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## 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

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

### Research Interests

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

## Education

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**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

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### 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

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

## Other Professional Experiences

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Project manager, Société Générale, France

HR coordinator, Delphi EMEA, France

HR coordinator, Radisson SAS, Russia

## Publications

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### 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

- 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.
- 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

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

### Professional Associations

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

### Academic Awards

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