



Olga LELEBINA

Department of Management
Professor in HR Management
Faculty Position: Assistant Professor

Olga LELEBINA is a professor at the ISG International Business School. She holds a Ph.D. in Management Sciences from Mines ParisTech and specializes in the field of Human Resources Management and R&D management. She has received "Best Dissertation award" from Association des Ressources Humaines in 2014.

- Areas of publication: HR Management, Careers, Expertise and Experts in organizations
- Teaching specializations: HR management and Organizational Behavior.

Teaching Areas

- HR management
- Organizational Behavior
- International HR management
- Principles of management
- Cross-cultural management
- Innovation and HRM

Research Interests

- Management of expertise and experts in organizations
- Career studies
- R&D management

Education

2014 - PhD at Mines ParisTech (Centre for Management Science)

2009 - Research Master's degree in Management science: Mines ParisTech, University of Paris Ouest Nanterre, Ecole Polytechnique, ESCP Europe

2008 - Master's degree in HR Management: University of Paris Descartes/ Sorbonne University.

2005 - Master's degree in Management: North-West Academy of Public Administration. Saint Petersburg / Russia

Teaching Experiences

Teaching at ISG:

2013-present

- Human Resources Management
- International Human Resources Management
- Principles of Management
- Organizational Behavior
- Cross-cultural management
- Innovation and HRM
- Career development

Teaching in other institutions:

2014-present

- HR management, La Rochelle Business School.
- International Human Resources Management, La Rochelle Business School.

2010-present

- International Human Resources Management, Université Paris Descartes.

2012 – 2013

- Human side of technological expertise and innovation, ISC School of Management.

2011-2013

- International Management, Mines ParisTech.

2008-2011

- Human Resources Management , Strategic Marketing, University of Paris Ouest Nanterre.

Partnerships with companies and organizations

Scientific consulting and action research activities with Total, L'Oréal, Saint Gobain on the topic of Expertise and Experts' management

Other Professional Experiences

Project manager, Société Générale, France

HR coordinator, Delphi EMEA, France

HR coordinator, Radisson SAS, Russia

International partnership program coordinator, North-Western Academy of Public Administration, Russia

Publications

Articles

- Lelebina O., Gand S. Beyond "hero-based" management: revisiting HRM practices for managing collective expertise. 2018. *Relations industrielles/Industrial relations*.

Books

- P. Gilbert, N. Bobadilla, L. Gastaldi, M. Le Boulaire, O. Lelebina. *Innovation, Research and Development*. Wiley. 2018
- P. Gilbert, N. Bobadilla, L. Gastaldi, M. Le Boulaire, O. Lelebina. *Management of R&D and Innovation*. ISTE. 2018.

Conference Presentations

- Lemièrre S., Lelebina O., Greenwood M. How should employing organizations respond to domestic violence? *Australian Business Ethics Network*. 2023
- Picque-Kirali C., Lelebina O., Peze S. Identity of experts: the role of trials. *Workshop "Who are the experts? Crossing international perspectives from the social sciences"*. National University of Singapore. 2023
- Lelebina O. At the crossroads of novelty, routines and boredom. *EGOS conference*. Cagliari. Italy. 2023.
- Lelebina. O. Defining the value of expertise in organization: from the evaluation of competencies to the valuation of expertise relations. *EGOS*. Edinburgh. UK. 2019
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- Lelebina. O. The human side of expertise: dealing with role ambiguity of experts in R&D departments. *R&D conference*. Paris. France. 2019.
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- Lelebina O., Picque C. Expert in organization: the emergence of a new identity. *EGOS conference*. Tallinn. Estonie. 2018.
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- Lelebina O. Experts in organizations: dealing with ambiguity in case of de novo role creation. *R&D conference*. Leuven, Belgium. 2017

- Lelebina O., Picque, C. L'expert dans les organisations: une identité en construction. (Expert in the organizations: the identity under construction). Submitted to *Congrès de l'Association Francophone de Gestion des Ressources Humaines (AGRH)*, Aix-en-Provence, France. 2017
- Lelebina O. Valuing expert roles – the relational turn in defining organizational expertise. *Latino-American and European Meeting on Organization Studies (LAEMOS)*. Havana, Cuba. 2014
- Lelebina O. Initiating and managing career creativity of corporate professionals. *European Academy of Management (EURAM)*. Istanbul, Turkey, 2013
- Lelebina O. Careers and roles of corporate professionals in industrial organizations: at the intersection of organizational and professional logic. Doctoral workshop. *European Group for Organizational Studies (EGOS)*. Montreal, Canada. 2013
- Lelebina O. Linking individuals and organizations: career approach to the study of corporate professionals. Doctoral consortium of Organization and Management Theory Division. *Academy of Management (AOM)*. Boston, USA. 2012
- Lelebina, O. & Sardas, J.-C., L'expertise et les experts dans les organisations: une approche multidisciplinaire pour la définition des notions clés. (Expertise and experts in the organisations: a multidisciplinary approach to the definition of key concepts). *Congrès de l'Association Francophone de Gestion des Ressources Humaines (AGRH)*. Marrakech, Morocco, 2011.
- Gand, S., Lelebina, O. & Sardas, J.-C. Pourquoi la simple gestion des carrières est insuffisante et comment la compléter? Proposition d'un cadre d'analyse. (Why the simple career management is insufficient and how to complete it? A framework proposal). *Congrès de l'Association Francophone de Gestion des Ressources Humaines (AGRH)*, Saint-Malo, France, 2010.
- Lelebina, O., Gand, S. & Sardas, J.-C. Gérer l'expertise et les experts: enjeux et démarche de conception d'une offre de parcours (Managing expertise and experts: towards a new career offer). *Nouvelles Carrières*, Bordeaux, France, 2010.

Case studies

- Lelebina O. The ambidextrous employee in a time of crisis: the case of DevOps engineers. CCMP. 2021.
- Sassi N., Reis R., Lelebina O. Meubles de Plexin. The forgotten HR dimension. CCMP. 2020

Reviewing activity

2011-2012 Reviewer for Academy of Management Annual Meeting, USA
(Careers Division, Human Resources Management Division)

Professional Associations

- Member of European Group of Organization Studies
- Member of Association de gestion des ressources humaines (AGRH)

Academic Awards

Best PhD dissertation award from AGRH-FNEGE 2015 (Association de Gestion des Ressources Humaines)
- Major francophone scientific association in Human Resources Management studies.