

Curriculum Vitae

Dr. Stefan Gröschl

Ecole Supérieure des Sciences Economiques et Commerciales
(ESSEC Business School)
Department of Management
3 Avenue Bernard Hirsch
95021 Cergy-Pontoise Cedex France
Tel: 0033-1-34433630
E-mail: groschl@essec.edu

Academic Experience

ESSEC Business School, France

Full Research Professor (2012 - present)

Assistant and Associate Research Professor (2005 – 2012)

Responsibilities include the development and teaching of courses in the area of Human Resources Management, Organisational Behaviour, Diversity Management and Responsible Leadership in a wide range of graduate, specialized and executive management programs at ESSEC. Teaching assignments have included a wide range of academic institutions in Mexico, Taiwan, Spain, New Zealand, Germany, Bahrain, Peru, and Cambodia. Current research focuses on responsible leadership and diversity management, and has been published in a wide range of academic and public arenas. Publications include five books on responsible leadership, diversity management, and international human resources management related aspects. Past and current research has also been published in numerous book chapters and articles in both the international trade and academic press. Editorial board membership and reviewer posts include numerous international academic management journals.

ESSEC Business School, France

Founding Co-Director, Chair of Leadership and Diversity (2007- 2014)

The Chair was created by ESSEC in partnership with L’Oreal, Air France and Deloitte. Key responsibilities included the creation of knowledge, relevant to both managerial and academic audiences, on research related to the theory and practice of organizational diversity and its relationship to leadership and performance, taking into account the different perspectives of stakeholders. Teaching responsibilities include the development, teaching and administration of organizational leadership and diversity related courses and seminars. Administrative tasks focus on budgeting, student recruitment and selection, and the organization of think tank events, conferences, and guest speaker series.

FGV EAESP Sao Paulo, Brazil

Visiting Professor (May 2018)

Responsibilities included the development and teaching a responsible leadership course in the School’s MBA program and research seminars to PhD students.

Centrum Graduate Business School, Pontificia Universidad Catolica del Peru

Visiting Professor (2013, 2015)

Responsibilities included the development and teaching a responsible leadership course as part of the international weeks in the School’s MBA program.

Escuela de Alta Direccion y Administration (EADA - Barcelona, Spain)

Visiting Professor (2011 - present)

Responsibilities included the development and teaching of a diversity management course as part of the international weeks in the School's Masters program.

Stanford University, USA

Scancor Research Scholar (Summer 2008)

Invited by the Scandinavian Consortium for Organizational Research at Stanford University, research was conducted in the area of diversity management and a number of other HR and OB related fields.

Royal Roads University, Canada

Visiting Professor (2006 –2009)

Responsibilities include the development and teaching of an online Human Resources Management course to graduate students in the MA program of International Hotel Management.

University of Guelph,, Canada

Tenured Associate Professor (2001 – 2005)

Responsibilities included developing and teaching residential and online Human Resources Management, Organisational Behaviour, and Management Skills related courses at an undergraduate and graduate level. Supervision included major papers and theses of MBA students. Research focused on International HRM, Cross-Cultural Management, and HR practices supporting the integration of minority and/or disadvantaged groups in the workplace.

Oxford Brookes University, UK

Part-time Lecturer (1997-2001)

Responsibilities included teaching Human Resources Management at a graduate level, and leading workshops in Human Resources Management, Sociology, and Introduction to Work in Hospitality Organisations at an undergraduate level. Research focused on Cross-Cultural Management, International HRM, and Diversity Management.

Education

Oxford Brookes University, UK

Doctor of Philosophy (1997-2001)

This research project explored national and organisational cultural characteristics reflected by key players of the appraisal process within an international hotel organisation, and their impact on managerial and organizational processes and practices. External examiner was Dr Peter Collett, a leading behavioural psychologist and former don in the Department of Experimental Psychology at Oxford University.

Oxford Brookes University, UK

MSc in International Hotel and Tourism Management (1996-1997)

The course provided intellectual and professional development, cultural awareness and a sensitivity to the ethos of international hotel and tourism organisations. It focused on skills and competencies to approach managerial decision-making by reflective and critical evaluation, apply strategic and tactical methods to international business problems, and translate knowledge and skills into good practice.

Professional Qualifications and Continuous Learning

Oxford University

Introduction to Philosophy, Political Philosophy, and Ethics (2012-2013)

Introductory courses focusing on fundamental questions in Western philosophy, political philosophy and ethics

Harvard Business School, Sao Paulo, Brazil

Certificate in case writing and course development (2011)

The course focused on key skills and competencies to write teaching cases and to develop case-based courses.

Harvard Business School, Boston, USA

Certificate in participant-centered learning (2010)

The course focused on key skills and competencies to facilitate participant-centered learning and introduced case study teaching methods.

Staff and Educational Development Association and Oxford Centre for Staff and Learning Development, Oxford Brookes University, UK

Postgraduate Certificate in Teaching in Higher Education (1998-1999)

The course focused on the key skills, competences and values necessary to be an effective Teacher in Higher Education. The course has national accreditation through SEDA, the Staff and Educational Development Association

Staff and Educational Development Association and Oxford Centre for Staff and Learning Development, Oxford Brookes University, UK

Accreditation as an Associate Teacher in Higher Education (1997-1998)

The course focused on the key skills, competences and values necessary to be an effective Associate Teacher in Higher Education. The course has national accreditation through SEDA, the Staff and Educational Development Association.

Publications

Articles (refereed)

Gröschl, S. 2018. Interculturalism and socio-economic development of Indigenous islander populations: The case of the Kuna Yala. *International Journal of Critical Indigenous Studies*, 10(2).

Gröschl, S. Gabaldon, P. and Hahn, T. 2017. The Co-Evolution of Leaders' Cognitive Complexity and Corporate Sustainability: The Case of the CEO of Puma. *Journal of Business Ethics*. **1st Prize for Best Academic Paper in Management 2018 of the Fondation Nationale pour l'Enseignement de la Gestion des Entreprises**

Gröschl, S. and Gabaldon, P. 2017. Leading resistance to doing business as usual, *Management Revue*.

Gröschl, S. and Gabaldon, P. 2016. Business schools and the development of responsible leaders: A proposition of Edgar Morin's transdisciplinarity, *Journal of Business Ethics*. 153(1): 185-195.

Gabaldon, P. and Gröschl, S. 2014. A few good companies: Rethinking firms' responsibilities toward common pool resources, *Journal of Business Ethics*, 124 (1).

- Gröschl, S. and Arcot, S. 2014. Female hospitality executives and their effects on firm performance, *Tourism and Hospitality Research*, 14(3), 143-151.
- Gröschl, S. 2013. Presumed incapable: Exploring the validity of negative judgments about persons with disabilities and their employability in hotel operations, *Cornell Hospitality Quarterly*
- Gröschl, S. 2012. Wenn nur die Fähigkeiten zählen: Lektionen von Deutschen Hotelintegrationsunternehmen. *Diversitas*
- Gröschl, S. and Point, S. 2011. Diversity management strategies of global hotel groups: A corporate website based exploration. *International Journal of Contemporary Hospitality Management*.
- Gröschl, S and Takagi, J. 2009. Gérer la diversité culturelle au sein du personnel en France. *Revue de Management et Avenir*, 28, 47-60.
- Gröschl, S. 2008. Diversity Management in Europe: A Viewpoint. *HRM Review*, December, pp 55-57.
- Gröschl, S. 2007. An Exploration of HR policies and practices affecting the integration of persons with disabilities in the hotel industry in major Canadian tourism destinations. *International Journal of Hospitality Management*, 26: 666-686.
- Gröschl, S. and Doherty, L. 2006. The complexity of culture: Using the appraisal process to compare French and British Managers in a UK based international hotel organisation. *International Journal of Hospitality Management*, 25(2): 313-334.
- Barrows, C. and Gröschl, S. (2006). 'Human resource management challenges in private clubs', *South African Journal of Tourism, Hospitality, and Leisure*, Vol. 1, No. 1, pp. 1-12.
- Gröschl, S. 2005. Persons with disabilities: a source of non-traditional labour for Canada's hotel industry. *Cornell Hotel and Restaurant Administration Quarterly*, 42(2): 258-275.
- Gröschl, S. 2004. Current human resources practices affecting the employment of persons with disabilities in selected Toronto hotels: A case study. *International Journal of Hospitality and Tourism Administration*. 5(3): 15-31.
- Gröschl, S. 2004. The portfolio – an alternative assessment method in hospitality and tourism management education. *Journal of Hospitality and Tourism Education*, 16(1):32-39.
- Gröschl, S. 2003. Integrating Aboriginal Peoples into Canada's hospitality industry. *International Journal of Hospitality and Tourism Administration*, 4(1): 87-99.
- Gröschl, S. and Barrows, C. 2003. A cross-cultural comparison of French and British managers: An examination of the influence of higher education on management style. *Tourism and Hospitality Research: The Surrey Quarterly Review*, 4(3): 228-246.
- Gröschl, S. 2003. Cultural Implications for the Appraisal Process. *Cross Cultural Management: An International Journal*, 10(1): 67-79.
- Gröschl, S. and Doherty, L. 2002. The Appraisal Process: Beneath the surface. *Journal of Human Resources in Hospitality and Tourism*, 1(3): 57-76.
- Gröschl, S. and Doherty, L. 2000. Conceptualising Culture. *Cross Cultural Management: An International Journal*, 7(4): 12-18.
- Gröschl, S. and Doherty L. 1999. Diversity Management in Practice. *International Journal of Contemporary Hospitality Management*, 11(6): 262-268.

Books (authored and edited)

- Böhm, B. and Gröschl, S. 2019. *From the deathzone to the boardroom: What business leaders and decision makers can learn from extreme mountaineering*, London: Routledge.
- Gröschl, S. and Bendl, R. 2015. *Religious diversity in the workplace: Lessons from around the world*. Gower Publishing, UK (eds.)
- Gröschl, S. 2013. *Uncertainty, Diversity and the Common Good: Changing Norms and New Leadership Paradigms*. Gower Publishing, UK. (ed.) Voted **Academic Essentials in the Leadership category** by Baker & Taylor's YBP.
- Gröschl, S. and Takagi, J. 2012. *Diversity Quotas, diverse Perspectives: The Case of Gender*, Gower Publishing, UK (eds.)
- Gröschl, S. 2011. *Diversity in the Workplace: Multi-disciplinary and International Perspectives*, Gower Publishing, UK (ed.)
- Gröschl, S., Dowling, P., Festing, M. and Engle, A. 2009. *International Human Resource Management: A Canadian Perspective*, 1st edition, Toronto: Nelson Education.

Book Chapters

- Gröschl, S., Gabaldon, P. and Bibard, L. (2018). The difference of making a difference, in Zander, L. (ed.). *Research Handbook of Global Leadership: Making a Difference*. Edward Elgar Publishing, UK.
- Gröschl, S. 2013. Introduction, in Gröschl, S. (ed.). *Uncertainty, Diversity and the Common Good: Changing Norms and New Leadership Paradigms*. Gower Publishing, UK.
- Gröschl, S. 2013. Conclusion, in Gröschl, S. (ed.). *Uncertainty, Diversity and the Common Good: Changing Norms and New Leadership Paradigms*. Gower Publishing, UK.
- Takagi, J. and Gröschl, S. 2012. Introduction, in Gröschl S and Takagi, J. (eds). *Diversity Quotas, diverse Perspectives: The Case of Gender*, Gower Publishing, UK (eds.)
- Gröschl, S. 2012. Strategic International HRM. In Belcourt, M. (ed.), *Strategic Human Resources Planning*, 5th edition, Toronto: Thomson Nelson.
- Gröschl, S. and Quappe, S. 2012. Gender equality in the workplace: A never ending story? in Peretti, J.M. (ed.) *Encyclopedie des diversité*, Cormelles-Le- Royal : EMS.
- Gröschl, S. 2011. Introduction, in Gröschl, S. *Diversity in the Workplace: Multi-disciplinary and International Perspectives*, Gower Publishing, UK
- Point, S. and Gröschl 2010. Luxe, calme et volupté...rime avec diversité? Invitation au voyage à travers les discours des grands groupes hôteliers. In Barth, I. and Falcoz, C. (eds.). *Nouvelles Perspectives en Management de La Diversité*, Strasbourg: EMS, 177-197.
- Gröschl, S. 2010. Le rôle de l'entreprenariat dans l'intégration des personnes handicapées dans le milieu du travail. In Brasseur, M. (ed.), *Entrepreneuriat et Insertion*, Publisher: Bruxelles : Bruylant, 271-281.
- Gröschl, S. 2010. Strategic International HRM. in Belcourt, M. (ed.), *Strategic Human Resources Planning*, 4th edition, Toronto: Thomson Nelson.

- Gröschl, S. and Adam, J. 2008. Une opportunité d'emploi pour les personnes handicapées. In Bouchikhi, H. (ed.), *L'art d'entreprendre*, Paris, France: Pearson.
- Gröschl, S. 2007. L'innovation nourrie par la diversité: Que nous apprend le management des personnes handicapées? In Mottis, N., *L'art de l'innovation*, Paris :L'Harmattan.
- Gröschl, S. 2006. Strategic International HRM. In Belcourt, M. (ed.), *Strategic Human Resources Planning*, 3rd edition, Toronto: Thomson Nelson.
- Gröschl, S. 2002. Assessing Culturally Diverse Faculties: The Appraisal Process within a Cross Cultural Context. In Natale, M. and Libertella, A. (eds.), *Immortal Longings: Business Education and Training, Vol. VIII*, Lanham: University Press of America, pp. 40-50.

Teaching Cases

- Gröschl, S. 2017. The whys and hows of becoming a responsible leader. Case Centre (317-0321-1) and CCMP (ESSEC-G-192-1)
- Gröschl, S. 2013. Le Fiasco de Knysia or a question of leadership failure?, ECCH (413-039-1) and CCMP (ESSEC-H-132-1).
- Gröschl, S. and Takagi, J. 2012. Gender Diversity in Renault's Showrooms: Challenges Ahead, ECCH (412-058-1) and CCMP (ESSEC-RH-122-1).

Interviews, Quotations, Press Articles and other Academic Communications

- Takagi, J. and Gröschl, S. 2018. Quotas in boardrooms as a legal means to improve gender equality. *ESSEC Knowledge*, April 30, 2018.
- Gröschl, S. 2017. Paris 2024: Paralympians in the spotlight! *ESSEC Knowledge*, September 11, 2017.
- Gröschl, S. 2017. Pourquoi un PDG décide-t-il de s'engager en faveur de la durabilité? *ESSEC Knowledge*, July 5, 2017.
- Gröschl, S. 2017. Are CEOs worth it? *Strategic HRM*, June 8 at <https://blog.hrps.org/blogpost/Are-CEOs-Worth-It>
- Gröschl, S. 2017. The CEO's journey to sustainability. *Council on Business and Society*, May 30 at <https://councilcommunity.com/2017/05/30/the-ceos-journey-to-sustainability/>
- Gröschl, S. 2017. Are CEOs worth their high sky salaries? *ESSEC Knowledge*, May 5.
- Gröschl, S. 2017. Not such a soft landing after all. *Council on Business and Society*, April 26 at <https://councilcommunity.com/2017/04/26/not-such-a-soft-landing-after-all-ceo-compensation-under-the-csr-lens/>
- Gröschl, S. 2017. Correos electrónicos y estres laboral. *Mundo Empresarial*. March 24, p.94.
- Gröschl, S. 2016. All change please, *Hazardous Cargo Bulletin*, December 1. (Quotations)
- Gröschl, S. 2016. Educating our future business leaders: Beyond teaching as usual. *ESSEC Knowledge*, November 24.
- Gröschl, S. 2016. Trump versus Clinton: Who is the better leader? *BusinessBecause*, November 11, at <http://www.businessbecause.com/news/making-the->

- [headlines/4286/trump-vs-clinton-who-is-the-better-leader](#) (Interview and Quotations).
- Gröschl, S. 2016. Mas productividad, menos correos. *La Prensa*, Panama, August 19.
- Gröschl, S. 2016. Euro 2016: La politique xenophobe au coeur d'événement multiculturel. *Huffington Post*, June 23.
- Gröschl, S. 2016. Euro 2016 and the rise of xenophobic politics. *ESSEC Knowledge*, June 21.
- Gröschl, S. 2015. Les 3 leçons que l'on peut tirer de la conférence de Lima pour la COP21, *Huffington Post*, October, 17.
- Gröschl, S. 2015. COP 21 : 3 Lessons from Lima. *ESSEC Knowledge*, September 14.
- Gröschl, S. 2015. Hacia un liderazgo responsable. *La Prensa*, Panama, September 6.
- Gröschl, S. 2015. Jongler avec les nationalités. In Gaelle Grinibriere (ed.). *Management*, September 15, 88-89 (Interview and Quotations)
- Gröschl, S. 2015. Disabled employment has a long way to go. *Hotelnewsnow.com* at <http://www.hotelnewsnow.com/Article/16281/Disabled-employment-has-a-long-way-to-go> July 16. (Interview and Quotations).
- Gröschl, S. 2015. Sustainability: A Framework to help corporations break free from old habits. *ESSEC Knowledge*, June 29.
- Gröschl, S. 2015. Compagnies aériennes: le confort devrait-il engendrer un coût supplémentaire?, *Huffington Post*, April 20.
- Gröschl, S. 2015. When legroom comes at a premium, are airlines shooting themselves in the foot? *ESSEC Knowledge*, March 26.
- Gröschl, S., 2015. To turn up productivity, just turn down the email, *Huffington Post* and *ESSEC Knowledge*, March 26.
- Gröschl, S. 2015. L'éducation: une arme contre la corruption, *Huffington Post*, January 21, and in *La Revue de Sciences de Gestion*, January 27.
- Gröschl, S., 2015. Fighting corruption with education, *ESSEC Knowledge*, January 20.
- Gröschl, S., 2014. Managez votre équipe comme un entraîneur de football. *Management*, May (interview and article)
- Gröschl, S. 2013. Responsible leadership: How to really make a difference, *ESSEC Knowledge– Point of View*, Sept. 26.
- Gröschl, S. 2013. Managing group diversity in professional football teams: Lessons in leadership, *ESSEC Knowledge*, August, 30.
- Gröschl, S. 2013. Gestion de la diversité des équipes professionnelles de football: Lessons sur le/de football, *Huffington Post*, Sept. 1
- Gröschl, S. 2008. La diversité dans les entreprises en France, published in *La Lettre de l'étudiant*.
- Gröschl, S. 2007. La Diversité : On veut faire la différence avec nos différences, connectedthinking Tour 2007 *PricewaterhouseCoopers recorded and televised by LCI* (French TF1 news Channel).

Academic Paper Presentations (refereed)

- Hahn, T., Gröschl, Gabaldon, P. The role of paradoxical and intuitive thinking in successful women leadership careers. *2019 European Group of Organisational Studies (EGOS) Colloquium*, Edinburgh, Scotland
- Gröschl, S. and Arcot, S. 2019. *Gender compositions in executive management teams and their impact on firm performance*. 7th International OFEL Conference on

- Governance, Management and Entrepreneurship, University of Dubrovnik, Department of Economics and Business Economics, Dubrovnik, Croatia.
- Gröschl, S., Gabaldon, P. and Hahn, T. 2018. Why women make it to top management: Paradoxical and intuitive thinking as career enablers. *Annual International Vincentian Business Ethics Conference*, St. John's University, New York
- Xavie, P. and Gröschl, S. 2018. Transdisciplinarity applied to management education: iMagination at ESSEC Business School, *Imagination. 37 World Congress of the Association des Societes de Philosophie de Langue Francaise*, Rio de Janeiro, Brazil.
- Gröschl, S. 2017. Developing Responsible Leaders for the Hospitality Industry: Beyond Disciplinary Borders. *EuroChrie 2017*, Nairobi, Kenya.
- Gröschl, S. 2017. The Co-Evolution of Leaders' Cognitive Complexity and Corporate Sustainability. *EURAM 2017*, Glasgow, UK.
- Gröschl, S. 2017. Interculturalism as a means toward greater sustainable tourism development of islander populations: The Kuna Yala Case. *Recontre internationale et recherche en management au service de l'economie insulaire*, Guadeloupe.
- Seierstad, C., Gabaldon, P., Gröschl, S., Huse, M. 2016. Women directors in Norway: The multiple paths to the boards. *Academy of Management*, Anaheim, USA.
- Gröschl, S. 2016. Interculturalism as a means toward sustainable relationships between organizational stakeholders. *2016 Ida-EULAC-CERALE Conference*, Paris, France
- Gröschl, S. and Gabaldon, P. 2015. Business schools and the development of responsible leaders: A Morinian Proposition of Transdisciplinarity. *Annual International Vincentian Business Ethics Conference*, St. John's University, New York
- Gröschl, S., Gabaldon, P. and Bibard, L. 2015. Taking the lead in making a difference: The role of business schools. *Academy of Management*, All Academy Theme (Making a difference with global leadership: What can firms, people and business schools do?). Vancouver, Canada.
- Gabaldon, P. and Gröschl, S. 2015. Daring to resist temptations of doing business as usual: The case of Puma. *Euram 2015, Business for Society*, Rotterdam, The Netherlands.
- Gröschl, S. and Gabaldon, P. 2015. Motivational constructs of decision makers and their impact on firms's use of common pool resources. 26th Annual IABS conference, Guanacaste, Costa Rica.
- Gröschl, S. and Gabaldon, P. 2013. *Individual Freedom or Collective Ruin?* 20th Annual International Vincentian Business Ethics Conference, DePaul University, Chicago.
- Gröschl, S. 2012. Global Diversity Management: Think Global, Act Local. *5th Equality, Diversity and Inclusion International Conference*, Toulouse (France),
- Gröschl, S. 2011. Pratiques durables en matière de gestion des ressources humaines : les enseignements du modèle intégratif. *Le 22ieme Congres de l'Association francophone de Gestion Ressources Humaines*, Marrakech, Maroc.
- Gröschl, S. 2011. Employment barriers for persons with disabilities in the hotel industry : A reality check. *International CHRIE 2011 Conference*, Denver, USA.

- Bibard, L. and Gröschl, S. 2011. Workplace inclusion: A reciprocal responsibility? *2011 European Group of Organisational Studies (EGOS) Colloquium*, Gothenburg, Sweden.
- Gröschl, S. 2010. Business school students' perceptions of corporate diversity and the implications on employer attractiveness. *IAE Conference*, Corse: France.
- Gröschl, S. and Takagi, J. 2009. A model of individual perceptions of diversity and its implications for managing diversity. *IAE Conference*, Corse: France.
- Gröschl, S. and Takagi, J. 2008. Understanding diversity and managing a multi-cultural workforce: The case of France. 2008 *Latin American European Meeting on Organizational Studies*, Rio de Janeiro: Brazil.
- Gröschl, S. 2007. Employees with disabilities in Ontario's hotel industry: Applications for organizations and their HR functions in France. *IAE Conference*, Corse: France
- Takagi, J. and Gröschl, S. 2007. The Diversity of Diversity: Exploring different meanings of diversity. *2007 European Group of Organisational Studies (EGOS) Colloquium*, Vienna: Austria.
- Gröschl, S. 2007. Non-traditional assessment methods for hospitality educators: The student portfolio. *5th APAC CHRIE Conference & 13th Asia Pacific Tourism Association Conference*, Beijing, China.
- Gröschl, S. 2006. Employing persons with disabilities: The case of Ontario's hotel industry. *4th APAC CHRIE Conference & 12th Asia Pacific Tourism Association Conference*, Huanlien, Taiwan.
- Exarchoulis, T. and Gröschl, S. 2006. What motivates hotel department heads?: A case study of a Canadian hotel group. *The Administrative Sciences Association of Canada: Reaching New Heights*, Banff, Alberta, Canada. (**Honourable Mention**)
- Gröschl, S. 2004. Human resources challenges in integrating persons with disabilities in Canada's hotel industry. *EuroCHRIE 2004 Conference*, Ankara: Turkey.
- Yu, J. and Gröschl, S. 2004. The impact of Chinese culture on human resource management practices in Sino-foreign hotels operating in China. *EuroCHRIE 2004 Conference*, Ankara: Turkey.
- Gröschl, S. and Figueroa, N. 2003. Current employment practices focusing on physically disabled employees in the hotel industry. *EuroCHRIE 2003 Conference*, Bad Honnef: Germany.
- Barrows, C. and Gröschl, S. 2003. New Directions in Human Resource Management in Private Clubs. *EuroCHRIE 2003 Conference*, Bad Honnef: Germany.
- Gröschl, S. 2003. Aboriginal employment practices in Canada's gaming industry. *International CHRIE 2003 Conference*, Palm Springs, USA.
- MacLaurin, T. and Gröschl, S. 2003. Problem Gambling among Casino Employees. *12th International Conference on Gambling and Risk-Taking*, Vancouver, British-Columbia, Canada.
- Gröschl, S. 2002. Assessing Culturally Diverse Faculties: The Appraisal Process within a Cross Cultural Context. *Sixth International Conference on Social Values*, University of Oxford, UK
- Gröschl, S. and Evers, F. 2002. Evers, Rush, and Berdrow's Base Competencies within a Cross-Cultural Context. *The Administrative Sciences Association of Canada: Where East meets West*, Winnipeg, Canada.
- Gröschl, S. and Doherty, L. 2000. National Culture and its Influence on the Appraisal Process: An Exploratory Study. *International CHRIE 2000 Convention & Expo*, New Orleans, USA.

- Gröschl, S. and Doherty, L. 2000. Diversity Management – Fact or Fiction? 2000 *European Group of Organisational Studies (EGOS) Colloquium*, Helsinki School of Economics and Business Administration, Finland.
- Gröschl, S and Doherty, L. 2000. The Appraisal Process - A Case Study. *CHME 9th Annual Hospitality Research Conference Proceedings*, University of Huddersfield, UK.
- Gröschl, S. and Doherty L. 1999. Conceptual and Methodological Problems in Measuring the Influence of National Culture on Management. *CHME 8th Annual Hospitality Research Conference Proceedings*, University of Surrey, UK, p. 424 - 426.
- Gröschl, S. and Doherty L. 1998. Diversity Management in International Hotel Chains in San Francisco. *CHME 7th Annual Hospitality Research Conference Proceedings*, Caledonian University, Glasgow, p. 98-99.

Invited Presentations / Panels / Research Seminars

- Guest Speaker, 2015. *Doing well and doing good: Responsible leadership, new market opportunities, and sustainable business practices*, Ciudad del Saber Fundacion, Panama (with A. Zacarias, United Nations Environmental Program)
- Research Seminar Leader. 2012. *When in France do as the French do?* Business School, Auckland University of Technology, New Zealand.
- Research Seminar Leader. 2012. *Presumed Incapable: Persons with disabilities in the hotel industry*. New Zealand Tourism Research Institute, Auckland University of Technology, New Zealand.
- Guest Speaker. 2010. Aligning professional and private life: Perspectives from Higher Education, *Diversity Conference*, Mannheim Business School, Mannheim, Germany
- Panelist. 2008. Faire vivre la diversité dans les entreprises, *Les quatrièmes rencontres internationales de la diversité, IAE Conference*, Corse, France
- Guest Speaker. 2008. 'La Gerencia y la Diversidad Cultural en Europa', *El Departamento de Estudios Empresariales, Universidad Iberoamericana*, Mexico.
- Guest Speaker and Panelist. 2008. La Gerencia de Recursos Humanos y Tendencias Europeas, *El Departamento de Estudios Empresariales, Universidad Iberoamericana*, Mexico.
- Panelist. 2007. 'Social diversity in the workplace', *IESE MBA Conference*, Barcelona: Spain.
- Guest Speaker and Panelist. 2007. Colloque: Les diversités, levier de performance, *ESSEC Business School*, Cergy, France.
- Guest Speaker. 2006. 'Business Ethics', presented at the *Institut Paul Bocuse*, Lyon, France.
- Seminar Leader. 2004-2010. Key HR challenges, trends, practices and policies in the hospitality industry, two day seminar presented at the *Institut Paul Bocuse*, Lyon, France.
- Guest Speaker. 2004. Human Resource Management Challenges and Trends in the Hotel Industry, presented to the *MSc in Management des Entreprises de Services, Ecole de Management de Lyon*, Lyon, France.

Research Groups and Alliances

What they can do, we can do better (1997-1998)

Collaborator in a research group which was established by the Joint Hospitality Industry Congress (JHIC) in the UK. The study investigated hospitality provision, government legislation and policies and managerial practice in a selected number of countries. The findings were presented at a meeting of hospitality industry leaders organised by JHIC in June/July 1998

Research Scholarships and Grants

- Networking Grant of Euros 3,000, Humanities in the Research Area (HERA) Joint Research Programme, 2008, Principal Investigator.
- Research Grant of CAN\$ 1,000, Canadian Tourism Human Resource Council, Canada, 2004, Principal Investigator.
- Research Grant of CAN\$ 800, Social Science and Human Research Council, Canada, 2003, Principal Investigator.
- Research Grant of CAN\$ 1000, Social Science and Human Research Council, Canada, 2002, Principal Investigator.
- Research Grant of CAN\$ 20,000, College of Social and Applied Human Sciences, University of Guelph, Canada, 2001.
- Scholarship of CAN\$ 72,000 (over three years), The Savoy Educational Trust, UK, 1997.
- Scholarship of Can\$ 25,000, Carl Duisberg Gesellschaft, Germany, 1996.

External Examiner and Evaluator of Research Grant and Scholarship Programs

- External Evaluator for project proposals for the Excellence Hubs Program within the framework of the Restart 2016-2020 Program for Research, Technological Development and Innovation co-funded by the European Regional Development Fund and the Republic of Cyprus (2018)
- Ontario Graduate Scholarship Program, Ontario Ministry of Training, Colleges and Universities, (2004 – 2005)
- Social Science and Human Research Council General Research Grant Committee (2004-2005).

Reviewer Activities

- Permanent editorial board member (2016-present), *Vision: The Journal of Business Perspective*- SAGE.
- Permanent editorial board member (2013-present), *Advances in Hospitality and Tourism Research*.
- Permanent editorial board member (2004-present), *International Journal of Hospitality and Tourism Administration*.
- Permanent editorial board member (2011-present), *Diversitas*

- Permanent editorial board member (2011-present), *Equality, Diversity and Inclusion*
- Invited reviewer (journal articles and conference papers)
 - *Human Resources Management (Wiley)*
 - *International Journal of Contemporary Hospitality and Tourism Management*
 - *International Journal of Hospitality Management*
 - *The Administrative Sciences Association of Canada*
 - *Journal of Business Research*
 - *Employee Relations Journal*
 - *Revue française de Gestion*
 - *The Cornell Hospitality Quarterly*
 - *International Human Resource Management (Routledge)*
 - *Journal of Business Ethics*
- Reviewer (books and book chapters)
 - Noe, R., Hollenbeck, J., Gerhart, B., and Wright, P. 2005. *Human Resource Management*, New York: McGraw-Hill.
 - Saks, A. and Haccoun, R. 2004. *Managing performance through training and development*, Scarborough: Thomson Nelson.

Academic Memberships

- Member of the *Observatoire de la diversité et de la parité, Ministère de l'Intérieur de la République Française* (2012 – 2014)
- Member, *Association francophone de Gestion des ressources humaines – Diversité* (2010-2015).
- Member of the Scientific Committee of the *Rencontres Internationales de la Diversité, IAE de Corse, France* (2008-2014)
- Member of the *Scientific Committee of the European Club for human resources* (2005-2007)
- Member, *Hotel Human Resources Professional Association of Greater Toronto* (2003-2005).
- Member, *Human Resources Professionals Association of Ontario* (2002 - 2005).

Service and Teaching Activities

ESSEC Business School

- Project Manager, ESSEC in Latin America (2014-present). Overseeing the development of ESSEC in Central and South America at an undergraduate, graduate and executive management level.
- Project Manager in charge of the development of ESSEC's global BBA in Mexico (2014 – present). This is an on-going project in which ESSEC is participating in the development of a Franco-Mexican campus in Mexico City.
- Co-Director Chair of Leadership and Diversity (founding partners Deloitte and L'Oreal and Air France) (2007- 2014), a chair which engaged in both teaching and

research activities in the areas of leadership and diversity. Teaching activities include courses, seminars, and conferences on (responsible) leadership and diversity.

- Co-Director Mission Handicapacité (2008-2014), an ESSEC wide initiative that explores and develops policies and processes supporting the integration of students, administrators and professors with disabilities at ESSEC.
- Development and teaching of graduate (specialized Master Programs, PhD program, MBA programs) and executive management courses (corporate programs, executive management education), in the area of ‘Human Resources Management’, ‘Organizational Behavior’, ‘Workforce Diversity’ and ‘Managerial Communication’, ‘Responsible Leadership’, and ‘Sustainability’.
- Organizer of international conferences including
 - Diversity and diversity management: Interdisciplinary views and perspectives in Europe, ESSEC, 2010
 - Diversity quotas, diverse perspectives, ESSEC, 2011
 - Leadership and Social Responsibility: The Changing Role of Corporate Leaders, ESSEC, 2012.
- Member of the Committee d’Enseignement (2013-14)
- Volunteer Trainer/Teacher at the Cambodian Business School of PSE (Pour Un Sourir d’Enfant), Phnom Penh, Cambodia in partnership with ESSEC (2013 – 14).

University of Guelph

- Development of graduate and undergraduate courses in the area of ‘Human Resources Management’ and ‘Management Skills Development’.
- Faculty Representative for the School of Hospitality and Tourism Management at the University of Guelph’s Social Sciences and Humanities Research Council of Canada Consulting Committee (2004).
- Member, Search Committee, School of Hospitality and Tourism Management (2003/04).
- Member, Curriculum Review Committee for Research, School of Hospitality and Tourism Management (2003).
- Member, Curriculum Review Committee for Human Resources Management and Organisational Behaviour, School of Hospitality and Tourism Management (2003).
- Member, European Studies Steering Committee (2003-2005).
- Librarian Representative, School of Hospitality and Tourism Management (2002-2005).

Oxford Brookes University

- Member, Research Degrees Board (1999).
- Member, Research Students’ Committee (1998 - 1999).
- Research Students’ Representative, School of Hotel and Restaurant Management (1998 - 1999).
- Member, Research and Consultancy Committee, School of Hotel and Restaurant Management (1998 - 1999).
- Member, Board of Studies, School of Hotel and Restaurant Management (1998 - 1999).

Industry and Professional Experiences

Invited Professional Presentations / Panels / Seminars

- Seminar Leader, 2017. *Turning Sustainable*, Ambrosetti Think Tank, Bologna, Italy.
- Seminar Leader, 2016. *Responsible leadership*, Ambrosetti Think Tank, Rome, Italy.
- Key Note Speaker, 2016. From managing diversity to living diversity, 50th Anniversary Conference of the European Petrol and Chemical Association, Budapest: Hungary.
- Key Note Speech. 2013. Work to live or live to work?, Europe wide meeting, Ascott Ltd., Paris.
- Panelist. 2011. The Future of Management Education, *The 3rd Peter Drucker Symposium*, Vienna, Austria
- Panelist. 2010. La Discrimination à l'embauche, *Institut Montaigne*, Paris, France.
- Panelist. 2008. Patrimoine et Handicap: Intégration sociale et culturelle? Evolution des politiques et actions institutionnelles, des secteurs public et privé – Comparaison France et international, *Patrimoine et Humanisme*, Paris
- Panelist. 2008. Gestion de la diversité dans les EMNs, *Enda Europe*, Paris, France.
- Panelist. 2006. People with Disabilities: An International Perspective, presented at *Hanploi's 'Performance – Handicap' Conference*, Paris, France.
- Guest Speaker. 2006. The HR Function: Past, Current, and Future Role, *European Club for human resources*, Marbach, Germany.
- Guest Speaker. 2004. Human resource practices and challenges affecting the integration of minority groups: The case of Aborigines and persons with disabilities, presented at the *4th Annual Tourism Human Resource Forum*, Ottawa, Canada.

Company In-house Training and Consulting

- Group Accor, France
- Ascot Group, Singapore/France
- Lafarge, France
- Cementia, Switzerland
- Printemps, France
- Novotel, France
- Sofitel, Worldwide
- ...

Industry Experiences

- *Rafael Hotels* (1996)
European Sales and Marketing Office, London, UK
Project Manager
- *Le Manoir Aux Quat' Saisons* (1995-96)
Great Milton, Oxfordshire, UK

Manager

- *Cliveden Hotel* (1994 – 1995)
Taplow, Berkshire, UK
Assistant Manager
- *Schweizer Stuben* (1992 – 1994)
Wertheim-Bettingen, Germany
Trainee Manager

Languages

- German: native speaker
- French: written and spoken
- English: fluently written and spoken
- Spanish: spoken