AI and the Future of Work: Organizational Challenges and Human Perspectives

International Workshop – Thursday 5 November 2026

Organizers: Marine Gouëdard, Dejan Glavas, AI for Sustainability Institute of ESSCA School of Management

Venue : ESSCA School of Management, Bordeaux Campus - 5 Place D'armes, 33100 Bordeaux

09:15 - 09:30	**Welcome by the organisers**
Lecture Hall/Amphi	Marine GOUËDARD, ESSCA School of Management
09:30 - 10:30	**Keynotes**
Lecture Hall/Amphi	Ewan OIRY (iaelyon School of Management) Laurence MARI (INRIA)
10:30 - 10:50	**Coffee Break**
10:50 - 12:20	**3 Parallel Sessions**

Parallel Session 1
Room : Lecture Hall/Amphi

*Chair: **Kevin KERTECHIAN**, ESSCA School of Management*

- **Neva BOJOVIC** (KEDGE Business School) and **Vasiliki MYLONOPOULOU** (University of Gothenburg), *Slightly Tousled: How Generative AI Represents ADHD in Hiring Scenarios*
- **Esther PRAH KOTI** (Leuphana University of Lüneburg), *Preparing sustainability professionals for a digital future: employer expectations and implications for sustainability education*
- **Pierrette HOWAYECK** (ESSCA School of Management), *Who Sets the Clock? Collective Temporal Work and the Convertibility of Career Investment under Generative AI*

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Parallel Session 2
Room 112

Chair: ***Stéphane FAUVY & Dejan GLAVAS,*** *ESSCA School of Management*

- **Narmadha KAMALAKANNAN** (Ecole Des Ponts Business School), *When AI Reshapes Identity, What Is Leadership? The HEART Model for Generational Inclusion and the Future of Work*
- **Jian LEE** (KEDGE Business School et Université de Bordeaux), *Trust Calibration in Sequential Human-AI Teams: The Role of AI in B2B Purchasing*
- **Karmo KROOS** (Estonian Business School), *Right for the Wrong Reasons? An Analysis of Competing Hypotheses on Generative AI and the Future of Social, Management, Business and Economic Science*

Parallel Session 3
Room 115

Chair: ***Ewan OIRY,*** *Université Jean Moulin Lyon 3 - iaelyon School of Management*

- **Pauline DE BECDELIÈVRE** (Université Paris-Saclay), *Positioning Careers by Shaping the Profession: Career Agency in the Age of AI*
- **Géraldine PARING, Fabienne PEREZ** and **Elisabeth GRESSIEUX** (ESSCA School of Management), *AI and the Future of Ethical Meaningful Work: the Mediation of Professional Structures*
- **Dejan GLAVAS** and **Marine GOUËDARD** (ESSCA School of Management), *The Death of the Coffee Break? AI and the Fate of Informal Talk at Work*

12:20 - 13:35 **Lunch Break**
Foyer

13:35 - 15:05 **2 Parallel Sessions**

Parallel Session 4
Room : Lecture Hall/Amphi

Chair: ***Rayane ELIDRISSI,*** *Université Paris 1 Panthéon Sorbonne, IAE Paris*

- **Jorge CLARKE** and **Neva BOJOVIC** (KEDGE Business School), *Knowledge Workers' AI Systems of Use: Human-AI Collaboration as User-Configured Innovation*
- **Olivia ARECHIGA** (Line Axia Consulting), *Positional Authority as a Boundary Condition on Human–AI Collaboration*
- **Sara DOTTO** and **Sara MEFTAH** (Square Management), *Absorbing AI Without Depleting the Absorber: AI Absorption Capacity and the Cognitive Sustainability of Knowledge Work*
- **Maik HUETTINGER** (ESSCA School of Management), **Tom HASHIMOTO** (Vilnius University & Vistula University) et **Silvio STADTER** (Wismar University of Applied Sciences), *Who Owns the Dashboard? AI, the Firm, and the Privatization of Planning Capacity*

Parallel Session 5
Room 115

Chair: ***Pauline DE BECDELIEVRE,*** *Université Paris Saclay, IUT Sceaux*

- **Yann ARNAUD** (Université Paris 1 Panthéon Sorbonne, PRISM), **Christelle MARTIN-LACROUX** (Université Grenoble Alpes, CERAG) et **Alain LACROUX** (Université Paris 1 Panthéon Sorbonne, PRISM), *Qu'attendent les recruteurs et les candidats des explications fournies par un outil de matching ? Une étude mobilisant la méthode des protocoles verbaux en contexte de recrutement assisté par l'IA*
- **Virginie FOURNIER** (Université de Bordeaux, IRGO), *Ce que l'activité décisionnelle réelle révèle des compétences prescrites : l'appropriation de l'IA par les managers au prisme du savoir-agir*
- **Jean-Sébastien LACAM** et **Marine COUPAUD** (ESSCA School of Management), *Les répercussions de l'intelligence artificielle sur le bien-être des travailleurs.*

15:05 – 15:20 **Coffee Break**

15:20 – 15:50 **Academic Closing Remarks**
Lecture Hall/Amphi Vincent MANDINAUD (Anact)

Additional events

Alongside and following the academic workshop, participants are invited to attend the following events.

Please note that prior registration is required for both events via the links below.

15:00–17:00 | EUonAIR Presentation Workshop
Room 105

Discover the **EUonAIR** initiative and its activities.

Session online and in person.

Registration required: Register for the EUonAIR workshop

From 17:00 | Public Event **Artificial Intelligence and the Future of Work**
Room : Lecture Hall/Amphi

17:00–17:05 | Welcome remarks
Marine Gouëdard

17:05–17:45 | Policy Keynote
"How can we support the transformation of work through artificial intelligence?"

Paul Dionis du Séjour
City Councillor responsible for digital technology and artificial intelligence, reporting to Jean-François Cledel – City of Bordeaux

17:45–18:45 | Panel Discussion
"AI and the Future of Work: Organisational Challenges and Human Perspectives"
Moderated by Dejan Glavas

- Fanny Lafourcade, HR Director, I2S
- Audrey Guidez, HR Director, Iso&Face, and President of ANDRH Aquitaine
- Marianne Olivier, Group HR, CSR and Corporate Communications Director, DBF Automobile

18:45–19:00 | Closing Remarks

From 19:00 | Cocktail Reception

Registration required: Register for the public event

Visit the Institut "AI for Sustainability" website