Eliane BACHA

Professor

Academy: Innovation

Research center: SKEMA Centre for Sustainability Studies

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Research interests

Transformational leadership, Charismatic Leadership, Leadership, Women in organizations

Education

2007	Doctorate, IAE Aix-Marseille, France
2001	Master of Science, IAE Aix-Marseille, France
2000	Master in Business Administration, Lebanese American University, Lebanon
1998	BA, Notre Dame University, Lebanon
2022	Harvard Business Publishing Certificate Training, France

Experience

Full-time academic positions

Since 2026	Professor, SKEMA Business School, France
Since 2009	Associate Professor, SKEMA Business School, France

Other academic affiliations and appointments

2007 - 2009	Lecturer, EDHEC Business School, France
2007 - 2008	Lecturer, Ecole Supérieure d'Administration et de Management, France
2005	Lecturer, ESSEC Business School, France
1998 - 2000	Lecturer, Lebanese American University, Lebanon

Other professional experiences

2003 - 2007	Cost Controller, Bouygues, France

Research grants, Awards and Honors

Awards and Honors

2025	Outstanding Reviewer Winner Award: Journal of Management Development, Emerald Publishing
2024	Outstanding Reviewer Winner Award, Journal of Management Development, Emerald Publishing

2023	Teaching Excellence Award, SKEMA Business School, France
2022	Teaching Excellence Award, SKEMA Business School, France
2019	Transformation of Oneself to Become a Social Change Agent: A Women-Only Training Program in France, Les Lauréats de prix d'excellence 2018, Université Côte d'Azur
2019	Transformation of Oneself to Become a Social Change Agent: A Women-Only Training Program in France, International Leadership Association, 4th Women and Leadership Conference

Publications

Peer-reviewed journal articles

DAHMANI, S., BACHA, E., GARDINER, P. and BERKANI, A. (2025). Agile transformation in uncertain times: exploring diffusion strategies and organisational maturity. *Supply Chain Forum: An International Journal*, 26(1), pp. 28-38.

AMMAR, O., BACHA, E. and FROMENT, S. (2025). Becoming a Women Leader: A Qualitative Study in the Information Technology Sector. *Journal of Business and Mangement Sciences*, 13(2), pp. 24-30.

NIESTEN, E., STRIUKOVA, L. and BACHA, E. (2025). Leadership Cognition as A Driver of Ecosystem Strategies in Sustainable Business Ecosystems. *M@n@gement*, 28(5), pp. 89-110.

CHASSERIO, S. and BACHA, E. (2024). Women-only training programmes as tools for professional development: analysis and outcomes of a transformative learning process. *European Journal of Training and Development*, 48(3/4), pp. 455-477.

NIESTEN, E., JOLINK, A. and BACHA, E. (2024). Sustainable development in turbulent environments: The impact of ESG capabilities on responses to turbulence. *Business Strategy and the Environment*, 33(7), pp. 6468-6490.

BACHA, E. and NIESTEN, E. (2024). Cognitive capabilities of moral leaders in turbulent environments: a review, theory integration and way forward. *Journal of Managerial Psychology*, 39(8), pp. 1046-1062.

BACHA, E. (2014). The relationship between transformational leadership, task performance and job characteristics. *Journal of Management Development*, 33(4), pp. 410-420.

BACHA, E. and WALKER, S. (2013). The Relationship Between Transformational Leadership and Followers' Perceptions of Fairness. *Journal of Business Ethics*, 116, pp. 667-680.

BACHA, E. (2012). The impact of information systems on the performance of the core competence and supporting activities of a firm. *Journal of Management Development*, 31(8), pp. 752-763.

BACHA, E. (2010). The relationships among organizational performance, environmental uncertainty and employees' perceptions of CEO charisma. *Journal of Management Development*, 29(1), pp. 28-37.

Books and book editor

BACHA, E. (2011). *les SI, la compétence centrale et les activités de support*. Éditions Universitaires Européennes, 208 pages.

Book chapters

POROLI, C., BACHA, E., TREMBLAY, M. and PAILOT, P. (2020). Les femmes entrepreneures et la structure des entreprises créées. In: Sophie Brière (ed.). *Déconstruire les mythes pour mieux accompagner une diversité de femmes entrepreneures*. 1st ed. Presses de l'Université Laval (PUL), pp. 55-75.

BACHA, E., CHASSERIO, S., PAILOT, P., POROLI, C. and LEBÈGUE, T. (2016). L'accompagnement des femmes entrepreneures : Regards croisés. In: Pascal Philippart (ed.). *Ecosystème entrepreneurial et logiques d'accompagnement*. 1st ed. EMS Éditions, pp. 29-52.

BACHA, E. (2010). L'impact des systèmes d'information sur la performance de la compétence centrale et des activités de support de l'entreprise. In: Ludovic Dibiaggio, Pierre Xavier Meschi eds. *Management dans l'économie de la connaissance*. 1st ed. Pearson.

Conference proceedings

DAHMANI, S., BACHA, E., GARDINER, P. and BERKANI, A. (2023). Using New Institutional Theory (NIT) to explain agility diffusion in companies faced with an uncertain business environment: a conceptual model. *European Academy of Management*.

CHASSERIO, S., BACHA, E. and POROLI, C. (2019). Transformation of Oneself to Become a Social Change Agent: A Women-Only Training Program in France. *ILA Women and Leadership Conference*.

CHASSERIO, S., POROLI, C., BACHA, E., LEBÈGUE, T. and PAILOT, P. (2019). Actions et traduction des politiques en faveur de l'entrepreneuriat des femmes par les acteurs de l'écosystème entrepreneurial. Compréhension à travers la mobilisation de l'approche néo-institutionnelle. *Académie de l'Entrepreneuriat et de l'Innovation*.

BACHA, E., CHASSERIO, S., LEBÈGUE, T., PAILOT, P. and POROLI, C. (2016). The gendered effects of a public policy on women entrepreneurship. The case of a French entrepreneurial ecosystem. *Institute for Small Business and Entrepreneurship*.

Conference presentations

JOLINK, A., NIESTEN, E., BACHA, E., BLAIR, B. and UNTER, K. (2026). From Terroir to Turmoil: Absorptive Capacity and Business Model Innovations in French Wineries. In: TerClim 2026. Angers.

GARDINER, P., DAHMANI , S., BACHA, E., KIRKHAM, R. and SCHUSTER, A. (2025). Agility in Cybersecurity projects: Navigating Challenges with Adaptive Solutions. In: PROLOG. Marrakech.

NIESTEN , E., STRIUKOVA, L. and BACHA, E. (2025). Shaping the Future of Industry Ecosystems: Cognitive Leadership in Autonomous Electric Vehicle Strategies. In: AIMS. Lille.

NIESTEN, E., JOLINK, A., BLAIR, B. and BACHA, E. (2025). Adapting to Climate Change: Business Model Innovations of French Wineries. In: Academy of Management Conference. Copenhagen.

DAHMANI, S., BACHA, E., GARDINER, P. and BERKANI, A. (2023). An exploration of agile diffusion strategies used by companies facing an uncertain business environment. In: Prolog Conference. Luxembourg.

NIESTEN, E., JOLINK, A. and BACHA, E. (2023). Sustainability in Environmental Turbulence: Signaling on Symbolic and Substantive Actions. In: SMS Conference. Toronto.

CHASSERIO, S., BACHA, E. and POROLI, C. (2019). Transformation of Oneself to Become a Social Change Agent: A Women-Only Training Program in France. In: ILA Women and Leadership Conference. Santa Cruz.

POROLI, C., CHASSERIO, S., BACHA, E. and PAILOT, P. (2018). Les femmes entrepreneures dans les secteurs d'activités dits « masculins » : Aller au-delà d'une double barrière. In: Congrès International des Recherches Féministes dans la Francophonie. Paris.

BACHA, E., CHASSERIO, S., POROLI, C., LEBÈGUE, T. and PAILOT, P. (2018). "Je ne rentre jamais dans les cases : Parcours dans l'accompagnement entrepreneurial des femmes entrepreneures. In: Colloque Université Montpellier Labex Entreprendre - Regards croisés sur les pratiques d'accompagnement entrepreneurial. Montpellier.

BACHA, E., CHASSERIO, S., POROLI, C., LEBÈGUE, T. and PAILOT, P. (2016). The gendered effects of a public policy on women entrepreneurship. The case of a French entrepreneurial ecosystem. In: Institute of Small Business and Entrepreneurship (ISBE). Paris.

CHASSERIO, S. and BACHA, E. (2014). Acquiring leadership skills and heightening awareness. A case study of a women's leadership program. In: Gender, Work and Organization, International Interdisciplinary Conference. Keele.

BACHA, E., POROLI, C., CHASSERIO, S. and PAILOT, P. (2013). Ethical Managerial Practices of French Women Entrepreneurs. In: EURAM (European Academy of Management) Conference. Istanbul.

BACHA, E. (2011). The relationship between transformational leadership and fairness. In: EGOS (European Group for Organization Studies). Gothenburg.

BACHA, E. (2010). The relationship between transformational leadership, job behaviors and job characteristics. In: EGOS (European Group for Organization Studies). Lisbon.

BACHA, E. (2010). The relationship between transformational leadership, job behaviors and job characteristics. In: IFSAM (World Congress of the International Federation of Scholarly Association of Management). Paris.

BACHA, E. (2009). Impact of CEO charisma on organizational performance. In: AIMS (Association Internationale de Management Stratégique). Grenoble.

BACHA, E. (2007). Impact of IS on the performance of the core competence and supporting activities. In: AIM (Association Information et Management) Conference. Aix-en-Provence.

Published business cases

BACHA, E. and DAHMANI, S. (2022). "ZIPLINE : quelle sera la prochaine génération du transport par drone pour l'entreprise ?". CCMP.

BACHA, E. and DAHMANI, S. (2022). "ZIPLINE: What will be the next generation of drone transport for business?". CCMP.

BACHA, E., CHASSERIO, S., MOREAU, M.P. and POROLI, C. (2013). Tape à l'oeil: Marque-employeur et réseaux sociaux. Quelles opportunités pour le recrutement avec le Web 2.0 ? CCMP.

Press and social media

BACHA, E. (2026). Le cerveau, quand on lui demande de choisir, préfère les petites choses faciles et rapides » : le mode d'emploi pour organiser ses priorités au bureau (quand tout semble important). Les Echos, France.

BACHA, E. (2026). « Dans le rush, le risque, c'est de vouloir être partout à la fois donc finalement nulle part » : comment partir serein du bureau pour les grandes vacances ? Les Echos.

BACHA, E. (2025). Au Moyen-Orient, la lente progression du leadership féminin dans le monde du travail. The Conversation.

BACHA, E. (2025). Au Moyen-Orient, le leadership au féminin progresse lentement, mais sûrement. SKEMA ThinkForward.

BACHA, E. (2025). How Women Are Shaping Leadership in the Middle East. SKEMA ThinkForward.

BACHA, E., CHASSERIO, S. and POROLI, C. (2024). Le leadership est-il genré ? *Glimpse*, pp. 42.

POROLI, C., BACHA, E. and CHASSERIO, S. (2024). Le leadership est-il genré? *Choiseul Magazine*.

LAKSHMANA, D. and BACHA, E. (2023). When minds clash: Don't underestimate workplace conflicts! SKEMA ThinkForward, France.

BACHA, E. (2023). "L'IA fait gagner du temps mais ne peut remplacer les employés, les managers et les dirigeants". Les Echos.

ARCHEKOV, I., BHATNAGAR, M. and BACHA, E. (2023). How HR van benefit from ChatGPT (and when they shouldn't). SKEMA ThinkForward.

BACHA, E. and BUFFLIER, I. (2022). Leadership responsable et gouvernance durable. Focus RH.

BACHA, E. (2022). Intelligence Artificielle : Quels impacts sur les managers dans les années à venir ? Focus RH, France.

BUFFLIER, I. and BACHA, E. (2021). Leadership responsable et gouvernance durable. SKEMA ThinkForward.

BACHA, E. (2021). Travail à distance et travail hybride: la nouvelle forme organisationnelle. Focus RH.

BACHA, E. (2021). La vie en entreprise après la Covid-19- Focus RH. Focus RH.

BACHA, E. (2021). Les étudiant(e)s et la crise du Covid-19. Focus RH.

GRIBLING, M. and BACHA, E. (2020). Remote-work-trust-and-surveillance-in-times-of-pandemic. SKEMA ThinkForward.

GRIBLING, M. and BACHA, E. (2020). Travail à distance, confiance et surveillance en période de pandémie. SKEMA ThinkForward.

BACHA, E. (2020). L'expatriation des managers en RH aux USA. FocusRH.

CHASSERIO, S., BACHA, E. and POROLI, C. (2019). Faire avancer l'égalité par des groupes de formation non mixtes. Focus RH.

BACHA, E. (2019). L'impact des différences générationnelles au travail. Focus RH.

CHASSERIO, S., POROLI, C., PAILOT, P. and BACHA, E. (2018). Quand les écoles s'engagent. Le cas de Skema Business School. *MagRH*, pp. 44-49.

PAILOT, P., CHASSERIO, S., POROLI, C. and BACHA, E. (2017). Effets pervers de la représentation équilibrée des femmes et des hommes dans les élections professionnelles. FocusRH.

Other research activities

Editorial board member

Since 2024	The Journal of Applied Behavioral Science
2019 - 2023	Journal of Business Ethics

Affiliations

Since 1950	AIMS
Since 1950	EGOS