

EDUCATION

Ecole Polytechnique

Ph.D. Candidate in Management Science

Palaiseau, France

2022–2026 (exp.)

Thesis: “Building Purpose in Finance: the Case of Private Equity Impact Investing”

Committee: Pr. Nicolas Mottis (supervisor), Pr. Caroline Flammer, Pr. Benjamin Lependeven

Columbia University - SIPA. Visiting PhD Student (Pr. Caroline Flammer) **Fall 2024 and 2025-2026**

Ecole Normale Supérieure Paris-Saclay

Gif-sur-Yvette, France

Civil Servant – Ranked 1st, National Competitive Entrance Exam (500 candidates)

2018–2022

– ENS Paris-Saclay’s Diploma - Economics & Management Department (2022)

– Master’s Degree in Management Research, with Honors (2021)

Ecole Nationale de Commerce

Paris, France

Classe Préparatoire aux Grandes Ecoles ENS D2 (Rank: 1st)

2016–2018

Bachelor’s Degree in Mathematics (Years 1 & 2)

PUBLICATIONS & CONFERENCES

- [1] L. Denis and N. Mottis, “Responsible investors, minority but influential shareholders? The case of shareholder engagement with TotalEnergies SE”, *Revue Française de Gestion*, Forthcoming.
- [2] N. Mottis and L. Denis, “Shareholder engagement : the new frontier of sustainable finance ?”, *Bankers, Markets & Investors*, 2023.

Conferences: EGOS 2025 (Greece), ARCS 2025 (HEC Paris, France), East Coast Doctoral Conference 2025 (NYU, USA), Impact Investing Days 2025 (Audencia, France), Time to Change 2025 (Annual Meetings of the French Association of Institutional Investors, France), EURAM 2024 (Bath, UK), EGOS 2024 (Milan, Italy), ICGS 2023 (IE Business School, Madrid, Spain), EIASM Corporate Governance 2022 (Strasbourg, France), i3 PhD Conference 2022 (Paris, France)

Seminars: Columbia Business School PhD Seminar (2024), Columbia University PhD Seminar (2024), École Polytechnique (2023, 2024, 2025)

Summer Schools: CEFAG 2024, XVII MEDICI SUMMER SCHOOL IN MANAGEMENT STUDIES (Bologna Business School, HEC Paris, MIT Sloan)

WORKING PAPERS

- **L. Denis** and N. Mottis, “Hybridizing Investors: Designing Investment Organizations for Social Impact”, *Working Paper*
- **L. Denis**, “Sustainable Investment & Organizational Architecture: evidence from French private equity funds”, *Work in Progress*

SCHOLARSHIPS, GRANTS AND AWARDS

- Academy of Management STR Division - Outstanding Reviewer 2025
- Chaire Technology for Change (Ecole Polytechnique) - 4th Year Funding 2025-2026
- FIR PRI Awards - PhD Research Grant (€10,000) 2024-2026
- LABEX Louis Bachelier - Mobility Grant (€3,000) 2024
- Alliance Doctoral Mobility Grant (Columbia University x Ecole Polytechnique, \$2,000) 2024
- French Institutional Investors Association (Af2i) - Young Scholar Research Grant (€1,000) 2024
- CEFAG Doctoral Program & Grant (French Foundation for Management Science, €1,100) 2024
- CIFRE PhD Fellowship 2022-2025
- Elève Normalien: 4-year research training program, scholarship funded by the Ministry of Research (€60k) 2018-2022

TEACHING

- **Lecturer - Course Leader** at ENS Paris-Saclay (France) 2024-2025
Introduction to Strategy & Corporate Governance (undergraduate)
- **Oral Examiner (“Khôlleur”)** at CPGE ECT Notre-Dame de Grandchamp (France) 2021
Accounting & Finance (undergraduate)

EXPERIENCE

- Trocadero Capital Partners** Paris, France
CIFRE PhD Student 2022-2024
- Conducted qualitative & quantitative research projects (as part of my Ph.D. thesis) with external partners to develop evidence-based practices
 - Developed a climate impact investment strategy with the team: reviewed existing impact and climate investing frameworks, participated to the development of the impact methodology and incentive scheme of the fund, supported the fundraising & structuring process
 - Worked part-time as an Investment Analyst until March 2024: analyzed +60 investment opportunities (business model, business plan, financials, strategy, ESG & Impact), drafted 5 investment memos and participated to 4 investment committees
- Centre de Recherche en Gestion - i³, CNRS, Ecole Polytechnique** Paris, France
Pre-Doctoral Research Assistant, Supervisor: Pr. Nicolas Mottis 2021-2022
- PhD Project preparation: designed the project, identified and selected potential partners (PE Firms), secured funding from the French National Agency for Research & Technology (CIFRE program)
 - Collaborated with the French Sustainable Investment Forum (FIR): wrote a thematic newsletter for investment professionals synthesizing academic literature on shareholder engagement and contributed to the analysis of French listed companies practices & objectives regarding Circular Economy
- Cathay Capital** Paris, France
Private Equity Analyst (Internship) 2021
- Trocadero Capital Partners** Paris, France
Private Equity & Private Debt Analyst (Internship) 2020
- Croix-Rouge française** Montrouge, France
Internal Auditor (Internship) 2019

SKILLS

- Qualitative & quantitative research methodologies
- Corporate Finance, Private Equity, Financial Modelling
- Softwares: Python, R, SQL, VBA, Office, LaTeX

LANGUAGES

- French: native
- English: full professional capacity
(Cambridge Advanced exam, C1, 2019)

OTHER ACTIVITIES

- MIE Department, Ecole Polytechnique 2024
PhD Students representative
- Organisation CRG 2024
Organized research seminars & events with Pr. Etienne Minvielle
- Academic All-Star Game 2019
Member - Organized & animated 8 research conferences with 16 leading French academics

REFERENCES

- **Pr. Nicolas Mottis** (nicolas.mottis@polytechnique.edu)
Department of Management, Innovation & Entrepreneurship, Ecole Polytechnique
- **Pr. Caroline Flammer** (caroline.flammer@columbia.edu)
School of International & Public Affairs, Columbia University