

## *Curriculum Vitae*

### **Stefan Gröschl (HDR, PhD)**

Tel: 0033-1-34433630 (France)

Tel: 00254 – 705779869 (Kenya)

E-mail: [groschl@essec.edu](mailto:groschl@essec.edu)

E-mail: [sgroschl@gmail.com](mailto:sgroschl@gmail.com)

Personal website: <https://stefangroeschl.com>

ORCID 0000-0002-8163-6830

### **ACADEMIC EXPERIENCES**

#### **ESSEC Business School, France**

*Full Research Professor (2012 - present)*

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

*Founding Chair, ESSEC Sports Chair (2019-2020)*

*Assistant and Associate Research Professor (2005 – 2012)*

#### **French Arabian Business School, Manama, Bahrain**

*Visiting Professor (2016- present)*

#### **Strathmore Business School, Nairobi, Kenya**

*Sabbatical (2022-2023)*

*Visiting Professor (2023- present)*

#### **School of Management, University de los Andes, Bogota, Colombia**

*Visiting Professor (2019 -2020)*

#### **FGV EAESP Sao Paulo, Brazil**

*Visiting Professor (2018)*

#### **Centrum Graduate Business School, Pontificia Universidad Catolica del Peru**

*Visiting Professor (2013, 2015)*

#### **Escuela de Alta Direccion y Administration, EADA - Barcelona, Spain**

*Visiting Professor (2011 - 2020)*

#### **Auckland University of Technology, Auckland, New Zealand**

*Sabbatical (2012)*

#### **Stanford University, USA**

*Scancor Research Scholar (2008)*

#### **Royal Roads University, Canada**

*Visiting Professor (2006 –2009)*

#### **University of Guelph, Canada**

*Tenured Associate Professor (2001 – 2005)*

**Oxford Brookes University, UK**  
*Part-time Lecturer (1997-2001)*

## **NON ACADEMIC PROFESSIONAL EXPERIENCES**

Consultant/Trainer/Evaluator (2008-present)

Rafael Hotels (1996)  
*Project Manager, European Sales and Marketing Office, London, UK*

Le Manoir Aux Quat' Saisons (1995-96)  
*Manager, Great Milton, Oxfordshire, UK*

Cliveden Hotel (1994 – 1995)  
*Assistant Manager, Taplow, Berkshire, UK*

Schweizer Stuben (1992 – 1994)  
*Trainee Manager, Wertheim-Bettingen, Germany*

## **EDUCATION**

### **Academic Qualifications**

**EM Strasbourg Business School, University of Strasbourg, France**  
*Habilitation a Diriger des Recherches (HDR) (2021)*  
Diversity – from failure to resurrection

**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.

### **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.

**CONSULTATION, EVALUATION, TRAINING ACTIVITIES**

**Evaluator and Rapporteur, European Commission Excellence Hubs Program (2022-present)**

*Assessing applications for funding within the framework of the Restart 2016-2020 Program for Research, Technological Development and Innovation, and for Innovation Funding Programmes and Funding Schemes for the Enhancement of Growth and Competitiveness of Startups, Innovative Companies and SMEs of the Cyprus Recovery and Resilience Plan, co-funded by the European Regional Development Fund and the Republic of Cyprus*

**Evaluator, Belgium National Fund for Scientific Research (2021 – present)**

*Assessing applications for funding of scholarly research projects*

**Consultant – IOM Djibouti (Djibouti Ville, Arta, Ali Sabieh) (2024)**

*Providing expert advice, mentoring and coaching, and technical support in the development of a youth-focused five days entrepreneurship curriculum for Djibouti youth; developing, delivering and providing expert technical support in the facilitation of youth focused entrepreneurship workshops in Arta and Ali Sabieh, Djibouti.*

**Consultant – IOM Regional Office East and Horn of Africa, Nairobi, Kenya (2024)**

*Developing and facilitating a training of trainers for a youth-oriented business development training for French-speaking trainers from the East and Horn of Africa (Burundi, Djibuti).*

**Consultant – Business Advisor IOM Regional Office East and Horn of Africa, Nairobi, Kenya (2024)**

*Providing expert advice in the development of a youth-focused entrepreneurship curriculum; co-facilitation of a training and providing mentoring to selected young people in the East and Horn of Africa.*

**Consultant, IOM Regional Office East and Horn of Africa, Nairobi, Kenya (2023)**

*Conducting a rapid assessment of Diaspora Women in Somalia and how they use their skills, knowledge, and networks to lead and support humanitarian and development efforts in times of crises and beyond in East and Horn of Africa developed in close coordination and partnership between the IOM/UN Migration Regional Office for East and Horn of Africa and the IOM country office in Somalia.*

**Evaluator, European Commission Excellence Hubs Program (2018-2020)**

*Assessing applications for funding within the framework of the Restart 2016-2020 Program for Research, Technological Development and Innovation, and calls for Competitiveness and Sustainable Development 2014-2020, co-funded by the European Regional Development Fund and the Republic of Cyprus*

**Consultant / Trainer, Cementia, Switzerland (2015)**

*Developing and delivering a two day workshop on responsible leadership and sustainable business practices*

**Consultant, Observatoire de la diversité et de la parité at the French Interior Ministry (2012-2013)**

*Providing expert advice on diversity and inclusion in the French Interior Ministry and its Gendarmerie.*

**Evaluator, Social Science and Human Research Council General Research Grant Committee (2002-2005)**

*Assessing applications for research grants*

**Evaluator, Ontario Ministry of Training, Colleges and Universities (2001-2005)**

*Assessing applications for funding of research projects*

## **SERVICE AND TEACHING ACTIVITIES**

### **ESSEC Business School**

- Co-Founder, ESSEC Sports Chair (2019-20)
- Program Director, Comprendre et Changer Le Monde (2019-present). Responsible for the planning and implementation of the introductory program with 14 courses for 420 incoming students to ESSEC.
- 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).
- Member of the Observatoire de la diversité et de la parité at the French Interior Ministry (2012-2013)
- Co Founder and 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).

## ACADEMIC PUBLICATIONS AND PRESENTATION

### Academic Articles (refereed)

- Gröschl, S., Gabaldon, P. Hahn, T. and Kelan, E. 2024. The Emergence and Effects of Sponsors for Women Leaders. *Gender, Work & Organization*. 32 (5): 1786-1796.
- Gröschl, S. 2024. Women without a voice. *Gender, Work & Organization*. 32(3): 1385-1391.
- Gröschl, S. 2024. Challenges for diaspora women to rebuild their homeland: The case of Somalia. *International Migration Review*. At <https://journals.sagepub.com/doi/10.1177/01979183241265001>
- Gröschl, S. and Lepoutre, J. 2022. Don't Panic: Remaining El Capitan while navigating unpreparedness in response to extreme events. *Journal of Management Inquiry*. 33(1): 26-45.
- Gröschl, S. 2021. Planning and organizing the Olympic and Paralympic Games: the case of Rio 2016. *Sport, Business and Management*, 11(4): 365-383. Also available in the Olympic World Library at <https://library.olympics.com/Default/doc/SYRACUSE/735079/planning-and-organizing-the-olympic-and-paralympic-games-the-case-of-rio-2016-stefan-groschl>
- Gröschl, S. 2020. Interculturalism as a means toward cultural inclusiveness and cross-cultural dialogue. *International Journal of Critical Indigenous Studies*, 13(1): 1-15
- Gröschl, S. and Pavie, X. 2019. Transdisciplinarity applied to management education: A case study. *Journal of Education for Business*, 95(7): 451-457
- Gröschl, S. Gabaldon, P. and Hahn, T. 2019. The Co-Evolution of Leaders' Cognitive Complexity and Corporate Sustainability: The Case of the CEO of Puma. *Journal of Business Ethics*. 155 (3): 741-762. **1<sup>st</sup> Prize for Best Academic Paper in Management 2018 of the Fondation Nationale pour l'Enseignement de la Gestion des Entreprises**
- Gröschl, S. 2018. Interculturalism and socio-economic development of Indigenous islander populations: The case of the Kuna Yala. *International Journal of Critical Indigenous Studies*, 11(1): 36-46.
- Gröschl, S. and Gabaldon, P. 2017. Leading resistance to doing business as usual, *Management Revue*. 28(2): 204-226.
- 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*, 132(3): 579-588.
- 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. 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 & Strategic Management*, 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 & Strategic Management*, 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*, 1<sup>st</sup> edition, Toronto: Nelson Education.

## Book Chapters

- Gröschl, S. and Wilches, G. 2025. Doing qualitative retrospective longitudinal research, in P. Sandiford and S. Schuhrer (eds.) *Exploring research methodology and research design: Doing research across the business disciplines*. London: Edward Elgar
- Gröschl, S. 2024. Responsible leadership and sustainable business practices, in H. Bouthinon-Dumas, A. Chatterjee, B. Leca (eds.) *Navigating the ecological transition*. Routledge.
- Gröschl, S. 2024. Interculturalism, in Audra I Mockaitis and Lena Zander (eds.) *Encyclopedia of cross-cultural management*. London: Edward Elgar.
- Gröschl, S. 2023. Toward Greater Workforce Diversity and Workplace Inclusion: Mission Possible, in A. Manoharan, J. Madera, and M. Singal (eds.) *Handbook of Diversity, Equity and Inclusion Management in the Hospitality Industry*. Routledge.
- Gröschl, S. 2021. Sustainability practices in informal economies: Actors, roles, and research outlook, in Teerikangas, S., Onkila, T., Koistinen, K., & Mäkelä, M. *Research Handbook of Sustainability Agency*. London: Edward Elgar.
- Gröschl, S., Gabaldon, P. and Bibard, L. 2020. 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*, 5<sup>th</sup> 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, S. 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*, 4<sup>th</sup> 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 innovation*, Paris :L'Harmattan.
- Gröschl, S. 2006. Strategic International HRM. In Belcourt, M. (ed.), *Strategic Human Resources Planning*, 3<sup>rd</sup> 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.

## **White Papers / Policy Briefs**

- Gröschl, S. 2023. *The rapid assessment of Somali diaspora women*. IOM East and Horn of Africa, Nairobi, Kenya.
- Gröschl, S. 2020. Diversity and Inclusion. In American Chamber of Commerce (eds.) *Corporate Inclusion*. chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://amchamfrance.org/wp-content/uploads/2020/06/Rapport-GB-Final-01-07-2020.pdf

## **Academic Paper Presentations (refereed) / Conference Streams**

- Gröschl, S., Wachira, M., and Van Hoof, B. 2025. ESG Activities in Commercial Banks in Sub-Saharan Africa. *International Sustainable Development Research Society*. Budapest, Hungaria.
- Gröschl, S., Wachira, M., and Van Hoof, B. 2025. Exploring the Role of Women on Boards in Shaping Environmental, Social and Governance (ESG) Activities in Commercial Banks in Sub-Saharan Africa. *Gender, Work and Organization. 15th International Interdisciplinary Conference*. Nantes, France
- Gröschl, S., Wachira, M., and Van Hoof, B. 2025. Exploring the Role of Women on Boards in Shaping Environmental, Social and Governance (ESG) Activities in

- Commercial Banks in Sub-Saharan Africa. *Euram 2025. Managing with a purpose*. Florence, Italy.
- Gröschl, S. and Vershinina, N. 2025. 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 Organizational 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 recherché 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.
- Gabalton, 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. 26<sup>th</sup> Annual IABS conference, Guanacaste, Costa Rica.
- Gröschl, S. and Gabaldon, P. 2013. *Individual Freedom or Collective Ruin?* 20<sup>th</sup> 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. *12<sup>th</sup> 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.

## **OTHER ACADEMIC ACTIVITIES**

### **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**

- Research Grant of EUR 14,500, ESSEC, Principal Investigator, 2023
- Research Grant of EUR 4,600, ESSEC, Principal Investigator, 2020
- Research Grant of EUR 2,700, ESSEC, Principal Investigator, 2017/18
- Networking Grant of EUR 3,000, Humanities in the European Research Area (HERA) Joint Research Programme, Principal Investigator, 2008.
- Research Grant of CAN\$ 1,000, Canadian Tourism Human Resource Council, Canada, Principal Investigator, 2004.
- Research Grant of CAN\$ 800, Social Science and Human Research Council, Canada, Principal Investigator, 2003
- Research Grant of CAN\$ 1000, Social Science and Human Research Council, Canada, Principal Investigator, 2002
- Research Grant of CAN\$ 20,000, College of Social and Applied Human Sciences, University of Guelph, Canada, 2001.
- Scholarship of GBP 72,000 (over three years), The Savoy Educational Trust, UK, 1997.
- Scholarship of EUR 25,000, Carl Duisberg Gesellschaft, Germany, 1996.

### **Editorial Board Memberships and Reviewer Activities**

- Gender, Work, and Organizations (Associate Editor)
- Cornell Hospitality Quarterly (Board Member)
- Equality, Diversity and Inclusion: An International Journal (Board Member)
- International Journal of Hospitality & Tourism Administration (Board Member)
- Vision: The Journal of Business Perspective- SAGE (Board member)
- Advances in Hospitality and Tourism Research (Board member)
- Equality, Diversity and Inclusion (Board member)
- 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.

### **Examiner and Supervisory Activities**

- Examiner (external), DBA, ISC Paris (2025)
- Supervisor (external), PhD, Strathmore Business School, Kenya (2023 – present)
- Supervisor (external), PhD, Strathmore Business School, Kenya (2024 – present)
- Supervisor (20 Master theses at graduate and executive level), ESSEC, (2015-present)

## 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).

## Presentations / Panels / Seminars

Guest Speaker. 2024. Responsible leadership. Salomon. Annecy, France

Guest Speaker. 2023. How do diaspora women in the private sector use their skills, knowledge, and networks to lead and support humanitarian and development efforts in times of crises & beyond in EHOA. *Launch of the RMFM TWG subgroup on “Diaspora Women in the private sector leading Humanitarian and Development Action in times of crises & beyond”*, IOM EHOA, Entebbe, Uganda.

Guest Speaker. 2023. Responsible leadership. *Traveller Made*. Paris, France

Key Note Speaker, 2023. The future of workforce diversity and inclusion in the hospitality industry. *50<sup>th</sup> Anniversary Conference ESSEC IMHI Alumni*, Paris: France.

Guest Speaker. 2022. Tribalism, Globalization and Tensions in Managing Identity. *AACSB New York*

Guest Speaker. 2016. Responsible Leadership. *Ambrosetti Think Tank*, Bologna, Italy

Key Note Speaker, 2016. From managing diversity to living diversity, *50<sup>th</sup> Anniversary Conference of the European Petrol and Chemical Association*, Budapest: Hungary.

Guest Speaker. 2016. Diversity and Inclusion. *Ambrosetti Think Tank*, Rome, Italy

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)

Key Note Speech. 2013. *Work to live or live to work?*, Europe wide meeting, Ascott Ltd., Paris.

- 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.
- Panelist. 2011. The Future of Management Education, *The 3<sup>rd</sup> Peter Drucker Symposium*, Vienna, Austria
- Panelist. 2010. La Discrimination à l'embauche, *Institut Montaigne*, Paris, France.
- 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. 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. 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.
- 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.
- 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.
- 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 *4<sup>th</sup> Annual Tourism Human Resource Forum*, Ottawa, Canada.

## **Interviews, Quotations, Press Articles, Podcasts and other Communications**

- Gröschl, S. 2025. L'avenir des emplois verts. *ESSEC Knowledge*.  
<https://knowledge.essec.edu/fr/sustainability/avenir-des-emplois-verts.html>

- Gröschl, S. 2025. Shedding light on women's work. *ESSEC Knowledge Review*. At <https://knowledge.essec.edu/en/society/shedding-light-on-womens-work.html>
- Gröschl, S. 2024. Les compétences requises pour organiser les jeux olympiques et paralympiques. *ESSEC Knowledge Review: Sport*. At <https://knowledge.essec.edu/fr/society/essec-knowledge-review-sport-fr.html>
- Gröschl, S. 2023. The future of green jobs: ESSEC Prof Stefan Gröschl & ILO's Mette Grangaard Lund, *Respect*. January.
- Gröschl, S. 2022. Green jobs of the future. *ESSEC Knowledge Special Issue*. At [https://knowledge.essec.edu/media/uploads/articles/essec\\_knowledge\\_review\\_the\\_future\\_of\\_work\\_web.pdf](https://knowledge.essec.edu/media/uploads/articles/essec_knowledge_review_the_future_of_work_web.pdf)
- Gröschl, S. 2021. What does sustainability look like in informal economies? *ESSEC Knowledge*. At <https://knowledge.essec.edu/en/sustainability/what-does-sustainability-look-informal-economics.html>
- Gröschl, S. 2021. Go for Gold. What it takes to plan and organize the Olympic and Paralympic Games. *ESSEC Knowledge*. At <https://knowledge.essec.edu/en/leadership/go-gold-planning-olympic-and-paralympic-games.html>
- Gröschl, S. 2021. Taking the lead in making a difference. The role of business schools. *ESSEC Knowledge and Podcast*. At <https://knowledge.essec.edu/en/leadership/taking-lead-making-difference-business-schools.html>
- Gröschl, S. 2020. Sports clubs get smarter in their search for top management. *Financial Times*. (Interview with Simon Kuper, FT) at <https://www.ft.com/content/c40f5d6a-8953-11ea-9dcb-fe6871f4145a>
- Gröschl, S. 2020. A business outlook beyond the crisis. *Question(s) de management*, 27 (Special Edition).
- Gröschl, S. 2020. Purpose driven, value lead. *Question(s) de management*, 26 (April/May).
- Gröschl, S. 2020. Preparing Students for 2020 and Beyond? The full-time MBA curricula of leading business schools. *ESSEC Knowledge and Council on Business and Society*, March 26, 2020.
- Gröschl, S. 2020. From the deathzone to the boardroom. *ESSEC Knowledge*, February 3, 2020.
- Gröschl, S. 2020. Repenser la recherche en management. Conference des Grandes Ecoles at <https://www.cge.asso.fr/liste-actualites/repenser-la-recherche-en-management/>
- Gröschl, S. 2020. Diversity and Inclusion. *Corporate Inclusion*, White Paper American Chamber, France
- Gröschl, S. 2019. Changer Le Monde: Mission Possible. *Monde des Grandes Ecoles*. October 7 at <http://www.mondedesgrandesecoles.fr/lessecanalyse-mission-possible/>
- 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).

## **Languages**

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