

2021
2024

3-YEAR REPORT



LOUVAIN RESEARCH
INSTITUTE IN MANAGEMENT
AND ORGANIZATIONS



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THE WORD OF THE PRESIDENT



Welcome to the 3-year research report of the Louvain Research Institute in Management & Organizations (LouRIM). This document presents an overview of the period 2021-2024, highlighting our institute's diverse research projects, key publications, and seminar activities. As you delve into this report, you will discover the richness, diversity, and quality of the work carried out by our members, reflecting our commitment to advancing the science of management through theoretical and applied, empirical and experimental studies.

LouRIM is dedicated to exploring the multifaceted nature of management within both private and public organizations. Management, by its very nature, involves a dynamic interplay of resources, processes, and development, necessitating a multitude of approaches in terms of functional orientation, research methodology, and focus. To address these complexities, LouRIM mobilizes around 32 faculty members and 64 researchers from a wide array of management disciplines, including accounting, control and tax, entrepreneurship, innovation, strategy, marketing, consumer behaviour, information systems, human resources management, and organizational behaviour.

Our institute fosters creative and high-impact research, attracting substantial external financing. We are committed to disciplinary excellence and proudly associate with numerous colleagues from other research institutes both within and outside our university. These collaborative efforts enable us to combine and integrate different disciplines to tackle pressing societal issues and their implications for organizations. Our research spans topics such as ethics and governance, economic, social, and environmental sustainability, data-driven decision making, and digital transformation.

For those who consult this report from outside our institute, it is an opportunity to discover the depth and quality of the work conducted by our members. For our internal members, this report provides a moment to step back and examine the activities developed over the past years, identify emerging trends, and assess their alignment with our institute's developmental goals. It also offers a moment to celebrate our achievements. Throughout the year, we have welcomed many new scientific and academic members, celebrated the defence of PhD theses, and seen the promotion of more senior members to permanent positions. I extend my heartfelt thanks to everyone for their dynamism and positive contributions to our institute's reputation.

The common denominators for LouRIM members are their openness to interdisciplinary collaboration and their commitment to the societal impact of their research. To stimulate this commitment, LouRIM facilitates interactions across research fields and fosters engagement with managers of private and public organizations. We organize debates, seminars, and conferences to extend the relevance of our research and explore joint research approaches. Hosting foreign scholars from prestigious universities further enhances our partnerships, networks, and communities.

One of the highlights of this period was the honorary doctorate ceremony organized in collaboration with the Louvain School of Management (LSM). We had the pleasure to honour Julie Battilana from Harvard University and Jean-Paul Larçon from HEC Paris. This event provided us with invaluable insights into their research and their concrete commitments to serving society, perfectly illustrating the impact we aim to highlight in our work. Jean-Paul Larçon’s extensive contributions to international business strategy and Julie Battilana’s groundbreaking work on organizational change and social innovation have inspired us all.

Our institute’s continuous growth is reflected in the increase in publications, research project submissions, and the excellence recognized in our annual LouRIM Research Award ceremony. As we move forward, the LouRIM Research Award has evolved to recognize not only research excellence but also innovation, multidisciplinary, and outreach.

This report is a testament to the hard work and dedication of all our members. It highlights our achievements and the collective effort that has positioned LouRIM at the forefront of management research. I invite you to explore the various sections of this report, celebrate our milestones, and look forward to the continued success of the Louvain Research Institute in Management & Organizations.

Enjoy your reading!

Valérie Swaen



LOURIM IN FIGURES

4 RESEARCH CHAIRS
in 2024

28 VIDEOS
produced to popularise our research

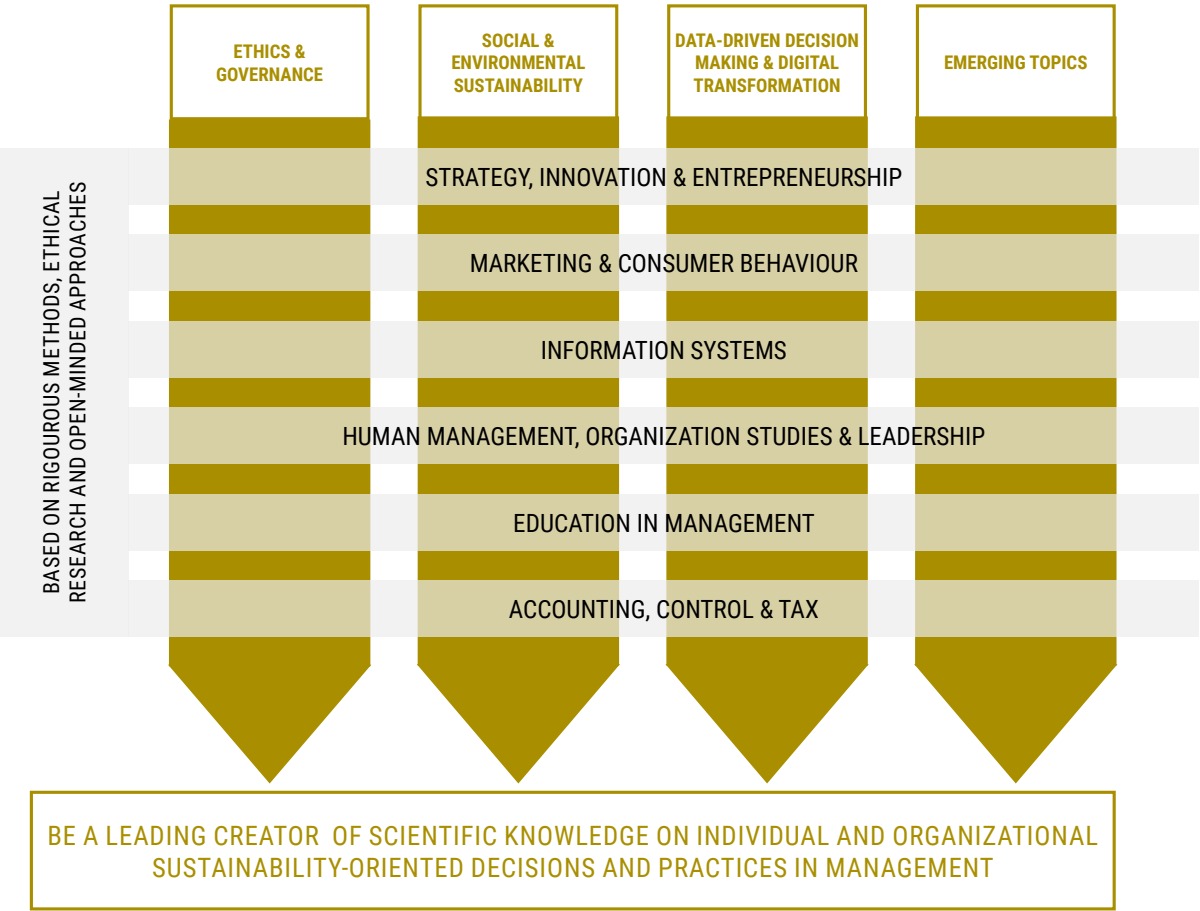
30 COMPANIES
alongside our researchers via the research projects

50 + INTERVENTIONS
in the press each year

190 PAPERS
presented at conferences over the last 3 years

The Louvain Research Institute in Management and Organizations is the management science research institute of UCLouvain. Located at the Louvain-la-Neuve and Mons sites, LouRIM is a dynamic institute bringing together researchers active in fundamental and applied research. We aim at developing knowledge in management sciences and organisational processes and sharing it internationally.

THE INSTITUTE



Research axes and disciplines in our Institute

GOVERNANCE AND ADMINISTRATION

Composition of the LouRIM Bureau from September 2021 to September 2024

PERMANENT MEMBERS



**Valérie
SWAEN**
LouRIM President



**Sylvie
BAUDINE**
Administrative Coordinator

ACADEMIC MEMBERS



Karine
CHARRY



Yves
DE RONGÉ



Amélie
JACQUEMIN



Manuel
KOLP



Laurent
TASKIN

CORSCI REPRESENTATIVES



Michel AJZEN &
Quentin SELLIER
2021-2022



Nicolas BURNY &
Axelle DORISSE
2022-2023



Alix BAERT & Antoine
INGLEBERT-FRYDMAN
2023-2024



CORTA REPRESENTATIVE



Maud
LEBRUN

MEMBERS

As of December 31, 2023

102 full members (78 in LLN and 24 in Mons)

32 academics

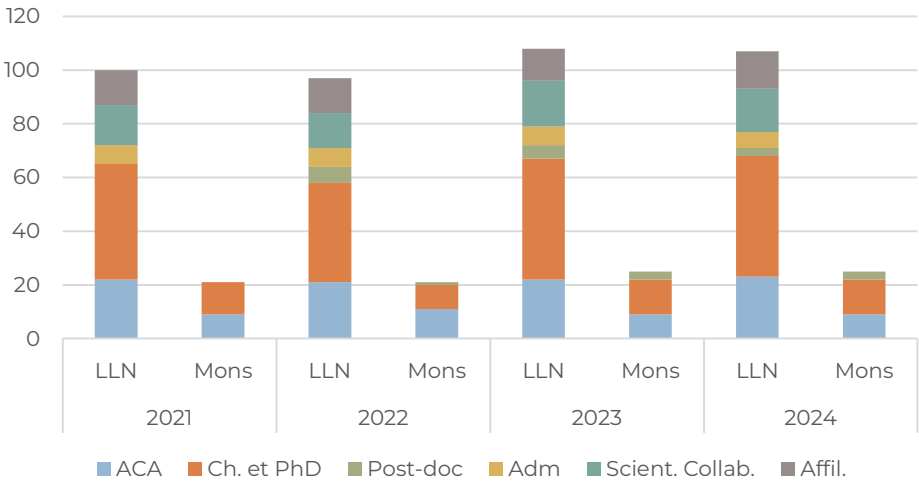
64 scientific members (9 post-docs)

6 administrative staff members (including 1 on external resources)

16 scientific collaborators

14 affiliated members (other UCLouvain employees)

Membership Evolution (2021-2024)



Evolution of LouRIM's membership

ADMINISTRATIVE SUPPORT STAFF



The administrative support staff is composed by (from left to right) Maud Lebrun, Sylvie Baudine, Heike Rämer, Jacques Charles and Laura Vecchiato. This team manages administrative coordination, research support, collaboration procedures, researcher recruitment, project submission, and financial management. They handle expense reports, supplier orders, budget follow-up, and event logistics. Their responsibilities also include event planning, communication strategy, research popularization, assisting scientific staff, managing publications, providing logistical support and coordinating doctoral activities.

Linda Warnier completes the team as research project coordinator in charge of funding opportunities and editing proposals.

OUTPUT

STRATEGY, INNOVATION & ENTREPRENEURSHIP

Research team

Professors: Guilhem Bascle, Régis Coeurderoy, Benoit Gailly, Julie Hermans, Amélie Jacquemin, Frank Janssen, Patrick Scarmure and Alain Vas

Researchers: Anaïs Angelucci, Valentine Brognion, Marco Daprà, Lionel Delatte, Chloé Faton, Alex Ferritto, Vivian Gomolka, Laurent Lahaye, Sana Larif, Christophe Lejeune, Tryphène Ndombasi, Amaury Paradis, Min Shuai and Rodolfo David Villalobos Pozo

Situation in 2024

DEFENDED THESES (2021-2024)

- Angelucci, Anaïs. *Demystifying Entrepreneurial Cognition through a Self-regulation Approach*. Supervisors: Julie Hermans and Olivier Colot. (2023).
- Lahaye, Laurent. *Sustainable Entrepreneurship Hybridity Exploring the Influence of Logics and Motivations*. Supervisor: Frank Janssen. (2024).
- Ramirez Torres, Natalia. *Understanding the Entrepreneurial Effort : from Disruptive Innovations to Disruptive Moments*. Supervisor: Amélie Jacquemin. (2022).



ONGOING THESES

- Brognion, Valentine. *How Organizations from Large European Cities Benefit from Big-C Culture: the Particular Ripple Effects of the Movie and Music Industries for Organizations*. Supervisor: Guilhem Bascle.
- Daprà, Marco. *Institutional Entrepreneurship and Grand Challenges: the Enabling Role of Institutional Logics in the Emergence of Change Agents and their Strategies*. Supervisor: Frank Janssen.
- Delatte, Lionel. *Corporate Entrepreneurial Ecosystem, an Incumbent's Perspective on Engagement with Startups*. Supervisor: Benoit Gailly.
- Faton, Chloé. *Can Stories Transform Reality? A Study of the Performative Effect of Narratives and their Potential for the Impact Scaling of Sustainable Ventures*. Supervisor: Julie Hermans.
- Ferritto, Alex. *L'Impact de l'Intégration des Nouvelles Technologies sur les Dynamiques d'Hybridité et de Légitimité des Start-ups*. Supervisor: Frank Janssen.
- Larif, Sana. *Towards an Integrative Model for Open Social Innovation Capabilities and Entrepreneurial Metaorganizations' Performance*. Supervisor: Frank Janssen.
- Shuai, Min. *Responsible Post-Crowdsourcing Management*. Supervisors: Benoit Gailly and Nadia Steils.
- Villalobos Pozo, Rodolfo David. *Economic Growth Sustainability of "21st Century Socialism" Governments in South America: Public Policy Analysis in the Light of the Development Experience of East Asian New Industrialised Countries"*. Supervisors: Jean-Christophe Defraigne and Régis Coeurderoy.

MARKETING & CONSUMER BEHAVIOUR

Research team

Professors: Karine Charry, Chantal de Moerloose, Caroline Ducarroz, Simon Hazée, Nicolas Kervyn de Meerendre, Gordy Pleyers, Ingrid Poncin, Isabelle Schuiling and Valérie Swaen

Researchers: Alix Baert, Manuel Martins Da Silva, Diane Detry, Axelle Dorisse, Ophélie Duquesne, Nicolas Gerardy, Franck Ronald Foadin, Fatma Jaafer and Antoine Juquelier

Situation in 2024

INFORMATION SYSTEMS

Research team

Professors: François Fouss, Manuel Kolp, Corentin Vande Kerckhove and Jean Vanderdonckt

Researchers: : Ghazaleh Aghakhani, Camille Charles, Louise Cotton, Diego Eloi, Patrick Jeuniaux, Pierre Leleux, Mehdi Ousmer, Alaa Sahraoui, Chloé Satinet, Arthur Sluÿters, Nicolas Szelagowski, Colin Timmers and Flore Vancompernelle Vromman

Situation in 2024

DEFENDED THESES (2021-2024)

- Claey, Pauline. *Essays on the Impact of Social Media Influencers on their Followers*. Supervisors: Karine Charry and Tina Tessitore. (2022).
- Kullak, Avreliane. *Further Engaging Consumers in Healthy Behaviors with Mobile Applications: Essays on Supporting and Hindering Processes*. Supervisors: Karine Charry and Ingrid Poncin. (2021).
- Munten, Pauline. *Product Service-systems: an Integrative Typology of Value Propositions and Marketing Practices to Curb Obsolescence Practices? Understanding Consumers' Reactions to Product-service Systems*. Supervisors: Valérie Swaen and Joëlle Vanhamme. (2021).
- Sellier, Quentin. *Exploring the Impact of Gestural Interaction Technologies on the Experience: a Marketing and HCI Perspective*. Supervisors: Ingrid Poncin and Jean Vanderdonckt. (2023).



ONGOING THESES

- Baert, Alix. *Online Sensory Activation: The Role of Crossmodal Interaction in the Customer Experience*. Supervisor: Ingrid Poncin.
- Detry, Diane. *Smart Retail Technologies: Influence of Consumers' Experience on Consumer Engagement*. Supervisors: Ingrid Poncin and Marion Garnier.
- Dorisse, Axelle. *Essays on Food Consumption Confusion in the Age of Sustainability: Study of Underlying Processes and Reduction Mechanisms*. Supervisors: Karine Charry and Béatrice Parguel.
- Duquesne, Ophélie. *Strategies and Omnichannel Retail Cues to Influence Customer Experience*. Supervisors: Caroline Ducarroz and Simon Hazée.
- Gerardy, Nicolas. *Destination Anthropomorphism: How Does it Shape Tourists' Behavior?* Supervisor: Nicolas Kervyn.
- Juquelier, Antoine. *Customer Experience in Interaction with Artificial Intelligence*. Supervisors: Ingrid Poncin and Simon Hazée.
- Martins Da Silva, Manuel. *Sensory Webdesign: Cross-Modal Correspondences to Convey Sensory Perceptions Through Web Interfaces*. Supervisors: Gordy Pleyers and Jean Vanderdonckt.

DEFENDED THESES (2021-2024)

- Aghakhani, Ghazaleh. *Improving Information Security through Model Driven IT Governance*. Supervisors: Manuel Kolp and Yves Wautelet. (2024).
- Burny, Nicolas. *Towards Evaluation of Graphical User Interfaces Based on a Reproducible Quality Model: Application to Visual Design Aesthetics*. Supervisor: Jean Vanderdonckt. (2022).
- Courtain, Sylvain. *Essays on Network Data Analysis through the Bag-of-paths Framework*. Supervisor: Marco Saerens. (2022).
- Ketoma, Vix Kemanji. *VRTrain: a Method for Developing Head-mounted-display Based Virtual Reality Training Applications*. Supervisors: Jean Vanderdonckt and Gerrit Meixner. (2023).
- Kiv, Soreangsey. *Socio-intentional Framework for Agile Methods Tailoring*. Supervisors: Manuel Kolp and Yves Wautelet. (2021).
- Leleux, Pierre. *Entropy-regularized Biased Random Walks on a Graph : Applications to Network Data Analysis*. Supervisor: Marco Saerens. (2023).
- Magrofuoco, Nathan. *Multi-context Template-based Gesture Recognition for Fast Prototyping*. Supervisors: Jean Vanderdonckt and Paolo Roselli. (2021).
- Ousmer, Mehdi. *A Systematic Procedure for Comparative Testing of 3D Hand Gesture Template-Based Recognizers in Multiple Contexts of Use*. Supervisors: Jean Vanderdonckt and Paolo Roselli. (2024).

ONGOING THESES

- Charles, Camille. *Evaluating Consumer's Ability to Detect Biased Recommendation Agents*. Supervisor: Corentin Vande Kerckhove.
- Cotton, Louise. *Fairness in Recommender Systems*. Supervisor: François Fouss.
- Eloi, Diego. *A Comparison of Machine Learning-based Approaches for Adapting Graphical User Interfaces to their Context of Use: Application to Information Visualization*. Supervisor: Jean Vanderdonckt.
- Sahraoui, Alaa. *The Extra-User Interface as a User Interface for Controlling other User Interfaces: Concept, Method, and Application in Information Visualization*. Supervisor: Jean Vanderdonckt.
- Satinet, Chloé. *Towards a More Sustainable and Responsible Consumption Using Recommender Systems*. Supervisor: François Fouss.
- Szelagowski, Nicolas. *A NLP Approach for Adapting the Graphical User Interface to the End User – Application to Information Visualization DashBoards*. Supervisor: Jean Vanderdonckt.
- Timmers, Colin. *Measurement of Filter Bubbles, Mitigation Strategies, and Insights into Their Effects on Sociological Phenomena, Including the Spread of Misinformation*. Supervisor: Corentin Vande Kerckhove.
- Vancompernelle Vromman, Flore. *From Data to Responsible Decisions - Improving Diversity, Fairness and Explainability in Algorithmic Decision-Making*. Supervisors: François Fouss and Marco Saerens.

- Sluÿters, Arthur. *An Integrated Development Environment for Gesture-based Interactive Applications: Instantiation to Radar Gestures*. Supervisors: Jean Vanderdonckt and Sébastien Lambot. (2024).
- Villarreal Narvaez, Santiago. *A Software Suite Supporting the Design of Gesture Elicitation Studies*. Supervisors: Jean Vanderdonckt and Jorge-Luis Pérez-Medina. (2023).



Arthur Sluÿters' defence



Sylvain Courtain's defence



Chazaleh Aghakhani's defence



Soreangsey Kiv's defence



Santiago Villarreal Narvaez's defence



Nicolas Burny's defence



Pierre Leleux's defence



Mehdi Ousmer's defence



Vix Kemanji Ketoma's defence



Nathan Magrofuoco's defence

HUMAN MANAGEMENT, ORGANIZATIONS & LEADERSHIP

Research team

Professors: Ina Aust-Gronarz, Edina Doci, Corentin Hericher, Laurent Taskin and Géraldine Zeimers

Researchers: : Amine Chihi, Antoine Cordier, Stéphanie Coster, Ive David Klinksiek, Charlotte Durieux, Antoine Inglebert-Frydman, Gül Kimilli, Arthur Lefebvre, Pierre Léonard, Anne Thérèse Méno Tamno, Louise Patesson and Laure Van Den Abeele

Situation in 2024

DEFENDED THESES (2021-2024)

- Lefebvre, Arthur. *Non-profit Sport Collaborations Involving Sport Clubs: Inside the Walloon Federated Sport System*. Supervisors: Thierry Zintz and Benoit Rihoux. (2021).
- Shadabi, Anja. *Corporate Greening and Employee Green Behavior : a Multilevel Analysis of Sustainability Paradoxes and Green Identity in the Organizational Context*. Supervisors: Ina Aust-Gronarz and Douglas Renwick. (2022).
- Terlinden, Laurianne. *Rendre l'Organisation Agile : Construction Identitaire et Reconfiguration de l'Autorité. Ethnographie dans une Entreprise de Media*. Supervisor: Laurent Taskin. (2023).

ONGOING THESES

- Chihi, Amine. *Hybrid Work and the Re-regulation of Performance: A University's Perspective*. Supervisor: Laurent Taskin.
- David Klinksiek, Ive. *Disability in the New Ways of Working*. Supervisors: Laurent Taskin and Eline Jammaers.
- Inglebert-Frydman, Antoine. *Humaniser la Gestion de l'Entreprise : une Approche par la Théorie des Pratiques*. Supervisor: Laurent Taskin.
- Léonard, Pierre. *Sport Environmental Sustainability (SES): An Investigation into Non-Profit Sport Organisations from a Stakeholders Perspective*. Supervisors: Géraldine Zeimers and Jeroen Scheerder.
- Méno Tamno, Anne Thérèse. *Sustainability Implementation in the Informal Sector: Processes, Challenges and Outcomes*. Supervisor: Valérie Swaen.



Arthur Lefebvre's defence



Laurianne Terlinden's defence

EDUCATION IN MANAGEMENT

Research team

Professors: Julie Hermans, Amélie Jacquemin and Valérie Swaen
Researchers: Sélénia Anastasia, Sabrina Courtois and Pauline de Montpellier d'Annevoie
Situation in 2024

ONGOING THESES

- Anastasia, Sélénia. *Integrating Sustainability into Entrepreneurship Programs? The Use of New Teaching Models in Higher Education Institutions for Sustainable Entrepreneurship Education and its Value for Organizations*. Supervisor: Amélie Jacquemin.
- Courtois, Sabrina. *From Individual to Organizational Learning of CSR: Relations between Knowledge, CSR and Stakeholders in the Learning Journey*. Supervisor: Valérie Swaen.
- de Montpellier d'Annevoie, Pauline. *How Do Individuals Develop Knowledge about Corporate Social Responsibility? Role of Conceptual Change and Socio-cognitive Conflicts in the Learning Process of a Contested Concept*. Supervisors: Valérie Swaen and Mariane Frenay.

ACCOUNTING, CONTROL & TAX

Research team

Professors: Yves De Rongé, Marie Lamensch, Anne-Catherine Provost and James Thewissen
Researchers: Mahmoud Al-Shaibie, Diego Barrio Herrezuelo, Grégory De Boe, Thomas Grava, Josep Oriol Izquierdo Montfort, Pauline Rodberg and Sébastien Wilmet
Situation in 2024

ONGOING THESES

- Barrio Herrezuelo, Diego. *The Value of Visual Displays in Financial Disclosures – the Case of Initial Coin Offerings*. Supervisor: James Thewissen.
 - De Boe, Grégory. *Can Tax Policies Prompt Corporate Behaviors with Diminished Environmental Impact?* Supervisors: Marie Lamensch and Valérie Swaen.
 - Izquierdo Montfort, Josep Oriol. *Advancing Circular Business Models: Innovation Patterns, Categories, and Their Impact on Firm Value*. Supervisor: Yves De Rongé.
- Rodberg, Pauline. *From Non-Financial Reporting Absence to Mandatory Disclosure: The Impact of Directive 2022/2464 in Belgium*. Supervisors: Yves De Rongé and Valérie Swaen.
 - Wilmet, Sébastien. *How Organizational Change is Shaping Corporate Disclosures*. Supervisor: James Thewissen.



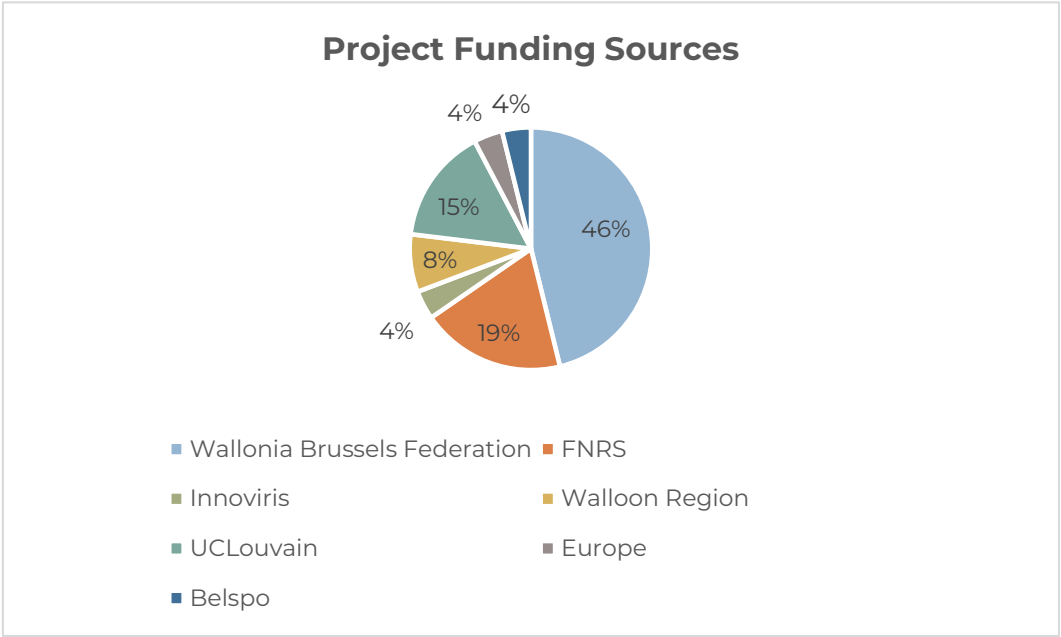
Find out more about our research groups here

RESEARCH THEMES

Here are the main research themes investigated in our institute.



RESEARCH PROJECTS



Representation of the sources of funding for our projects

SUSHY - Towards Sustainable Hybrid Work

Leading investigator: Laurent Taskin
Researchers for LouRIM: Amine Chihi and Stéphanie Coster
Period: 2023-2027

What are the conditions under which hybrid work can be sustainable for the many? The SUSHY - SUSTainable HYbrid work - research project aims to assess the combined effects of hybrid work on well-being, productivity and energy demands. This is on this fascinating subject that the multidisciplinary research consortium from UCLouvain, VUB and UNamur (sociology, management, engineering and information systems) will work during 4 years (2023-2027). This project is financed by Belpo.

PaDEL – People and Digital Ecosystems Lab

Principal investigator: Alain Vas
Researchers: Karine Charry, Caroline Ducarroz, Simon Hazée, Julie Hermans, Amélie Jacquemin, Christophe Lejeune, Amaury Paradis and Ingrid Poncin
Period: 2022-2024

PaDEL, the People and Digital Ecosystems Lab, is an applied research laboratory that brings together a team of academic experts and multidisciplinary researchers (marketing, strategy, organisation, supply chain, IT, etc.) to support and accelerate the digital and environmental transformation processes of organisations using an agile ‘SCALE’ methodology (Scan, Choose, Appropriate, Learn, Enable).

PICesc - Plateforme Intelligente de Composition d’équipes qui génèrent un surplus de créativité

Principal investigator: Julie Hermans
Researcher: Anca Ioana Voicu
Period: 2020-2022

VO Group SA, the coordinating company behind the project, has established through its creativity practices (Creativity Labs) that matching the profiles of contributors (participants) is likely to produce a surplus of creativity. The aim of the research was: (1) to model the combinations of profiles that stimulate creativity and the circumstances in which to take advantage of them, (2) to research an intelligent matching algorithm for team composition based on artificial intelligence technologies and, (3) to verify the relevance of the results of the research within a technological environment (prototype) integrating return on performance (Labs).

ARC MOOCresearch 2.0: A mixed-method and multidisciplinary approach to socio-cognitive conflicts in online educational platforms

Principal investigator for LouRIM: Valérie Swaen
Researcher for LouRIM: Pauline de Montpellier d’Annevoie
Period: 2019-2025

This five-year Collective Research Initiative project led by Prof. Magali Paquot (IL&C) addresses the challenges of fostering social interactions and socio-cognitive conflicts (i.e. differences in point of view that are socially experienced and cognitively resolved) to promote learning in an online learning platform. With the help of various disciplinary methodological toolkits (content analysis, corpus linguistics, and social media analytics), we investigate the presence and unfolding of socio-cognitive conflicts in the forums of massive open online courses (MOOCs) developed by LouvainX on the edX platform.



Find out more about our research projects



The SUSHY research team



Event PaDEL on February 13, 2024



Members of the MOOCresearch 2.0 research team



Event PICesc

RESEARCH CHAIRS

Entreprendre.WAPI

Professor in charge: Karine Charry
Period: 2021-2025

The UCLouvain-Entreprendre.wapi Chair is dedicated to the study of consumer behaviour in the agri-food sector. Its primary mission is to accelerate the achievement of the objectives of Entreprendre.wapi, whose actions are aimed at perpetuating strategic sectors of the local economy, particularly the agri-food and sustainable food sectors. This Chair will focus on three areas: research, teaching and continuing education.



Candriam in Circular Economy

Professor in charge: Yves De Rongé
Period: 2020-2024



The Candriam Chair aims to develop a research programme focusing on circular economy. The first step will be to carry out an in-depth analysis of circularity practices in order to identify the most successful business sectors and companies in terms of circularity, and to identify the most appropriate indicators and performance measures for understanding the various aspects of the circular economy. Secondly, a circularity barometer will be drawn up every three years to measure the progress made by companies in terms of circularity.

Labor-H

Professor in charge: Laurent Taskin
Period: 2020-2024

Labor-H is a university chair dedicated to the study of human management practices and new forms of organisation. It is a collaborative research and innovation laboratory in the field of human management at the Université catholique de Louvain. This multi-partner university chair carries out research (annual research projects based on the partners' concerns), teaching (organisation of an ethics seminar, HRM master's degree) and service activities (executive education, networking).



Partenamut-IPM Chair in Digital Marketing

Professor in charge: Ingrid Poncin
Period: 2020-2024

The Partenamut-IPM chair in digital marketing, in collaboration with IPM Group and Partenamut, supports the university in its three essential missions: teaching, research and service to society. In terms of research, the Chair aims to reinforce LouRIM's scientific expertise in the field of digital marketing around topics such as consumer behaviour, customer experience, personalization, digital health, adoption of new technologies, gamification, value creation as well as ethical concerns in the digital context.



More details about our research chairs here



CIRCLE U.



The European university alliance Circle U. brings together the universities of Oslo, Paris, Aarhus, Berlin Humboldt, Belgrade, Kings College London, Pisa, Vienna and UCLouvain. 'European universities', a new revolution in higher education since the Erasmus revolution, are intended to promote ambitious projects in Europe and to support student and staff mobility (teaching, scientific and administrative) in all its forms.

One of Circle U.'s ambitions is to establish new opportunities for cooperation and lay the foundation for stronger academic collaboration. To do this, the seven universities, member of the alliance, have set up a joint education and research infrastructure. This will provide students and staff with spaces to, on the one hand, co-create knowledge and solutions with external stakeholders and, on the other hand, engage in policy development with external stakeholders. The Circle U. Academic Chair Programme will ensure strong and sustainable connections across our universities, between research and teaching, between students and staff, and between universities and society. Two of these chairs are under the responsibility of Amélie Jacquemin, a researcher at the institute.

Circle U. Challenge

Concerned platform: Student Led Sustainable Innovation
Holder: Amélie Jacquemin

To contribute to a sustainable economy and a green transition, they will substantially increase the number of graduates with entrepreneurial and, more globally, innovation skills and experience. Circle U. Challenge will bring together the best of our active pedagogical practices to empower our students. They also want to contribute to a better gender balance amongst innovators and by creating a Female Founder Network across universities, including both graduate and postgraduate students.

InCUbator

Coordinating professor: Amélie Jacquemin

Two initial pilot editions of a brand new course called “Sustainable Change-makers Programme” and created within the European Alliance Circle U. of which UCLouvain is a part, took place in 22-23 (with around 20 students) and in 23-24 (with 43 students). This course is open to master's level students and doctoral students from the nine partner universities of the Alliance. It allows students to acquire skills in sustainable entrepreneurship and innovation.

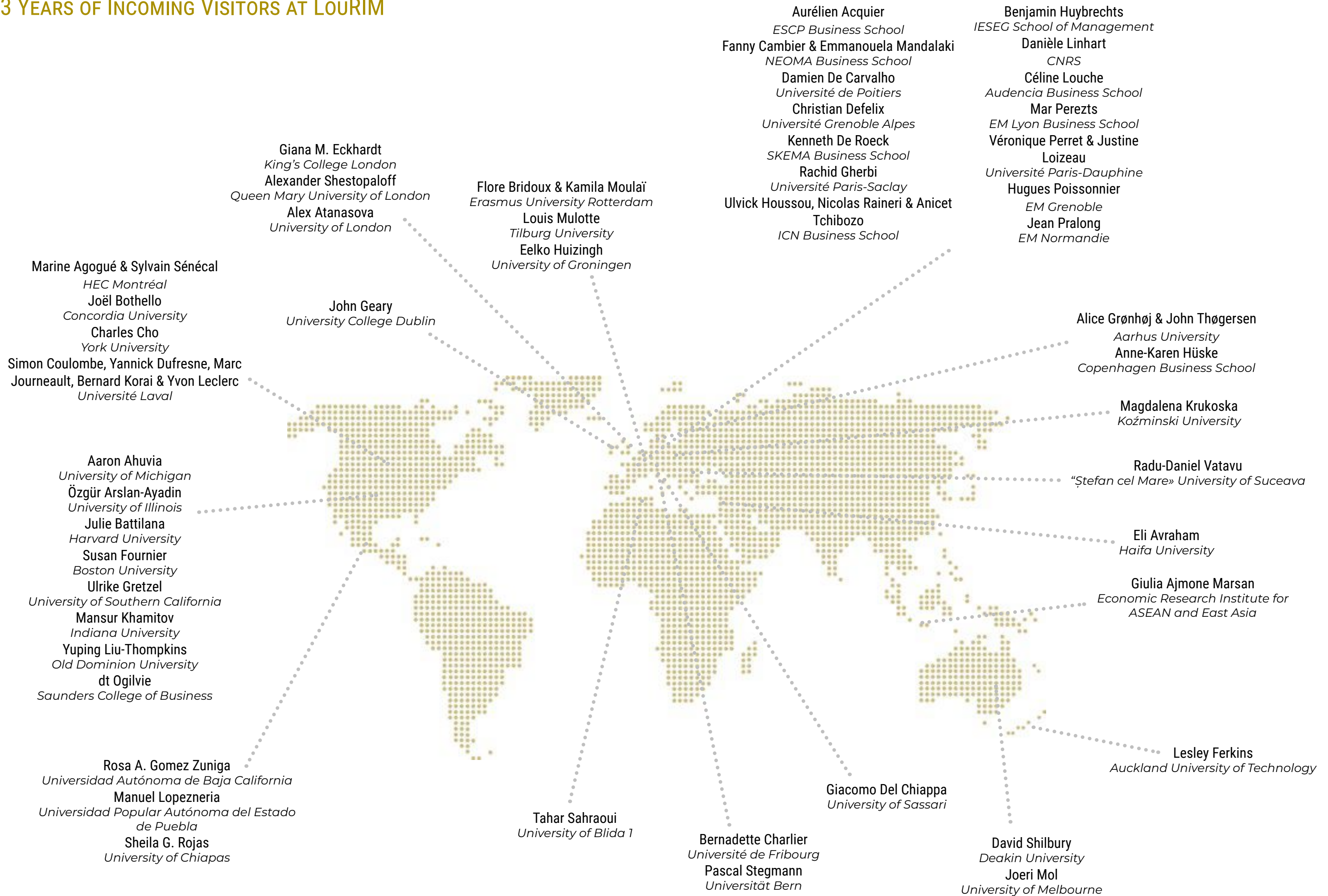
These students worked together for several weeks in international, multi-disciplinary teams on entrepreneurial projects with a societal impact. The preparatory online course sessions included videos with contributions from experts, companies and student entrepreneurs from the participating universities.

They then gathered at UCLouvain for the final part of the activity to pitch their innovative, sustainable ideas in front of a jury. While in Louvain-la-Neuve, students spent several hours with the CEO of a Belgian company, visiting the company's facilities and finding out more about its sustainability issues directly from the people running it.

ACTIVITIES



3 YEARS OF INCOMING VISITORS AT LOURIM



COLLABORATIONS WITHIN BELGIUM

Here is a non-exhaustive list of collaborations with other researchers in Belgium.

CCMS
Center on Consumer and Marketing Strategy

Interuniversities research group
Research group in the area of consumer behaviour and marketing strategy, with members from UCLouvain, UNamur and Solvay Business School

Solvay Brussels School
Economics & Management
Catherine Janssen
Working with Valérie Swaen

UNIVERSITÉ DE NAMUR
Stéphane Faulkner
Working with Manuel Kolp and Jean Vanderdonckt
Sophie Pondeville and Julie Solbreux
Working with Julie Hermans and Valérie Swaen

Universiteit Antwerpen
Jennifer Thewissen
Working with James Thewissen
Luc Van Liedekerke
Working with Valérie Swaen

ICHEC
BRUSSELS MANAGEMENT SCHOOL
Marine De Ridder, Roxane De Hoe, Marine Falize, Diane Nguyen and Coline Ruwet
Working with Frank Janssen, Valérie Swaen and Laurent Taskin

LIÈGE université
Chaire Francqui granted to Valérie Swaen

AMX Antwerp Management School
Lars Moratis
Working with Valérie Swaen

KU LEUVEN
Ingrid Molderez
Working with Valérie Swaen
Jeroen Scheerder
Working with Géraldine Zeimers
Monique Snoeck
Working with Manuel Kolp and Jean Vanderdonckt
Yves Van Vaerenbergh
Working with Simon Hazée
Yves Wautelet
Working with Manuel Kolp

MAJOR EVENTS

DANCE YOUR RESEARCH WORKSHOPS

Since 2020, Professor Nicolas Kervyn has been organising the "Dance Your Research" workshop. This workshop gathers scholars from across the different research institutes of UCLouvain and provides them with the opportunity to reflect upon their research through a new, artistic, and embodied perspective. With theoretical lectures and practical dancing practices, the professors provide participants with concepts and tools useful to mix dance and science and find ways of expressing scientific results through choreographed movement. Three editions have already been organised and are proving a growing success.

DOCTOR HONORIS CAUSA 2024
APRIL 15TH & 16TH 2024

For its second honorary doctorate, LouRIM once again joined forces with the Louvain School of Management to commemorate the 35th anniversary of the CEMS alliance. The two exceptional individuals honoured on this occasion clearly symbolize the theme: Julie Battilana, a distinguished figure in driving social change within organisations and Jean-Paul Larçon, one the the founders of the Alliance.

Jean-Paul Larçon’s remarkable contributions to the internationalization of management education and Julie Battilana’s pioneering work in addressing critical issues surrounding positive social change make them both highly influential personalities in their respective fields. The aim of this momentous occasion extended beyond the conferral of honorary doctorates; it seeks to explore the profound role of academia in society and its transformative power.

Through this event, we aspired to ignite a thought-provoking dialogue on the impact professors can have beyond the academic realm, catalysing positive change for the betterment of society. Our goal was to showcase the diversity and richness of management within the educational landscape and as a scientific research field while exemplifying the profound notion of impact through the extraordinary journeys of Jean-Paul Larçon and Julie Battilana.



PROFESSOR JULIE BATTILANA

Julie Battilana is a professor of organizational behaviour at Harvard Business School and social innovation at Harvard Kennedy School, where she is also the founder and faculty chair of the Social Innovation + Change Initiative. Professor Battilana’s research examines the politics of change in organizations and in society. She especially concentrates on organizations and individuals that initiate and implement changes that diverge from the taken-for-granted norm—that break with the status quo. She teaches on power and influence, leadership, and organizational change.

She is the author of two books: “Power, for All: How it Really Works and Why It’s Everyone’s Business” (New York: Simon & Schuster, 2021) and “Democratize Work: The Case for Reorganizing the

Economy” (University of Chicago Press, 2022, originally published in French by Le Seuil, 2020).

She published articles in the Academy of Management Annals, Academy of Management Journal, Academy of Management Review, Harvard Business Review, Journal of Business Ethics, Leadership Quarterly M@n@gement, Management Science, Organization, Organization Science, Organization Studies, Research in Organizational Behaviour, Stanford Social Innovation Review, and Strategic Organization. Her research has featured in publications like The Boston Globe, Forbes, Huffington Post, The Guardian, and The Washington Post.

DOCTOR HONORIS CAUSA 2024

APRIL 15TH & 16TH 2024

DEBATE “FORMER LES DIRIGEANT.E.S, TRANSFORMER LES ENTREPRISES” April 15th

Julie Battilana and Jean-Paul Larçon proposed an engaging debate that exemplified societal commitment through numerous contributions on contemporary topics such as artificial intelligence, modern geopolitics, corporate social responsibility, and current education in management schools.



RESEARCH SEMINAR “PURPOSE AND POWER IN ORGANIZATIONS” April 16th

The following day featured Julie Battilana presented a research seminar, providing an excellent opportunity for researchers and academics to delve into the concept of "power", a central theme for our Honorary Doctorate.

CEREMONY April 16th

Our ceremony was a moment to honour these two distinguished personalities, thanking them for their dedication to both research and society. This event brilliantly highlighted the concept of impact that we aimed to emphasize.



10^{ÈMES} RENCONTRES DES PERSPECTIVES CRITIQUES EN MANAGEMENT September 7th & 8th, 2021

Professors Laurent Taskin and Amélie Jacquemin hosted the Critical Perspectives in Management conference, supporting doctoral work and discussing major issues in critical research. The 2021 theme was “Recherche de crise, recherche en crise?”

BELGIAN SERVICE RESEARCH DAY April 22nd, 2022

The “Belgian Service Research Day” is an annual conference uniting Belgian service management scholars to network and share knowledge. UCLouvain organized the 2022 edition in Mons, with forty participants.

1ST AFRICAN RESEARCH INITIATIVE CONFERENCE October 24th to 26th, 2022

LouRIM hosted the first African Research Initiative Conference, initiated by Professor Mahamadou Biga Diambéidou, to discuss sustainable innovative entrepreneurship research in Africa. The theme was “Fostering a Sustainable Entrepreneurship Research Ecosystem.”

DANCED CLASS “NARCOCULTURE IN MEXICO” December 14th, 2021

Professor Nicolas Kervyn’s project, a danced class with Mexican dancers, introduced narcoculture research to management students and was broadcast online, exploring new teaching technologies popularized during the pandemic.

EMERITUS CELEBRATION OF PROFESSOR THIERRY ZINTZ June 7th, 2022

LouRIM and FSM organized a ceremony honoring Professor Thierry Zintz’s emeritus status, featuring lectures on sports organization responsibility and sports diplomacy by Simon Chadwick and Richard Parish, followed by a panel discussion.

BELGE JOURNÉE DU MARKETING December 18th, 2023

Every year, marketing researchers from Belgium’s French-speaking universities (UCLouvain, ULB, ULiège, UNamur, and UMONS) convene to discuss their research progress. This year, at the initiative of Professor Nicolas Kervyn, the research day was hosted at our institute.

BUSINESS & SOCIETY RESEARCH SEMINARS

LouRIM is one of the institutions behind the Business & Society Research Seminars, under the leadership of Professor Valérie Swaen. This event is designed for PhD students and emerging scholars conducting research in the field of Business and Society, Sustainable Business, Corporate Social Responsibility, Sustainable Development Goals, Social Innovation & Entrepreneurship, Social Inclusion and Social Justice, or a related topic. Each partner institution organises the conference in turn. The themes of the last three editions revolved around these issues:

- ▶ 2022, in Nantes – How to change the world?
- ▶ 2023, in Rotterdam – How to make the world a more inclusive place?
- ▶ 2024, in Lille – Business, peace and sustainability: navigating systemic challenges



Find out more about
our activities

CELEBRATE

OUR TALENTED RESEARCHERS

June 2021: Robert Johnston Outstanding Reviewer Award at the AMA SERVSIG

The AMA SERVSIG Award ceremony 2021 was held on June 11. At this event, Simon Hazée received the 2020 Robert Johnston Outstanding Reviewer Award.



June 2021: Best Video Award for Julie Hermans and Julie Solbreux at the JSPH7 (7^{ème} Journée Scientifique du Pôle Hainuyer)



Researchers from various higher education institutions in the Hainuyer cluster came together to present their research on video at the research video session. The winners of the competition were Julie Hermans and Julie Solbreux for their video on education through social entrepreneurship: an integrated construction of identity.

October 2021: Best communication award at the 32nd AGRH conference

Laurent Taskin and Marine De Ridder received the best communication award for their article *Quels espaces de liberté dans l'entreprise dite libérée ? Une approche par la liberté sociale d'Axel Honneth* presented at the 32nd AGRH conference.



October 2021: IFIP Fellowship

Jean Vanderdonckt was elected IFIP Fellow by the International Federation for Information Processing. He is the first Belgian scientist to receive this distinction.

March 2022: Best paper award at 27th Conference on Intelligent User Interfaces

On March 24, Arthur Sluÿters won the Best Paper Award at the 27th Annual Conference on Intelligent User Interfaces for his paper Hand Gesture Recognition for an Off-the-Shelf Radar by Electromagnetic Modeling and Inversion, with Jean Vanderdonckt and Sébastien Lambot (UCLouvain).



May 2022: Distinguished Associate Editor Award for ACM Transactions on Interactive Intelligent Systems



This award was granted to Jean Vanderdonckt in appreciation for his contributions to ACM. ACM is the Association for Computing Machinery, the world's largest computing society, bringing together computing educators, researchers, and professionals to inspire dialogue, share resources, and address the field's challenges.

March 2023: Prize for User Experience at the Citizens of Wallonia Hackathon

Quentin Sellier and Arthur Sluÿters won the Prize for User Experience at the Citizens of Wallonia Hackathon, launched to stimulate the emergence of new uses thanks to digital technology. It also aims to develop solutions to facilitate the life of citizens in a context of transformation of Wallonia into a Smart Territory. They were also nominated in three other categories: Best immersive technology, Best pitch and Grand Prix.



May 2023: Francqui chair granted to Valérie Swaen

On May 2, Valérie Swaen gave the opening lecture of her Francqui Chair from the Université de Liège. Her talk reported on how marketing could serve transition.



All our research news here



LouRIM AWARDS

The “LouRIM Research Excellence Award” aims at recognizing the scientific merits of Institute members for their outstanding contributions published in a scientific journal during the preceding civil year.



In March 2022, Ingrid Poncin received the 2021 LouRIM Award for her article with Fanny Cambier *Inferring brand integrity from marketing communications: The effects of brand transparency signals in a consumer empowerment context*. The jury particularly appreciated the large number of experiments and the meta-analyses supporting the conclusions as well as the strong conceptual background.

Since 2022, the LouRIM Award has evolved to become the LouRIM Seed Fund. In even-numbered years, the day of celebrations is divided into two parts. Firstly, research highlights from the different research areas are presented by their authors in short presentations. The second part of the day is devoted to the presentation of cross-disciplinary projects within the institute. Following an earlier selection, one project is awarded and receives an incentive prize, the LouRIM Seed Fund, in order to be implemented.

In January 2024, Marco Dapr  and Corentin Vande Kerckhove were the first winners of the LouRIM Seed Fund for the project they submitted with Dr Nicolas Burny. Their interdisciplinary project (HoldOn) aims at anticipating employees' attrition using LinkedIn data.



OUR EMERITUS PROFESSOR

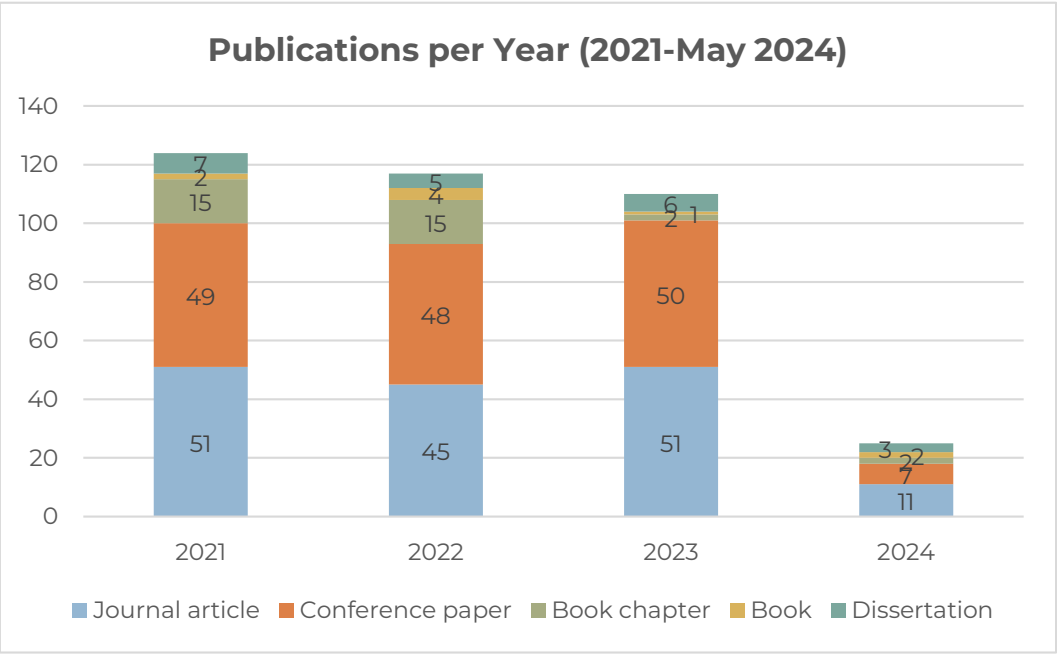
Here we celebrate the careers of professors who became emeritus between 2021 and 2024.



PROFESSOR THIERRY ZINTZ (EMERITUS IN 2021)

Thierry Zintz is an emeritus professor of Sports Organisations Management at UCLouvain's Faculty of Sports Sciences. He served as Dean (2010-2016) and held the Olympic Chair Henri de Baillet Latour – Jacques Rogge in Management of Sport Organisations (2008-2020). Senior researcher at LouRIM, he was Vice-President of the Belgian Olympic Committee (2001-2017) and Past-President of the European Observatory of Sport and Employment (EOSE). From 2010 to 2021, he directed MEMOS, an Executive Master in Sport Management organised by the International Olympic Committee. He has been a member of the Olympic Education Commission, since 2015, and of the World Antidoping Agency's Standing Committee for Education since 2018.





Representation of the number of publications in our institute

Discover all our publications here



HIGHLIGHTED PUBLICATIONS

This section presents the most significant research publication from each academic within the institute from 2021 to 2024. These highlighted works represent our academic achievements, reflecting the diverse and impactful contributions across our different research axes.

Ina Aust-Gronarz

Aust, I., Fang, L. C. & Semeijn, J. (2024). *The Elgar Companion to Human Resource Management and the Sustainable Development Goals*. Edward Elgar Publishing.

Guilhem Bascle

Bascle, G., & Jung, J. (2023). Caught in an Expectations Trap: Risks of Giving Securities Analysts What They Expect. *Organization Science*, (Accepted/In press). doi:10.1287/orsc.2021.1569

Karine Charry

Charry, K., Poncin, I., Kullak, A., & Hollebeek, L. (2023). "Gamification's role in fostering user engagement with healthy food-based digital content". *Psychology & Marketing*, 41(1), 69-85. doi:10.1002/mar.21892

Régis Coeurderoy

Berger-Douce, S., Coeurderoy, R., Constantinidis, C., Favre-Bonté, V., Germain, O., Guieu, G., & Janssen, F. (2023). PME et entrepreneuriat : ajuster la recherche aux réalités sociales, environnementales et économiques du monde des affaires en transformation. *Revue internationale P.M.E.: Économie et gestion de la petite et moyenne entreprise*, 36(1), 6. doi: 10.7202/1098936ar

Chantal de Moerloose

Lambin, J., & de Moerloose, C. (2021). *Marketing stratégique et opérationnel : La démarche marketing dans une perspective responsable* (10e éd.). Dunod.

Yves De Rongé

De Rongé, Y., & Berland, N. (2023). *Contrôle de gestion : Perspectives stratégiques et managériales* (5e éd.). Pearson.

Edina Doci

Doci, E. (2024). Psychological Capital. In P. M. Bal (Ed.), *Encyclopedia of organizational psychology*. Edward Elgar.

Caroline Ducarroz

Anderson, K. C., Albinsson, P. A., & Ducarroz, C. (2023). Peer-to-Peer Community on Social Media: An Exploratory Cross-Cultural Study. *Journal of Consumer Behaviour*, 23(3), 1285-1306. doi: 10.1002/cb.2276

François Fouss

Satinet, C., & Fouss, F. (2022). A supervised machine learning classification framework for clothing products' sustainability. *Sustainability*, 14(3), 1334. doi: 10.3390/su14031334

Benoit Gailly

Ritala, P., De Kort, C., & Gailly, B. (2023). Orchestrating knowledge networks: alter-oriented brokering. *Journal of Management*, 49(3), 1140-1178. doi: 10.1177/01492063221086247

Simon Hazée

Xu, Y., Hazée, S., So, K. K. F., Li, K. D., & Malthouse, E. C. (2021). An evolutionary perspective on the dynamics of service platform ecosystems for the sharing economy. *Journal of Business Research*, 135, 127-136. doi: 10.1016/j.jbusres.2021.05.056

Corentin Hericher

Hericher, C., & Bridoux, F. (2023). Employees' Emotional and Behavioral Reactions to Corporate Social Irresponsibility. *Journal of Management*, 49(5), 1533-1569. doi: 10.1177/01492063221100178

Julie Hermans

Solbreux, J., Hermans, J., Pondeville, S., & Dufays, F. (2024). It all starts with a story: questioning dominant entrepreneurial identities through collective narrative practices. *International Small Business Journal*, 42(1), 90-123. doi: 10.1177/02662426231184164

Amélie Jacquemin

St-Jean, E., & Jacquemin, A. (2022). Does mentoring reduce entrepreneurial doubt? A longitudinal gendered perspective. *International Journal of Gender and Entrepreneurship*, 4(5), 375-396. doi: 10.1108/IJGE-10-2021-0169

Frank Janssen

Gundolf, K., & Janssen, F. (2021). *Entrepreneuriat, spiritualité et religion. Des sphères antinomiques ou étroitement liées ?* De Boeck Supérieur.

Nicolas Kervyn de Meerendré

Kervyn, N., Fiske, S. T., & Malone, C. (2022). Warmth and competence define images of both brands and social groups. *Consumer Psychology Review*, 5(2), 51-68. doi: 10.1002/arcp.1074.

Manuel Kolp

Kiv S., Heng S., Wautelet, Y., Poelmans, S., & Kolp, M. (2022). Using an ontology for systematic practice adoption in agile methods: Expert system and practitioners-based validation. *Expert Systems with Applications*, 195, 116520. doi: 10.1016/j.eswa.2022.116520.

Marie Lamensch

Lamensch, M., Merkx, M., Lock, J., & Janssen, A. (2021). New EU VAT-Related Obligations for E-commerce Platforms Worldwide: A Qualitative Impact Assessment. *World Tax Journal*, 13(3), 441-479.

Gordy Pleyers

Pleyers, G. (2023). Visual complexity in product design: How does the degree of elaborateness of the front-pack image impact consumers' responses? *Journal of Consumer Behaviour*, 23(3), 1418-1445. doi: 10.1002/cb.2282

Ingrid Poncin

Lambillotte, L., Bart, Y., & Poncin, I. (2022). When Does Information Transparency Reduce Downside of Personalization? Role of Need for Cognition and Perceived Control. *Journal of Interactive Marketing*, 57(3), 393-420. doi:10.1177/10949968221095557.

Anne-Catherine Provost

Rasheed, A. A., Provost, A.-C., & Priem, R. L. (2021). Strengthening Theory through Isolation and Subsequent Confrontation. In M. Pirson, D. M. Wasieleski, & E. L. Steckler (Eds.), *Alternative Theories of the Firm* (pp. 184-216). Routledge.

Valérie Swaen

Janssen, C., Swaen, V. & Du, S. (2022). Is a specific claim always better? The double-edged effects of claim specificity in green advertising. *Journal of Business Research*, 151, 435-447. doi: 10.1016/j.jbusres.2022.07.005

Laurent Taskin

Taskin, L., Courpasson, D., Donis, C. (2023) Objectal Resistance: the Political role of objects in workers' resistance to spatial change. *Human Relations*, 76(5), 715-745.

James Thewissen

Xia, F., Thewissen, J., Huang, W., & Yan, S. (2024). Founder-CEO Extraversion and Sustainability Orientation in Initial Coin Offerings. *Entrepreneurship Theory and Practice*, 48(4), 941-980. doi: 10.1177/10422587231211012

Corentin Vande Kerckhove

Tytgat, A., Vande Kerckhove, C., Cucuringu, M., Bregasi, E., Peek, A., & Shestopaloff, A. (2024). *Extracting the low-coverage juice: exploiting information of alternative data with high missing ratio for financial forecasting*. Communication presented at the Workshop on Complex Networks in Banking and Finance (Toronto, 24-27 June 2024).

Jean Vanderdonckt

Villarreal-Narvaez, S., Sluÿters, A., Vanderdonckt, J., & Vatavu, R.-D. (2024). Brave New GES World: A Systematic Literature Review of Gestures and Referents in Gesture Elicitation Studies. *ACM Computing Surveys*, 56(5), 1-55. doi: 10.1145/3636458

Géraldine Zeimers

Zeimers, G., Shilbury, D., & McLeod, J. (2022). A qualitative study examining how passion impacts sport board functioning. *Leisure Sciences*, 1-23. doi: 10.1080/01490400.2022.2157913

CONFERENCES

This section presents an overview of the conferences in the field of management sciences where our researchers showcased their work from 2021 to 2024.



Find out more about our conference presentations here



INFORMATION SYSTEMS

- ACM CHI Conference on Human Factors in Computing Systems
- ACM Conference on Intelligent User Interfaces
- ACM Conference on User Modeling, Adaptation and Personalization
- ACM International Conference on Interactive Media Experiences
- ACM SIGCHI Symposium on Engineering Interactive Computing Systems
- Hawaii International Conference on System Sciences
- Human Interaction & Emerging Technologies Conference
- IEEE/WIC/ACM International Conference on Web Intelligence
- IFIP TC13 International Conference on Human-Computer Interaction
- Interdisciplinary Conference on Management, Information Technology and Computer Sciences
- International Conference on Advanced Visual Interfaces
- International Conference on Evaluation and Assessment in Software Engineering
- International Conference on Human-Computer Interaction
- International Conference on Human Computer Interaction Theory and Applications
- International Conference on Information Systems Development
- International Conference on Software Technologies

ACCOUNTING, CONTROL & TAX

- Annual Meeting of the American Accounting Association
- EurOMA Conference
- European Accounting Association Annual Congress
- International Conference on New Business Models
- International Conference on Public Policy
- New Business Models Conference

MARKETING & CONSUMER BEHAVIOUR

- AMS Annual Conference
- AMS World Marketing Congress
- Belgian Service Research Day
- Congrès International de l'Association Française du Marketing
- European Marketing Academy Annual Conference
- Frontiers in Service Conference
- Global Marketing Conference
- Interactive Marketing Research Conference
- International Conference on Environmental Psychology
- International Research Conference in Service Management
- International SERVSIG Conference
- Journée de Recherche en Marketing du Grand Est
- Recent Advances in Retailing and Consumer Science Conference
- Society for Marketing Advances Conference

OUTREACH INITIATIVES

This section highlights our commitment to bridging the gap between academia and society through dissemination of our research findings. These three initiatives demonstrate how our work in management benefits a broader audience. They not only underscore the practical applications of our research but also reinforce our dedication to fostering a more informed and engaged society.

Pitch My Research videos (LouRIM)

To help better understand what our researchers in management are doing, LouRIM launched the Pitch My Research videos series. Regularly throughout the academic year, we post videos presenting a researcher of the institute and the research (s)he conducts, in order to better understand the ins and outs of management research, as well as its key topics and methods.



To our videos



Examples of "Pitch My Research" videos

Lu pour vous (labor-h)



To the Lu pour vous

The main mission of the research developed within the labor-H Chair is to offer practical perspectives contributing to the implementation of Human Management within companies, support research in Human Management and constitute a benchmark transdisciplinary research area. Since 2021, to promote these links between practice and research, the labor-H has regularly shared summaries of scientific publications (articles, books, chapters) related to their work. These summaries are called "Lu pour vous" and are produced by the labor-H research team.

Le monde d'après (Julie Hermans)

"Le monde d'après" is a comic book in WEBTOON format (manga for smartphones) that recounts the adventures of the NOPLA team. In 12 episodes, young learners (aged 12-18) discover how the ideas of a group of friends are transformed into an entrepreneurial project. The webtoon "Le monde d'après" and the BMC2 website are tools developed on the initiative of WE Entreprendre, which has entrusted the methodology and content to Julie Solbreux and Julie Hermans, two teachers and researchers from the Universities of Namur (UNamur, CeDES, LouRIM collaborator) and Louvain-La-Neuve (UCLouvain, LouRIM).



To the webtoon



WHAT'S NEXT?



As we conclude three remarkable years, I extend my congratulations to all the members of our institute for their outstanding contributions, exceptional performance, and unwavering commitment. Your dedication and hard work have driven our success and advanced our research in significant ways. Each one of you has played a pivotal role in our achievements, and for that, I am deeply grateful.

Our accomplishments would not have been possible without the generous support of our funding partners. Your trust in our researchers and your commitment to supporting the development of our projects have been invaluable. We are immensely thankful for your continued support, which enables us to push the boundaries of knowledge and innovation in management and organizations.

A special acknowledgment goes to our remarkable administrative team, often described as a "dream team." Sylvie, Maud, Laura, Jacques, Heike and Linda, you are the heart of our institute. Your tireless efforts and exceptional support work benefit us all, creating an environment where we can thrive. Each of you brings unique strengths and dedication that make our daily operations smooth and efficient. Thank you for your unwavering support and commitment.

This moment is particularly special for me, as it marks my final moment as president of the institute. Leading such a dynamic and talented group has been a true pleasure and a profound pride. Together, we have navigated challenges, celebrated successes, and made significant strides in our field. I keep with me countless positive memories from my president time, confident that the institute is well-prepared for the challenges ahead. These challenges include securing continuous support—both financial and administrative—as we strive to fund our research, and the critical task of recruiting and retaining talented researchers, including administrative staff, PhD students, postdocs, and academics.

As I step down, it is my honour to welcome the new leadership team. I have no doubt that Karine Charry, a dynamic professor in social marketing, and her team will lead the institute with vision and dedication. Karine, I wish you and your team the very best. I am confident that under your guidance, the institute will continue to reach new heights and achieve remarkable success. I leave the institute in excellent hands and look forward to seeing its continued growth and innovation.

In closing, I want to extend my deepest gratitude to every member of our institute. This has been not just a professional journey, but a profound human adventure. Thank you all for your support, your dedication, and for making my tenure as president an unforgettable experience. The future is bright for the Louvain Research Institute in Management & Organizations, and I look forward to seeing the incredible advancements that lie ahead.

Valérie Swaen



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