



## Programme Colloque

### AGRHR-AOM-MCD-MSR

## Employee Well-being and Sustainable Performance

16-18 Mars 2026 | University of South Florida, St. Petersburg

#### MONDAY, MARCH 16, 2026

- 4:00 PM - 5:00 PM : Registration
- 5:00 PM - 7:00 PM : Welcome Reception

#### TUESDAY, MARCH 17, 2026

- 8:30 AM - 9:15 AM : Opening Remarks
- 9:00 AM - 12:30 PM : Scientific Sessions 1-2
- 2:00 AM - 5:30 PM : Scientific Sessions 3-4
- 7:30 PM : Gala Dinner

#### WEDNESDAY, MARCH 18, 2026

- 9:00 AM - 12:30 PM : Scientific Sessions 5-6
- 12:30 PM - 12:45 PM : Closing Remarks

#### Conference Chairs:

Jean Kabongo, Associate Dean for Academic Affairs, Accreditation and Compliance, Muma College of Business, University of South Florida Tampa campus, Florence Noguera (Past-President of AGRH), Catherine Voynnet Fourboul (University Paris 2), Carole Bousquet (MCD Incoming Division Chair), Jérôme Chabanne-Rive (President of AGRH) Sharon Larisa Segrest, Sandy Weiss, Laurent Cappelletti, Eric Gautier, Jean-Michel Plane (Editor of RGRH review), Adnane Chader (digital footprint responsible for the AGRH), Richard Major, Patrice Terramorssi and Delphine Lacaze (Editors @GRH)

### Scientific council of the conference:

Isabelle Barth, Sophia Belghiti-Mahut, Chafik Bentaleb, Charles-Henri Besseyres des Horts, Marc Bonnet, Isabelle Bories-Azeau, Frank Bournois, Franck Brillet, Jérôme Chabanne-Rive, Adnane Chader, Françoise Chevalier, Nathalie Commeiras, Miguel Delattre, Hugo Gaillard, Eric Gautier, Catherine Glee-Vermande, Anne Goujon-Belghit, Jocelyn Husser, Jacques Igalens, Alice Leflanhec, Richard Major, Jean-paul Mamboundou, Samuel Mercier, Virginie Moisson, Astrid Mullenbach, Florent Noël, Sébastien Payre, Jean-Marie Peretti, Jean-Michel Plane, Gwenaëlle Poilpot-Rocaboy, Alexis Roche, Sylvie Saint-Onge, Aline Scouarnec, François Silva, Patrice Terramorsi, Diane Tremblay, Patrick Valeau

**MONDAY, MARCH 16, 2026**

**16h00 - 17h00** : Attendee Registration

**17h00 - 19h00** : Welcome Cocktail & Opening Speech

- Gary PATTERSON (Doyen, Muma College of Business)
- Jean KABONGO (Senior Associate Dean, USF)
- Jérôme CHABANNE-RIVE (Président AGRH)
- Carole BOUSQUET (Présidente Division MCD AOM)
- Florence NOGUERA & Jean-Michel PLANE (Past présidents AGRH & Board Member of the MCD AOM)
- Catherine VOYNNET-FOURBOUL & Richard MAJOR (Division MSR-AOM)

**TUESDAY, MARCH 17, 2026**

8h30 - 9h00 : Welcome coffee

9h00 - 9h15 : Scientific opening speech

**9h15 - 10h45 : SESSION 1 – Leadership, Ethics and Sustainable Governance**

*Session Chair : Jean Kabongo*

**Benevolent Leadership and Organizational Citizenship Behaviors: The Mediating Role of Affective Organizational Commitment**

*Yann Arnaud, Laila Benraiss-Noailles, Julien Cusin*

**Spiritual leadership and cultural transformation after organizational trauma**

*Virginie Macé, Catherine Voynnet Fourboul*

**Management as an initiator of relational-intensive firms**

*Thibault Perrin*

**Bidirectional nature of the ties between the individual and the organization**

*Anne Goujon Belghit, Jocelyn Husser, Florence Noguera*

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10h45 - 11h : ☕ Break

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**11h - 12h30 : SESSION 2 – The Future of Work: AI, Telework and Hybrid Models**

*Session Chair : Catherine Voynnet Fourboul*

**From Vulnerability to Performance: Developing Well-being and Resilience as strategic Levers in Veterinary Professions**

*Jérôme Chabanne-Rive*

**Rehumanizing ai-driven workplaces: a sustainable HRM framework for enhancing employee well-being and financial resilience**

*Jamila Abaidi Hasnaoui, Amir Hasnaoui*

**A robot asked me how I was doing**

*Adnane Chader, Marin de La Rochefoucauld, Jean-Michel Plane*

**The Contribution of Managerial Rituals in a Spatially Dispersed Work Context: Between Collective Structuring and Sustainable Performance**

*Cécile Gras, Florence Noguera, Jean-Michel Plane et Laura Khachan*

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12h30 - 14h00 : 🍽️ Lunch Break

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**14h00 - 15h30 : SESSION 3 – Health, Well-being and Life Balance**

*Session Chair : Jérôme Chabanne-Rive*

**The impact of team maturity on the well-being of teleworkers**

*Sabrina Boukeloul*

**Well-being and organisational resilience in remote work: an analysis using the PERMA model in a crisis context**

*Adeline Mbey*

**Well-Being in the Age of Remote Work: Perspectives from Union Representatives**

*Catherine Voynnet Fourboul*

**Territorial Well being**

*Isabelle Bories-Azeau, Anne Loubès, Julien Viguiier*

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15h30 - 15h45 : ☕ Break

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**15h45 - 17h15 : SESSION 4 – CSR, Meaningful Work and Engagement**

*Session Chair : Carole Bousquet*

**Meaning at Work as a Strategic Resource for fostering occupational well-being. The Case of Hospital Healthcare Professionals**

*Nathalie Commeiras, Audrey Riviere, Richard Major*

**The evolution of CSR-audit services with the CSRD**

*Javotte Graslplante, Laura Khachan*

**When “Care Management” Becomes a Critical Source of Sustainable Performance**

*Charles-Henri Besseyres des Horts*

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19h30 : 🍷 Gala Dinner

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**WEDNESDAY, MARCH 18, 2026**

8h30 - 9h00 : Welcome coffee

**9h00 - 10h30 : SESSION 5 – From Individual Well-Being to Collective Effectiveness: New Perspectives on Work**

*Session Chair : Sharon Segrest*

**Workplace integration as a Catalyst for Individual Well-Being and Collective Effectiveness**

*Eric Gautier Laurent, Catherine Voynnet Fourboul*

**Women mental load, body image, and the role of beauty treatments in the quest for well-being**

*Dominique Besson, Smina Otmania*

**From Suffering to Well-being: A New Strategic Framework in Human Resource Management?**

*Etienne Macoulf, Véronique Chanut, Pierre Blondet.*

**What Drives Happiness at Work: A Contextual Approach**

*Mohamed El Koutour, Manal El Abboubi*

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10h30 - 10h45 : ☕ Break

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**10h45 - 12h15: SESSION 6 – Sustainable Performance and Contextual Challenges**

*Session Chair : Sandy Weiss*

**The Impact of Executive Health and Well-Being on the Overall Performance of Small and Medium-Sized Enterprises (SMEs): Contributions of Socio-Economic Research-Intervention-Based Support**

*Carole Bousquet, Alexandre Asselineau, Miguel Delattre*

**Workplace Well-being and Turnover Intentions of Healthcare Workers**

*Turki Sondes*

**Well-being and Conflict management: Five case studies**

*Dominique Besson, Valitova Aysylu*

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12h15 - 12h45 : Closing of the conference

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