
- Organizational Behaviour (2008, 2009)
- Management & Leadership (2009)
- Communication skills (2008, 2009)
- Managerial and professional development (2008, 2009)

Executive seminars

- Coaching & Team-Building
- Managerial & Professional Development
- Management & Leadership
- Communication Skills

CONSULTING EXPERIENCE

Damien Richard is a certified Coach & Team-builder (Coach & Team® – Transformance), focusing on providing individual and organizational coaching services. He specializes in work-related stress, subjective well-being assessment and organizational mediation services. He advises corporations on mental health issues and organizational change.

Coach – Manager (15-year experience)

- Conflict & team management
- Team performance optimization
- Accurate profiling & personality assessment

- Transversal project management in organization and Information Systems

Professional Certifications

- Consultant and Trainer with Profilscan® (Human Resource Assessment System)
- Coaching and team-building - Coach & Team® (Transformance)
- Master in Neuro-Linguistic Programming (NLP) – IFPNL
- Human Element® Phase I & II – Will Schutz
- Transactional Analysis (TA) – E. Berne – EATO, Lyon

PUBLICATIONS

Articles

Richard D., Comprendre et mesurer le bien-être en entreprise, Proceedings of the 27th Summer School, Audit Social, ESC Saint-Etienne, August 2009, pp.280-292

Conference presentations

Richard D., Deloche F., Bouillet D., Mesurer le bien-être dans les organisations : éléments de théorie et pratique, International Colloquium and Doctoral Consortium ISEOR, Lyon, June 2009

Richard D., Mesurer le bien-être dans les organisations: éléments de théorie et pratique, 6^{ème} Journée Humanisme et Gestion, Bordeaux School of Management, April 2009

Richard D., Deloche F., Christin J.-L., Conférence sur le bien-être, la souffrance au travail et le management durable, 1er Avril 2010, Groupe ESC Chambéry Savoie

Working Papers

RESEARCH INTERESTS

- Subjective Well-being in organizations
- Organizational behaviour
- Coaching, Team-building, Organizational Development
- Critical studies in Human Management
- Sustainable Management
- Action-Research in the Human field

TEACHING SPECIALITIES

Human Resource Management

Organizational Behaviour

Managerial & Professional development

Coaching & Team-Building
Organizational Development
Communication Skills
Management & Leadership
Management of complexity

FEATURED IN THE PRESS

Articles written in the press

OTHER PERSONAL INFORMATION

Languages spoken, written and read: English, French and Spanish

Hobbies, passions: Theatre, Sailing, Ski touring, travelling,

Psychoanalysis, Humanist psychology and Sociology