

FEBRUARY, 2011

CURRICULUM VITAE AND LIST OF PUBLICATIONS

• **Personal Details**

Name : Pierre Kletz

Date and place of birth: August 7, 1961 in Paris ( France)  
Date of immigration : August 15, 2006  
Regular military service (dates) : ---  
Address and telephone number at work : 05 48279736  
Address and telephone number at home : 077 7168171  
Mobile: 0544274420

• **Education**

B.A. / B.Sc. - Years – University: 1981-84: B.A University of Paris X Nanterre  
Department: Economics

M.A. / M.Sc. - 1/ Years – University: 1984-86: MSc. Quantitative Methods for  
Management (Honors), University of Paris X  
Nanterre  
Department: Economics, Management, Statistics

Name of advisor: Professor D.Lacaze  
Title of thesis: Les limites des parametres de la formule de  
Wilson

2/ Years – University: 1987-89: Paris 7 René Diderot University  
Department: Sociology

Name of advisor:	Professor E.Enriquez
Title of thesis:	L'imprevisible forme de la nouveauté politique et sociale
3/ Years – University:	1987-89: Graduated of the National School of Statistics and Economic Administration (E.N.S.A.E.), Paris
Name of advisor:	Professor J.M.Grosbras
Title of thesis:	Contribution aux etudes de saisonnalité dans un cas limite
Other:	1991: C.A.P.E.S in Economics and Sociology (2 <sup>nd</sup> place in National “competition” for teachers in French high schools)
Ph.D./ D.Sc. / M.D.	1992-97: PhD Management Studies, (Highest Honors)
University:	H.E.C. School of Management-Paris
Name of advisor:	Professor Y.Pesqueux
Title of thesis:	1993 Qualifying Exam in “Organizations Theory and Human Resources” within the Doctoral Program of H.E.C (Honors) 1997 Doctoral thesis: “Can the ethics of the firm constitute a relevant managerial objective? Formalization of ethics in the firm: the confusion between the truth and the good ”, (Highest Honors)

Accreditation for supervision of research (Habilitation à diriger des recherches)	Years : University : Title of thesis:	2004: University Paris 1 -Panthéon-Sorbonne  <i>"Organizational Forgetting",</i>
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• **Employment History** (in reverse chronological order, including sabbatical leave)

Years	Rank/Title/Function (indicate if tenured)	University/Institution
September 2010- Present:	Vice-President, Mandel Foundation -Israel Special Projects, Social Leadership & Graduate Unit	
Feb. 2009 – September 2010:	Vice-President, Mandel Foundation -Israel Operational Processes, Special Projects & Graduate Unit	
Feb. 2008 – September 2010:	Director of Operational Processes & Special Projects, Mandel Foundation- Israel	
Jan. 2007 – Oct. 2009:	Director of the Mandel Graduate Unit	
2004 - 2006:	Associate Professor, University François Rabelais, Tours, France (tenured)	
2001- 2005:	Special Academic Advisor to the Director General of the European Foundation for Management Development (EFMD)	
1998- 2004:	Senior Lecturer, University François Rabelais, Tours (tenured)	
1994 - 1999:	Academic Director, Eastern and Central Europe Centre, HEC, Paris	
1997- 1998:	Lecturer, University Paris-X-Nanterre	
1991- 1997:	Instructor, University Paris-X-Nanterre	
1989-1991:	Statistician, Ministry of Labor, Paris, France	

1994 - 1999: Academic Director, Eastern and Central Europe Centre, HEC, Paris

***Responsibilities included:***

- Heading 20 person unit - dedicated to tendering for, and fulfilling, European Commission contracts
- 12 contracts executed of over 500,000 euros (and numerous smaller contracts)
- Creating and developing an MBA course in Budapest
- Developing and implementing a French M.A. course: "Management Européen avancé" in Szkoła Główna Handlowa (SGH -Warsaw)
- Overall responsibility for international co-operation between HEC, the London Business School and Norwegian School of Economics and Business Administration (NHH-Bergen) within the Szkoła Businessu of Politechnika Warszawska (MBA in English, MA in French, research...)
- Coordinating between HEC and the European Consortium leading the Management programs of the Kimep (Almaty, Kazakhstan)

Jan.1992- Feb.1994: Coordinator, Eastern and Central Europe Centre, HEC- Paris

1989-1991: Statistician, Ministry of Labor, Paris, France

**(c) Significant professional consulting**

1991-1995: Consultant part-time (CHD consultants)

***Examples of missions:***

1994: - Re-organization through value analysis of administrative processes in the city council of Soissons (France)

- Organization of the Department of Technical and Urban services in the Soissons City Council

1995: - Recruiting missions for CHD

- Development of the recruiting and training plan for the junior staff of E.F.C.A.D (Intermarché group)

**d) Editor or member of editorial board of scientific or professional journal**

Name of journal: *Society and Business Review*

Period of editorship or membership on editorial board: Member of the Reviewing Board since 2006

• **Scientific Publications** (TITLE IN ORIGINAL LANGUAGE AND TRANSLATION INTO ENGLISH).

(a) Authored books

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(b) Editorship of collective volumes

Collective book by the research group DRISSE (Discours, Représentations et Interactions sociales en Stratégie d'Entreprise): *Le management stratégique en représentations* Ellipses, 2001, 352 pages Editors: E. Mounoud, H. Colas, T. Durand, P. Kletz, Valerie-Ines de la Ville, Y. Pesqueux, F. Pruvost, B. Ramanantsoa, L. Rouleau

Collective book by the research group DRISSE (Discours, Représentations et Interactions sociales en Stratégie d'Entreprise): *Subjectivité et Idéologie dans les Représentations en Management Stratégique*, l'Harmattan, June 2004, Editors: E. Mounoud, O. Basso, H. Colas, T. Durand, P. Kletz, Valerie-Ines de la Ville, Y. Pesqueux, F. Pruvost, L. Rouleau

(c) Chapters in collective volumes - Conference proceedings, Festschrifte, etc.  
- consecutive numbers

1. "Enseigner le judaïsme à l'école est un métier" in S.Fox, I.Scheffler, D.Marom *Visions plurielles de l'éducation juive*, November 2010, Presses Universitaires de France (P.U.F) (with. D. Marom)
2. "Codes d'éthique et pédagogie de la transgression" in *Encyclopédie des Ressources Humaines*, Vuibert, 2007
3. Issues of Education in Corporate Social Responsibility" in J.Allouche: *Corporate Social Responsibility: Performances and Stakeholders*, Palgrave-McMillan, 2007 (with E.Cornuel)
4. "Globalization towards Universalism: the Case of CSR", in J.Allouche: *Corporate Social Responsibility: Concepts and Accountability*, Palgrave-McMillan, 2006 (with Y.Pesqueux)
5. "Stakeholder Theory and Normative Approaches" in M. Bonnafous-Boucher, Y. Pesqueux: *Stakeholders Theory: An European Perspective*, Palgrave-McMillan
6. "La représentation de soi en organisations", in *Subjectivité et Idéologie dans les Représentations en Management Stratégique*, collective book by the research group

*The emergence of a work market within firms in transition; beyond the geocentric approach* A communication on the congress of the ASAC (Administrative Science Association of Canada) /IFSAM, Montreal, July 2000

*La "sociologie du présent" d'E. MORIN: une méthode permettant de mettre en relation les notions d'événement et de représentation dans la stratégie d'entreprise?* A communication on the congress de la VIII<sup>th</sup> congress of the "International Association of Strategic Management", Ecole centrale Paris, May 1999

*Does the globalization of the firm's activities imply a rupture of its logical grasp of ethics?* A communication on the congress of l'IFSAM (International Federation of Scholarly Associations of Management) July 1998, Alcala de Henares

### • Present Academic Activities

An interdisciplinary view of Affirmative Actions in Organizations:

Research in progress with: Prof. Karim Medjad ( CNAM University, Paris), Prof. David Wilkins (Harvard Law School), Dr. Granit Almog-Bareket (Mandel Foundation-Israel) and myself

### • Additional Information

#### *EXPERIENCE AS VISITING:*

Feb. 2000 - July 2000: Visiting Professor, Hebrew University of Jerusalem, Business School

Sept. 2000 - June 2001: Visiting Mandel Fellow, Mandel School, Jerusalem

### COMMUNITY ACTIVITIES:

- Member of the National Council of the United Jewish Social Fund (FSJU) ( 2003-2006)
- Member of the Executive Committee of the Young Leadership (French United Jewish Appeal), 1992/95
- President of the French Young Leadership 1994/95
- Member of the Kidron committee "for redesigning the French Jewish Appeal", 1998
- In charge of the André Neher Institute Program of Education for the management of Jewish school directors (2002/03)

- Member of the Board of the Leon Ashkenazy Institute, Paris (2001-2006)
- Member of the committee for the evaluation of the impact of the United Jewish Social Fund programs (2003/04)
- Head of the “Metsouyan Program” for evaluation of Jewish schools in France by the André Neher Institute (2004-2006)
- President of the Group d’Interet Communautaire (GIC- Commission) “culture” of the United Jewish Social Fund (1992-1999)