Béatrice TOUSTOU

Assistant Professor

Academy: Innovation

Research center: Knowledge, Technology and Organization

Campus: Sophia Antipolis

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Research interests

Creativity, Distant team work, Performing artistes

Education

2015	Doctorate in Management Science, IAE Aix-Marseille, France
2002	L2, Psychology, Université de Nice Sophia-Antipolis, France
1994	Chinese, Languages, Institut National des Langues et Civilisations Orientales, France
1989	Master, Sciences Po Toulouse, France

Experience

Full-time academic positions

Since 2009	Assistant Professor, SKEMA Business School, France

Other academic affiliations and appointments

2012 - 2015	Director MSc Strategic Human Resource Management, SKEMA Business School, France
1990 - 1991	Lecturer, Chinese University - Zhongshan Daxue, China
1989 - 1990	Lecturer, Chinese University - Guangxi Mingzu Xueyuan, China

Other professional experiences

2002 - 2009	Human Resources Manager, CERAM Business School, France
1997 - 2002	Training Development Manager, Aéroport de Nice, France
1994 - 1997	Human Resource Manager, Synthelabo Pharmaceuticals, France

Research grants, Awards and Honors

Awards and Honors

2024	Trophée du Digital Learning, FEFAUR, France
2024	Label FNEGE pour le dispositif Challenge KM et Prix FNEGE du meilleur dispositif pédagogique à l'ère du numérique, Fondation nationale pour l'enseignement de la gestion des entreprises (FNEGE), France

Research Grants

2016	PARTITA project member, Université Côte d'Azur, France

Publications

Peer-reviewed journal articles

RICHEBÉ, N., TOUSTOU, B. and KAMINSKA, R. (2025). Navigating Relational Spaces for Creativity: The Complementary Roles of Generalized and Reciprocal Social Exchange in R&D Teams. *Revue de Gestion des Ressources Humaines*, 138(4), pp. 25-44.

TOUSTOU, B. (2019). La créativité sous le prisme de l'innovation. Une enquête par entretiens semi-directifs auprès de 40 chercheurs industriels. *Revue Interdisciplinaire de Management, Homme & Entreprise (RIMHE)*, 8(37), pp. 3-28.

Book chapters

KAMINSKA, R. and TOUSTOU, B. (2015). Managing Diversity for Creativity and Innovation in a Complex World. In: A. Wilkinson, K. Townsend & G. Suder eds. *Handbook of Research on Managing Managers*. 1st ed. Cheltenham: Edward Elgar Publishing.

Conference proceedings

TOUSTOU, B. (2021). How the silent receivers influence the acting of theater performers - The social mirror of symbolic interactionism mobilized in the interactions between actors and the audience.

RICHEBÉ, N. and TOUSTOU, B. (2018). The relational spaces of creativity. Understanding the role of social exchange dynamics in creative processes.

TOUSTOU, B. and KAMINSKA, R. (2014). Exploring creative process dynamics through complexity theory lenses.

Conference presentations

BOUKEF, N., TOUSTOU, B. and CHASSERIO, S. (2024). Team configuration and knowledge sharing: the specific case of temporary dispersed teams working under time pressure. In: 40th EGOS Colloquium. Milan.

TOUSTOU, B. (2021). How the silent receivers influence the acting of theater performers - The social mirror of symbolic interactionism mobilized in the interactions between actors and the audience. In: AOM American Academy of Management Conference. Virtual.

TOUSTOU, B. (2021). How the silent receivers influence the acting of theater performers - The social mirror of symbolic interactionism mobilized in the interactions between actors and the audience. In: EGOS (European Group for Organization Studies). Virtual.

TOUSTOU, B. (2019). A propos de la définition de la créativité. In: Journée de recherche : Innovation, Créativité et Compétences. Aix-en-Provence.

TOUSTOU, B. and KAMINSKA, R. (2019). How junior and senior scientists support one another along the different stages of the creative process. In: AIMS (Association Internationale de Management Stratégique). GRENOBLE.

TOUSTOU, B. and KAMINSKA, R. (2019). Creative process among junior and senior researchers in a High-Tech Industrial Organization: The Role of Experience in Mobilizing Social Resources during the Four Stages of the Creative Process in a High-Tech Industrial Organization. In: AIMS (Association Internationale de Management Stratégique). Grenoble.

RICHEBÉ, N. and TOUSTOU, B. (2018). The relational spaces of creativity. Understanding the role of social exchange dynamics in creative processes. In: AOM American Academy of Management Conference. Chicago.

KAMINSKA, R. and TOUSTOU, B. (2018). The Role of Social Interactions in Creative Process Dynamics: An Integrative Model. In: EURAM (European Academy of Management) Conference. Reykjavik.

RICHEBÉ, N., TOUSTOU, B. and KAMINSKA, R. (2018). Comment les artistes des arts vivants de la nouvelle économie créative travaillent en réseau, communiquent et coopèrent ? In: Creativity Week at Webster University Geneva. Genova.

TOUSTOU, B. and KAMINSKA, R. (2015). Exploring Creative Process Dynamics. In: AOM American Academy of Management Conference. Vancouver.

TOUSTOU, B. and RICHEBÉ, N. (2015). The in-between spaces of creativity. Understanding the role of social exchange in creative processes. In: Organization Studies Workshop on Organizational Creativity, Play and Entrepreneurship. Chania.

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

TOUSTOU, B. (2014). A US Campus for a Non US Business School: From vision to operation. In: EGOS Colloquium Organizations and the Examined Life: Reason, Reflexivity and Responsibility. Sao Paulo.

TOUSTOU, B. and KAMINSKA, R. (2014). Exploring creative process dynamics through complexity theory lenses. In: EGOS (European Group for Organization Studies). Rotterdam.

TOUSTOU, B. and KAMINSKA, R. (2014). Exploring Creative Process Dynamics through Complexity Theory Lenses. In: EGOS Colloquium 'Reimagining, Rethinking, Reshaping: Organizational Scholarship in Unsettled Times. Rotterdam.

Published business cases

TOUSTOU, B. (2025). IT Labs : Créativité et innovation dans le monde industriel. Sophia-Antipolis. CCMP.

TOUSTOU, B. (2025). IT LABS: Creativity and innovation in the industrial world. Sophia-Antipolis. CCMP.

TOUSTOU, B. and ROSNER, G. (2019). Workshops créatifs. CCMP.

TOUSTOU, B. and ROSNER, G. (2019). Creative workshops. CCMP.

Other research activities

Other academic activities

Since 2022	Member of Scientific Committee Academy 5, Université Côte d'Azur, France
2018 - 2022	UCA Research Ethics Committee Member, Université Côte d'Azur, France