

# Hamid BOUCHIKHI

Professor

Department: Management

ESSEC Business School

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## RESEARCH INTERESTS

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Entrepreneurship, Management

## EDUCATION

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1988      Doctorat en Méthodes scientifiques de gestion, Paris-Dauphine, PSL University, France

## EMPLOYMENT

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### Full-time academic positions

1998 - Present      Professor, ESSEC Business School, France

1993 - 1997      Associate Professor, ESSEC Business School, France

1990 - 1993      Assistant Professor, ESSEC Business School, France

### Other affiliations and appointments

2022 - 2025      Head of the department of management, ESSEC Business School, France

2019 - 2021      Dean, SolBridge International School of Business, South Korea

## GRANTS AND HONORS

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### Awards and Honors

2022      Hamid Bouchikhi Chair in Managerial Innovation at Woxsen University

2021      Member of the THINKE 50 RADAR CLASS OF 2021

2014      Richard Beckhard Memorial Prize, most outstanding MIT Sloan Management Review article on planned change and organizational development published from fall 2012 to summer 2013, for the article "Making Mergers Work" (coauthored with J. R. Kimberly)

2011      Best Professor in Organizational Development Award, Global HR Excellence Awards, India

2009      "Grand Prix de l'Economie PME" Award

### Journal Articles

- BOUCHIKHI, H. (2023). Le Maroc en Afrique: Emergence d'une puissance économique régionale. *La Jaune et la Rouge*, (788), pp. 22-25.
- KODEIH, F., BOUCHIKHI, H. and GAUTHIER, V. (2019). Competing Through Categorization: Product- and Audience-Centric Strategies in an Evolving Categorical Structure. *Organization Studies*, 40(7), pp. 995-1023.
- BOUCHIKHI, H. and KIMBERLY, J. (2017). Paradigmatic Warfare: The Struggle for the Soul of Economics at the University of Notre Dame. *Industrial and Corporate Change*, 26(6), pp. 1109-1124.
- BOUCHIKHI, H. (2016). China Urgently Needs More Responsible Entrepreneurs. *Reflets Hors-Série ESSEC Knowledge*, (2), pp. 42-45.
- KIMBERLY, J.R. and BOUCHIKHI, H. (2016). Disruption on Steroids: Sea Change in the Worlds of Higher Education in General and Business Education in Particular. *Journal of Leadership and Organizational Studies*, 23(1), pp. 5-12.
- BOUCHIKHI, H. and KIMBERLY, J.R. (2013). Common Pitfalls in Identity Integration. *CEIBS Business Review*, (2), pp. 37-43.
- BOUCHIKHI, H. and KIMBERLY, J.R. (2012). Making Mergers Work. *MIT Sloan Management Review*, 54(1), pp. 63-70.
- BOUCHIKHI, H. (2011). Construire et faire vivre une organisation de groupe. *Expansion Management Review*, (142), pp. 110-118.
- BOUCHIKHI, H. (2011). Finally, Overcoming the Identity Disadvantage. *Bulletin de la Societe Geographique de Liege*, pp. 74-75.
- BOUCHIKHI, H. (2004). Entreprendre, manager, même combat. *L'Expansion Management Review*, pp. 44-48.
- BOUCHIKHI, H. (2004). La transmission d'entreprise : une affaire d'identité. *Repreneur*, pp. 17-18.
- ROND (DE), M. and BOUCHIKHI, H. (2004). On the Dialectics of Strategic Alliances. *Organization Science*, pp. 56-69.
- BOUCHIKHI, H. (2004). Towards a Single Entrepreneurial Space. *European Business Forum*, pp. 41-44.
- BOUCHIKHI, H. and KIMBERLY, J. (2003). Escaping the Identity Trap. *Sloan Management Review*, pp. 20-26.
- GRAIG, E., KIMBERLY, J. and BOUCHIKHI, H. (2002). Can Loyalty be Leased? *Harvard Business Review*, pp. 24.
- BOUCHIKHI, H. and KIMBERLY, J.R. (2001). "It's Difficult to Innovate": The Death of the Tenured Professor and the Birth of the Knowledge Entrepreneur. *Human Relations*, pp. 77-90.
- KIMBERLY, J., BOUCHIKHI, H. and GRAIG, E. (2001). The Customised Workplace: Copernican Revolution or Romantic Fantasy? *European Business Forum*, pp. 12-13.
- BOUCHIKHI, H. and KIMBERLY, J. (1999). De la libre entreprise à la libre personne. *L'Expansion Management Review*, pp. 6-15.

- BOUCHIKHI, H. and KIMBERLY, J. (1999). L'entreprise à la carte : un nouveau paradigme de gestion. *Gestion - Revue Internationale de Gestion*, pp. 114-121.
- BOUCHIKHI, H. (1998). Living with and Building on Complexity: A Constructivist Perspective on Organizations. *Organization*, pp. 217-232.
- BOUCHIKHI, H., KILDUFF, M. and WHITTINGTON, R. (1997). Editorial. *Organization Studies*.
- BOUCHIKHI, H. and KIMBERLY, J. (1996). Les accidents de carrière des dirigeants. *Revue Française de Gestion*, pp. 199-211.
- BOUCHIKHI, H. and KIMBERLY, J. (1995). The Dynamics of Organizational Development and Change : How the Past Shapes the Present and Constrains the Future. *Organization Science*, pp. 9-18.
- BOUCHIKHI, H. (1994). Le gouvernement des entreprises françaises de demain. *Revue Française de Gestion*, pp. 28-32.
- BOUCHIKHI, H. (1993). A Constructivist Framework for Understanding Entrepreneurship Performance. *Organization Studies*, pp. 549-570.
- BOUCHIKHI, H., BERRY, M. and KIMBERLY, J. (1993). Le management ne peut-il donc être français ? *Revue Française de Gestion*, pp. 41-44.
- BOUCHIKHI, H. and KIMBERLY, J. (1992). Le management "bureauganique" : ou comment réconcilier le clan avec la bureaucratie. *Gérer et Comprendre*, pp. 4-16.
- BOUCHIKHI, H. (1991). Apprendre à diriger en dirigeant. *Revue Internationale de Gestion*, pp. 56-63.
- BOUCHIKHI, H. and KIMBERLY, J. (1991). La conquête du marché américain : Sun Tzu contre Clausewitz. *Gérer et Comprendre*, pp. 28-43.
- BOUCHIKHI, H. (1990). Le micro-ordinateur dans l'entreprise : du plaisir à la norme. *Gérer et Comprendre*, pp. 16-25.
- BOUCHIKHI, H. (1990). Vers une approche constructiviste des structures organisationnelles. *European Journal of Economic and Social Systems*, pp. 415-440.

#### Books and book editor

- BOUCHIKHI, H. (2017). *Le Maroc à bâtons rompus*. Bookelis, 188 pages.
- BOUCHIKHI, H. and KIMBERLY, J.R. (2010). *The Soul of the Corporation. How to Manage the Identity of your Company (Chinese Translation)*. Pearson Education, 177 pages.
- BOUCHIKHI, H. and KIMBERLY, J.R. (2007). *The Soul of the Corporation. How to Manage the Identity of your Company*. Pearson Education, Wharton School Publishing, 256 pages.
- BOUCHIKHI, H. and KIMBERLY, J. (1994). *Entrepreneurs et gestionnaires : les clés du management entrepreneurial*. Éditions d'Organisation, 176 pages.
- BOUCHIKHI, H. (1990). *Structuration des organisations - Concepts constructivistes et étude de cas*. Economica, 145 pages.

#### Book chapters

- BOUCHIKHI, H. (2019). Le secteur privé : célébrer les acquis et souligner les défis à relever. In: Abdelmalek Alaoui (ed.). *Un chemin marocain. 1999-2019 : Parcours d'un royaume en transformation*. 1st ed. Paris: Descartes & Cie.

BOUCHIKHI, H. (2018). Peut-on diriger avec la complexité ? de tout simplisme. In: *Complexité et organisations : faire face aux défis de demain*. 1st ed. Eyrolles, pp. 157-172.

BOUCHIKHI, H. (2010). Réduire les asymétries d'information pour développer la transmission de PME. In: *Le grand livre de l'économie PME*. 1st ed. Gualino. Lextenso éditions, pp. 531-542.

BOUCHIKHI, H. (2009). Cultiver la vertu de l'oligarchie managériale : plaidoyer pour l'entreprise publique à capitaux privés. In: *Le leadership responsable. Un allié sûr contre la crise*. 1st ed. Gualino. Lextenso éditions, pp. 69-75.

BOUCHIKHI, H. (2008). L'art d'entreprendre. In: *L'art d'entreprendre*. 1st ed. Pearson.

BOUCHIKHI, H. (2007). Entreprendre dans l'entreprise établie: pour en finir avec l'injonction paradoxale. In: *L'art de l'innovation*. 1st ed. L'Harmattan, pp. 207-218.

BOUCHIKHI, H. and KIMBERLY, J. (2003). All Change in the Customized Workplace. In: *Mastering People Management*. 1st ed. Financial Times, pp. 85-90.

BOUCHIKHI, H. (2001). Stratégie et direction générale. In: *Invitation au management*. 1st ed. PUF, pp. 7-77.

KIMBERLY, J. and BOUCHIKHI, H. (2000). Designing the Customized Workplace. In: *Wharton on Managing Emerging Technologies*. 1st ed. John Wiley & Sons, Inc. pp. 393-411.

BOUCHIKHI, H. and KIMBERLY, J. (1999). The Customized Workplace. In: *Management 21C*. 1st ed. Prentice Hall, pp. 207-219.

BOUCHIKHI, H. (1995). Structuration des organisations et compétitivité : un point de vue constructiviste. In: *Management stratégique et compétitivité*. 1st ed. De Boeck, pp. 379-394.

#### Conference proceedings editor

AUDET, M. and BOUCHIKHI, H. (1993). Structuration du social et modernité avancée : autour des travaux d'Anthony Giddens. Presses de l'Université Laval, Canada.

#### Conference proceedings

SOM, A. and BOUCHIKHI, H. (2003). Adoption of Innovative HRD in Indian Companies. In: *Human Resource Development in Asia: National Policy Perspectives*. AHRD, pp. 66-1-66-10.

BOUCHIKHI, H. and KIMBERLY, J. (1992). Large French Firms' FDI in the USA : Radical and Incremental Processes Associated with Two Management Configurations. In: *The First International Federation of Scholarly Associations of Management (IFSAM) Conference*. IFSAM, pp. 448-451.

#### Conferences

BOUCHIKHI, H. (2024). Plaidoyer pour le développement du Tiers secteur dans le système marocain d'éducation et de formation. In: *Politique et réforme éducatives*. Rabat.

BOUCHIKHI, H. (2022). Le nouveau Modèle de Développement du Maroc : Vers un nouveau paradigme d'action publique. In: *11ème colloque international AIRMAP*. Rabat.

BOUCHIKHI, H. (2022). Le pari du numérique dans le Nouveau Modèle de Développement du Maroc : une utopie réaliste? In: *Colloque international de recherches et d'études en management*. Oujda.

BOUCHIKHI, H. and KIMBERLY, J. (2018). Managing Identity in the Information Age: New Demands Create New Challenges. In: *20th Symposium of the International Corporate Identity Group (ICIG) 2018*.

- KIMBERLY, J. and BOUCHIKHI, H. (2013). The Struggle for the Soul of Economics at the University of Notre Dame: A Microprocessual Analysis. In: 29th EGOS Colloquium 2013.
- KODEIH, F. and BOUCHIKHI, H. (2012). Institutional Entrepreneurs Between a Rock and a Hard Place. In: 2012 Academy of Management Annual Meeting.
- BOUCHIKHI, H. (2012). On Transgressive Leadership and Organizational Change. In: 2nd International Conference on Responsible Leadership.
- BOUCHIKHI, H. (2012). Reducing Information Asymmetries and Enabling the Development of European Markets of SME Transfer. In: 37th International Small Business Congress 2012.
- BOUCHIKHI, H. and KIMBERLY, J. (2011). How Identity and Power Shape an Organization's Responses to Isomorphic Pressures. In: Academy of Management Annual Meeting 2011.
- BOUCHIKHI, H. and KIMBERLY, J. (2011). How Organizations Change in Response to Institutional Processes. In: 6th Colloquium on Organizational Change and Development: Advances, Challenges and Contradictions.
- KODEIH, F. and BOUCHIKHI, H. (2010). Institutional Entrepreneurship Between a Rock and a Hard Place: How Organizational Identity and a Dominant Norm Failed an Institutional Innovation.
- BOUCHIKHI, H. and KIMBERLY, J. (2010). Making One Out of many Identity Integration in the Wake of Mergers and Acquisitions. In: 13th ICIG Symposium.
- BOUCHIKHI, H., KIMBERLY, J. and BENSEDRINE, J. (1999). Coping with a Hostile Institutional Environment: The Role of Organizational Identity.
- BOUCHIKHI, H. and BENSEDRINE, J. (1999). Organizational Identities and Strategies in the French Retailing Industry.
- BOUCHIKHI, H. and KIMBERLY, J. (1995). Beyond Strategy : The Dimensions and Dynamics of Organizational Identity.
- BOUCHIKHI, H. (1995). Les entreprises japonaises face à la crise : américanisation des modes de gestion ou préservation de la spécificité japonaise ?
- BOUCHIKHI, H. and KIMBERLY, J. (1994). How an Organization's Identity Shapes its Internationalization Processes.
- BOUCHIKHI, H. and KIMBERLY, J. (1994). Relationships between Entrepreneurs and Established Firms : Divorce, Rivalry, Cooperation.
- BOUCHIKHI, H. (1993). A Constructivist Framework for Understanding Entrepreneurship Performance.
- BOUCHIKHI, H. and KIMBERLY, J. (1993). An Exploratory and Comparative Study of CEOs Career Mishaps in France and the US.
- BOUCHIKHI, H. and KIMBERLY, J. (1991). La conquête du marché américain : Sun Tzu contre Clausewitz.
- BOUCHIKHI, H. and KIMBERLY, J. (1991). Large French Firms Entry Strategies on the US Market : Lessons from Western and Oriental Military Strategy.
- BOUCHIKHI, H. and KIMBERLY, J. (1991). The Engines of Organizational Development and Change : How the Past Shapes the Present and Constrains the Future.
- BOUCHIKHI, H. (1990). Apprendre à diriger en dirigeant.

BOUCHIKHI, H. (1989). Jusqu'où peut-on s'inspirer des concepts de Piaget pour réfléchir sur les organisations ?

BOUCHIKHI, H. (1988). Présentation d'une expérience de recherche interactive à la RATP.

### Working Papers

BOUCHIKHI, H. and KIMBERLY, J.R. (2014). *Micro Processes and Isomorphic Adaptation: Insights from the Struggle for the Soul of Economics at the University of the Holy Spirit*. ESSEC Business School.

SOM, A. and BOUCHIKHI, H. (2003). *What Drives the Adoption of SHRM in Indian Companies?* ESSEC Business School.

BOUCHIKHI, H. (2001). *De l'entrepreneur au gestionnaire et du gestionnaire à l'entrepreneur*. ESSEC Business School.

BOUCHIKHI, H. and KIMBERLY, J.R. (1999). *The Customized Workplace: A New Management Paradigm for the 21th Century*. ESSEC Business School.

BOUCHIKHI, H., ROND(DE), M. and LEROUX, V. (1998). *Alliances as Social Facts: A Constructivist Theory of Interorganizational Collaboration*. ESSEC Business School.

BOUCHIKHI, H. and KIMBERLY, J. (1998). *In Search of Substance: Content and Dynamics of Organizational Identity*. ESSEC Business School.

BOUCHIKHI, H. (1997). *Living with and Building on Complexity: A Constructivist Perspective on Organizations*. ESSEC Business School.

BOUCHIKHI, H. and KIMBERLY, J. (1996). *L'autre facette du métier de patron : une enquête sur les accidents de carrière des dirigeants*. ESSEC Business School.

BOUCHIKHI, H. (1994). *Structuration des organisations et compétitivité : un point de vue constructiviste*. ESSEC Business School.

ROSENZWEIG, P.M., KIMBERLY, J. and BOUCHIKHI, H. (1993). *In Pursuit of "Deep Equivalence" : Studying CEO Career Mishaps/Accidents de Carrière in France and the United States*. ESSEC Business School.

BOUCHIKHI, H. (1992). *A Constructivist Framework for Understanding Entrepreneurship Performance*. ESSEC Business School.

BOUCHIKHI, H. and KIMBERLY, J. (1992). *Le management "bureauganique" : ou comment réconcilier le clan avec la bureaucratie*. ESSEC Business School.

BOUCHIKHI, H., BERRY, M. and KIMBERLY, J. (1992). *Le management ne peut-il donc être français ?* ESSEC Business School.

BOUCHIKHI, H. and KIMBERLY, J. (1992). *The Dynamics of Organizational Development and Change : How the Past Shapes the Present and Constrains the Future*. ESSEC Business School.

BOUCHIKHI, H. (1991). *Apprendre à diriger en dirigeant*. ESSEC Business School.

BOUCHIKHI, H. and KIMBERLY, J. (1991). *La conquête du marché américain : Sun Tzu contre Clausewitz*. ESSEC Business School.

BOUCHIKHI, H. (1990). *Etude d'un processus de structuration autour des micro-ordinateurs comme contribution à une approche constructiviste des organisations*. ESSEC Business School.

BOUCHIKHI, H. (1990). *Le micro-ordinateur dans l'entreprise : du plaisir à la norme*. ESSEC Business School.

BOUCHIKHI, H. (1990). *Structuration des organisations : concepts constructivistes et étude de cas*. ESSEC Business School.

BOUCHIKHI, H. (1990). *Vers une approche constructiviste des structures organisationnelles*. ESSEC Business School.

### Book reviews

BOUCHIKHI, H. (2004). *Petit traité de manipulation à l'usage des honnêtes gens*. Manageris, France.

BOUCHIKHI, H. (1998). *La tentation américaine*. Revue Française de Gestion, France.

BOUCHIKHI, H. (1995). *Organizing Modernity*. Organization Studies, United States of America.

BOUCHIKHI, H. (1988). *Compte rendu de l'ouvrage "La constitution de la société"*. Sociologie du Travail, France.

### Press

BOUCHIKHI, H. (2008). Le "business plan" est aussi un vecteur d'apprentissage. *Les Echos*, pp. 10-11.

BOUCHIKHI, H. (2008). Le jeu des identités dans la transmission d'entreprise. *Les Echos*, pp. 6-7.

BOUCHIKHI, H. (2008). Vers l'émergence d'un marché de la PME. *Les Echos*, pp. 10-11.

BOUCHIKHI, H. (2006). Stimuler l'esprit d'entreprise dans les grandes firmes. *Les Echos*, pp. 2-4.

BOUCHIKHI, H. and KIMBERLY, J. (2000). Ne changez pas de stratégie, changez d'identité ! *Les Echos*, pp. 8-9.

BOUCHIKHI, H. and KIMBERLY, J. (1997). William Kriegel : un autodidacte à la conquête de l'Amérique. *Les Echos*.

## OTHER RESEARCH ACTIVITIES

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### Editorial Board Membership

2003                    Revue de l'Entrepreneuriat

2002 - 2004        Gérer et Comprendre

### PhD Supervision

2011                    Farah KODEIH (ESSEC Business School), Thesis director,    First Placement:  
Associate Professor in Strategy - IESEG Business School

## PROFESSIONAL ACTIVITIES

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### Other professional activities

2022 - Present Member of the High Council for Education, Training, and Scientific research, Morocco., Morocco

2021 - Present Member of AACSB peer review teams, American Association of Collegiate Schools of Business, United States of America

2019 - 2021        Member of the Special Committee on the Development Model, Morocco