THESIS PROJECT

Organizational resilience, control of reflex actions and the role of individual and team adaptive skills

Thesis project proposed by Lionel Honoré (University Professor - IAE de Brest - LEGO) and Sophie Le Bris (Lecturer - IAE de Brest - LEGO):

This funded doctoral research will be carried out within the framework of a doctoral contract of the University of Western Brittany (UBO) and the EDGE doctoral school. The person recruited will carry out his/her work within the Laboratoire d'Économie et de Gestion de l'Ouest and the Chair of Resilience and Leadership.

This thesis project aims to study the ability of an organization to clearly differentiate its levels of resilience and to implement action plans to ensure, at a minimum, a mastery of reflex actions, and to identify the roles of individual or team adaptive skills.

The work will consist of:
1) to evaluate the levels of vulnerability for a system (human, organizational..)
2) to identify the extent to which the different cells of a system can function in a degraded mode (a system can be a company, a group, a Marine unit, a building, ...).

The objective is to test up to what level the individual/group/unit can hold without reaching its critical irreversibility threshold. This implies identifying beforehand, on levels that require "reflex actions" (first level), how the different cells involved behave and therefore to evaluate them, which then implies testing on higher levels of severity the "implementation of adaptive capacities" of these cells (last level). By studying situations that include events that test the degree of vulnerability of an organization/team the objective is to explore:
- The ability to act through routine or reflex actions (constituting level 1 of resilience capacity) based on simple cases to manage; the interest being to ensure that the "basic actions" are mastered in order to be able to graduate the exercises with more complicated issues to observe how the actors adapt,
- The adaptive capacity of the actors (constituting level 2 of the resilience capacity),
- The ability to maintain a critical threshold of irreversibility allowing the organization - even if some cells are affected - to ensure the continuity of its mission (constituting level 3 of the resilience capacity).

Applications must be submitted before June 16 on the doctoral school's website: https://theses.doctorat-bretagneloire.fr/edge