

## Inés GABARRET, PhD, HDR

### SUMMARY

Teacher and Researcher on entrepreneurship.

Former manager and entrepreneur with a Doctorate and Habilitation to supervise research (HDR). Associate Dean of Faculty and Research at ESSCA School of Management Paris campus (triple crown business school), <https://www.essca.fr/en/people/gabarret-ines-professor>  
Affiliate researcher at University of Versailles, <http://www.larequoui.uvsq.fr/directeurs-de-recherche-du-larequoui-232044.kjsp>

### RESEARCH INTERESTS

*Entrepreneurial Motivation, Business Incubation, Feminine Entrepreneurship, Social Entrepreneurship*

### EDUCATION

**2016**, Habilitation to supervise research (HDR), University of Montpellier, Montpellier, France, Labex Entreprendre.

Title: *Comprendre l'entrepreneur pour mieux l'accompagner : Motivation, accompagnement et survie des entreprises en création.*

Jury : Karim Messeghem, Sylvie Sammut, Jean Pierre Boissin, Sandrine Berger-Douce, Christophe Schmitt

**2009**, Doctorate in Management Sciences, University of Montpellier, Montpellier, France.

Title: *L'entrepreneur « par choix ». Contribution à l'étude de la motivation entrepreneuriale et du sentiment de réussite des cadres d'entreprise devenus entrepreneurs.*

Jury : Alain Briole, Jean Paul Tchankam, Jean Pierre Neveu, Jean Michel Plane

**2003**, MBA, University of CEMA (UCEMA), Buenos Aires, Argentina.

Title: *Proyecto CuidArte (Proteccion de piscinas).*

**2001**, Bachelor of Business Administration, University of Buenos Aires, Buenos Aires, Argentina.

Title: *Internacionalizacion de empresas en América Latina.*

## PUBLISHED PAPERS IN PEER REVIEW JOURNALS

Vedel B., Gabarret I., Sellami M., Saidi S. (forthcoming), Comprendre la croissance des nouvelles entreprises : la complexe relation entre capital humain, chômage et motivation, *Management International* (ABS 3, Fnege 2).

Nakara W., Jaouen A., Vedel B., Gabarret I., d'Andria A. (2018), Examining the startup phase of an incubator from a bricolage perspective, *Revue de l'Entrepreneuriat*, Vol. 17, n° 3-4, pp. 103-137 (Fnege 2).

d'Andria A., Gabarret I., Vedel B. (2018), Resilience and effectuation for a successful business takeover, *International Journal of Entrepreneurial behavior and research*, Vol. 24, n° 7, pp.1200-1221 (ABS 2, Fnege 4).

d'Andria A., Gabarret I. (2017), Mères et entrepreneurs : étude de la motivation entrepreneuriale des mampreneurs françaises, *Ripme*, Vol. 30, n° 1, pp. 155–181 (Fnege 3).

Gabarret I., Vedel B., Decaillon J. (2017), A Social Affair: Identifying Motivation of Social Entrepreneurs, *International Journal of Entrepreneurship and Small Business*, Vol. 31, n° 3, pp. 399-415 (Fnege 4).

Gabarret I., Vedel B., Etzol P. (2016), Quelles valeurs se cachent derrière la motivation des jeunes étudiants-entrepreneurs ?, *Gestion 2000*, Vol. 33, n° 2, pp. 233-253 (Fnege 4).

d'Andria A., Gabarret I. (2016), Femmes et entrepreneurs : Trente ans de recherches en motivation entrepreneuriale féminine, *Revue de l'Entrepreneuriat*, Vol. 15, n° 3-4, pp. 87-107 (Fnege 2).

Vedel B., Law F., Gabarret I. (2016), La start-up est morte, vive la start-up ! Étude de la survie d'une entreprise en création sous le prisme de l'effectuation, *La Revue de Sciences de Gestion*, Vol. 1, n° 277, pp. 91-101 (Fnege 4).

Gabarret I., Vedel B. (2015), Pour une nouvelle approche de la motivation entrepreneuriale, *La Revue de Sciences de Gestion*, Vol. 1, n° 271, pp. 13-20 (Fnege 4).

Gabarret I., Bertrand G., Drillon D. (2014), Survie de la jeune entreprise : Une étude de cas sur la base des relations interpersonnelles, *Revue de l'Entrepreneuriat*, Vol. 13, n° 1, pp. 75-88 (Fnege 2).

Vedel B., Gabarret I. (2014), The Role of Trust as Mediator between Contract, Information and Knowledge within Business Incubators, *International Journal of Entrepreneurship and Small Business*, Vol. 23, n° 4, pp. 509-527 (Fnege 4).

Gabarret I., Jaouen A., Nakara W., Vedel B. (2014), Why are Small Public Incubators "lagging behind"? Learning from Disability in the Selection Practices of French Incubators, *International Journal of Entrepreneurship and Small Business*, Vol. 23, n° 4, pp. 456-477 (Fnege 4).

Vedel B., Gabarret I. (2013), Création d'emplois ou création de connaissances, quelle mesure de performance pour l'incubateur ?, *Management International*, Vol. 17, n° 3, pp. 126-139 (ABS 3, Fnege 2).

Gabarret I., Vedel B. (2012), Quitter son emploi pour devenir entrepreneur, *@grh*, 2012/3, n°4, pp.79-97 (Fnege 3).

**BOOKS**

d'Andria A., Gabarret I., (2017), *Building 21st century Entrepreneurship*, Iste Wiley Publishing.

**CASE STUDIES**

Croze-Scardulla F., Gabarret I. (2012), *Les Maçons Parisiens, entre tradition et avenir : Repositionnement stratégique d'une Coopérative du bâtiment (Scop)*. CCMP (Centrale de cas et de médias pédagogiques).

**NON PEER REVIEWED ARTICLES**

Gabarret I., Vedel B., Saidi S., Sellami M. (2019), Au-delà de la dichotomie « nécessité/opportunité » La complexité de la motivation entrepreneuriale et sa relation avec la croissance des entreprises, *Cahiers de Recherche Larequoi*, 2019-2.

Vedel B., Sellami M., Saidi S., Gabarret I. (2017), Chômage, création et croissance des entreprises : l'effet modérateur du capital humain, *Cahiers de Recherche Larequoi*, 2017-2.

**RESEARCH IN PROGRESS****Reports:**

d'Andria A., Gabarret I. (2020), Etude des mères entrepreneures au Pays Basque.

**Conferences:**

Gabarret I., d'Andria A. (2020), Motivation to grow and feeling of success of women entrepreneurs in the south of France, 65th Annual Conference of International Council for Small Business and Entrepreneurship (ICSB), July 7-10, Paris.

d'Andria A., Gabarret I. (2020), Dis-moi où tu es né, où tu habites... et je te dirai. De l'ancrage territorial des entrepreneures en Pays basque, 1ère Conférence Mutations Urbaines et territoriales (MUTe), May 26-27, Paris.

**Working papers:**

Vedel B., Gabarret I. (2020), Learning from mistake: a resilience process perspective.

Gabarret I., Vedel B. (2020), Overconfidence and the development of resilient practices.

**DOCTORAL THESIS SUPERVISION AND EXAMINATION**

Dogley Bernard (2019-2022), Conceptualising business model innovation through the logic of acquisition of innovative and entrepreneurial start-up companies, University of Versailles (France), thesis supervision.

Brownfoot, William (2018), En quoi l'intégration les approches et analyses de l'échec entrepreneurial repositionnées dans une matrice du type Balance Score favorise-t-elle l'accompagnement du dirigeant du BTP en contexte de crise ? University of Artois (France), thesis examination, president of the jury.

Kombate, Kangnaguidjoa (2018), Impact de l'orientation entrepreneuriale sur la performance-export des PME Togolaises à vocation internationale, University of Littoral Côte d'Opale (France), thesis examination.

## COMMUNICATIONS IN ACADEMIC CONFERENCES

Gabarret I., Vedel B. (2019), Learning from mistakes: a resilience process perspective, USASBE Conference, St Pete Beach, USA, January 23-27.

Vedel B., Gabarret I. (2019), Rethinking the relationship between entrepreneurial motivation and growth, USASBE Conference, St Pete Beach, USA, January 23-27.

Gabarret I. (2018), Learning from mistakes: a resilience process perspective, ICSB, Salerno, Italy, October 4-5.

Gabarret I., Montargot N., Vedel B. (2018), Overconfidence and the development of resilient practices, LAEMOS, Buenos Aires, Argentina, March 22-24.

Gabarret I., Saadi S., Sellami M., Vedel B. (2017), All by myself, the desire for independence and the growth of new companies, Entrepreneurship past, present and future, Paris, France, May 10-12.

Vedel B., Sellami M., Saadi S., Gabarret I. (2017), Unemployment, business creation and growth: the moderating effect of human capital, Entrepreneurship past, present and future, Paris, France, May 10-12.

Gabarret I., Saadi S., Sellami M., Vedel B. (2017), All by myself, the desire for independence and the growth of new companies, ICSB, Buenos Aires, Argentina, June 28-July 1.

Vedel B., Sellami M., Saadi S., Gabarret I. (2017), Unemployment, business creation and growth: the moderating effect of human capital, ICSB, Buenos Aires, Argentina, June 28-July 1.

d'Andria A., Gabarret I., Vedel B., Law F. (2016), Un tiens vaut mieux que deux tu l'auras ! Le rôle de la résilience dans le succès d'un processus entrepreneurial, CIFEPME, Trois Rivières, Canada, October 26-28.

Law F., Gabarret I., Vedel B., d'Andria A. (2016), Faire ou Faire-faire, telle est la question...La détermination du périmètre d'activités d'une start-up, CIFEPME, Trois Rivières, Canada, October 26-28.

d'Andria A., Gabarret I., Vedel B., Law F. (2016), A bird in the hand is worth two in the bush: The roles of entrepreneurial resilience and effectuation in the success of business transfer process, ICSB, New York, USA, June 15-18.

Nakara W., Vedel B., d'Andria A., Jaouen A., Gabarret I. (2016), Etude de la création et du développement d'une structure d'incubation : les apports du bricolage, Journées Georges Doriot, Mons, Belgium, May 19-20.

Maalaoui A., Gabarret I., Mallet J., Germon R., Dana P. (2015), Are disabled entrepreneurs driven by necessity? Understanding motivation of "handipreneurs", RENT, Zagreb, Croatia, November 18-20.

Jaouen A., Nakara W., Vedel B., Gabarret I., d'Andria A. (2015), Bricolage and effectuation in the process of creation and development of small incubators, EURAM, Warsaw, Poland, June 17-20.

Gabarret I., Vedel B., Saadi S., Sellami M. (2015), Au-delà de la dichotomie « nécessité/opportunité », La complexité de la motivation entrepreneuriale et sa relation avec la croissance des entreprises, AEI, Nantes, France, Mai 20-22.

Gabarret I., Vedel B., Saadi S., Sellami M. (2015), Au-delà de la dichotomie « nécessité/opportunité », La complexité de la motivation entrepreneuriale et sa relation avec la croissance des entreprises, Congrès International sur les études sur le travail et l'emploi, Quebec, Canada, Mai 31-June 3.

Gabarret I., Vedel B., Etzol P. (2015), Etude de la motivation entrepreneuriale des jeunes entrepreneurs de la génération Y, Journée de recherche Enjeux et Perspectives de la publication en français en sciences de gestion, Evry, France, March 26.

Jaouen A., Nakara W., Vedel B., Gabarret I. (2015), Bricolage et effectuation dans les pratiques d'accompagnement des petits incubateurs, Journée de recherche Enjeux et Perspectives de la publication en français en sciences de gestion, Evry, France, March 26.

Vedel B., Law F., Gabarret I. (2015), La start-up est morte, vive la start-up ! Le rôle de l'effectuation dans la survie des entreprises en création, Journée de recherche Enjeux et Perspectives de la publication en français en sciences de gestion, Evry, France, March 26.

Gabarret I., Vedel B. (2014), Entrepreneuriat social : Dimensions de la motivation, CIFEPME, Agadir, Morocco, October 29-31.

d'Andria A., Gabarret I. (2014), Les mampreneurs françaises : Création d'entreprise à contre-courant?, CIFEPME, Agadir, Morocco, October 29-31.

Gabarret I., Etzol P. (2014), Why the Gen Y? Values and motivation of young French entrepreneurs, ICSB, Dublin, Ireland, June 11-14.

d'Andria A., Gabarret I. (2014), Mompreneurs of France: Emergence of a concept, motivation and culture, ICSB, Dublin, Ireland, June 11-14.

Gabarret I., Vedel B. (2014), Social entrepreneurs: Dimensions of motivation, ICSB, Dublin, Ireland, June 11-14.

Law F., Gabarret I. (2014), Entrepreneurship and firm boundaries: A multi-theoretical approach, ICSB, Dublin, Ireland, June 11-14.

Gabarret I., Vedel B. (2014), A social affair: Identifying motivation of social entrepreneurs, 2ème Journée de l'Entrepreneuriat Social, Semaine du Management, FNEGE, Marseilles, France, May 23.

Gabarret I., Bertrand G., Drillon D. (2013), Survie de la jeune entreprise : Une étude de cas sur la base des relations interpersonnelles, AEI, Fribourg, Switzerland, October 22-25.

Gabarret I., Jaouen A., Nakara W., Stephany E., Vedel B. (2013), Les incubateurs à vocation locale : entre stratégies et paradoxes, AEI, Fribourg, Switzerland, October 22-25.

Gabarret I., Jaouen A., Nakara W., Vedel B. (2013), Why are small public incubators "lagging behind"? Learning from disability in screening practices of a French incubator, ICSB, Ponce, Puerto Rico, June 20-23.

Gabarret I., Vedel B. (2013), Money isn't everything: the non-economic aspect of entrepreneurial motivation, ICSB, Ponce, Puerto Rico, June 20-23.

Vedel B., Gabarret I. (2013), The role of social capital inside French business incubation centers: Mediation between contract, learning, and information exchange, ICSB, Ponce, Puerto Rico, June 20-23.

Gabarret I., Vedel B. (2012), Pour une nouvelle approche de la motivation entrepreneuriale, CIFEPME, Brest, France, October 24-26.

Vedel B., Gabarret I. (2012), Creating jobs or creating knowledge? The role of selection in incubation centers, BCERC, Texas, USA, June 6-9.

Gabarret I., Vedel B. (2012), Quitter son emploi pour devenir entrepreneur, 12<sup>o</sup> Rencontres sur la prospective des métiers, Paris, France, April 4.

Vedel B., Gabarret I. (2012), Création d'emplois ou création de connaissances, quelle mesure de performance pour l'incubateur ? Le rôle de la sélection dans le processus d'incubation, Regards croisés sur les pratiques d'accompagnement entrepreneurial : 2<sup>ième</sup> rencontre entre acteurs des réseaux d'accompagnement et chercheurs, Montpellier, France, January 19.

Gabarret I., Vedel B. (2011), Une analyse exploratoire du départ volontaire des cadres : le cas de la sortie entrepreneuriale hors essaimage, Congrès de l'AGRH, Marrakech, Morocco, October 26-28.

Vedel B., Stephany E., Gabarret I. (2011), Effects of selection strategy on assistance and performance of French incubation structures, SMS Conference, Miami, USA, November 6-9.

Vedel B., Stephany E., Gabarret I. (2011), Selection strategy, assistance and performance of incubation structures: a French study, ICSB, Stockholm, Sweden, June 15-18.

Gabarret I. (2006), From the Corporate Manager to the entrepreneur by choice. CLADEA, Montpellier, France.

## OTHER ACADEMIC ACTIVITIES

2021 – ICSB Global Conference, organization of the global conference in Paris, with IPAG Business School and the OECD, Paris France, July

2021 – ICSB Academy, organization of the bootcamp of the ICSB in Paris, France, July

2019 – ICSB Academy, co-director of the bootcamp of the ICSB in Cairo, Egypt, June 15-21, <https://icsb2019.com/academy/>

2019 – ICSB conference, organization of a conference in collaboration with IPAG Business School and the OECD, Paris, France, April 8-9, <https://icsb.org/paris-conference/>

2018 – FNEGE Conference-MMA foundation "Moi entrepreneur(e)" (France), L'entrepreneur et ses motivations, invited speaker, <https://fnege-medias.fr/lentrepreneure-et-ses-motivations/>

2017 – Versailles University (France), Entreprendre au Féminin : quels enjeux, quelles barrières? invited speaker, [https://www.canal-u.tv/video/uvsq/entreprendre\\_au\\_feminin\\_quels\\_enjeux\\_quelles\\_barrieres.34379](https://www.canal-u.tv/video/uvsq/entreprendre_au_feminin_quels_enjeux_quelles_barrieres.34379)

2017 – AEI Dakar (Senegal), organization of a round table on ethics and plagiarism, with A. d'Andria and G. Guieu.

2016 – Grenoble School of Management (France), organization of a workshop on parenthood and entrepreneurship, with A. d’Andria, M. Bourgain, and S. Le Loarne.

2015 – AEI Nantes (France), organization of a round table on entrepreneurship and parenting, with A. d’Andria.

2015 – AEI Nantes (France), organization of a round table on Y generation, with Y. Gasse.

2014 – TEC Monterrey, Guadalajara (Mexico), International week, teaching and presentation of several papers.

2013 – AEI Fribourg (Switzerland), participation of a round table on incubation, invited by D. Chabaud.

2012 – Trondheim University, Trondheim (Norway) invited speaker for a seminar in incubation practices.

## **EDITORIAL ACTIVITIES**

Ad-hoc reviewer for:

- La revue de l’entrepreneuriat (Fnege 2)
- International Journal of Entrepreneurship and Small Business (Fnege 4)
- International Journal of Entrepreneurship and Innovation (Fnege 4)
- La Revue des Sciences de Gestion (Fnege 4)

Ad-hoc reviewer for academic conferences: AEI, CIFEPME, EURAM

## **PROFESSIONAL EXPERIENCE**

### **2017-**

Full professor and associated Dean of faculty and research at ESSCA School of Management, Paris Campus (1800 students, 40 permanent professors).

Head of the Master of Entrepreneurship.

### **2012-2016**

Associate professor at EDC Paris Business School (EPAS accredited)

### **2010-2011**

Teaching assistant (ATER) at University of Montpellier (France)

### **2007-2010**

Lecturer at Montpellier Business School (AACSB, EPAS, AMBA accredited), Montpellier, France.

### **2009-2012**

Company owner “Español pour tous”. Spanish courses for adults in Montpellier (France).

### **2004-2009**

Company co-owner “Alinco SARL” (France) [www.alincosarl.com](http://www.alincosarl.com)

Distribution and installation of pool fences in the Mediterranean area

### **2001-2004**

Free-lance consultant for small business owners in Argentina and Spain.

Customers:

- (2004-2003) BS Systems (Spain) (SME), <http://www.babysecur.com>  
Distribution and installation of pool fences  
Development of the Spanish and French markets
- (2001-2003) Alcorp (Argentina) (SME)  
Importation and distribution of plastic products to supermarkets (Auchan, Carrefour)  
Restructuration of the company after devaluation  
Reorientation and development of a new network of local suppliers

#### **1999-2011**

Company owner: creation and management of a local transportation service (cabs) in Buenos Aires (Argentina).

#### **1996-1999**

Administrative Manager at Sidel Argentina (Tetra Laval Group) [www.sidel.com](http://www.sidel.com) , Buenos Aires (Argentina).

Creation and development of an Argentinian office to bring after-sales (technical) services to a park of 150 PET (polyethylene terephthalate) blowing machines in South America (Argentina, Uruguay, Bolivia, Chili, and Paraguay). Principal customer: Coca-Cola bottlers

#### **1993-1996**

Regional After-Sales Manager for Latin America at Sidel Brazil (Tetra Laval Group) [www.sidel.com](http://www.sidel.com) , Sao Paulo (Brazil).

Coordination of the technical assistance for the Spanish speaking South American countries. Definition of technical specificities for the installation of blowing machines. Organization of training courses on packaging lines.

#### **1990-1993**

Commercial Assistant at Rhodia Argentina (Rhône Poulenc Group), Buenos Aires (Argentina).

### **LANGUES**

Spanish, English, French, Portuguese.