

## **Word from the founder** **Carrying on**

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# Word from the founder

## Carrying on

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The story of Management international (*Mi*) is one involving the construction of a collective academic project. Much like the artistry that the French musical group Les Ogres de Barback<sup>1</sup> produces, *Mi* didn't seem to have any way forward at first. One Academy of Management Review editor whom we consulted when the journal was first started told us that "the barriers to entry are far too high [for us to have any] chance of creating a quality journal". Nor would he have been entirely wrong had we been looking to replicate a more traditional format. But there was – and is – nothing traditional about *Mi*, a journal that defines itself as belonging to tomorrow's researchers, thinkers embracing the kind of broad debate of ideas that transcends any and all linguistic or cultural barriers – and trusting that neither pettiness nor malice are prerequisites for the development of knowledge.

It is a vision redolent of Les Ogres de Barback's rejection of celebrity culture and prioritisation of community values over short-term commercial success, an approach materialised in each group member enjoying equal status and remuneration – none of which would prevent the ensemble from achieving, 28 years on, a lasting success rooted in its fascinating originality. In a similar vein, *Mi*'s seminal aim has been to develop a vibrant community of young researchers and to grow up alongside of them. It is a project that has been encouraged and received enthusiastic support from HEC Montréal and from a number of top-tier French academic institutions, without forgetting the many associations who have recognised themselves in *Mi*'s particular approach.

Three basic rules have guided this effort to build an original community of seasoned and supportive researchers: respect; rigorousness; and reinforcement. Young researchers used to be neglected, under-valued and often disdained. *Mi*, on the other hand, would always show its appreciation and try to encourage them, with editors asking journal evaluators to be demanding when screening submissions but also respectful and pedagogical. After all, young researchers need to learn their new profession, which means developing knowledge. Theirs is a job that is difficult for both technical-epistemic and psychological reasons. Hence the requirement that alongside methodology they also be educated in self-belief, with psychological support sometimes being more important to them than technical assistance. Today's academics – highly respected for their numerous publications – all started as young researchers. They constitute a dynamic and confident community that is primed to achieve extraordinary things. And it is through their differentiation and own success that they have helped to make *Mi* so distinctive.

Given the far too prevalent bias in many academic institutions against non-English-language research and publication projects, *Mi*'s multilingual approach has been a breath of fresh air for many French-, Spanish-speaking and even Portuguese-speaking colleagues. It also expresses the belief that knowledge will be enriched when it opens up to a variety of languages and cultures – a fundamental tenet that has been validated by *Mi*'s own legitimacy and growing reputation.

The path towards knowledge is endless and unpredictable. *Mi* has been carrying on and growing all the while – much like the members of its community. Of course, growth can come with benefits but also with tensions and hardships. Hence the necessity for *Mi*, following two decades of exemplary achievements, to make further progress, specifically by providing constant evidence of an ongoing uptick in quality. Indeed, today the journal has become an organisation that not only highlights its technical performance but also its governance structures and contributions to society. Many individuals have been in the saddle and lent their talent and energy to further the journal's development at different points in time. Particularly noteworthy is the invaluable work done by the last two editors, Patrick Cohendet and Bachir Mazouz, working in conjunction with the editorial committee to oversee the journal's management. Awarded an Emeritus status in recognition of their efforts, Bachir was the project's driving force during its first 20 years, with Patrick joining him over the past decade. They then felt in 2020 that it was time for management to be handed to a new generation that could carry the project forward and develop ideas building upon its original philosophy. Chantale Mailhot and Yan Cimon generously agreed to ensure a transition that would allow the editorial committee to reflect upon which kinds of personal profiles were most likely to provide *Mi* with a new impetus. Following an in-depth consultation process, the decision was made in September 2022 to hand the reins over to Franck Barès, a full professor at HEC Montréal and a top-quality colleague who has already had an exemplary career in research and university management. Today the whole team at *Mi* is mobilised to help Franck contribute to as high a standard as his predecessors did.

Management international needs your support and input. Similarly, its executive team is open to your suggestions and recommendations. Please feel free to communicate with Franck and the whole team at any time and on any topic. *Mi* is the product of an entire community's collaboration and sincerely intends to continue in that vein... just like you might hope it would.

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1. The Ogres of BarbackEugene Ebola and Renan Luce [radiofrance.fr]