

# Laurence de CARLO

Professor

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Department: Law, Political Science & Society  
Campus de Cergy

## DIPLOMAS

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| 1994 | Ph.D. in Urban and Regional Planning<br>(Université de Montréal Canada)                                    |
| 1987 | Master Specialized in Marketing Management<br>(ESSEC Business School France)                               |
| 1986 | Civil and Town Planning Engineer<br>(Institut national des sciences appliquées de Lyon - INSA Lyon France) |

### CERTIFICATES

- |      |  |
|------|--|
| 2008 | Certified Coach<br>(Pluridis Network France) |
| 2008 | MBTI Certified<br>(OPP France)               |
| 2008 | Golden Certified<br>(ECPA France)            |

## CAREER

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### FULL-TIME ACADEMIC APPOINTMENTS

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|-------------------|--|
| 1994 - 1999-08-31 | Assistant Professor (ESSEC Business School France) |
| 1999 - 2005-08-31 | Associate Professor (ESSEC Business School France) |
| 2005 - Now        | Professor (ESSEC Business School France)           |

## **OTHER APPOINTMENTS**

2001 - 2001-12-31 visiting scholar (Harvard University United States of America)

## **OTHER ACADEMIC APPOINTMENTS**

1993 - 1993-12-31 Teacher in Systemic Methodologies, Diploma Conception of New Products (École Nationale Supérieure des Arts et Métiers (ENSAM) France)

2014 - 2019-12-31 Chaired Professor (ESSEC Business School France)

## **PROFESSIONAL APPOINTMENTS**

1988 - 1990-01-01 Prescription Manager for the Parisian Region then Agglomeration (Société Gerland Etanchéité France)

## **PUBLICATIONS**

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### **JOURNAL ARTICLES**

[DE CARLO, L. \(2002\). "La Francilienne" : un outil multimédia de formation à la concertation. \*Métropolis\*, pp. 91-94.](#)

[DE CARLO, L. \(2004\). Vers une théorie élargie de la négociation. Rationalité, cadres cognitifs et émotions. \*Revue Française de Gestion\*, pp. 45-59.](#)

[DE CARLO, L. \(2002\). A proposal to Use Mediation and "Night Correspondents" to Curb Urban Violence in Cergy, France. \*Negotiation Journal\*, pp. 163-175.](#)

[DE CARLO, L. \(2005\). Accepting Conflict and Experiencing Creativity: Teaching "Concertation" Using la Francilienne CD-Rom. \*Negotiation Journal\*, pp. 85-103.](#)

[DE CARLO, L. \(1997\). Bricolage et processus de consultation publique : un exemple de recherche qualitative en gestion des collectivités locales. \*Recherches Qualitatives\*, pp. 162-191.](#)

[DE CARLO, L. \(2009\). Que peuvent apporter le bouddhisme et la psychanalyse au champ de la négociation. \*Négociations\*, 2009/2\(12\), pp. 79-91.](#)

[DE CARLO, L. \(2004\). Dispositifs de médiation et facilitation en négociations complexes : un regard](#)

[en termes de dynamiques de groupes. \*Négociations\*, pp. 91-109.](#)

[DE CARLO, L. \(2007\). Les différentes phases du vocabulaire de la négociation. \*Négociations\*, pp. 91-98.](#)

[DE CARLO, L. \(2006\). Public Decision Processes, Creativity and Psychoanalysis. \*International Studies of Management and Organization\*, pp. 44-62.](#)

[DE CARLO, L. \(1999\). La participation en aménagement : un processus démocratique ? \*Espaces et Sociétés\*, pp. 183-198.](#)

[DE CARLO, L. \(2014\). Sécurité psychologique des participants et apport des simulations de négociation pour la recherche et la pratique : des objectifs irréconciliables? \*Négociations\*, 22, pp. 69-80.](#)

[DE CARLO, L. \(2012\). Teaching Negotiation Through Paradox. \*Negotiation Journal\*, 28\(3\), pp. 351-364.](#)

[DE CARLO, L. \(2006\). The French High-Speed Méditerranée Train Decision Process: A Large-Scale Public Decision Case Study. \*Conflict Resolution Quarterly\*, pp. 3-30.](#)

[LEHTONEN, M. et DE CARLO, L. \(2019\). Community Energy and the Virtues of Mistrust and Distrust: Lessons from Brighton and Hove Energy Cooperatives. \*Ecological Economics\*, 164.](#)

[DE CARLO, L. \(2020\). Négociations, concertations et enseignements pour la protection de l'environnement en souvenir de Laurent Mermet. \*Négociations\*, 33\(1\), pp. 25-40.](#)

[LEHTONEN, M. et DE CARLO, L. \(2019\). Diffuse Institutional Trust and Specific Institutional Mistrust in Nordic Participatory Planning: Experience from Contested Urban Projects. \*Planning Theory & Practice\*, 20\(2\), pp. 203-220.](#)

## **BOOK REVIEWS**

[DE CARLO, L. \(2007\). Beyond Reason - Using Emotions as You Negotiate. \*Négociations\*, France.](#)

[DE CARLO, L. \(2001\). La négociation : situations, problématique, applications. \*International Journal of Conflict Management\*, États-Unis.](#)

## **BOOKS**

[DE CARLO, L. \(1996\). \*Gestion de la ville et démocratie locale\*. L'Harmattan, 284 pages.](#)

## BOOK CHAPTERS

[DE CARLO, L. \(2006\). Concertation, apprentissage collectif, conflits et créativité. Dans: \*Le débat public en apprentissage. Aménagement et environnement\*. 1st ed. L'Harmattan, pp. 153-164.](#)

[DE CARLO, L. \(2013\). Dictionnaire critique et interdisciplinaire de la participation - Jeu de rôle. Dans: \*Dicopart - Dictionnaire critique et interdisciplinaire de la participation\*. 1st ed. Maison de Sciences de l'Homme Paris Nord.](#)

[DE CARLO, L. \(2007\). La négociation : un cadre pour l'innovation. Dans: \*L'art de l'innovation\*. 1st ed. L'Harmattan, pp. 77-81.](#)

[DE CARLO, L. \(1997\). Les procédures de consultation publique en aménagement au Québec, outils de gouvernementalité. Dans: \*Ces réseaux qui nous gouvernent ?\* 1st ed. L'Harmattan, pp. 453-467.](#)

[DE CARLO, L. \(2011\). Perspectives on Negotiation Research and Practice in Communication - Proposing a Debate on the Concept of Frames in Negotiation Enlightened by Psychoanalytical Insights. Dans: \*Framing Matters - Perspectives on Negotiation Research and Practice in Communication\*. 1st ed. Peter Lang Publishing, pp. 95-109.](#)

[DE CARLO, L. et CHOULET, J.P. \(2003\). Quelle place pour le multimédia dans la formation à la concertation ? L'exemple du CD-Rom "La Francilienne". Dans: \*Concertation, décision et environnement. Regards croisés\*. 1st ed. La Documentation Française, pp. 77-96.](#)

[TAKAGI, J. et DE CARLO, L. \(2003\). The Ephemeral National Model of Management Education: A Comparative Study of Five Management Programmes in France. Dans: \*Inside the Business Schools\*. 1st ed. Abstrackt, Liber, Copengagen Business School Press, pp. 29-57.](#)

[DE CARLO, L. \(2010\). When legitimizing teaching methods becomes an opportunity to develop management education scholarship - Bringing it into action. Dans: \*Being and Becoming a Management Education Scholar\*. 1st ed. Information Age Publishing, pp. 71-94.](#)

[DE CARLO, L. \(2013\). Teaching a Common Good in a Business School: The ESSEC Seminar on Water Management. Dans: \*Uncertainty, Diversity and the Common Good\*. 1st ed. Gower, pp. 181-194.](#)

[DE CARLO, L. \(2018\). Complexité des conflits territoriaux : des oppositions binaires à l'acceptation des paradoxes. Dans: \*Complexité et organisations : faire face aux défis de demain\*. 1st ed. Eyrolles, pp. 115-128.](#)

[DE CARLO, L. \(2023\). Climate change. Dans: Jacob Dahl Rendtorff and Maria Bonnafous-Boucher \(ed.\). \*Encyclopedia of Stakeholder Management\*. 1st ed. Edward Elgar Publishing Ltd.](#)

[DE CARLO, L. \(2024\). A pragmatic way to teach energy transition stakes in a business school. Dans: Hugues Bouthinon-Dumas, Arijit Chatterjee, Bernard Leca eds. \*Navigating the Ecological Transition: A Business School Perspective\*. 1st ed. London: Routledge, pp. 73-84.](#)

## CONFERENCE PROCEEDINGS

[DE CARLO, L. et CHEVRIER, S. \(1999\). Comment former quels entrepreneurs ? Dans: \*Entrepreneuriat et enseignement : rôle des institutions de formation, programmes, méthodes et outils\*. Pôle Universitaire Européen Lille Nord-Pas de Calais, pp. 141-157.](#)

[DE CARLO, L. \(1996\). Un tour dans l'atelier du chercheur-bricoleur. Dans: \*Méthodes qualitatives et gestion des ressources humaines\*. IAE Lille, pp. 1-20.](#)

## GUEST EDITOR OF A JOURNAL SPECIAL ISSUE

[DE CARLO, L. et TREYER, S. \(2014\). Simulations de négociation : quels apports pour la recherche et la pratique? \(coordination du dossier spécial avec Sébastien Treyer\). \*Négociations\*, 2\(22\).](#)

## PRESENTATIONS AT AN ACADEMIC OR PROFESSIONAL CONFERENCE

[DE CARLO, L. \(1995\). About Systemic Approach Contribution to Phenomenology in Environmental Design Research.](#)

[DE CARLO, L. \(2000\). Conceiving a Training CD-Rom in Negotiation and Mediation: Why Use a Multimedia Tool?](#)

[DE CARLO, L. \(2003\). Dispositifs de médiation et facilitation : un regard en termes de dynamiques de groupes.](#)

[DE CARLO, L. \(1994\). Expériences des participants à un processus de consultation publique - Modélisation systémique en vue d'une évaluation de la procédure.](#)

[DE CARLO, L. \(2014\). Affect and Uncertainty in the Backyard. Dans: 9th International Conference on Interpretive Policy Analysis.](#)

[DE CARLO, L. \(2012\). Ambiguity, Paradoxes and Dilemmas in Conflict and Negotiation Research and Practice. Dans: 2012 Annual Conference of the International Association for Conflict Management.](#)

[DE CARLO, L. \(2017\). British Community Organizing and the Future of French Planning Trust. Mistrust and Distrust in Two British Energy Groups. Dans: AESOP Annual Congress 2017.](#)

[DE CARLO, L. \(2011\). Negotiation's Rationality Revisited: Taking into Account Emotions and Creativity. Dans: 24th Annual IACM Conference.](#)

[KOEN, B. et DE CARLO, L. \(2013\). Participatory Spaces: Facilitators, Experts, Rules and the Management of Dualities. Dans: 8th International Conference on Interpretive Policy Analysis.](#)

[DE CARLO, L. \(2011\). Enlightening and Transcending Conflict by Accepting Paradoxes: When Western and Eastern Visions Meet. Dans: 71st Annual Meeting of the Academy of Management.](#)

[DE CARLO, L. \(2012\). The Facilitator. Dans: 7th International Conference in Interpretive Policy Analysis \(IPA 2012\).](#)

[DE CARLO, L. \(2017\). A Community Organizing in the UK: Future for French Planning? Trust, Mistrust and Distrust in Two British Community Energy Groups. Dans: 2017 International Conference: Democracy and Participation in the 21st Century.](#)

[DE CARLO, L. \(1995\). Analyse d'un nouveau dispositif d'évaluation qualitative de politique publique en France.](#)

[DE CARLO, L. \(1996\). Are Public Consultation Processes Public Forums ?](#)

[DE CARLO, L. \(1996\). Identification des acteurs de la gestion de l'environnement urbain : une typologie issue de l'expérience.](#)

[DE CARLO, L. \(1996\). La médiation comme conciliation provisoire des tensions contradictoires entre public et aménageurs ?](#)

[DE CARLO, L. \(1998\). Managing the Tension between General Interest and Private Interests in France.](#)

[DE CARLO, L. \(1997\). Processus de décision en matière de grands projets d'infrastructure : l'exemple de l'A 104.](#)

[TAKAGI, J. et DE CARLO, L. \(2000\). The Evolution of Content in Management Education in France, 1960-2000: The Relationship between Environmental Factors and Five Institutions.](#)

[DE CARLO, L. \(2014\). The Guarantor's Role in a Public Consultation Process: Facilitation in a Participatory Space and Acceptance of the Participants' Emotions and Paradoxes. Dans: 2014 Annual Conference of the International Association for Conflict Management.](#)

[DE CARLO, L. \(1999\). The TGV Méditerranée Decision Process.](#)

## **PRESS ARTICLE, VIDEO OR OTHER POPULAR MEDIA**

[DE CARLO, L. \(2020\). Management, enseigner l'action collective pour la transition écologique. \*The Conversation\*.](#)

[DE CARLO, L. \(2006\). Trouver des solutions nouvelles par la négociation. \*Les Echos\*, pp. 8.](#)

## **WORKING PAPERS**

[DE CARLO, L. \(1994\). \*Consultation publique en aménagement du territoire au Québec - Vers un modèle interprétatif\*. ESSEC Business School.](#)

[DE CARLO, L. \(1996\). \*Consultation publique, aménagement du territoire et apprentissage collectif : l'exemple de la gestion des déchets à Montréal\*. ESSEC Business School.](#)

[DE CARLO, L. et TAKAGI, J. \(2002\). \*May 1968: The Role of a Special Historical Event in the Evolution of Management Education in France\*. ESSEC Business School.](#)

[DE CARLO, L. \(2002\). \*Reducing Violence in Cergy or Implementing Mediation Processes in Neighborhoods Near Paris\*. ESSEC Business School.](#)

[DE CARLO, L. \(2003\). \*Teaching "Concertation": The Acceptance of Conflicts and the Experience of Creativity Using La Francilienne CD-Rom\*. ESSEC Business School.](#)

[DE CARLO, L. \(2007\). \*The Classroom as a Potential Space-teaching Negotiation through Paradox\*. ESSEC Business School.](#)

[DE CARLO, L. \(2002\). \*The TGV \(Very High Speed Train\) Méditerranée Decision Process\*. ESSEC Business School.](#)

## **RESEARCH ACTIVITIES**

### **Member of an academic association**

2012 - 2020: Member of the Interpretive Policy Analysis (IPA) Association  
1996 - 2015: Member of the International Association for Conflict Management (IACM)

### **Organization of a conference or a seminar**

2010 - 2010: Organization of a conference day about the Professor Larry Susskind, with Alain Lempereur (ESSEC Business School France)

### **Editorial Board Membership**

2006 - Now: Negotiations (member of the editorial committee)  
2010 - 2019: Participations (member of the editorial committee)  
2010 - 2017: Negotiation and Conflict Management Research (member of the reading committee)

### **Other editorial activity**

1999 - 2020: membre du comité éditorial de la revue *Négociations*  
2022 - Now: membre du conseil scientifique

## **PROFESSIONAL ACTIVITIES**

### **Consulting**

2011 - 2013: Guarantor designate by the CNDP for the intentional dialogue initiate by RFF, on the west part of the modernization of the Massy-Valenton line

### **Member of a professional association, of an expert group or of a board of directors**

2009 - 2013: Member of the Environment Committee (Fondation de France)

2009 - 2013: Member of the Mediation Commission AFITE (French Association of Engineers and Technicians of Environment)

2006 - 2007: Member of Steering Committee for Evaluation of the Research Program Coordination, Decision and Environment (Ministry of Ecology and Sustainable Development)

### **Other professional activity**

1994 - Now: Associate Professor at the Chair of Urban Economy at ESSEC, whose full professor is Franck Vallerugo (ESSEC Business School France)

2014 - 2019: Creator and holder of the CONNECT centre (CONcertation, Negotiation, Environment, Design and Territories)

## **SERVICES**

2009 - 2014: Member of the Pedagogical Committee (ESSEC Business School France)

2007 - 2009: Creator and pedagogical manager of the Program PEO for the students class of Initial Period

2005 - 2006: Member of the Pedagogical Committee

2003 - 2004: Member of the Teaching Committee

2002 - 2003: Member of the Doctoral Committee (ESSEC Business School France)

1994 - 1999: Member of the Teaching Committee (ESSEC Business School France)

2004 - 2015: Juries' member for the end of studies in the ESSEC Program "Mastère Spécialisé Mangement des Villes et des Territoires", in coordination with ISCAE in Casablanca (ESSEC Business School France)

2019 - 2020: Creator, with several Master's students, of the "Climate change" module integrated into the SPOC (Small Private Online Course) Responsible leadership, aimed at all ESSEC Master's students

2019 - 2020: Intervention in the MOOC (Massive Open Online Course) Business and Climate Change coordinated by Professor Thierry Sibieude