

# Anne ANTONI

(Birth name: GRAVELLE)

Flat 3, 10 Dale Street  
CV32 5HJ, Leamington Spa, UK  
Tel: +44 (0)7 460 433 268  
E-mail : anne.antoni.13@mail.wbs.ac.uk  
<http://go.warwick.ac.uk/ep/pg/bsrnbi>

## EDUCATION

---

### 2013-2017 PhD, OHRM Group, Warwick Business School, University of Warwick

PhD thesis (Submitted 2017, to be awarded 2018): *On relationship quality and ethical issues at work: navigating between care and instrumentality*. Under the supervision of Professors Marianna Fotaki and Juliane Reinecke. Sponsors: Economic and Social Research Council and Warwick Business School.

Postgraduate Certificate in Social Sciences Research (2013-2014): Philosophy of Social Sciences, Practice of Social Research, Qualitative Research Methods, Quantitative Research Methods.

GMAT (2011): 700

### 2012-2013 Master 1 in Social and Work Psychology, with high honours – Paris 8 University

Master Thesis: *Professional Representations of the Manager: Sociopsychological Anchoring and Practice*. Under the direction of Edith Salès-Wuillemin (grade 15/20).

### 2003-2008 Bachelor degree in Psychology with honours - Paris 8 University (distance learning program)

Research project: *Specificity of Mother-Child and Father-Child Attachment Relationships: Roles with Socio-Cultural rather than Biological Origins?* Under the direction of Françoise Morange-Majoux, with highest honours.

### 2001-2005 Master of Business Administration<sup>1</sup>, with high honours - ESSEC - Cergy

International Exchange Program: Fall 2004 at Fuqua School of Business (Duke University)

### 1999-2001 Preparatory class for entrance in Business Grandes Ecoles (Maths stream) – Lycée Kléber – Strasbourg

## RESEARCH INTERESTS

---

Relationships at Work, Organizational Morality, Sensemaking, Ethics of Care, Research Ethics, Work-Nonwork Boundaries, Wellbeing in Organisations, Organisational Culture.

## WORKING PAPERS

---

Antoni, A., Reinecke J., and Fotaki, M. *Reconciling Good Relationships at Work and Workplace Instrumentality: Building a Theory of Organizational Emotion Work*. Under review in *Academy of Management Journal*.

Antoni, A., and Beer, H. *Caring for research participants: relationality, responsibility, and research impact*. In preparation for submission to *Organizational Research Methods*.

Antoni, A., Reinecke J., and Fotaki, M. *Work ethic or care ethic: How is the morality of coworker relationships constructed in the workplace?* In preparation for submission to *Business Ethics Quarterly*.

Kiefer, T., and Antoni, A. The complex role of emotions in the psychological contract. Book chapter in *Handbook of Research on the Psychological Contract at Work*, edited by Griep, Y. and Cooper, C. Elgar Publishers.

Antoni, A., and Beer, H. Care ethics in organization and management studies: Research participants as particular others. Book chapter in *Care in Organizations*, edited by Fotaki, M., Islam, G. and Antoni, A. Routledge.

## CONFERENCE PAPERS

---

### Full papers

Antoni, A., Reinecke J., and Fotaki, M. (2017) *Reconciling Good Relationships at Work and Workplace Instrumentality: An In-Depth Case Study*. OMT division, Academy of Management Conference, 6-8 August 2017, Atlanta.

---

<sup>1</sup> ESSEC degree Grande Ecole

- Antoni, A., and Beer, H. (2017) *A relational-reflexive approach to generating research impact: Inspiration from an ethics of care*. Sub-theme 11: Are good organizations caring places? EGOS Colloquium, 6-8 July 2017, Copenhagen.
- Antoni, A., Reinecke J., and Fotaki, M. (2016) *Care and instrumentality in organizations: the construction of ethical issues at work*. MOC division, Academy of Management Conference, 5-7 August 2016, Anaheim.
- Antoni, A., Reinecke J., and Fotaki, M. (2016) *Resolving the tension between care and instrumentality in the workplace: An empirical inquiry*. Process Symposium: Dualities, dialectics and paradoxes in organizational life. 16-18 June 2016, Corfu.
- Antoni, A. (2014). *The criticality in researching high-quality connections at work in the organisational context*. CMS PhD conference, 16-17 Sept 2014, Leicester Business School.

### Short papers

- Antoni, A. (2015). *The organisational ideology of personal boundaries at work and the capacity for connecting and caring: Evidence from a double case study*. Midlands Doctoral Consortium, 12 June 2015, Birmingham Business School.
- Antoni, A. (2015) *Caring for co-workers: when the ideology of instrumentality comes in the way*. One-day conference on the Organizing of Resistance in the 21<sup>st</sup> Century, 20 May 2015, Warwick Business School.

### Poster Presentation

- Antoni, A. (2014). *The 'right' way to behave with people at work: A sensemaking-intuitionist lens to understand connections in the organisational context*. 6th ESRC Research Methods Festival, 8-10 July 2014, St Catherine's College, Oxford.

## CORPORATE RESEARCH PUBLICATIONS

---

### Peer-Reviewed Journal Publications

- Vicard, F., Le Conte, J., Antoni, A., Aznar, O., Ferzli, R., & Gouet, J. (2013). *Gestion des déchets ménagers : comment les collectivités mobilisent-elles leurs usagers ?* Vertigo, electronic journal of environmental sciences, Vol13no1.

### Conference Papers and Presentations (peer-reviewed)

- Beaudoin M., & Antoni, A. (2011). *La place de l'ergonomie dans un projet de conception d'une R&D industrielle, le cas du tri des déchets télé-opéré*, 23<sup>rd</sup> French-speaking conference on Human Machine Interactions, Conference Proceedings, Nice.
- Antoni, A., Ladegaillerie, Y., De Coninck, A., & Le Conte, J. (2011). *Lutter contre les nuisances sonores de la collecte des déchets : Une évaluation psychosociale en appui de la caractérisation acoustique*, 4th scientific days of ARPEnv Conference Proceedings, Lyon-Bron.
- Vicard, F., Le Conte, J., Ferzli, R., Antoni, A., & Aznar, O. (2011). *Quels sont les moyens mis en œuvre par les collectivités pour encourager leurs usagers à mieux gérer leurs déchets ?* 4th scientific days of ARPEnv Conference Proceedings, Lyon-Bron.
- Beaudoin, M., Antoni, A., & Darses, F. (2009). *Du tri manuel au tri automatisé des déchets recyclables : intégration de l'analyse des stratégies individuelles et collectives des trieurs*, 44th Congress of the French –Speaking Society for Ergonomics, Conference Proceedings, Toulouse.

### Conference Presentations

- Antoni, A., De Coninck, A., & Le Conte, J. (2011). *La gêne sonore, ce n'est pas que des décibels: le cas de la collecte des ordures ménagères*. 9th International Conference of Applied Psychology (CIPSA), Strasbourg.
- Antoni, A., Gaborit, S., Jacob, S., & Le Conte, J. (2011). *Goûts et odeurs de l'eau du robinet: quelle perception des usagers ?* 53rd National Congress of Société Française de Psychologie [French Society of Psychology], Metz.

## RESEARCH GRANTS

---

- WBS (Warwick Business School): Additional Conference Funding 2016 (£750) and 2017 (£1300).
- ESRC (Economic and Social Research Council): Doctoral Scholarship 2013-2017.

ADEME (French Environment and Energy Management Agency) call for proposals: Waste and Society – Individuals and Actors Games, 2009. Project title: *Local Authorities' Measures to Foster Cooperation of Users of Waste Collection Public Services: Influence of Territorial Attributes and Service Performance (MES-COOP)*. Veolia partners and coordinators of the project: Cemagref – UMR Metafort. Grant obtained: 53KEUR.

ADEME (French Environment and Energy Management Agency) call for proposals: Demonstrator project in Energy New Technologies, 2009. Project title: *Forecast and Increase of Electric Flexibility Response Factor for Intelligent Networks (ReFlexE)*. Veolia partners: Alstom, SagemCom, CEA-Ines, Supélec. Grant obtained for the Human Factor part of the project: 200KEUR (on total grant: 4.5MEUR).

## TEACHING

---

IB3E6 - Ethical Issues & Social Responsibility in Contemporary Business - Undergraduate (Seminar Tutor, 2018, 20 hours)

IB97BB – Ethical Leadership - Master (Lecturer, 2016 and 2018, 4 hours)

IB248 - Governance, Politics and Corporate Accountability – Undergraduate (Seminar Tutor, 2017, 2 hours)

IB239 - Changing Organisations – Undergraduate (Seminar Tutor, 2015 and 2016, 36 hours)

Business Movie Club – Postgraduate

Case study writing: *The Rise and Fall of La Serenissima* (International business management inspired from 16th century Venice)

Diversity in Organisation for Professionals – Veolia Environment (16 hours)

## OTHER ACADEMIC ACTIVITIES

---

### Organising conferences/seminars

EGOS 2017. Convening of Subtheme 11 'Are good organizations caring places?' with Gazi Islam and Marianna Fotaki. Copenhagen, 6-8 July 2017.

21<sup>st</sup> century organizational resistance: new means of resistance? One day conference organised with Lauren Schrock and Victoria Jelacic. University of Warwick, 20<sup>th</sup> May 2015.

### Participating in PhD colloquium

VIU Summer School. *Responsible Capitalism, micro and macroinstitutional conditions of transformation*. Venice, May 29<sup>th</sup>- June 1<sup>st</sup> 2017.

Academy of Management OMT Doctoral Consortium. Anaheim, 4-5 August 2016.

EGOS 2015 PhD Pre-colloquium. Athens, 29-30 June 2015.

European Doctoral Workshop in Industrial Relations. University of Copenhagen, 11-12 February 2015.

### Academic reviewing

Organization Studies, Business Ethics Quarterly, and Academy of Management Conference (OMT)

### Affiliations

AOM (Academy of Management): since 2014, OMT, RM, MOC, CMS.

EGOS (European Group for Organizational Studies): since 2014.

Society for Business Ethics: since 2017.

## PROFESSIONAL EXPERIENCES

---

### 2011-2013 Professional Training Manager - Veolia Environment Campus - Nantes

Educational engineering: Managing stress in occupational situations, Promoting corporate diversity, becoming a coach as a manager, Mastering behavioural aspects for selling water services, Legal basis for contracting, Mastering financial indicators of water services projects, Becoming a professional eco-driver, etc.

### 2006-2011 Corporate Researcher– Veolia Environment Research and Innovation – Limay

Designing and conducting Human Factors research, managing research projects (including budget and intellectual properties aspects).

Research areas: Cognitive Ergonomics, Social psychology, Sociology, quantitative and qualitative methodologies (experiments, interviews, statistical analysis, qualitative thematic analysis).

**2005-2006 Junior Consultant in Change Management – IDRH – Paris**

**2002-2004 Apprenticeship in Sales and Operations Planning – SC Johnson Wax – Saint Ouen l’Aumône**

**2001 Internship in Financial Analysis – PSA Peugeot Citroën –Paris La Défense**

## **RECREATIONAL ACTIVITIES**

---

Basketball in competition for 20 years (player and coach), piano, cinema.

## **REFERENCES**

---

**Juliane Reinecke**, Professor of International Management & Sustainability, Associate Dean of Impact & Innovation, King's College London. Relation: PhD supervisor and co-author.

[juliane.reinecke@kcl.ac.uk](mailto:juliane.reinecke@kcl.ac.uk)

+44 (0)20 7848 8753

**Marianna Fotaki**, Professor of Business Ethics, Warwick Business School. Relation: PhD supervisor and co-author.

[marianna.fotaki@wbs.ac.uk](mailto:marianna.fotaki@wbs.ac.uk)

+44 (0)24 7657 4668

**Gerry McGivern**, Professor of Organisational Analysis, Warwick Business School. Relation: member of the OHRM group in WBS and collaboration for teaching (Changing Organisation course).

[gerry.mcgivern@wbs.ac.uk](mailto:gerry.mcgivern@wbs.ac.uk)

+44(0)24 7652 4582