

## **Nathalie BELHOSTE**

Professor  
People & Organizations Department  
Email : nathalie.belhoste@reims-ms.fr

### **Education**

- 2010, Doctorat, Sciences politiques, Sciences Po Paris, France

*Management Interculturel en Inde : Discours sur la différence et impact sur les relations de travail*, sous la direction de JAFFRELOT Christophe

- 2004, DEA, Programme Asie, Sciences Po Paris, France  
- 2000, MSc in Management, Grande Ecole Program, EM Lyon Business School, France  
- 1998, Master of Arts, Political studies, Jawarhalal Nehru University - New Delhi, India  
- 1997, Diplôme IEP, Relations Internationales, IEP (Institut d'Etudes Politiques) Lyon, France

### **Teaching Areas at RMS**

- Team management  
- Human Resources Management

### **Teaching Languages**

- English  
- French

### **Main courses taught at RMS**

- Emerging markets: Chindia, CESEM 4  
- Méthodologie de la connaissance, Sup de Co Cycle Bachelor  
- Team management, Sup de Co Cycle Master  
- Gestion de la diversité, Sup de Co Cycle Master  
- Indian Business System, Sup de Co Cycle Master

### **Course Coordination at RMS**

- Emerging markets: Chindia, CESEM 4  
- Team management, Sup de Co Cycle Master  
- Gestion de la diversité, Sup de Co Cycle Master  
- Indian Business System, Sup de Co Cycle Master

## **A. RESEARCH ACTIVITY**

### **Areas of research**

- Diversity management  
- Indian business system

### **Membership of Scientific Organizations**

- Since 2010, Member of AOM (Academy of Management)
- Since 2010, Member of EGOS (European Group of Organizational Studies)

### **Research Programs Participation**

- Since 2010, Member of RMS 'CMAC' research centre (Customer Management Center)

### **Research Laboratories Participation**

- 2006-2010, Member of CERI - UMR7050 (Centre d'Etudes et de Recherches Internationales), Sciences-Po Paris

## **B. PUBLICATIONS / COMMUNICATIONS**

## Chapters in Books

- BELHOSTE Nathalie, 2011, *Recruter en situation d'hypermobilité : le cas de l'Inde*, in SOPARNOT Richard & KARJALAINEN Helena (eds), *Cas en management interculturel*, Corneilles-le-Royal : Editions EMS Management & Société, pp.79-93.
- BELHOSTE Nathalie, 2010, *Inde et dépendances, ou comment une expérience interculturelle peut-elle modifier le cours d'une existence tranquille*, in YANAPRASART Patchareerat (eds), *Paroles d'acteurs de la mobilité. De la mobilité géographique à la mobilité intellectuelle*, Paris : L'Harmattan, Collection Diversité culturelle et dynamique des organisations, pp.31-40.
- BELHOSTE Nathalie, KARKUN Abhijit, FERNANDEZ Bernard, 2008, *Culture et Gestion en Inde*, in DAVEL Eduardo, DUPUIS Jean-Pierre, CHANLAT Jean-François (eds), *Gestion en Contexte Interculturel*, Québec : PUL (Presses de l'Université Laval), Collection Sciences de l'administration.

## Non-Refereed Articles

- BELHOSTE Nathalie, GRASSET Jérémy, 2008, *The chaotic history of foreign companies in India*, *Asie Visions*, (n°6) : [http://www.ifri.org/?page=detail-contribution&id=5096&id\\_provenance=97](http://www.ifri.org/?page=detail-contribution&id=5096&id_provenance=97) .

## Peer-Reviewed Proceedings

- BELHOSTE Nathalie, ANAND Mohit, MONIN Philippe, *Innovation processes in the emerging Indian insurance market: Demystification, technologization, retailization, commoditization, bundlization, indigenization and segmentation*, 27th EGOS Colloquium (European Group of Organizational Studies), School of Business, Economics and Law, University of Gothenburg, Gothenburg, Sweden, July 06 - July 09 2011.
- BELHOSTE Nathalie, *The narrative construction of diversity in a cross-cultural context*, 2010 Academy of Management Annual Meeting, Montreal, Canada, August 06 - August 10 2010.
- BELHOSTE Nathalie, *Where is culture in intercultural discourses? The diversities at play*, 26th EGOS Colloquium (European Group of Organizational Studies), Universidade Nova de Lisboa, Lisbon, Portugal, June 28 - July 02 2010.
- BELHOSTE Nathalie, *Don't you think you have a western and caste centric view?*, Journée AIMS (Association Internationale de Management Stratégique) - Ethique, responsabilité sociale et pratiques de recherche en management, Institut d'Administration des Entreprises Lyon, Lyon, France, March 31 2010.
- BELHOSTE Nathalie, *Intercultural Management in India: Discourses on otherness - A comprehensive study of Indo-French professional relationships in French firms based in India*, IAOM conference (Indian Academy of Management), XLRI Jamshedpur, School of Business and Human Resources, Jamshedpur, India, December 28 - December 30 2009.
- BELHOSTE Nathalie, *Recruter en situation d'hyper-mobilité : le cas de l'Inde*, Atelier de cas pédagogiques en management interculturel, ESCEM Tours-Poitiers, Tours, France, November 26 2009.
- BELHOSTE Nathalie, *La gestion de l'altérité au sein d'entreprises françaises en Inde*, 3e Congrès du réseau ASIE-IMASIE, Maison de la chimie, Paris, France, September 26 - September 28 2007.
- BELHOSTE Nathalie, *Management Interculturel en Inde : Etat des lieux sur la recherche et perspectives de développement*, 11e Congrès de l'ARIC (Association pour la Recherche Interculturelle), L'université de l'ouest de Timisoara, Timisoara, Romania, September 03 - September 07 2007.
- BELHOSTE Nathalie, *Regards croisés sur les pratiques managériales des Français en Inde*, 3e Conférence sur les 'Global Asian Perspectives', UNESCO (United Nations Educational, Scientific and Cultural Organization), Paris, France, June 07 - June 08 2007.

## C. PROFESSIONAL EXPERIENCE

### Teaching

- 09/2010 - To date, Professor, Reims Management School, Reims, France
- 09/2006 - 06/2010, Research assistant, EM Lyon Business School, Lyon, France
- 09/2004 - 06/2006, Lecturer, Reims Management School, Reims, France

### Executive Education

- 04/2011 - 04/2011, Lecturer in Indian business system, Astellia, Rennes, France
- 09/2007 - 06/2009, Lecturer in Indian business system, Human resources managers, Paris, France, Entreprise et Personnel

### **Consulting**

- 11/2009 - 11/2009, Consultant in preparation for cross-cultural management in India, Executives, Villefranche-sur-saône, France, Arcelor-Mittal
- 01/2006 - 07/2006, Consultant in intercultural management, Executives, Lyon, France, Crossroads Intercultural

### **Company Experience**

- 01/2005 - 07/2005, Representative for SMEs, Medef Lyon Rhône, Lyon, France
- 01/2001 - 12/2003, Product manager, Bourjois SAS, Neuilly-sur-Seine, France

## **D. PROFESSIONAL AND PERSONAL DEVELOPMENT**

### **Other Accomplishments (not reported elsewhere)**

- 09/2007 - 06/2008, Guest in radio broadcast "Inde Hebdo", BFM Radio, Paris, France