

	<p style="text-align: center;"><b>Philippe Very, PhD</b></p> <p style="text-align: center;">Professor - Speciality: Strategy Head of Strategy, M&amp;S Department</p> <p style="text-align: center;">Phone : +33 (0)4.93.18.34.91 Fax : +33 (0)4.93.18.32.74 Email : <a href="mailto:philippe.very@edhec.edu">philippe.very@edhec.edu</a></p>
---	---

**Philippe Very** is professor of strategic management and head of faculty at EDHEC Business School, France. He is also “Robert Reynolds Distinguished Lecturer” at the University of Denver, Colorado. Professor Very is the author of many publications (books, academic journals, business press), some of them being awarded. He is also intervening on Radio Channels and Web TVs. He animates executive seminars in companies. His main areas of expertise cover the management of mergers and acquisitions and international management.

Prof VERY is currently President of Atlas AFMI (French-speaking Academy of International Management). He worked as 2008-2009 President of AIMS the French-speaking Academy of Management. He is currently member of the Board of SFM (Société Française de Management). He also acts as EPAS auditor for EFMD Accreditations.

## EDUCATION

---

1998	<b>Habilitation à Diriger des Recherches</b> en Sciences de Gestion, Lyon 3 University (Accreditation to act as PhD director)
1989	<b>Ph. D.</b> in Strategy, IAE Aix en Provence
1985	<b>DESS</b> , Institut d'Administration des Entreprises (IAE), Aix en Provence
1983	<b>Engineer</b> , French "Grande Ecole" Marseille Engineer School (ESIM-IMT)
1977	Baccalauréat C

## TEACHING EXPERIENCE

---

Since 2013	<b>Head of Faculty, Strategy, Entrepreneurship &amp; Operations</b> EDHEC Business School, Nice, France
Since 2006	<b>Professor of Strategy</b> EDHEC Business School, Nice, France
2002 -2006	<b>Academic Dean</b> EDHEC Business School, Nice, France

- 1998-2001 **Professor and Deputy-Manager, dpt Management and Strategy**  
EDHEC Business School, Nice, France
- 1987-98 **Assistant Professor, then Full-time Professor**  
E.M. Lyon (ex Groupe ESC Lyon).
- 1986 **Co-founder of a firm in the distribution of industrial products**

## **PUBLICATIONS**

---

### **Books**

- Tournois, N. & Very, P. (2018) *Internationalisation ouverte*. Paris : Vuibert.
- Chaabouni, J. & Very, P. (2015) *Crise, transition : comment les entreprises tunisiennes s'en sortent-elles ?* Tunis : Editions C.L.E.
- Mayrhofer, U. & Very, P. (2013) *Le management international à l'écoute du local*, Collection Atlas/AFMI Management International, Paris : Gualino – Lextenso Editions.
- Hanoune, E. et P. Very (2011) *Du produit au service - stratégies d'évolution de l'entreprise industrielle vers les activités de service*, Bruxelles : De Boeck.
- Monnet, B. et P. Very (2010) *Les Nouveaux Pirates de l'Entreprise : Mafias et Terrorisme*, Paris : CNRS Editions.
- Very, P. (2004) *The Management of Mergers and Acquisitions*, Chichester, UK : Wiley.
- Very, P. (2002), *Des Fusions et Des Hommes*, Paris, Editions d'Organisation.
- Winner of Manpower Award for 2002 best book in HR Management ;
  - Winner of Edhec Foundation Award for best 2002 book,
  - Finalist of the McKinsey-Harvard L'Expansion Award for best 2002 book in management.
- Noel A., P. Very & M. Wissler (1995), *Perspectives en Management Stratégique, Tome III : 1994 / 95*, Paris : Economica.
- Very, P. (1991), *Stratégies de Diversification - Nouvelles Perspectives*, Paris : Ed. Liaisons.

### **Book Chapters**

- Very, P. (2018) "Acquisitions d'entreprise: processus et apprentissage", in T. Durand et S. Shimada (eds), *Processus stratégiques – comment les organisations élaborent leur stratégie* Editions EMS, Paris, p. 29-38.
- Monnet, B. & Very, P. (2017) "Cyber threats in the healthcare industry", in L. Menvielle, A-F Audrain-Pontevia, W. Menvielle (eds), *The digitalization of healthcare – New challenges and opportunities*, Palgrave McMillan, London, p. 371-380.
- Very, P. & Métais, E. (2016), L'industrie automobile européenne et le "Made in France", in S. Raytcheva & G. Rouet (eds), *Les entreprises et l'intégration européenne*, Paris : L'Harmattan, p 101-112.
- Mirc, N. & Very, P. (2015) Network brokers as a resource for ensuring acquisition integration, in J. Larimo, N. Nummela & T. Mainela (eds), *Handbook on international alliance and network research*, Edward Elgar Publishing, Cheltenham, UK, p. 413-437.

Mirc, N. & Very, P. (2015) Network brokers as a resource for ensuring acquisition integration, in J. Larimo, N. Nummela & T. Mainela (eds), Handbook on international alliance and network research, Edward Elgar Publishing, Cheltenham, UK, p. 413-437.

Prévoit, F. & Very, P. (2014). « Jean-François Hennart - Expliquer l'existence des investissements directs à l'étranger », in U. Mayrhofer (ed), Les grands auteurs en management international, Paris, EMS, p.127-140.

Garzon, C. & Very, P. (2014). « Crime et corruption », in F. Tannery, J-P. Denis, T. Hafsi & A.C. Martinet (eds), Encyclopédie de la stratégie, Paris, Vuibert, p. 173-186.

Monnet, B. & Very, P. (2014). « Le crime organisé, ultime mise en danger de la valeur publique », in M. Rival, F. Bournois, & V. Chanut (eds), Intelligence économique et lobbying au crible des valeurs publiques, Paris, ESKA, p. 103-124.

Very, P., Metais, E., Lo, S., & Hourquet, P-G. (2012). « Can We Predict M&A Activity? », in S. Finkelstein, & C. L. Cooper (ed.) Advances in Mergers and Acquisitions, Volume 11, Emerald Group Publishing Limited, pp.1-32. (This paper received the « Outstanding Author Contribution Award », Emerald Literati Awards for Excellence 201)

Teerikangas, S. & Very, P. (2012). « Culture in mergers and acquisitions : a critical synthesis and steps forward », in D. Faulkner, S. Teerikangas and J.J. Joseph (Eds), *The Handbook of Mergers and Acquisitions*, Oxford : Oxford University Press, p.392-430.

Very, P. & Arregle, J-L. (2012). « La croissance depuis –ou avec – Robert Paturel ? », in K. Richaume-Huet, G. Guieu & G. Paché (eds), *La démarche stratégique – Entreprendre et croître*, Aix en Provence : Presses Universitaires de Provence, p. 225-233.

Very, P. & Monnet, B. (2012). « Crime organisé, finance et régulation », in A.C. Martinet (ed), Management et sociétés – Mutations et ruptures, Paris : Vuibert, p. 45-55.

VERY, P. et B. MONNET (2010) “The Paradox of Honesty: How Multinationals Contribute to the Spread of Organised Crime” in Milliot, E. & N. Tournois (eds) *The paradoxes of globalisation*, Basingstoke (UK): Palgrave-McMillan, p.84-94.

VERY, P. et B. MONNET (2009) « Le paradoxe de l'honnêteté : comment la multinationale contribue au développement du crime organisé », dans Millot, E. et N. Tournois, (eds) *Les paradoxes de la globalisation des marchés*, Vuibert, 2009, p. 99-111.

VERY, P. & S. GATES (2007) “M&A as Project” in ANGWIN, D. “Mergers and Acquisitions”, Malden, MA: Blackwell Publishing, p. 181-203.

VERY, P., L. HEBERT & P. W. BEAMISH (2004). “Exploring the limitations of the knowledge projection model in MNCs : the impact of expatriate managers on subsidiary survival »” in M.A. HITT & J.L.C. CHENG (Eds) « *Theories of the Multinational Enterprise : diversity, complexity and relevance – Advances in International Management, Vol 16* », Oxford, UK : Elsevier.

SCHWEIGER D. & P. VERY (2003). "Creating Value Through Merger and Acquisition Integration” in C. COOPER & A. GREGORY, *Advances in Mergers and Acquisitions Vol 2*, JAI Press Inc, p. 1-26.

CALORI, R., P. VERY & P. MONIN (2003). "Stratégie d'ensemble de l'entreprise" in T. ATAMER & R. CALORI « *Diagnostic & Décisions stratégiques – 2<sup>e</sup> édition* », Paris : Dunod, p. 367-407.

ARREGLE, J-L, P. VERY & S. RAYTCHEVA (2003). "Capital Social et Avantages des Firmes Familiales : Proposition d'un Modèle Intégrateur" in F. FRERY & H. LAROCHE « *Perspectives en Management Stratégique – Tome X* », Paris : EMS, p. 37-61.

CALORI, R., M. LUBATKIN & P. VERY (2001), "Control Mechanisms in Cross-Border Acquisitions", in P.J. BUCKLEY & P.N. GHOURI, *International Mergers & Acquisitions*, ThomsonLearning UK.

VERY, P. (1998), "Success in Diversification : Building on Core Competences", in A.A. THOMPSON, A.J. STRICKLAND & T. ROBERTSON KRAMER, *Readings in Strategic Management, Tenth Edition*, Irwin, Chicago, USA, Part 3.3.

VERY, P., M. LUBATKIN & R. CALORI (1998), "A Cross-National Assessment of Acculturative Stress in Recent European Mergers", in M. CARDEL GERTSEN, A-M. SODERBERG & J.E. TORP, *Cultural Dimensions of International Mergers and Acquisitions*, Ed. De Gruyter, Berlin, p. 85-108.

CALORI, R., P. VERY, P. & M. LUBATKIN (1998), "The Development of National Collective Knowledge in Management", in C. EDEN & J-C. SPENDER, *Managerial and Organizational Cognition : Theory, Methods and Research*, Sage Pub., p. 147-167.

LUBATKIN, M., R. CALORI & P. VERY (1996), " A Comparative Analysis of British and French Administrative Practices ", dans l'ouvrage de Prof. Dr R. BERNDT, *International Mergers*, Ed. Springer-Verlag, Berlin, p. 125-142.

VERY, P. (1995), "Différences Culturelles dans les Acquisitions Internationales", in A. NOEL, P. VERY & M. WISSLER, *Perspectives en Management Stratégique, Tome III : 1994 / 95*, Ed. Economica, Paris, p.199-223.

VERY, P. (1995), "Success in Diversification : Building on Core Competences", in A.A. THOMPSON, A.J. STRICKLAND & T. ROBERTSON KRAMER, *Readings in Strategic Management, Fifth Edition*, Irwin, Chicago, USA, p.352-371.

CALORI, R., M. LUBATKIN & P. VERY (1994), "Acquisitions en Europe : Typologie et Facteurs de Centralisation", in A. NOEL & P. DUSSAUGE : *Perspectives en Management Stratégique, Tome II : 1993 / 94*, Ed. Economica, Paris, p.269-290.

VERY, P., R. CALORI & M. LUBATKIN (1993), "An Investigation of National and Organizational Cultural Influences in Recent European Mergers", in J. DUTTON, A. HUFF & P. SHRIVASTAVA, *Advances in Strategic Management, Vol. 9*, J.A.I. Press Inc., U.S.A, p.323-346.

**Articles in Academics Journal**

*Publications in Strategic Management Journal, Organization Science, Journal of International Business Studies, Organization Studies, Journal of Management Studies, Human Resource Management, Human Relations, etc.*

Detailed chronological list

Very, P. & Caillaud, L. (2019) Intelligence Artificielle et Recherche en Gestion, *Revue Française de Gestion*, No 285, p 120-134

Very, P. & Tournois, N. (2018) Théories d'internationalisation, ouverture et connaissance, *Management International*, Vol 22 Special Issue, December: 11-17.

Dameron, S. & Very, P. (2018) Stratégie, information et diplomatie stratégiques : convergences et enjeux, *Finance Contrôle Stratégie*, NS-3 | 2018, September 27. URL : <http://journals.openedition.org/fcs/2466>

Ciaizza, R., Very, P. & Ferrara, G. (2017), New Geography of M&As: A Framing Device of Firms' Strategies. *Thunderbird International Business Review*, 59: 243–250.

Basso, O. & Very, P. (2014) « Que peuvent apporter les sciences de gestion au politique ? », *Revue Française de Gestion*, No 245/8 : 11-17.

Basso, O. & Very, P. (2014) « L'entreprise en société : de nouvelles articulations à inventer », *Revue Française de Gestion*, No 245/8 : 201-206.

Monnet, B., & P. Very (2014) “L'entreprise, partie prenante essentielle de l'économie criminelle”, *Regards Croisés sur l'Economie*, 14(1), 163-175.

Very, P. (2013) « Les besoins communs à toutes les directions sûreté », *Sécurité et Stratégie*, No 14, Décembre, p. 21-24.

Stahl, G. K., Angwin, D. N., Very, P., Gomes, E., Weber, Y., Tarba, S. Y., Noorderhaven, N., Benyamini, H., Bouckenoghe, D., Chreim, S., Durand, M., Hassett, M. E., Kokk, G., Mendenhall, M. E., Mirc, N., Miska, C., Park, K. M., Reynolds, N.-S., Rouzies, A., Sarala, R. M., Seloti, S. L., Søndergaard, M. and Yildiz, H. E. (2013), « Sociocultural Integration in Mergers and Acquisitions: Unresolved Paradoxes and Directions for Future Research ». *Thunderbird International Business Review*, 55: 333–356.

Very, P., & Métais, E. (2013). « Des chercheurs sous influence ? Réflexion sur la construction sociale d'une théorie », *Revue Française de Gestion*, 38 (228-229) : 203-216.

Very, P. & Wilson, D. (2012). « Forgotten economic actors - How pirates, mafias and other illegitimate firms shape economic systems and competition », *M@n@gement*, 15(3), p. 245-252.

Duplat, V., Very, P. & B. Monnet (2012). « Identification and Economic Analysis of Governance Mechanisms in Legally Registered Mafia Firms », *M@n@gement*, 15(3), p. 273-282.

Very, P. (2011). Acquisition performance and the Quest of the Holy Grail, *Scandinavian Journal of Management*, 27: 434-437.



Teerikangas, S., Very, P. & V. Pisano (2011). Integration managers' value-capturing roles and acquisition performance, *Human Resource Management*, 50(5): 651-683.

Métais, E., P. Véry, & P-G. Hourquet (2010) « Le paradigme d'Uppsala : la distance géographique et l'effet de réseau comme déterminants des décisions d'acquisitions internationales (1990-2009) », *Management International*, 15(1) : 47-58.

Very, P., B. Monnet et O. Hassid (2010) « Enquête EDHEC-CDSE : Panorama 2008-2009 des crimes commis contre les entreprises », *Sécurité & Stratégie*, No 3, March.

Very, P. & B. Monnet (2009) “Réflexions sur la création de valeur... pour le crime organisé !”, *Revue Française de Gestion*, 34 (196): 167-176.

.Very, P. & B. Monnet (2009) “Comment le crime organisé s’empare des actifs de l’entreprise”, *Sécurité et Stratégie*, No2 : 4-12.

Very, P. & B. Monnet (2008) “Quand les organisations rencontrent le crime organisé”, *Revue Française de Gestion*, 34 (183): 179-200.

Lubatkin, M., P. J. Lane, S-O. Collin & P. Very (2007) “An embeddedness framing of governance and opportunism: towards a cross-nationally accommodating theory of agency”, *Journal of Organizational Behavior*, 28(1): 43-58

Arregle, J-L., M.A. Hitt, D.G. Sirmon & P. Very (2007) The Development of Organizational Social Capital: Attributes of Family Firms”, *Journal of Management Studies*, 44(1):73-95

Teerikangas, S., and P. Very (2006). “The Culture-Performance Relationship in M&A: from Yes/No to How”, *British Journal of Management*, 17(S1):31-48

Hébert L., P. Very, and P. W. Beamish (2005). “Expatriation as a Bridge Over Troubled Water: A Knowledge-Based Perspective Applied to Cross-Border Acquisitions “, *Organization Studies*, 26: 1455-1476

Very, P. & O. Ivanova (2005). « L'action criminelle, entrave au développement de l'entreprise », *Défense Nationale et Sécurité Collective*, 3 : 27-32

Lubatkin, M.E., P.J. Lane, S-O. Collin & P. Very (2005). “Origins of Corporate Governance in the USA, Sweden and France, *Organization Studies*, 26. 867-888.

Arregle, J-L, Durand, R. & Very, P. (2004). « Origines du Capital Social et Avantages Concurrentiels des Firmes Familiales », *M@n@gement*, 7(2) : 13-36.

Gates, S. & P. Very (2003). “Measuring Performance During M&A Integration”, *Long Range Planning*, 36(2): 167-185.

Arregle, J-L. & P. Very (2002). « Dessine-Moi un Conglomerat Profitable », *L'Expansion Management Review*, No 105, June, p. 54-60.

Gates, S. & P. Very (2002). “How Acquirers Measure Performance During M&A Integration”, *Management*, VII (26), p. 4-13.

- Gates, S. & P. Very (2002). "Comment piloter l'intégration des acquisitions ? »", *Fusions & Acquisitions Magazine*, Nov-Dec, p. 31-36.
- Schweiger, D. & P. Very (2001). "Editor's Note – International Mergers and Acquisitions Special Issue", *Journal of World Business*, 36(1), p. 1-2.
- Very, P. & D. Schweiger (2001). "The Acquisition Process as a Learning Process : Evidence from a Study of Critical Problems and Solutions in Domestic and Cross-Border Deals", *Journal of World Business*, 36(1), p. 11-31.
- Veiga, J.F., M. Lubatkin, R. Calori & P. Very (2000) "Measuring Organizational Culture Clashes : A Two-Nation Post-Hoc Analysis of a Cultural Compatibility Index", *Human Relations*, 53 (3), p.
- Veiga, J.F., M. Lubatkin, R. Calori, P. Very & Y.A. Tung (2000). "Using Neural Network Analysis to Uncover the Trace Effects of National Culture", *Journal of International Business Studies*, 31 (2), p. 223-238.
- Very, P. (1999), "Ce Que Ne Disent Pas Les Chiffres", *L'Expansion Management Review*, Vol 93, p. 70-74.
- Very, P. (1999), " La Création de Valeur dans le Cadre Particulier d'une Acquisition d'Entreprise", *La Revue du Financier*, No 120, p. 55-61.
- Very, P. & P. Riot (1999). "Sources of Power and Transformation Processes : a French Bank Facing Technological Innovations", *L'Entreprise Comme Institution, tome 3*, (edited by the "Institut des Sciences de l'Homme"), p. 77-94.
- Calori, R., M. Lubatkin, P. Very & J. Veiga (1998), "Managing Mergers Across Borders : a Two Nation exploration of a Nationally Bound Administrative Heritage", *Organization Science*, Vol 9 (6), p. 670-684.
- Calori, R., P. Very & J-L. Arregle (1997), « Les PMI face à la Planification Stratégique », *Revue Française de Gestion*, No 112, Janvier-Février, p.11-23.
- Very, P., M. Lubatkin, R. Calori & J. Veiga (1997), "Relative Standing and the Performance of Recently Acquired European Firms", *Strategic Management Journal*, Vol 18 (8), p.593-614.
- Calori, R., M. Lubatkin, P. Very & J. Veiga (1997),"Modelling the Origins of Nationally-Bound Administrative Heritages : A Historical Institutional Analysis of French and British Firms " , *Organization Science*, Vol 8 (6), p. 681-696.
- Very, P., M. Lubatkin & R. Calori (1996), "A Cross-National Assessment of Acculturative Stress in Recent European Mergers », *International Studies of Management and Organization*, Vol 26 (1), p.59-88.
- Calori, R., M. Lubatkin & P. Very (1996), « Une Etude Empirique des Formes et Déterminants de l'Intégration Post-Acquisition », *Management International*, Vol 1 (1), p.41-54.

Calori, R., M. Lubatkin & P. Very (1994), "Control Mechanisms in Cross-Border Acquisitions : an International Comparison", *Organization Studies*, Vol 15 (3), p. 361-380.

Very, P.(1993), "Les Logiques Industrielles du Développement de l'Entreprise", *Revue Française de Gestion*, Sept / Oct, p.5-13.

Very, P., R. Calori & M. Lubatkin (1993), "Acquisitions en Europe : Cultures Nationales, Cultures d'Entreprises et Performance", *Revue du CERAG 93-19*, CERAG-ESA Grenoble, p.34-50.

Very, P.(1993), "Success in Diversification : Building on Core Competences", *Long Range Planning*, Vol 26(5), p.80-92.

### **Co-Editor, Journal Special Issue**

Internationalisation ouverte, *Management International*, 2018, Vol 22 , Special Issue December. With N. Tournois.

Diplomaties stratégiques, *Finance Contrôle Stratégie*, 2018, NS-3, September. With S Dameron.

Sciences de Gestion et Politique. *Revue Française de Gestion*, 2014, 245/8. With Olivier Basso.

Forgotten economic actors - How pirates, mafias and other illegitimate firms shape economic systems and competition. *M@n@gement*, 2012, 15(3). With David Wilson.

International Mergers and Acquisitions Special Issue. *Journal of World Business*, 2001, 36(1). With David Schweiger.

### **Abstract Citations**

International Abstracts of Human Resources, 2006, Spring Issue: Hébert L., P. Very, and P. W. Beamish (2005). "Expatriation as a Bridge Over Troubled Water: A Knowledge-Based Perspective Applied to Cross-Border Acquisitions ", *Organization Studies*, 26: 1455-1476.

International Abstracts of Human Resources, 2005, Winter Issue: Lubatkin, M.E., P.J. Lane, S-O. Collin & P. Very (2005). "Origins of Corporate Governance in the USA, Sweden and France, **Organization Studies**, 26. 867-888.

### **Working Papers**

Very, P., Métails, E., Hourquet, P.-G., & Lo, S. (2012) Les entreprises françaises et les vagues d'acquisition, working paper, Edhec Business School, Nice, November.

Lubatkin, M., P.J. Lane, S. Collin & P. Very, "A Nationally Embedded Model of Corporate Governance", working paper. University of Connecticut, Storrs, CT, 2001.

### **Recent Publications in Practitioners Journals**

Cailluet, L. Métails, E. & Very, P. (2016) "Brexit ou la madeleine de Proust", EDHEC Research Highlights, Juillet.



Very, P. & Métais, E. (2016) “VW expérimente la théorie du chaos”, EDHEC Research Highlights, 49, February.

Very, P. & Monnet, B. (2015) « La multinationale face aux organisations criminelles », *Diplomatie – Les grands Dossiers de Diplomatie*, 29, October, p. 88-93.

Very, P. (2013) « Les besoins communs à toutes les directions sûreté », *Sécurité et Stratégie*, No 14, Décembre, p. 21-24.

Métais, E. & P. Very (2013) « Et si on délocalisait en France », *Edhec Management Vision*, p2.

Very, P. et Hanoune, E. (2013) « Intellect Inside ! Ou comment faire mieux que simplement vendre ses produits », *Edhec Management Vision*, p3.

Very, P. & Métais, E. (2013) « Les acquéreurs face aux agences de notation », *Fusions et Acquisitions Magazine*, No 270, February, p 6-7.

### **Articles and Interventions in Medias**

Many articles in French newspapers and magazines like Le Monde, Huffington Post, Le Figaro, Harvard Business Review France, L’Entreprise, Enjeux-Les Echos, La Tribune, Capital finance, Personnel...

Identified as expert of the automobile industry by French journalists.

Articles in foreign medias like CNBC.com, International Business Times, La Natione...

Interventions radio channels: France Inter, Radio Classique, BFM

Web TV: TV4 Finance, FNEGE, Xerfi-Canal...

Edito “Lettre Mensuelle de l’AFPLANE”, No 18, October 1994

### **Presentations**

Montenero, V. & Very, P. (2020) “ Revisiting the concept of acculturation inside partnerships: an application to the Russian automotive industry ”, AIMS Annual Conference 2020, June.

Mejri I., & Very P. (2020) “ Influence de l'environnement institutionnel sur l'internationalisation des PME technologiques issues d'une économie émergente“, Atlas AFMI Annual Conference 2020, May.

Montenero, V. & Very, P. (2020) “ Acculturation inside partnerships in the Russian car industry ”, Atlas AFMI Annual Conference 2020, May.

Very, P., & Cailluet, L. (2019) “Intelligence artificielle et recherche en gestion”, Diginov’2019 Colloquium, Mahdia (TU), November.

Mirc, N., Very, P., Steingenberger, N., & Ebers, M. (2017) “Integration Brokerage - Antecedents and effects of employee cooperation in M&A”, Strategic Management Society Special M&A Conference, San Jose, December.

Mirc, N., Very, P., Steingenberger, N., & Ebers, M. (2017) “Employee engagement in acquisition integration: Who cooperates and does it pay?” Academy of Management Annual Meeting, Atlanta, August.

Very, P., Charfi, A. & Chaabouni, J. (2017) « Comment survivre dans un environnement durablement instable ? Une étude des entreprises opérant en Tunisie pendant la transition démocratique », Conférence Atlas AFMI, Antananarivo, Madagascar, Mai.

Mirc, N., Very, P., Steingenberger, N., & Ebers, M. (2017) “Employee engagement in acquisition integration: Who cooperates and does it pay?” EURAM, Glasgow, June.

Pradies, C., Very, P. & Monnet, B. (2017), “Paradoxes and Organized Crime”, EGOS, Copenhagen, July.

Very, P. (2015) “French-specific linkages between the State and multinational companies”, Round-Table “Political strategies of MNCs in Latin America”, 41st EIBA Annual Conference - Rio de Janeiro, December.

Mirc N., & P. Very (2014) « Network brokers as a resource for ensuring acquisition integration », 2nd Dauphine Strategy Workshop, Paris, June.

Chaabouni, J., P. Very & Z. Smaoui Hachicha (2014) « Eventail de capacités et résilience des entreprises en période de crise de longue durée », Conférence AIMS, Rennes, Mai.

Very, P. (2014) “De la planification stratégique à la stratégie expérimentale”, Colloque « La transformation managériale dans les organisations », Nice, Avril

Very, P. (2013) “Le made in France: peut-on sauver l’emploi productif?”, Colloque SFM, Table-ronde “Le made in France a-t-il un sens?”, Février 2014.

Chaabouni, J. & Very, P. (2013) Comment les entreprises naviguent dans la Tunisie en phase de transition: table-ronde, Conférence AIMS, Clermont-Ferrand, June.

Very, P. (2013) “Le made in France: peut-on sauver l’emploi productif?”, Colloque SFM, Table-ronde “Le made in France a-t-il un sens?”, Février 2014.

Jean-Amans, C. & Very, P. (2013) “Les PME adaptent-elles le contrôle de leurs filiales étrangères en fonction de la corruption dans les pays d’implantation ? », Colloque ATLAS/AFMI, Montréal, July.

Monnet, B. & Very, P. (2012) “Tactiques d’influence du crime organisé sur le décideur public”, Colloque AIRMAP, Paris, December.

Very, P. & Lo, S. (2012) “Aux frontières de la morale et de la compétitivité : quand les entreprises investissent dans les paradis fiscaux”, IIIe Etats Généraux du Management, Strasbourg, October.

Duplat, V., Very, P. & B. Monnet (2012) “Identification and economic analysis of governance mechanisms in legitimate mafia firms”, AIMS Conference, Lille, June.

Very, P., Lo, S., Metais, E. & Hourquet, P-G. (2011). “Predicting M&A activity using an institutional perspective – a four-country comparison”, EIBA Conference, Bucharest, December.

- Very, P., Lo, S., Metais, E. & Hourquet, P-G. (2011). “Company reputation and acquisitions in OFCs”, SMS Conference, Miami, November.
- Jaussaud, J. & Very, P. (2011). « Opportunités et Menaces Posées par les Economies à Croissance Rapide », Table-Ronde autour d’Eric Orsenna de l’Académie Française, Conférence ATLAS-AFMI, Paris, Mai.
- Very, P. (2011). « Taxonomie des crimes commis contre les entreprises », ANPAD 3<sup>E</sup> Conference, Porto Alegre, Mai. (Guest Speaker)
- Very, P. et B. Monnet (2010) « Le Bon, la Brute et le Truand : réflexions sur la prise en compte du crime organisé dans la régulation économique », Etats Généraux du Management, Paris, October.
- Very, P. (2010) M&A at the crossroads, Panel session, Strategic Management Society Meeting, Rome, September
- Very, P., E. Metais & P-G. Hourquet (2010). Why Glamour Deals can Hardly Achieve Expected Economic Performance, Academy of Management Meeting, Montreal, Canada, August.
- Stahl, G., Weber, Y. & Very, P. (2010), Leveraging the socio-cultural dynamics in alliances and M&A, EGOS Conference, Lisbonne, Portugal, July.
- Metais, E., Very, P. & P.G. Hourquet (2010) Geographical Proximity as a Driver of M&A Decisions: Evidence from Cross-border Deals 2000-2009. AIB Conference, Rio de Janeiro, July.
- Very, B. et B. Monnet (2009), « Crimes et entreprises – une enquête Edhec-CDSE », Annual Conference of CDSE, Paris, December.
- Teerikangas, S., P. Very & V. Pizano (2009), “The key role of the integration manager in mergers and acquisitions”, Academy of Management Meeting, Chicago, August.
- Mari, I., Arregle, JL., Nordqvist, M., Melin, L. & Very, P. (2009). “Board creation and composition in 100% family-owned firms: a conflict-resolution perspective”, 5th EIASM Workshop on Family Firms Management Research, Hasselt University (BE), June.
- Very P. (2009) ”M&A research: do we study the right questions?” Euram Conference, Track on M&As, Liverpool, Mai (Invited speaker).
- Very, P et B Monnet (2009) «Contrefaçon et crime organisé : qui fait quoi ?», Conférence contrefaçon et crime organisé, Consulat général d’Italie, Février.
- X. Raufer., B. Monnet et P. Very (2008) “Le crime ne connaît pas la crise”, Conférence de la Fondation Edhec, Paris: Théâtre du Rond-Point, Décembre. .
- Very, P., B. Sullivan-Taylor, B. Monnet, R. Larsson, et J-M. Serre (2008) “Under assault: how companies can fight organized crime”, Panel session, 2008 SMS Conference, Cologne (All), Octobre.
- Very, P. & B. Monnet (2008) “Le monde du légal et de l’illégal n’étant plus parallèles, comment les entreprises négocient-elles avec le crime organisé ? », Etats Généraux de la FNEGE, Paris, 17 Octobre.

Monnet, B. & P. Very (2008) “Cybercrime: How Criminal Organizations Profit from Technology”, IAS Seminar Series, Warwick (GB), April.

Very, P. & B. Monnet (2007) “MNCs as targets of organized crime: a rent-seeking perspective”, Fifth Annual AIB Conference on Emerging Research Frontiers in International Business, Miami, USA, Décembre.

Very, P. & B. Monnet (2007) “Facing Organized Criminal Groups”, 2007 SMS Conference, San Diego, USA, Octobre.

Very, P. (2007) “The supply chain as a terrorist target and the criminal tools”, Middle East: Homeland and Global Security Forum, Al Manama, Bahrein, Novembre.

Very, P. & B. Monnet (2007) “ Organisations criminelles et intelligence économique”, Ve Rencontres de l’Intelligence Economique, Sophia-Antipolis, Septembre.

Monnet, B. & P. Very (2007) « Emerging risk management solutions », ISMA 2007 Annual Meeting, Montreal, Canada, Juin.

Very, P. & B. Monnet (2007) « L’action criminelle sur l’entreprise », AIMS Conference, Montreal, Canada, Juin.

Monnet, B. & P. Very (2006) « Quels risques criminels pour l’entreprise ? », Agor@med 2006, Nice, November.

Monnet, B. & P. Very (2006) « Business : the new target of crime in 2006 », CransMontana Forum, 8<sup>th</sup> International Summit on Transnational Crime, Monaco, November.

Monnet, B. & P. Very (2006) « Crime et entreprise : quelle stratégie face à ceux qui veulent vous piller ou vous tuer? », XVth AIMS Conference, Annecy, June.

Castellano S., P Véry, L. Hébert & P. W. Beamish (2006) “Expatriation and Transfer of Experience: The Case of Japanese Acquisitions in the US”, EURAM Conference, Oslo, Norway, May.

Raytcheva, S. & P. Very (2005). “Prise de risque en période de changement : Etude de la décision d’octroi de crédit aux entreprises », AIMS Conference, Angers, France, June.

Arregle, J-L., I. Mari, M. Nordqvist, L. Melin, A. Hall & P. Very (2005). “Family Involvement in Strategy Processes as a Competitive Advantage : Evidence From European Firms”, EIASM Workshop on Family Firm Management Research, Jönköping, Sweden, June.

Very, P., L. Hebert & P. Beamish (2004). “Le modèle de projection du savoir dans les multinationales : une exploration par l’étude du lien entre expatriation et survie des filiales », 13<sup>e</sup> Conférence AIMS, Le Havre, France, June.

Hebert, L., P. Very & P. Beamish (2004). “Exploring the limitations of the knowledge projection model in MNCs”, AIB Conference, Stockholm, July.

Hebert, L., P. Very & P. Beamish (2004). “Are expatriates efficient carriers of HQ’s knowledge ?”, EIBA Conference, Ljubljana, October.

- Arregle, J-L & P. Very (2003) "A Framework for Analyzing the Performance of Family Firms", Workshop on Performance Measurement and Management Control, Nice, France, September.
- Arregle, J-L., M. Hitt, D. Sirmon & P. Very (2003) "The development of Organizational Social Capital and its Performance Implications : Insights from Family Firms", 23<sup>rd</sup> Annual SMS Conference, Baltimore, Maryland, USA, November.
- Teerikangas, S & P. Very (2003). "The Culture-Performance relationship in M&A: from yes/no to how", EIBA Conference, Copenhagen, Denmark, December.
- Very, P. (2002) "Delimiting cross-cultural issues in Cross-border M&As", EIASM Workshop on "International strategy and Cross-cultural Management", Växjö, Sweden, April.
- Bizeuil, M. & P. Very (2002) « Management par la culture et souffrance des cadres », Transformations & Ruptures IP&M Colloquium, Lille, France, June.
- Arregle, J-L., Very, P. & S. Raytcheva (2002) "Capital social et avantages des firmes familiales : proposition d'un modèle intégrateur", AIMS Conference, Paris, France, June.
- Very, P. & T. Durand (2002) « Comment transférer les résultats de recherche vers les entreprises », panel session, AIMS Conference, Paris, France, June.
- Very, P. & S. Raycheva (2002) "Family Structures, Family firms and Succession : Some Insights from Anthropology", 2002 ICSB World Conference, San Juan, Puerto Rico, June.
- Hebert, L. & P. Very (2002) "Managing Cross-border Acquisitions : which transfer of experience does pay off ?", Academy of Management Meeting, Denver, USA, August.
- Lubatkin, M., P.J. Lane, S. Collin & P. Very (2002) "A Nationally Embedded Corporate Governance Model Using US, Swedish and French Historical Institutional Data ", Academy of Management Meeting, Denver, USA, August.
- Labbé, E. & P. Very (2002) "Mergers and Acquisitions : How a TQM Approach can Improve the Process", Fifth Toulon-Verona ESOE Conference, Lisboa, Portugal, September.
- Very, P. & S. Raytcheva (2001) "Influence of Family Structure on the Management of Family Firms : an Investigation of Succession Issues", EGOS 17<sup>th</sup> Colloquium, Lyon, France, July.
- Very, P. & S. Gates (2001) "Performance Measurement During M&A Integration", EIASM Workshop on Performance Measurement and Management Control, Nice, France, October.
- Very, P. & D. Serio (2000) "Les Limites du Pouvoir Discrétionnaire du Dirigeant Français : Apports Comparés de la Gestion et du Droit", AIMS Conference, Montpellier, France, May.
- Very, P. & D. Schweiger (2000) "Acquisitions Domestiques et Internationales : Problèmes Critiques Liés à la Conduite du Processus et Solutions", AIMS Conference Montpellier, France, May.



- Serio, D. & P. Very (2000) "Le PDG, Entre Exercice du Pouvoir et Révocation", XVe Journées des IAE, Biarritz, France, September.
- Lubatkin, M., P.J. Lane, S. Collin & P. Very (2000) "A Nationally-Bounded Theory of Corporate Governance", Academy of International Business Meeting, Phoenix, USA, November.
- Lubatkin, M., P.J. Lane, S. Collin & P. Very (1999) "Towards a Nationally-Bounded Theory of Corporate Governance", Academy of Management Meeting, Chicago, USA, August.
- Veiga, J., M. Lubatkin, R. Calori, A. Tung & P. Very (1998) "The Development of a Cross-Nation Index of Cultural Compatibility Using Neural Network Analysis To Increase Predictive Validity", *in competition for "The Best Conference Paper"*, Academy of International Business Conference, Vienne, Austria, July.
- Very, P., D. Schweiger & N. Job (1998) "Creating Value through Cross-Border Acquisitions : Critical Issues and Solutions", 2<sup>nd</sup> Conference G8 in Management, Lyon, France, October.
- Very, P. & P. Riot (1997) "The Adoption of New Technology and Organizational Status-Quo in the French Retail Banking Industry ", European Group for Organization Studies (EGOS) Colloquium, Budapest, Hungary, July.
- Very, P. & P. Riot (1997) "Power, Technological Change and Transformation Processes : A French Bank Facing Innovation", Industrial Marketing and Purchasing (IMP) Conference, Lyon, France, September.
- Very, P. & P. Riot (1997) "La gestion du changement dans l'Entreprise Institution" , Conference Maison Rhône Alpes des Sciences de l'Homme, Lyon, France, November.
- Calori, R., M. Lubatkin, P. Very & J. Veiga (1996) "Modeling the Origins of Nationally-Bound Administrative Heritages : A Historical Institutional Analysis of French and British Firms, Academy of Management Meeting, Cincinnati, USA, August.
- Very, P. & J-L. Arregle (1995) "Combinaisons de Ressources et Avantage Concurrentiel", AIMS Conference, Paris, France, June.
- Very, P., M. Lubatkin & R. Calori (1995) "A Relative Standing and the Performance of Recently Acquired European Firms", Academy of Management Meeting, Vancouver, Canada, August.
- Very, P.(1994) "Acquisitions Franco-Britanniques : Influence des Cultures Nationales sur la Compatibilité Culturelle entre Firmes", AIMS Conference, Lyon, France, June.
- Calori, R., M. Lubatkin & P. Very (1994) "Acquisitions Internationales : Comparaison des Pratiques d'Intégration", AIMS Conference, Lyon, France, June.
- Calori, R., M. Lubatkin & P. Very (1994) "Education and National Administrative Heritages : Comparing France and Great Britain", EIASM Workshop on Managerial Cognition, Bruxelles, Belgium, July.

Calori, R., P. Very & J-L. Arregle (1994) "Some Determinants of Strategy Styles in French Small and Medium-Sized Companies", Strategic Management Society Conference, Paris, France, October.

Very, P. & J-L. Arregle (1994) "How Competitive Advantage Is Built : Lessons from the French Manufacturing Industry", Strategic Management Society Conference, Paris, France, October.

Very, P., M. Lubatkin & R. Calori (1993) "Acquisitions en Europe : Cultures Nationales, Cultures d'Entreprises et Performance", Colloque ADEFI "Croissance Externe", CERAG-ESA Grenoble, France, January.

Calori, R., M. Lubatkin & P. Very (1993) "National Culture of the Buyer and Control Mechanisms over Foreign Acquired Firms", Workshop on "International Strategies", ESSEC Cergy-Pontoise, France, March.

Calori, R., M. Lubatkin & P. Very (1993) "Managing Mergers Across Borders : a Test of Administrative Heritage and Administrative Rigidity", Academy of Management Meeting, Atlanta, USA, August.

Very, P., M. Lubatkin & R. Calori (1993) "A Cross-National Assessment of Acculturative Stress in Recent European Mergers", Academy of Management Meeting, Atlanta, USA, August.

Calori, R., M. Lubatkin & P. Very (1993) " A Test of Administrative Heritage in the Management of European Cross-Borders Acquisitions", Strategic Management Society Conference, Chicago, USA, October.

Very, P., M. Lubatkin & R. Calori (1993) "A Framework for Assessing Acculturative Stress in Recent European Mergers", Strategic Management Society Conference, Chicago, USA, October.

Calori, R., P. Very & M. Lubatkin (1993) "Acculturative Stress and the Performance of Recent European Mergers", British Academy of Management Meeting, Milton Keynes, November.

Very P., R. Calori & M. Lubatkin (1992) "Linking Organizational and Cross-National Cultural Differences in Recent European Mergers", Academy of Management Meeting, Las Vegas, USA, August.

Calori, R., M. Lubatkin & P. Very (1992) "Acquisitions en Europe : Typologie et Facteurs de Centralisation", AIMS Conference, H.E.C. Jouy en Josas, France, June.

Very, P. (1991) "Stratégies de Diversification et Performance de l'Entreprise", Conference "Choix Stratégiques et Performances Financières" Banque de France, Paris, France, January.

Very, P. (1989) "Operational Relatedness, Managerial relatedness and the Success of diversification strategies", Strategic Management Society Meeting, San Francisco, USA, October.

## OTHER RESEARCH ACTIVITIES

---

Currently President of ATLAS AFMI, the French-speaking Academy of International Management

Elected President of the French –speaking Academy of Management (AIMS) in 2008-2009.

Member of :

- the Board of AIMS (2000-2003 and 2008-2012)
- the Board of ATLAS/AFMI (2008 to present)
- the Board of SFM (French Society of Management)
- AoM, AIB, EGOS and other associations over time

Member of the Editorial Board of Journal of World Business 2001-2018

Reviewer for

- journals like Organization Studies, Journal of Management Studies, M@n@gement.
- many conferences
- FR, US and UK book editors : De Boeck, Irwin, Academic Press, Wiley.

Invited speaker in several conferences in Brazil, France, Marocco, Tunisia...

Co-organizer of

- The 6<sup>th</sup> Atlas AFMI Conference on International Management, May 2016, Nice.
- the 2<sup>nd</sup> "G8 in Management" Conference, October 1998, Lyon.
- the 3<sup>rd</sup> "AIMS Conference", May 1994, Lyon.
- the 3 first EIASM Workshop on Family Firm Management Research (2005 to 2007).
- UCL-French Embassy Workshop, London, 2014: workshop on change initiatives
- First "Strategic diplomacies" conference, AIMS, March 2013, Paris
- tracks at EGOS Conference (2009, 2010, 2012, 2014),
- tracks at ATLAS/AFMI Conference (2011 to 2017)
- tracks at EURAM (2017 to 2020)

Chairman, Round-Table Animator, or Discussant in many conferences.

Member of the jury for « AIMS - Best French Doctoral Dissertation », 1999, 2005

Supervisor for several French PhD students

.Opponent, "Rapporteur", or Jury Member for several dissertations oral defenses in France, other European countries, and Tunisia

Creation of [www.verymerging.com](http://www.verymerging.com) (2001) and co-creation (with E. Hanoune) of [www.duproduitausevice.org](http://www.duproduitausevice.org) (2010)

1992 : Junior Faculty Consortium, The Academy of Management, Las Vegas.

## HONORS

---

Book Chapter Award in 2012

Book Awards in 2002

Robert Reynolds Distinguished Lecturer, University of Colorado at Denver, 2005

Guest Speaker in many French and international conferences

Elected President of AIMS 2008-2009

## **PUBLISHED CASE STUDIES**

---

Very, P., "CEVEO au Kirghistan", Centrale des Cas et des Médias Pédagogiques, Paris, 2001.

Calori, R., P. Very & M. Berthelier, "PSA Peugeot Citroën", in G. JOHNSON et K. SCHOLEN, *Exploring Corporate Strategy - Text and Cases - Fifth Edition*, Prentice Hall, London, 1999.

Calori, R., P. Very & M. Berthelier, "Peugeot S.A. Group", in G. JOHNSON et K. SCHOLEN, *Exploring Corporate Strategy - Text and Cases - Fourth Edition*, Prentice Hall, London, 1997.

Very, P., M. Berthelier & R. Calori, "A Note on the World Automobile Industry", in G. JOHNSON et K. SCHOLEN, *Exploring Corporate Strategy - Text and Cases*, Prentice Hall London, 1993.

Calori, R., P. Very & M. Berthelier, "Peugeot S.A. Group", in G. JOHNSON et K. SCHOLEN, *Exploring Corporate Strategy - Text and Cases - Third Edition*, Prentice Hall, London, 1993

NB : elaboration of case studies for the specific needs of companies

## **RESPONSABILITIES AS ACADEMIC DEAN (2002-2006)**

---

- Responsible of the quantitative and qualitative evolution of the faculty in line with the strategy
- Management of 90 full-time professors, 20 research assistants and 40 visiting professors and 10 Fellow Researchers
- Design and monitoring of recruitment, evaluation and reward/sanction processes
- Design and monitoring of the professor's activity plan
- Design and monitoring of individualized development plans
- Involvement in accreditation processes (EQUIS, AACSB, AMBA)
- Member of the Executive Committee of EDHEC
- EDHEC representative vis a vis external partners and institutions
- Member of Peer Review Teams for EFMD "EPAS accreditations"

Currently Head of Faculty at EDHEC, managing around 20 faculty members, and providing support to the Academic Dean

## **TEACHING AND CONSULTING ACTIVITIES**

---

### **Teaching**

Courses in :

- internationalization strategy ;
- mergers and acquisitions ;
- digital strategy;
- criminal risks management

In undergraduate and graduate programs, MBA programs and professional training.

Fan of original pedagogical methods, often relying upon the active participation of the audience : outdoor seminars, Internet-based analysis...

### **Consulting and Executive Activities**

Consulting activities with firms like Merial, Ugine-Kuhlman, Arcelor, health organizations, social security organizations, ...

Many conferences in companies about M&As, criminal risks or international strategies