



Camille Pradies, PhD

Full Professor – Specialty: Management

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ACADEMIC POSITIONS

- Since 12/25 **Full Professor, Department of Management**
EDHEC Business School, Lille, France.
- Since 6/21 **Associate Professor, Department of Management**
EDHEC Business School, Lille, France.
- 9/14 – 6/21 **Assistant Professor, Department of Management**
EDHEC Business School, Lille, France.

EDUCATION

- 2014 **Ph.D. in Management and Organizations**
Boston College
- 2011 **Master's Degree of Science in Organization Studies**
Boston College
- 2006 **M.B.A.**
ESSEC (Ecole Supérieure des Sciences Economiques et Commerciales)
France
- 2006 **Diplomkauffrau– (HRM major), Summa Cum Laude**
Mannheim University, Germany
- 2006 **Master's Degree of English Studies**
Toulouse University, France

PUBLICATIONS

ARTICLES (* Authors contributed equally)

- Berti, M.; Keller, J.; Carmine, S. ; Cunha, M. & **Pradies, C.*** (2025). From the editors: Learning through paradox in management learning and education. *Academy of Management Learning and Education* 24(3), 1-9. (ABS List 4)
- Pradies, C.,** & Pamphile, V. D. (2024). Exploring organizational paradox: A journey with Gail Fairhurst and Linda Putnam. Forthcoming at *Management Learning* (ABS List 3)
- Tunarosa, A.; Lê, P. L.; **Pradies, C.** (2025). Running on coffee: Paradox persistence in the US coffee industry, 1910-2020. Forthcoming at *Business History*, 67(2), 466-495. (ABS List 4)
- Pradies, C.;** Berti, M.; Cunha, M. P.; Rego, A.; Tunarosa, A, & Clegg, S. 2023. A figure is worth a thousand words: The role of visualization in paradox theorizing. *Organization Studies* 44(8), 1231–1257. (FT50 / ABS List 4)
- Pradies, C.** 2023. With head and heart. How emotions shape paradox navigation in veterinary work. Forthcoming at *Academy of Management Journal*. (FT50 / ABS List 4*)
- Lê, P. L.; **Pradies, C.** 2023. Sailing through the storm: Improvising paradox navigation during a pandemic. Forthcoming at *Management Learning* (ABS List 3)
- Pradies, C.;** Tunarosa, A.; Lewis, M. & Courtois, J. 2021. From vicious to virtuous paradox dynamics: The social-symbolic work of supporting actors. *Organization Studies* 42(8): pp. 1241-1263. (FT50 / ABS List 4)
- Pradies, C.;** Aust, I., Bednarek, R.; Brandl, J. Carmine, S. Cheal, J.; Pina e Cunha, M.; Gaim, M.; Keegan, A.; Lê, J.K.; Miron-Spektor, E., Nielsen, R. K.; Pouthier, V.; Sharma, G.; Sparr, J.; Vince, R.; Keller, J. 2021. The Lived Experience of Paradox: How Individuals Navigate Tensions during the Pandemic Crisis. *Journal of Management Inquiry* 30(2): pp.154-167. (ABS List 3)
- Keller, J.; Carmine, S.; Jarzabkowski, P.; Lewis, M.; **Pradies, C.;** Sharma, G.; Smith, W.; Vince, R. 2021. Our Collective Tensions: Paradox Research Community's Response to Covid-19. *Journal of Management Inquiry* 30(2): pp. 168-176. (ABS List 3)
- Carmine, S. Andriopoulos, C., Gotsi, M.; Härtel, C.; Krzeminska, A., Mafico, N.; **Pradies, C.;** Raza, H.; Raza-Ullah, T.; Schrage, S.; Sharma, G.; Slawinski, N.; Stadler, L.; Tunarosa, A.; Winther-Hansen, C.; Keller, J. 2021. A Paradox Approach to Organizational

Tensions During the Pandemic Crisis. *Journal of Management Inquiry* 30(2): pp. 138-153.

Sharma, G.; Bartunek, J.; Buzzanell, P.; Carmine, S.; Endres, C.; Etter, M.; Fairhurst, G.; Hahn, T.; Lê, P.; Li, X.; Pamphile, V.; **Pradies, C.**; Putnam, L.; Rocheville, K.; Schad, J.; Sheep, M., Keller, J. 2021. A Paradox Approach to Societal Tensions during the Pandemic Crisis. *Journal of Management Inquiry* 30(2): pp. 121-137 (ABS List 3)

Vincent, J.; Lê, P. L.; **Pradies, C.*** 2019. In a family way? The construction of family firm organizational identity by non-family members. *Organization Studies* 40(6): pp. 859–886. (FT50 / ABS List 4)

Ashforth, B., Rogers, K., Pratt, M. G. & **Pradies, C.** 2014. Ambivalence in Organizations: A Multilevel Approach. *Organization Science* 25(5): pp. 1453-1478. (FT50 / ABS List 4*)

CONFERENCE PROCEEDINGS

Pradies, C & Pratt, M. G., 2010. Ex Uno Plures: Toward a Conceptualization of Group Ambivalence, in Leslie A. Toombs (Ed.), *Proceedings of the Seventieth Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643.

ARTICLES UNDER REVIEW:

Pradies, C. & Pouthier, V: Fighting a halo? The challenges and management of a positive professional image (Minor R&R at *Organization Science*) (FT50 / ABS List 4*)

Pradies, C.; Pouthier, V; Pamphile, V.; Lê, P.: How professionals sustain their values amidst change – A 13-year longitudinal study of a veterinary network of clinics, (R&R at *Organization Science*) (FT50 / ABS List 4*)

Pradies, C.; Lê, P ; Pamphile, V.; Gheysen, S.: Paradox Play. A model on teaching paradoxes to novice, (Second R&R at *Academy of Management Learning and Education*) (ABS List 4*)

Collard, C.; Abrantes, A., Cuhna, M. & **Pradies C.** Reinforcing sustainability orientation through paradoxical emotions, (R&R at *Organization & Environment (O&E)*) (ABS List 3*)

EDITOR'S ROLE IN SPECIAL ISSUE:

Berti, M.; **Pradies, C.**; Sharma, G.; Pina e Cunha, M.; Keller J. & Carmine, S. Learning through the paradoxes of learning Special Issue accepted at *Academy of Management Learning and Education* (ABS List 4*)

BOOK CHAPTERS

Pradies, C.; Delanghe, M. & Lewis, M. 2021. Paradoxes, Leadership and the Connecting Leader, in Zaher, J. (Ed) *The Connecting Leader: Serving Concurrently as a Leader and a Follower*. 99-129.

Pratt, M. G.; **Pradies, C.** & Lepisto, D. A., 2013. Doing Well, Doing Good and Doing With: Linking Sources of Meaningfulness with Work Orientation), in Dik, B., Byrne, Z., & Steger, M. (Eds.), *Purpose and Meaning in the Workplace*, the American Psychological Association (APA): 173-196.

Pratt, M. G. & **Pradies C.** 2011. Just a Good Place to Visit? Exploring Positive Responses to Psychological Ambivalence, in Cameron, K. & Spencer, G. (Eds.), *Handbook of Positive Organizational Scholarship*, Oxford University Press (OUP): 924-937.

WORK IN PROGRESS:

WORKING PAPERS

Pradies, C.; Pamphile, V.; Pratt, M. G. & Lewis, M. Paradoxes in Group Dynamics: Toward a Conceptualization of Group Ambivalence, preparing for submission at *Organization Science* (FT50 / ABS List 4*)

Bloomfield, S., Tunarosa, A. & **Pradies, C.** Sustaining organizational paradox through collectively working through paradox within Forestry England, preparing for submission at *Academy of Management Journal* (FT50 / ABS List 4*)

Zhou, K.; Zimmerman, N. & **Pradies, C.** Patterns and Dynamics of Attention in meetings in organizations with paradoxical missions, preparing for submission at *Academy of Management Review* (FT50 / ABS List 4*)

Berti, M.; Cuhna, M. & **Pradies, C.** Conceptually mapping emotions in paradox, preparing for submission at *Academy of Management Review* (FT50 / ABS List 4*)

Uhlaner, L.; Canovi, M. & **Pradies, C.** Family Entrepreneurship: A Paradox Lens on How Family Owners' Multiple Identity Orientations Shape Corporate Entrepreneurship in Family Firms, preparing for submission at *Human Relation* (FT50 / ABS List 4)

PROJECTS

Pouthier, V.; **Pradies, C.** & Thebaud, E. Co-emergence of vocational myth and feminization of the profession, data gathered and currently drafting manuscript. Target *Administrative Science Quarterly*

Saint Michel S. & **Pradies C.** Paradoxes of diversity and inclusion management, data gathered and currently drafting manuscript. Target: *Organization Studies*

Pradies C.; DeJordy, R.; & Bartunek, J. Intra-professional dynamics in the face of an institutional regulatory change. Analyzing data. Target: *Administrative Science Quarterly*

Berti, M., Cuhna, M., Schad, J. and **Pradies, C.** A model of genres in paradox theory. Target: *Academy of Management Review*.

AWARDS & HONORS

2025	Paradox Research Education and Practice (PREP) Community Award recipient – awarded for significant contributions to paradox research, education and practice and the leadership displayed in building the community.
2021/2022	EDHEC Teaching Excellence Award
2020/2021	EDHEC Teaching Excellence Award
2019	Finalist EGOS Best Paper Award 2019 – for paper titled: <i>Balancing Paradoxical Demands: Emotions and Paradox in Veterinary Work</i>
2018	Best Paper: EGOS Subtrack for paper titled <i>The social-symbolic work of supporting actors</i> .
2018	Family Firm Best Qualitative Paper Award: EURAM (2018) – for paper titled: <i>A Multi-Level Model of Family Firm Organizational Identity Construction by Non-Family Members</i>
2016	Selected for the OMT Junior Faculty Consortium (2016)
2013	Best Student Paper: EGOS Subtrack 46 (2013)
2013	Boston College Representative to the 2013 OMT Doctoral Student Consortium
2013	Selected for the EGOS PhD Pre-Colloquium Workshop 2013
2012	Best Student Paper: EGOS Subtrack 26 (2012)
2011 – 2014	Outstanding Reviewer Award, Managerial and Organizational Cognition Division, Academy of Management (2014; 2011)

GRANTS

2024	CHANSE - NORFACE - Enhancing well-being for the future call: Grant of €1.5 million for three years for our project <i>Paradox mindset for individual well-being and societal impact – The role of leaders in social purpose organizations</i> . Out of more than 150 submissions, only 10 projects funded.
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TEACHING POSITIONS

- 2014-present **Instructor and Course Coordinator at EDHEC**
Executive Education Level
Paradoxical Leadership (Executive MBA)
Leadership (Cycle Supérieur de Management, EMBA)
- MBA and MSc Level
Leadership for Entrepreneurs (MSc) (2015-2016); *for Law Students (MSc) (2015-2020)*; Leadership and Global Business (MSc) (2015-2017): *instructor course coordinator*
Organizational Behavior (MSc) (2017-2020)
Human Resources Management (M1- premaster year equivalent between Bachelor and Master) (2014-2015)
- Undergraduate Level
Managing Complexity in Organizations (BBA) *instructor & course coordinator (2023-present) – instructor & course coordinator across 2 campuses and 5 instructors*
Leadership (BBA) *instructor since 2014 - course coordinator across 2 campuses and 11 instructors for the academic year 2018-2019*
Management in Multinational Corporations (BBA) 2014-2023– *instructor & course coordinator across 2 campuses and 3 instructors.*
- 2010 **Lecturer at Boston College**
MB021 Organizational Behavior – Undergraduate level (core)
- 2009-10 **Graduate Teaching Assistant at Boston College**
MB021 Organizational Behavior – Undergraduate level (core) with Professor Spencer Harrison
MB702 Practice II: Leadership Workshop – MBA level with Professor Michael G. Pratt

CONFERENCES PRESENTATIONS

PRESENTATIONS AND OTHER ROLES

- 2025 Zhou, K.; Zimmerman, N. & **Pradies, C.** Patterns and Dynamics of Attention in meetings in organizations with paradoxical missions – AoM 2025 (July 2025, Copenhagen, Denmark)
- Pradies C. & Pouthier V. : Fighting a halo? The challenges and management of a positive professional image – EGOS 2025 (July 2025, Athens, Greece)
- 2024 Berti, M., Cuhna, M., Schad, J. and Pradies, C. A model of genres in paradox theory. – Egos 2024 (July 2024, Milan Italy)

Collard, C.; Abrantes, A., Cuhna, M. & Pradies C. Leveraging emotions in a more-than approach to paradox navigation; Towards a strong sustainability paradigm – Egos 2024 (July 2024, Milan Italy)

Pradies, C.; Lê, P ; Pamphile, V.; Gheysen, S.: Paradox Play. A model on teaching paradoxes to novice - Egos 2024 (July 2024, Milan Italy)

Bloomfield, S., Tunarosa, A. & Pradies, C. Sustaining organizational paradox through collectively working through paradox within Forestry England – AOM 2024 (August 2024, Chicago USA)

2023 [presenter] (with M. Pratt, M. Lewis and V. Pamphile) Paradoxes in Group Dynamics: Toward a Conceptualization of Group Ambivalence- EGOS 2023 (July 2023, Cagliari, Italy)

2022 [presenter] (with A. Tunarosa and P. Lê) Freshly Brewed: The development of the U.S. Coffee Industry through paradox persistence and evolution - – 1916-2021 – EGOS 2022 (July 2022, Vienna)

[panelist] at the EGOS 2022 Paradox PDW

[presenter] (with A. Tunarosa and P. Lê) Freshly Brewed: The development of the U.S. Coffee Industry through paradox persistence and evolution - – 1916-2021 - European Business History Association – Madrid Congress (June 2022, Madrid)

2021 [presenter] with (V. Pouthier, V. Pamphile and Pradies, C.*, Pouthier, V., P. Lê) How taking moral ownership allows professionals to sustain their values in the face of change: The case of French veterinarians. 2021 Oxford Professional Service Firm Conference, virtual, September

[co-presenter] (with P. Lê) *Sailing through the storm: Improvising paradox navigation during the pandemic* EGOS Online (July 2021, Amsterdam, Netherlands)

2020 [presenter] (with P. Lê and V. Pouthier) *Swimming Against the Tide*. Navigating unequal paradoxical demands when one pole is tainted in the field through ambivalent incorporation EGOS Online (July 2020, Hamburg, Germany)

2019 [presenter] *Balancing Paradoxical Demands: Emotions and Paradox in Veterinary Work*. EGOS (July 2019, Edinburgh, Scotland)

[presenter] (with A. Tunarosa, Marianne Lewis & J. Courtois) Alone to face paradoxes. Academy of Management Meetings (August 2019, Boston)

2018 [presenter] (with A. Tunarosa & J. Courtois) Alone to face paradoxes. EGOS (July 2018, Tallinn)

- (with J. Vincent & P. Lê) In a family way? Family firm organizational identity construction by non-family members. EGOS (July 2018, Tallinn, Estonia).
- (with J. Vincent & P. Lê) Advancing Family Business Research Through Organizational Identity and Sensemaking: A Multi-Level Model of Family Firm Organizational Identity Construction by Non-Family Members. Euram (June 2018, Reykjavik, Iceland)
- 2017 [presenter] (with P. Very & B. Monnet) Kidnapped in the line of work. EGOS (July 2017, Copenhagen).
- 2016 [presenter] (with V. Pouthier) More than meets the client's eye. A sociological ambivalence lens on positive professional image. Academy of Management Meetings (August 2016, Anaheim)
- [presenter] (with Rich DeJordy) Hope and fear: Emotions and professional identity in response to an institutional change. EGOS (July 2016, Naples)
- [presenter] (with Valerie Petit & Sarah Saint Michel) Paradoxes of diversity and inclusion management: The case of Sodexo. EGOS (July 2016, Naples)
- 2015 [presenter] (with V. Pouthier): Two sides of the same coin: The paradox of a positive professional image. Academy of Management Meetings (August 2015, Vancouver)
- [presenter] (with Rich DeJordy & Jean Bartunek) Intra-professional dynamics in the face of an institutional regulatory change. EGOS (July 2015, Athens 2015)
- [presenter] (with V. Petit, L. Uhlaner & M. Delanghe). Paradox-based leadership. EGOS (July 2015, Athens 2015)
- 2014 [presenter]: Organizational Identity Expansion in Hybrid Identity Organizations. Academy of Management Meetings (August 2014, Philadelphia, 2014)
- [presenter] (with V. Pouthier): Fighting against professional halo? The paradox of a positive professional image. EGOS (July, 2014, Rotterdam, The Netherlands)
- 2013 [presenter]: Embracing Tensions in a Hybrid Identity Organization: A Longitudinal Example of a Veterinary Clinic. EGOS (July, 2013, Montreal, Canada)
- [session facilitator]: Embracing Paradox: Trust, Vulnerability and Irony. EGOS (July, 2013, Montreal, Canada)
- 2012 (with D. A. Lepisto and M. G. Pratt): The Worth of Work: Toward a Reorientation of the Meaning of Work. Academy of Management Meetings (August 2012, Boston, MA)

- [presenter] (with N. Endrissat and C. Noppeney): When Paradoxical Tensions are not Felt: A Case of Identity Co-Construction of Artists in an Organization. EGOS (July, 2012, Helsinki, Sweden)
- 2011 (with D. A. Lepisto and M. G. Pratt): Reconceptualizing Work Orientation: On its Origins, Meanings and Outcomes. Academy of Management Meetings (August 2011, San Antonio, TX)
- [Presenter] (with M. G. Pratt) Ambivalence and Leadership: Focusing on the Positive Outcomes of Ambivalence. EGOS (July, 2011, Gothenburg, Sweden)
- [Presenter] Hybrid Organizational Identities as Source of Tension and Stability: A View from the Bottom-up. EGOS (July, 2011, Gothenburg, Sweden)
- 2010 [Presenter] (with M. G. Pratt) Ex Uno Plures: Toward a Conceptualization of Group Ambivalence. Academy of Management Meetings (August, 2010, Montreal, Quebec)
- [Co-organizer] The Role of Organizational Theory and Practice in Poverty Alleviation: Commerce with Compassion Academy of Management Meetings (August 2010, Montreal, Quebec)
- [Presenter] (with M. G. Pratt) Entre les Deux nos Coeurs Balancent: Conceptualizing Group Ambivalence with Illustrations from a French Veterinary Practice. EGOS (July, 2010, Lisbon, Portugal)
- (with M. G. Pratt and D. Lepisto): Doing Well, Doing Good and Doing With: Linking Sources of Meaningfulness with Work Orientation. May Meaning Meeting (May, 2010, Duxbury, MA)

DISSEMINATION

Pradies C. Embracing our Inner Paradoxes *EDHECVOX* September 2022 pp. 39-41.

Pradies C. Voir des paradoxes partout... et apprendre à les gérer! *EDHECVOX* online June 2022 <https://www.edhec.edu/fr/edhecvox/management-leadership/voir-des-paradoxes-partout-et-apprendre-a-les-gerer>.

Pradies, C. Pratiques Managériales: Pensée Paradoxe et Leadership Agile in *Courrier Cadres* Mars-Avril 2022 – p. 74-75.

Pradies C. Webinar on leadership and paradoxical thinking titled “Leadership et pensée paradoxale” January 2021 available <https://executive.edhec.edu/fr/lp/webinar-replay-leadership-pensee-paradoxale-janvier-2021>

EDITORIAL ROLES AND REVIEWING

- 2014-present Ad-hoc reviewing for *Administrative Science Quarterly*
Academy of Management Journal
Academy of Management Review
Organization Science
Organization Studies
Journal of Management Studies
Academy of Management Learning & Education
- 2021-2024 Member of the Editorial Review Board from *Strategic Organization!*
- 2014-2019 Ad-hoc reviewing for Academy of Management Meetings: Organizational Behavior Division and Managerial and Organizational Cognition Division.

PROFESSIONAL INVOLVEMENT

SERVICES

Scholarly Community Service:

- Since 2015 Paradox Community Newsletter Editor (>400 recipients); Paradox Community Facebook Group moderator & Paradox Researchers LinkedIn Group moderator
- Since 06/2022 Founder and Co-convenor of the Paradox R&R online group which provides a platform to discuss papers that are at advanced stages in the revision process with a small group of paradox scholars. The goal is to help scholars from the field to publish their work on paradox in high quality academic journals.
- July 2026 EGOS Subtrack Co-Convenor (with A. Greco and M. Berti): What It Means to Be Human? Applying a Paradox Perspective to Investigate the Risks and Opportunities of a More-than-Human Organization
- July 2022 EGOS Subtrack Co-Convenor (with V. Pamphile and J. Schad): Balance in an Unbalanced World: Understanding Competing Demands through Paradox Theory
- March 2022 Co-organizer of the Paradox Research Education and Practice (PREP) online conference
- July 2017 EGOS Subtrack Co-Convenor (with Wendy K. Smith and Russ Vince): The Lived Experience of Paradoxes: Passions, defenses and competing demands

University Service:

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| Since 2025 | EDHEC | EMBM Candidate Selection Committee |
| 2021/2022 | EDHEC | Member of a Committee in charge of the design of a PhD program |
| Since 2015 | EDHEC | Member of the recruiting Committee |

2009-2010	Boston College	Student Representative to the Organizational Studies Ph.D. Committee
2010-2012	Boston College	Coordinator of Integrating International Students Initiative

Other Services and Contributions:

2021:	External Examiner for Trishna Chauhan (Warwick Business School, UK). Thesis chair: Prof. Charlotte Croft
2019:	External Examiner for Corinna Galliano (The University of Sydney, Australia). Thesis chair: Prof. Jane Lê

MEMBERSHIPS

Since 2009	Member of the Academy of Management
Since 2010	Member of EGOS Member of the Paradox Scholarship Group (2010 –)
2010 –2015	Member of the Boston Community of Field Researchers (semi-annual meetings organized by Boston College, Boston University, Harvard and MIT)

OTHER PROFESSIONAL EXPERIENCES

2006-2008	Bongrain Deutschland GmbH, Brand Manager,	Germany
2005-2006	BASF SE, Final thesis on Human Risk Management,	Germany
2004	DaimlerChrysler AG, Research Project on HR Metrics,	Germany
2003-2004	Baccarat, Marketing Project Assistant,	France
2002	French-Australian Chamber of Commerce, Marketing Assistant,	Australia.

LANGUAGES

French: Native
English: Fluent
German: Fluent
Spanish: Intermediate

REFERENCES

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