

Anthony PERRIER
Ph.D in Organizational Behavior

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EDUCATION

- 2021 **Doctor of Philosophy (Ph.D) in Organizational Behavior**
University Of Toulouse Capitole 1, Toulouse School of Management
- Thesis title: *“The effects of servant leadership on firefighters’ performance and health: A multilevel and intra-individual approach” (written in French)*
Supervisors: Prof. Assâad El Akremi & Prof. Caroline Manville
- 2017 **Master of Philosophy (M.Phil), Advanced Management Science**
University Of Toulouse Capitole 1, Toulouse School of Management
- 2016 **Master of Research (M.Res) in Human Resources Management**
University Of Toulouse Capitole 1, Toulouse School of Management

RESEARCH INTERESTS

Leadership – Extreme Contexts – Trust – Identity – Health – Performance

PUBLICATIONS

Publications in peer-reviewed journals

MOLINES, M., MISFUD, M., EL AKREMI, A., **PERRIER, A.** (2021). Motivated to serve: A regulatory perspective on public service motivation and organizational citizenship behavior. ***Public Administration Review***, DOI: [10.1111/puar.13445](https://doi.org/10.1111/puar.13445).

Conference proceeding with peer review

PERRIER, A. (2021). L’effet de l’agressivité externe sur les comportements des sapeurs-pompiers : Le rôle modérateur du leadership serviteur. ***32nd AGRH Congress***, Paris, October 13-15.

MOLINES, M., MISFUD, M., **PERRIER, A.** (2020). Motivated for serving: The impact of self-regulatory Focus on self-sacrifice and engagement. ***80th Academy of Management Annual Meeting Proceedings***, August 7-11.

PERRIER, A., EL AKREMI, A., MOLINES, M. (2020). Servant leadership, Health and Emotional Exhaustion among Firefighters: The mediating role of safety climate. ***Annual Administrative Sciences Association of Canada***, June 12-15.

MOLINES, M., REGIS, M., **PERRIER, A.** (2020), Regulatory focus theory and public service motivation. **24th International Research Society for Public Management**, Tampere, Finland, April 22-24 (Cancelled).

PERRIER, A., MOLINES, M., EL AKREMI, A. & MANVILLE, C. (2019), Opening the black box of servant leadership. The effects of servant leadership on firefighters' performance and health, **Annual Administrative Sciences Association of Canada**, St Catharines, Canada, May 24-27.

PERRIER, A. (2018), Les effets du leadership serviteur sur la performance et la santé des pompiers : Un modèle à double-voie de médiation, **29^{ème} congrès de l'Association Française de Gestion des Ressources Humaines**, Lyon, France, October 29-31.

PERRIER, A. (2018), Opening the black box of servant leadership: Effects of servant leadership on performance and health in the fire station: A matter of trust, **18th European Academy of Management congress**, Reykjavik, Iceland, June 19-22.

PERRIER, A. (2017), Ouvrir la boîte noire du leadership serviteur : Les effets du leadership serviteur sur la performance et la santé des pompiers : le rôle médiateur du capital psychologique, **28th AGRH Congress Doctoral workshop**, Aix-en-Provence, October 11-13.

Working papers and on-going projects

PERRIER, A., EL AKREMI, A. (2021), Gimme what I need! Examining follower response to servant leadership from a dynamic, needed-and-received fit perspective. (From my dissertation)

PERRIER, A., MOLINES, M., EL AKREMI, A. (2021), *Servant leadership and its effectiveness within unpredictable and complex environments such as firefighters' context* (Accepted contribution to the Palgrave Handbook of Servant Leadership).

PERRIER, A., EL AKREMI, A., MOLINES, M. (2021), Who will take care of the carers? The moderating effect of servant leadership in the relationship between external aggressive mistreatment, global health, and risk-taking behavior.

HONORS, AWARDS & GRANTS

2019 **Best Paper Award (Organizational Behavior Division)**
Annual ASAC Congress

ACADEMIC INVOLVMENT

2021 **Reviewer** for the Journal of Business Ethics

2020 **PhD Student Representative** at TSM Doctoral Programme

2019 **Ad Hoc Reviewer** for the Academy of Management Congress and the Administrative Sciences Association of Canada

2017 **Ad Hoc Reviewer** for the European Academy of Management Congress

TEACHING EXPERIENCE

- 2021 **Leadership in Extreme Context** seminar tutor, M2 Students
Open and Distance Learning, Toulouse School of Management
- 2021 **Introduction to quantitative methods**
Msc Students
Toulouse Business School
- 2020-Present **Organizational Behavior co-course leader** (in French) with Prof. Anne Dutech,
Bachelor 1 Students
Toulouse Business School
- 2019-Present **Organization Theory**, Bachelor Students
Toulouse School of Management
- 2018-Present **HR Marketing Strategy course leader** (in French), all M1 Students
Toulouse School of Management
- 2018-Present **Introduction to Management Principles** (in French), M1 Students
Open and Distance Learning, Toulouse School of Management

STATISTICAL SOFTWARE SKILLS

SPSS (Linear Regression Analysis)

Mplus (Multilevel latent variables Analysis, Multilevel Structural Equation Models)

PROFESSIONAL EXPERIENCE

- 2018-Present **Professional Firefighter – Entry Control Officer**
Toulouse (France)
- 2006-2018 **Professional Firefighter – Team Leader**
Toulouse (France)
- 2000-2006 **Professional Firefighter – Team Member**
Grenoble (France)