

Thierry DEVAUX
Associate Researcher at CNAM- Lirsa Member
Paris, France | thierry.devaux@lecnam.net

EDUCATION

2025	PhD in Management Sciences , CNAM Thesis: <i>Space and Time of Paradox in Management: The Case of Resolving Organizational Tensions Caused by the Regulator's Demand on the Information Systems Department of an Investment and Financing Bank.</i> (https://theses.fr/s263679)	Paris
2008	MBA , IE Business School	Madrid
2006	Bachelor in Law (LLB) , Paris I Panthéon-Sorbonne	Paris
2000	Engineering Degree (MSc) , ENSGSI	Nancy

PROFESSIONAL EXPERIENCE

Feb. 2026—present	Founder — Tyalwë <i>Company specializing in upskill games for educational and professional development</i>	Paris
Sept. 2016 — Jan. 2026	Project Governance Manager — Natixis CIB <i>Budget & PMO, Control Tower, then Project Governance across Natixis CIB IS division; regulatory compliance, risk management, executive steering, strategic cost-reduction (300 M€ budget and 1,000 staff monitored across roles).</i>	Paris
May 2010—Aug. 2016	Project Manager —Natixis Assurances <i>2,500 man-day portfolio; PMO of 60 FTEs; internal control optimization (—1 FTE).</i>	Paris
Mar. 2009—Apr. 2010	Managing consultant — CGI <i>Strategic IS project (30,000 man-days); insurance division pre-sales.</i>	Paris
Mar. 2006 — Oct. 2007	Project Manager — DXC Technology <i>IT project management and international team coordination.</i>	Copenhagen
Jul. 2001—Feb. 2005	Consultant — CGI <i>IT project management for insurance companies, asset management, and IS deployment</i>	Paris
Oct. 2000—Jun. 2001	Lance Caporal — Engineering Regiment, French Army <i>Team leadership and personnel management in a high-discipline operational environment.</i>	France
Jan. 2000—Sept. 2000	Engineering Intern — Air Liquide <i>Techno-commercial study on MEMS (Micro-Electro-Mechanical Systems) applications</i>	Chicago

TEACHING EXPERIENCE

2021 - 2026:	Finance in Sustainable Development and Organizations for M2 students (CNAM — Paris)
2021 - 2026:	New Models of Sustainable Organizations: Rethinking Organizational Change in Times of Transition for M2 students (CNAM — Paris)
2016 – 2022:	Tools and Approaches of Organizational Design for L3 students (CNAM—Paris)
2015:	Seminar on Neuro-Strategy for M2 students (ENSGS I— Nancy)

RESEARCH & TEACHING INTERESTS

Leadership in complex and paradoxical organizations:

Managing contradictory requirements (performance vs. sustainability, exploration vs. exploitation, coopetition)

Executive decision-making under uncertainty:

Sensemaking, judgment and accountability in ambiguous contexts

Critical approaches to leadership and management:

Deconstructing dominant narratives to strengthen strategic clarity and managerial maturity

Temporal and spatial dynamics of organizational performance:

The influence of organizational rhythms and boundaries on performance and power

PUBLICATIONS

Conference Papers:

Devaux, T. "Le mythe néo-institutionnel : un inconnu". *10th SPSG Congress 'Philosophy(ies) of Management* (Évry, université Paris-Saclay, France), May 31—June 2, 2023. <https://hal.science/hal-04119111>.

Devaux, T. "Le paradoxe 'Manager/Travailleur'". *9th SPSG Congress 'Management and Work* (Oxford, United Kingdom), June 27—30, 2022. <https://hal.science/hal-03713926>.

Devaux, T. "Vulnérabilité, paradoxe et RSE". *GT-AIMS: Anticipation Practices—Strategic Capabilities, Responsibilities and Vulnerabilities of Organizations* (Lyon), January 24, 2023. <https://hal.science/hal-03959680>.

Book Chapter:

Marchais-Roubelat, A., Adas, N., Bouchayer, B., Devaux, T., & Mondon, S. L'organisation. Démarches et outils. Apors, 2018. <https://shs.hal.science/halshs-03341216>.

Work in Progress:

Les paradoxes — book for M2 students and French-speaking researchers (in progress)

Conference Organization:

2019: Contributed to the organization of the CNAM/LIRSA Conference "Crises et transformation"

LANGUAGES & DELIVERY FORMATS

French (native) | English (C1 — professional proficiency, courses delivered in English)

Intensive modules | Blended & hybrid learning | Online formats

OTHER ACTIVITIES & AFFILIATIONS

Member, Société de Philosophie et de Sciences de Gestion (SPSG)

Dissertation defense jury chair at ENSGSI

Admissions jury member at ENSGSI

Treasurer at IE Alumni France

Judo instructor assistant for kata practice (2nd Dan)