

Academic Paper Presentations (refereed)

- Gröschl, S. and Vershinina, N. 2024. Crisis of forced labor and migration: Raising the voice of women migrant workers. *Gender, Work and Organization. 15th International Interdisciplinary Conference*. Nantes, France (**Conference Stream**)
- Gröschl, S., Wachira, M., and Van Hoof, B. 2024. What drives ESG performance in commercial banks in Sub-Saharan Africa? The role of women directors on their boards. *International Sustainable Development Research Society*. Nepal
- Gröschl, S. 2022. Lone fighters or with a helping hand? How successful women leaders navigate career paradoxes. *38th EGOS Colloquium*. Vienna, Austria.
- Gröschl, S. 2022. Sustainable business practices in informal economies: Insights from Brazil's ragpickers. *Responsible Leadership Reimagined Conference*. Stellenbosch, South Africa.
- Gröschl, S. 2020. Informal economies and sustainability practices. *15th Organization Studies Workshop*, Greece.
- Hahn, T., Gröschl, S., 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
- Xavier, 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.