

Richard Major

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Cursus Académique :

Université Paul Cézanne (Aix-Marseille III)

Ph.D in progress, Management Science - Strategy and Organizations
2010 – 2013



Activities and Societies: [Doctoral research on Exemplarity and the Inner space of Leadership](#)

Université Paul Cézanne (Aix-Marseille III)

Master II Research, Management Science - Strategy and Organizations, Mention
Bien - Major de Promotion
2009 – 2010



Aix-Marseille Graduate School of Management - IAE

Post Graduate degree, Human Resources
1993 – 1994



Activities and Societies: [Elected member of IAE Board of Administration for 2 years](#)

Aix-Marseille Graduate School of Management - IAE

Post Graduate, Organizational and Individual Behavior, Major de Promotion
1993 – 1994



AFPA France

Management Computing, Computer Technology/Computer Systems Technology, Major de
Promotion
1988 – 1989

Expériences professionnelles :

Professor Global Hr, Strategy And Transformation in Executive Mba International Hr Management

Groupe IGS, leader dans la formation
October 2013 – Present (2 years 1 month) Paris Area, France

In charge of International Learning Expeditions (Geneva & Bangalore – India), Academic tutor for
"Business Consulting Projects" activities (4 participants), and Member of Final Jury for Grading.

Founder and President

Exemplarity Management Consulting and Research
2010 – Present (5 years) | Aix en Provence, France

I am currently combining field research on Perceived Managerial Exemplarity and Global coaching and consulting to multinational executive teams, helping executives develop awareness and tools to fully engage their teams and organizations to create their business' future competitive advantage.

Assistant Director of HR Studies and Professor, International HR management

Groupe IGS, leader dans la formation

March 2012 – September 2013 (1 year 7 months) | Paris Area, France

I was in charge of federating Human Resource learning programs, resources and processes across multiple schools and learning modalities: Paris, Lyon, Toulouse for Full/part time students, Executive education and Apprenticeship. I facilitated the IGS HR Strategic Council composed of French fortune 500 HR leaders and launched the International HR Executive MBA program (IHRM).



Researcher

Itinerant sabbatical in Asia

January 2008 – June 2009 (1 year 6 months) | Thailand, India, Sri Lanka, Nepal

16 months total, 13 months in India

Practice - study of Indian culture, yoga and meditation

Vice President, Human Resources Global Business Partners and Worldwide Operations

Flextronics

November 2004 – November 2007 (3 years 1 month)

Solectron, \$13 B, 60 000 employees, 60 sites worldwide, acquired by Flextronics in 2007. I was in charge of the strategic HR Business Partners covering all corporate EVP and SVP organizations. My team was also responsible for corporate HR process design and deployment across all geographies. As HR Business Partner for EVP of WW Operations, my contributions went from coaching the EVP Operations and his executive team members, increasing the team's trust and effectiveness, to globally managing all site GM's and above while transforming WW operations' culture.



WW HR Director

Hewlett Packard

1996 – 2003 (7 years)

Grenoble Worldwide PC Division to HP Customer Services Europe, then HP Customer Services Worldwide, to Worldwide NetServer division in California.

Lead 9 reorganizations in 8 years, starting, growing, spinning off, turning around and closing organizations. Developed customer focus, streamlined cross-functional roles and responsibilities.

Transformed administrative, reactive HR groups into strategic HR business partner teams. Designed and implemented Talent development, Succession planning, Worldwide communication processes.



HR Manager

Elf Atochem

July 1994 – June 1996 (2 years)

Union-driven direct labor chemical plant environment in France.

Updated all labor law, regulations and local practices. Compiled comprehensive Manager's guide including all texts and practices, educating management on all facets of legal labor context.

Developed a Talent management and Succession planning software and process, increasing mobility across functions and sites.

Branch Manager - IT services

Action Informatique

1990 – 1993 (3 years)

French IT VAR channel. Paris, Marseille, Aix en Provence.

Managed a team of 10 technicians and engineers covering system migrations, support engineering and end-user training, software development, technical assistance to fortune 200 companies. Sales quota, Customer needs analysis, RFQ, Tailored solutions design.

Founder and Manager

Lapeyre Antique

1980 – 1988 (8 years)

Antique restoration and retail business. 3 years

Residential construction general contractor. 5 years

Created and grew a local business in the South West of France

Publications:

Articles

- Major, R., Rival, M., 2015. What ethics for Lobbying and What for? The case of French lobbying consulting, Journal of Business Ethics, submitted, in process. 2nd editorial review phase.

Communications – Colloques

- Major, R. 2015. Are the Dimensions of Workplace Spirituality Conceptual Aggregates of Organization Theory Concepts?, Spirituality & Creativity in Management World Congress, Challenges for the Future – ESADE Business School, Barcelona, 23-25 April 2015
- Major, R. 2014. Workplace spirituality as an aggregate construct of organizational theory concepts: shutting down Hewlett Packard's VS division, Convergence Ethical Leadership –The Indian Way, IFIM Business School, Bangalore, 9-10 January.
- Major, R., Rival, M. 2012. Ethics and Lobbying in France: from informal practice to formal conduct.
- Recipient of the Award for outstanding paper on business ethics, Management Consulting Division, Academy of Management annual conference, Boston, August.
- Rival, M., Major, R. 2012. Responsabilité sociale des entreprises et lobbying : Quelle éthique pour quels enjeux dans les cabinets de conseil en lobbying ? XXIème conférence de l'AIMS, Lille, 3-6 Juin.
- Major, R. 2012. Does workplace spirituality help managing change? Shutting down Hewlett Packard's Volume Systems division, 4th international conference and doctoral consortium on Organization Development and Change. ISEOR et ODC Division of the Academy of Management, 5-6 Juin à Lyon.

Chapitres d'ouvrages

- Major, R. 2012. Workplace spirituality as an aggregate construct of organizational theory concepts: shutting down Hewlett Packard's VS division, in J. Neal (Ed.) The handbook of Faith and Spirituality in the Workplace, New York: Springer

Ateliers de conférences

- Liogier, R., Lamandé, C., Major, R. 2011. Table ronde : L'expérience organisationnelle du Sacré, Colloque Entreprise et Sacré : Regards transdisciplinaires, Cherpa - Cimeos-3S - Propedia, Paris, Décembre.
- Cappelletti, L., Major R., Rival, M. 2012. Ethics in Management Consulting, Professional Development Workshop, Academy of Management annual conference, Boston, August.
- Major, R., Neal, J., Sedgmore, L. 2012. Informal and formal workplace spirituality, Professional Development Workshop, Academy of Management annual conference, Boston, August.
- Major, R., Cottard, D. 2012. Meditation as a Leadership Practice, Panel symposium including André Delbecq (8th AOM Dean of Fellows), Stuart Lord (President, Naropa University), Jean Robert Ouimet (CEO Holding O.C.B. Inc.; Aliments Ouimet-Cordon Bleu Inc., Canada) Academy of Management annual conference, Boston, August.
- Major, R., Neal, J., 2012, Doctoral Consortium Academy of Management, Management, Spirituality and Religion Division, Academy of Management annual conference, Boston, August.
- Major, R., Neal, J., Altman, Y., Dolan, S. 2014. MSR: Tower of Babel or Global Village? Professional Development Workshop, Academy of Management annual conference, Philadelphia, August.
- Bournois, F., Chanut, V., Major, R., Rival, M., Rojot, J. 2014. Words and effective consulting-research: the case of Elites, Professional Development Workshop, Academy of Management annual conference, Philadelphia, August.

Responsabilités

- 2012-2015, Division Management, Spirituality and Religion (MSR) de l'Academy of Management, Élu au Comité Exécutif "Representative at large, international"
- 2010 à 2012, Lettre du CERGAM, Laboratoire Sciences de Gestion, Aix-Marseille Université Rédacteur en chef.