

Anne-Claire Pache

**Professor,
Department
Public and Private
Policy**

Chaired Professor in
Philanthropy

Contact

Mail:

pache@essec.fr
Avenue Bernard
Hirsch.
BP 50105
95021 Cergy Pontoise
cedex
FRANCE

Education

Ph.D. in Organizational Behavior - INSEAD
Master in Public Administration (2001) - Major in Non Profit Management-
HARVARD UNIVERSITY, John F. Kennedy School of Government
Master in Urban Planning (1996) - ECOLE NATIONALE DES PONTS ET
CHAUSSEES
BA in management (1994) - ESSEC Business School

Publications

Academic Publications

Books

Changer d'Echelle: Manuel pour maximiser l'impact des entreprises sociale.
Paris (France) : ESSEC Publishing, 2014

La Philanthropie : Une affaire de familles. (with A. Gautier). Paris (France) :
Autrement, 2014

Articles

"Les clés d'une gestion hybride réussie" (J. Battilana, AC. Pache, M. Sengul,
M. Kimsey), *Harvard Business Review*, Jul 2019, Vol. Août-Septembre 2019,
Issue 4, p. 67-75

"What Keeps Corporate Volunteers Engaged: Extending the Volunteer Work
Design Model with Self-determination Theory Insights" (S. Van Schie, G.
Arthur, AC. Pache, S. Güntert), *Journal of Business Ethics*, Jun 2018

"From caring entrepreneur to caring enterprise: Addressing the ethical
challenges of scaling up social enterprises" (K. André, AC. Pache), *Journal
of Business Ethics* (2014)

"Harnessing productive tensions in hybrid organizations: The case of work
integration social enterprises" (J. Battilana, M. Sengul, AC. Pache, J. Model),
Academy of Management Journal, Dec 2015, Vol. 58, Issue 6, p. 1658-1683

"Donations within limits" (S. Sandford, AC. Pache, A. Gautier), *Stanford
Social Innovation Review*, Nov 2015, Vol. 1, Issue 1 , p. 20-25

"Making hybrids work: Aligning business models and organizational design
for social enterprises" (F. Santos, AC. Pache), *California Management
Review*, May 2015

"A Global Family Affair" (AC. Pache, A. Gautier), *Stanford Social Innovation
Review*, Jun 2014, Vol. 1, Issue 1, p. 61-62

"Evaluer l'impact social d'une entreprise sociale: Points de repères" (E.
Stievenart, AC. Pache), *Revue Internationale de l'Economie Sociale*, Jan
2014, Vol. 331, Issue 1, p. 76-92

"Research on corporate philanthropy: A review and assessment" (A. Gautier,
AC. Pache), *Journal of Business Ethics*, Nov 2013, p. 1-27

"Inside the hybrid organization: Selective coupling as a response to

competing institutional logics" (AC. Pache, F. Santos), *Academy of Management Journal*, Aug 2013, Vol. 56, Issue 4, p. 972-1001

"Embedded in hybrid contexts: How individuals in organizations respond to competing institutional logics" (AC. Pache, F. Santos), *Research in the Sociology of Organizations*, Jul 2013, Vol. 39, p. 3-35

"La philanthropie familiale en France" (A. Gautier, AC. Pache), *La Revue des Deux Mondes*, Dec 2012, Vol. 12, Issue 3, p. 28-37

"Social entrepreneurs as institutionally embedded entrepreneurs: Towards a new model of social entrepreneurship education" (AC. Pache, I. Chowdhury), *Academy of Management Learning and Education*, Sep 2012, Issue 11, p. 494-510

"Leadership Competencies for Implementing Planned Organizational Change" (J. Battilana, M. Gilmartin, M. Sengul, AC. Pache, J. Alexander), *Leadership Quarterly*, Jul 2010, Vol. 21, Issue 3, p. 422-438

"When Worlds Collide: The Internal Dynamics of Organizational Responses to Conflicting Institutional Demands" (AC. Pache, F. Santos), *Academy of Management Review*, Jul 2010, Vol. 35, Issue 3, p. 455-476

"Changer d'échelle : Vers une typologie des stratégies d'expansion géographique des entreprises sociales" (AC. Pache, G. Chalénçon), *Revue Internationale des Etudes Coopératives, Mutualistes et Associatives (RECMA)*, Jul 2007, Issue 305

Book Chapters

How do we know when social innovation works? A review and contingency model of social impact assessment. In: *Handbook of Inclusive Innovation* (with G. Molecke). Glos (UK) : Edward Elgar Publishing, Gerard George, Ted Baker, Paul Tracey, Havovi Joshi. 2019, p. 83-106

Changer d'Echelle. In: *Entreprise(s) et Entrepreneuriat Social(es)* (with G. Chalénçon). : ABI Editions, Amadio, N. and Collin, P. (eds). 2009

Professional Publications

Books

Demain le Service Civil. (with L. Sheperd, M. Trelu). : Village Mondial, 2006

Articles

"Entreprises d'insertion : des entreprises qui se professionnalisent" (AC. Pache), *CNEI Mag*, Mar 2008

"Changer d'échelle. Dupliquer les réussites sur de nouveaux territoires: une voie pour développer l'entrepreneuriat social, " (AC. Pache, G. Chalénçon), *publication hors collection par l'AVISE*, May 2006

"De l'idée au projet: repères pour la création et le développement d'une structure de médiation multiservice" (AC. Pache, G. Chalénçon,), *Les Cahiers de l'AVISE*, Apr 2004

Working Papers

"Nonprofit Roles in For-profit Firms: The Institutionalization of Corporate Philanthropy in France" (A. Gautier, AC. Pache, I. Chowdhury). Essec Research Center, DR-1319 Nov 13.

"Giving in France: A Philanthropic Renewal after Decades of Distrust" (A. Gautier, AC. Pache, V. Mossel). Essec Research Center, DR-1318 Nov 13.

"Inside the hybrid organization: An organizational level view of responses to conflicting institutional demands" (AC. Pache, F. Santos). Essec Research Center, DR-11001 Aug 10.

Other Publications

Articles published in Conference Proceedings

"Nonprofit roles in forprofit firms: The institutionalization of corporate philanthropy in France", With A. Gautier, I. Chowdhury. In : *Best paper proceedings of the Academy of Management Annual Meeting*, Academy of Management Annual Meeting (Orlando. Orlando (USA) : Academy of Management , 2013

"The politics of organizational responses to conflicting institutional demands". In : *Best Papers Proceedings, 70th Annual Meeting of the Academy of Management* (San Antonio). : Academy of Management, 2011

"The arts of balancing conflicting institutional demands: The case of social integration enterprises". In : *Best Paper Proceedings of the Academy of Management Meeting*, Academy of Management Meeting. Montreal : academy of management, 2010

"Organizational responses to conflicting institutional demands". In : *Best papers Proceedings of the Sixty-sixth Annual Meeting of the Academy of Management*, Sixty-sixth Annual Meeting of the Academy of Management. : George T. Solomon (Ed), 2007

Teaching

Teaching at ESSEC

MBA

- Entrepreneuriat Social
- Les enjeux de l'économie sociale
- Séminaire d'application en Entrepreneuriat Social
- Séminaire de la chaire d' Entrepreneuriat Social
- Developing a Social Business Plan

Executive Education

- MGES - Changer d'échelle
- MGES - Business Plan Social (3 days module)
- IFMO - Accompagner la création d'entreprise (1 day module)

Other Teaching Activities

- MGU, MGES - Mentoring Students on strategic projects
- MGES, Certificat du Fundraising - Jury participant

Other Activities

Awards and Distinctions

Harvard Club of France Fellow (1999)
Harvard Club of France Scholarship (1999-2001)
Arthur Sachs Scholarship for Harvard Kennedy School (1999-2001)
Annette Kate Fellowship for Harvard Kennedy School (2000-2001)

Scientific Activities

Editorial Board Membership

Journal of Organization Design, Springer

Affiliations and Academic Responsibilities

Membership

- Academy of Management
- EGOS

Ad-hoc Reviewer

- Academy of Management Review
- Academy of Management Annual Meeting (OMT division, PNP division)

Doctoral Consortia

- Doctoral Consortium AOM/OMT-ODC-MOC, Anaheim, 2008
- Dissertation proposal workshop AOM/OMT Division, Philadelphia 2007

Professional Experience

2001-2009 - ESSEC Business School

Cofounder and Secretary General of the Social Entrepreneurship Chair

- Mobilized start up funds
- Developed partnerships
- Design MBA curriculum in social entrepreneurship (together with Thierry Sibieude)
- Taught MBA and executive courses
- Mentored students

1994-1999 -UNIS-CITE

Co-founder and Co-Director - Non profit organization: youth service corps with 20 permanent staff members and 56 full-time corps members ; Budget: US\$ 800 000

- Devised and implemented strategy, business plan and program
- Managed a diverse team of 20 staff members and 56 corps members
- Conceived and implemented budgeting, reporting, accounting, bank relations and financial partnerships
- Coordinated program, logistics and administration
- Conducted external public relations with board, media and partners