

# Stefan GRÖSCHL

Professor

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Department: Management  
Campus de Cergy

## DIPLOMAS

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2001                      Ph.D.  
                                 (Oxford Brookes University United Kingdom)

2021                      HDR  
                                 (EM Strasbourg Business School France)

### CERTIFICATES

2010                      Participant centered learning and case writing  
                                 (Harvard Business School United States of America)

## CAREER

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### FULL-TIME ACADEMIC APPOINTMENTS

2005 - 2007-08-31    Assistant Professor (ESSEC Business School France)

2007 - 2012-08-31    Associate Professor (ESSEC Business School France)

2012 - Now             Professor (ESSEC Business School France)

### OTHER ACADEMIC APPOINTMENTS

2011 - 2020-01-01    Visiting Professor (Eada Business School Barcelona Spain)

2013 - 2013-12-31    Visiting Professor (Centrum Graduate Business School, Pontificia Universidad Catolica del Peru Peru)

- 2007 - 2014-12-31 ESSEC Co-Director, Chair of Leadership and Diversity (ESSEC Business School France)
- 2019 - 2020-07-01 Visiting Professor (Universidad de los Andes Colombia Colombia)
- 2018 - 2018-08-01 Visiting Professor (FGV EAESP Brazil)
- 2001 - 2005-03-31 Associate Professor (tenured) (University of Guelph Canada)

## PUBLICATIONS

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### PRESS ARTICLE, VIDEO OR OTHER POPULAR MEDIA

[GRÖSCHL, S. \(2025\). Shedding Light on Women's Work. \*ESSEC Knowledge\*.](#)

[GRÖSCHL, S. \(2006\). L'innovation nourrie par la diversité. Que nous apprend le management des personnes handicapées ? \*Les Echos\*, pp. 1-4.](#)

[GRÖSCHL, S. et ADAM, J. \(2008\). Une opportunité d'emploi pour les personnes handicapées. \*Les Echos\*, pp. 12.](#)

[GRÖSCHL, S. et ADAM, J. \(2008\). L'entrepreneuriat: une opportunité d'emploi pour les personnes handicapées. \*Les Echos\*.](#)

[GRÖSCHL, S. \(2020\). Preparing Students for 2020 and Beyond? The full-time MBA curricula of leading business schools. Council on Business and Society, \*ESSEC Knowledge\*.](#)

[GRÖSCHL, S. \(2020\). Repenser la recherche en management. \*Conférence des Grandes Ecoles\*.](#)

[GRÖSCHL, S. \(2015\). Compagnies aériennes: le confort devrait-il engendrer un coût supplémentaire? \*Huffington Post\*.](#)

[GRÖSCHL, S. \(2015\). COP 21: 3 Lessons from Lima. \*ESSEC Knowledge\*.](#)

[GRÖSCHL, S. \(2015\). Fighting Corruption with Education. \*ESSEC Knowledge\*.](#)

[GRÖSCHL, S. \(2013\). Gestion de la diversité des équipes professionnelles de football: Lessons sur le/de football. \*Huffington Post\*.](#)

[GRÖSCHL, S. \(2015\). Hacia un liderazgo responsable: Stefan Gröschl. \*La Prensa\*.](#)

[GRÖSCHL, S. \(2015\). Sustainability: A Framework to Help Corporations Break Free from Old Habits. \*ESSEC Knowledge\*.](#)

[GRÖSCHL, S. \(2015\). Trop de mails au bureau: 7 astuces à adopter \(et 2 pièges à éviter\). \*Huffington Post\*.](#)

[GRÖSCHL, S. \(2019\). Changer le monde. \*Monde des Grandes Écoles Universités Le Magazine\*.](#)

[GRÖSCHL, S. \(2021\). What Does Sustainability Look Like in Informal Economies? \*ESSEC Knowledge\*.](#)

[GRÖSCHL, S. \(2021\). Go For Gold: What It Takes to Plan the Olympic and Paralympic Games. \*ESSEC Knowledge\*.](#)

[GRÖSCHL, S. \(2021\). Taking the Lead in Making a Difference: The Role of Business Schools. \*ESSEC Knowledge\*.](#)

## **PREFACES OF A BOOK**

[GRÖSCHL, S. \(2013\). Introduction. Dans: \*Uncertainty, Diversity and the Common Good\*. 1st ed. Gower, pp. 1-5.](#)

## **PUBLISHED CASES**

[GRÖSCHL, S. et TAKAGI, J. \(2012\). Gender diversity in Renault's showrooms: challenges ahead. \*ESSEC Business School\*.](#)

[GRÖSCHL, S. \(2013\). Le fiasco de Knysia or a question of leadership failure? \*ESSEC Business School\*.](#)

[GRÖSCHL, S. \(2017\). The Whys and Hows of Becoming a Responsible Leader: The Case of Puma's Jochen Zeitz. \*ESSEC Business School\*.](#)

[GRÖSCHL, S. \(2022\). FC Bayern Munich and Qatar Airways: A Question of Sportswashing? \*ESSEC Business School\*.](#)

## **CONFERENCE PROCEEDINGS**

[GRÖSCHL, S. et DOHERTY, L. \(1999\). Conceptual and Methodological Problems in Measuring the Influence of National Culture on Management. Dans: \*CHME 8th Annual Hospitality Research Conference\*. Surrey: University of Surrey, pp. 424-426.](#)

[GRÖSCHL, S. et EVERS, F. \(2002\). Evrs, Rush and Berdrow's Base Competencies within a Cross-Cultural Context. Dans: \*The Administrative Sciences Association of Canada: Where East meets West\*. Winnipeg: Administrative Sciences Association of Canada \(ASAC\).](#)

[HAHN, T., GRÖSCHL, S. et GABALDON, P. \(2019\). The role of paradoxical and intuitive thinking in successful women leadership careers. Dans: 35th EGOS Colloquium. Edinburgh: European Group for Organizational Studies \(EGOS\).](#)

[GRÖSCHL, S., HAHN, T. et GABALDON, P. \(2022\). Lone fighters or with a helping hand? How successful women leaders navigate career paradoxes. Dans: 38th EGOS Colloquium Vienna. Vienna: European Group for Organizational Studies \(EGOS\).](#)

[GRÖSCHL, S., VAN HOOFF, B. et WACHIRA, M. \(2025\). Exploring the Role of Women on Boards in Shaping Environmental, Social and Governance \(Esg\) Activities in Commercial Banks in Sub-Saharan Africa. Dans: EURAM 2025: Managing with purpose, University of Florence. Florence: European Academy of Management \(EURAM\).](#)

[GRÖSCHL, S. et GABALDON, P. \(2015\). Daring to Resist Temptations of Doing Business as Usual: The Case of Puma. Dans: Business for Society. Erasmus University of Rotterdam.](#)

[TAKAGI, J. et GRÖSCHL, S. \(2007\). The Diversity of Diversity: Exploring Different Meanings of Diversity. Dans: 2007 European Group of Organisational Studies. European Group for Organizational Studies \(EGOS\).](#)

[GRÖSCHL, S. et DOHERTY, L. \(1998\). Diversity Management in International Hotel Chains in San Francisco. Dans: CHME 7th Annual Hospitality Research Conference. Glasgow: Caledonian University, pp. 98-99.](#)

[GRÖSCHL, S. et DOHERTY, L. \(2000\). Diversity Management - Fact or Fiction? Dans: EGOS \(European Group of Organisational Studies\) Colloquium 2000. Helsinki: Helsinki School of Economics.](#)

[GRÖSCHL, S. et DOHERTY, L. \(2000\). National Culture and its Influence on the Appraisal process: An Exploratory Study. Dans: International EuroCHRIE 2000 Convention and Expo. New Orleans: EuroCHRIE.](#)

[GRÖSCHL, S. et DOHERTY, L. \(2000\). The Appraisal Process - A Case Study. Dans: CHME 9th Annual Hospitality Research Conference. Huddersfield: University of Huddersfield.](#)

[GRÖSCHL, S. \(2002\). Assessing Culturally Diverse Faculties: The Appraisal Process within a Cross Cultural Context. Dans: Sixth International Conference on Social Values. Oxford: University of Oxford.](#)

[GRÖSCHL, S. \(2003\). Aboriginal employment practices in Canada's gaming industry. Dans: International CHRIE 2003 Conference. Palm Springs: Council on Hotel, Restaurant and Institutional Education.](#)

[GRÖSCHL, S. et FIGUEROA, N. \(2003\). Current employment practices focusing on physically disabled employees in the hotel industry. Dans: Euro CHRIE 2003 Conference. Bad Honnef: EuroCHRIE.](#)

[GRÖSCHL, S. et BARROWS, C. \(2003\). New Directions in Human Resource Management in Private Clubs. Dans: \*EuroCHRIE 2003 Conference\*. Bad Honnef: EuroCHRIE.](#)

[GRÖSCHL, S. et MAC LAURIN, T. \(2003\). Problem gambling among Casino Employees. Dans: \*12th International Conference on Gambling and Risk-Taking\*. Vancouver:](#)

[GRÖSCHL, S. \(2004\). Human resources challenges in integrating persons with disabilities in Canada's hotel industry. Dans: \*EuroCHRIE\*. Ankara: EuroCHRIE.](#)

[GRÖSCHL, S. et YU, J. \(2004\). The impact of Chinese culture on human resource management practice in Sino-foreign hotels operating in China. Dans: \*EuroCHRIE 2004 Conference\*. Ankara: EuroCHRIE.](#)

[GRÖSCHL, S. et TAKAGI, J. \(2009\). A Model of Individual Perceptions of Diversity and Its Implications for Managing Diversity. Dans: \*Les Cinquièmes Rencontres Internationales sur la Diversité\*. IAE de Corse.](#)

[GRÖSCHL, S. \(2007\). Employees with Disabilities in Ontario's Hotel industry: Applications for Organizations and their HR Functions in France. Dans: \*Actes des 3èmes Rencontres Internationales de l'IAE de Corse: Réussir la diversité\*. IAE de Corse.](#)

[GRÖSCHL, S. \(2006\). Employing Persons with Disabilities: The Case of Ontario's Hotel Industry. Dans: \*Proceedings of the Asian Pacific Chrie Conference\*. Asia Pacific Chrie, pp. 1265-1276.](#)

[GRÖSCHL, S. \(2011\). Employment Barriers for Persons with Disabilities in the Hotel Industry: A Reality Check. Dans: \*Proceedings of 2011 ICHRIE Conference\*. University of Massachusetts.](#)

[GRÖSCHL, S. et TAKAGI, J. \(2008\). Gérer la Diversité culturelle au sein du personnel en France. Dans: \*Faire vivre la Diversité: Les quatrièmes rencontres internationales de la Diversité - IAE de Corse, Corse\*. IAE de Corse.](#)

[GRÖSCHL, S. \(2018\). Interculturalism as a Means Toward Sustainable Tourism in Indigenous Islander Communities. Dans: \*2018 European Council on Hotel, Restaurant & Institutional Education \(EuroCHRIE\)\*. Dublin Institute of Technology.](#)

[GRÖSCHL, S. et GABALDON, P. \(2015\). Motivational Constructs of Decision Makers and their Impact on Firms' Use of Common Pool Resources. Dans: \*Pura Vida: Realizing Eudemonia in Business and Society\*. International Association of Business and Society \(IABS\).](#)

[GRÖSCHL, S. \(2007\). Non-traditional Assessment Methods for Hospitality Educators: The Student Portfolio. Dans: \*School of Tourism Management, Beijing International Studies University \(CD-Rom\)\*. Beijing University.](#)

[GRÖSCHL, S. et TAKAGI, J. \(2008\). Understanding Diversity and Managing a Multi-cultural Workforce: The Case of France. Dans: \*Proceedings of the LAEMOS 2008 Conference: Managing Culturally Diverse Organizations\*. FGV Editora.](#)

[EXCARCHOULIS, T. et GRÖSCHL, S. \(2006\). What Motivates Hotel Department Heads? A Case Study of a Canadian Hotel Group. Dans: \*Proceedings of ASAC 2006\*. Administrative Sciences Association of Canada \(ASAC\).](#)

[GABALDON, P., HUSE, M. et GRÖSCHL, S. \(2016\). Women Directors in Norway: The Multiple Paths to the Boards. Dans: \*2016 Academy of Management \(AOM\) Proceedings\*. Academy of Management.](#)

[GRÖSCHL, S. \(2020\). Informal economies and sustainability practices. Dans: \*Organizing Sustainably: Actors, Institutions, and Practices\*. Organization Studies.](#)

## **JOURNAL ARTICLES**

[GRÖSCHL, S. et 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\(2\), pp. 313-334.](#)

[GRÖSCHL, S. et PAVIE, X. \(2020\). Transdisciplinarity Applied to Management Education: A Case Study. \*Journal of Education for Business\*, 95\(7\), pp. 451-457.](#)

[GRÖSCHL, S. \(2020\). Interculturalism as a Means Toward Cultural Inclusiveness and Cross-Cultural Dialogue: The Case of Panama's Ngäbe. \*International Journal of Critical Indigenous Studies\*, 13\(1\), pp. 1-15.](#)

[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\(1\), pp. 36-46.](#)

[GRÖSCHL, S. \(2021\). Planning and organizing the Olympic and Paralympic Games: the case of Rio 2016. \*Sport, Business and Management\*, 11\(4\), pp. 365-383.](#)

[GRÖSCHL, S. et LEPOUTRE, J. \(2024\). Don't Panic: Remaining El Capitan While Navigating Unpreparedness in Response to Extreme Events. \*Journal of Management Inquiry\*, 33\(1\), pp. 26-45.](#)

[GRÖSCHL, S. \(2024\). Challenges for Diaspora Women to Rebuild Their Homeland. \*International Migration Review\*, In press.](#)

[GRÖSCHL, S. \(2025\). Women without a voice: A commentary. \*Gender, Work and Organization\*, 32\(3\), pp. 1385-1391.](#)

[GRÖSCHL, S., GABALDON, P., HAHN, T. et KELAN, E. \(2024\). The Emergence and Effects of Sponsors for Women Leaders. \*Gender, Work and Organization\*, In press.](#)

[GRÖSCHL, S. et BARROWS, C.W. \(2003\). A Cross-cultural Comparison of French and British Managers: An Examination of the Influence of Higher Education on Management Style. \*Tourism and Hospitality Research \(formerly International Journal of Tourism and Hospitality Research: The\*](#)

[Surrey Quarterly Review](#)), pp. 228-246.

[GABALDON, P. et GRÖSCHL, S. \(2014\). A Few Good Companies: Rethinking Firms' Responsibilities Toward Common Pool Resources. \*Journal of Business Ethics\*, 132\(3\), pp. 579-588.](#)

[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\*, pp. 666-686.](#)

[GRÖSCHL, S. et GABALDON, P. \(2016\). Business Schools and the Development of Responsible Leaders: A Proposition of Edgar Morin's Transdisciplinarity. \*Journal of Business Ethics\*, 153\(1\), pp. 185-195.](#)

[GRÖSCHL, S. et DOHERTY, L. \(2002\). The Appraisal Process: Beneath the Surface. \*Journal of Human Resources in Hospitality and Tourism\*, pp. 57-76.](#)

[GRÖSCHL, S. \(2004\). The Portfolio-An Alternative Assessment Method in Hospitality and Tourism Management Education. \*Journal of Hospitality and Tourism Education\*.](#)

[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\*, pp. 15-30.](#)

[GRÖSCHL, S. \(2008\). Diversity Management in Europe. \*HRM Review\*, pp. 55-57.](#)

[GRÖSCHL, S. \(2011\). Diversity Management Strategies of Hotel Groups: A Corporate Web Site Based Exploration. \*International Journal of Contemporary Hospitality Management\*, 23\(2\), pp. 224-240.](#)

[GRÖSCHL, S. et ARCOT, S. \(2014\). Female Hospitality Executives and their Effects on Firm Performance. \*Tourism and Hospitality Research \(formerly International Journal of Tourism and Hospitality Research: The Surrey Quarterly Review\)\*, 14\(3\), pp. 143-151.](#)

[GRÖSCHL, S. et TAKAGI, J. \(2009\). Gérer la diversité culturelle au sein du personnel en France. \*Revue Management & Avenir\*, 2009/8\(28\), pp. 47-59.](#)

[GRÖSCHL, S. et GABALDON, P. \(2017\). Leading Resistance to Doing Business as Usual. \*Management Revue: Socio-economic Studies\*, 28\(2\), pp. 204-226.](#)

[GRÖSCHL, S. \(2013\). Presumed Incapable: Exploring the Validity of Negative Judgments about Persons with Disabilities and Their Employability in Hotel Operations. \*Cornell Hospitality Quarterly\*, 54\(2\), pp. 114-123.](#)

[GRÖSCHL, S. et DOHERTY, L. \(2005\). 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\*.](#)

[GRÖSCHL, S., GABALDON, P. et 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\(3\), pp. 741-762.](#)

[GRÖSCHL, S. \(2011\). Wenn nur die Fähigkeiten zählen: Lektionen von Deutschen Hotelintegrationsunternehmen. \*Diversitas\*, 2\(2\), pp. 15-23.](#)

[GRÖSCHL, S. et DOHERTY, L. \(1999\). Diversity Management in Practice. \*International Journal of Contemporary Hospitality Management\*, pp. 262-268.](#)

[GRÖSCHL, S. et DOHERTY, L. \(2000\). Conceptualising Culture. \*Cross Cultural Management: An International Journal\*, pp. 12-18.](#)

[GRÖSCHL, S. \(2003\). Cultural Implications for the Appraisal Process. \*Cross Cultural Management: An International Journal\*, pp. 67-79.](#)

[GRÖSCHL, S. \(2003\). Integrating Aboriginal Peoples into Canada's hospitality industry. \*International Journal of Hospitality and Tourism Administration\*, pp. 87-99.](#)

[GRÖSCHL, S. \(2005\). Persons with disabilities: a source of non-traditional labour for Canada's hotel industry. \*The Cornell Hotel and Restaurant Administration Quarterly\*, pp. 258-275.](#)

## **BOOK CHAPTERS**

[GRÖSCHL, S. \(2007\). Strategic International HRM - Workforce Diversity. Dans: \*Strategic Human Resources Planning\*. 1st ed. Toronto: Thomson Nelson, pp. 295-320.](#)

[GRÖSCHL, S., GABALDON, P. et BIBARD, L. \(2020\). Taking a Lead in Making a Difference: The Role of Business Schools. Dans: Lena Zander \(ed.\). \*Research Handbook of Global Leadership\*. 1st ed. Cheltenham: Edward Elgar Publishing Ltd, pp. 320-329.](#)

[GRÖSCHL, S. \(2021\). Sustainability practices in informal economies: Actors, roles, and research outlook. Dans: Teerikangas, S., Onkila, T., Koistinen, K., & Mäkelä, M. eds. \*Research Handbook of Sustainability Agency\*. 1st ed. Cheltenham: Edward Elgar Publishing Ltd, pp. 394-402.](#)

[GRÖSCHL, S. \(2023\). Theories of Diversity, Equity and Inclusion. Dans: Ashokkumar Manoharan, Juan M. Madera, Manisha Singal eds. \*The Routledge Handbook of Diversity, Equity, and Inclusion Management in the Hospitality Industry\*. 1st ed. New York, London: Routledge, pp. 20-30.](#)

[GRÖSCHL, S. \(2024\). Interculturalism. Dans: Audra Mockaitis, Christina Butler eds. \*Elgar Encyclopedia of Cross-Cultural Management\*. 1st ed. Cheltenham: Edward Elgar Publishing Ltd, pp. 161-163.](#)

[GRÖSCHL, S. \(2025\). Responsible Leadership and Sustainable Business Practices. Dans: Hugues Bouthinon-Dumas, Arijit Chatterjee, Bernard Leca eds. \*Navigating the ecological transition\*. 1st ed. Abingdon & New York: Routledge, pp. 11-19.](#)

[GRÖSCHL, S. et WILCHES, G. \(2025\). Doing qualitative, retrospective longitudinal research with audiovisual data. Dans: Peter John Sandiford, Sabine Schührer eds. \*Exploring Research Methodology and Research Design\*. 1st ed. Cheltenham: Edward Elgar Publishing Ltd, pp. 139-146.](#)

[GRÖSCHL, S. \(2013\). Concluding Remarks. Dans: \*Uncertainty, Diversity and the Common Good\*. 1st ed. Gower, pp. 195.](#)

[GRÖSCHL, S. et QUAPPE, S. \(2012\). Gender Equality in the Workplace: A Never-Ending Story. Dans: \*L'Encyclopédie des diversités\*. 1st ed. Éditions Management et Société \(EMS\), pp. 41-44.](#)

[GRÖSCHL, S. \(2007\). L'innovation nourrie par la diversité : que nous apprend le management des personnes handicapées ? Dans: \*L'art de l'innovation\*. 1st ed. L'Harmattan, pp. 151-157.](#)

[POINT, S. et GRÖSCHL, S. \(2010\). Luxe, calme et volupté... rime avec diversité ? Invitation au voyage à travers les discours des grands groupes hôteliers. Dans: \*Nouvelles perspectives en management de la diversité\*. 1st ed. Éditions Management et Société \(EMS\), pp. 177-196.](#)

[GRÖSCHL, S. \(2002\). Assessing Culturally Diverse Faculties: The Appraisal Process within Cross Cultural Context. Dans: \*Immortal Longings: Business Education and Training\*. 1st ed. University Press of America, pp. 40-50.](#)

[GRÖSCHL, S. \(2010\). Strategic International HRM. Dans: \*Strategic Human Resources Planning \(4th edition\)\*. 1st ed. Nelson Education, pp. 295-324.](#)

[GRÖSCHL, S. \(2012\). Strategic International HRM. Dans: \*Strategic Human Resources Management \(5th edition\)\*. 1st ed. Nelson Education, pp. 293-320.](#)

[GRÖSCHL, S. \(2010\). The Role of Entrepreneurship in the Integration of Persons with Disabilities into the Workplace \(Entrepreneuriat et handicap\). Dans: \*Entrepreneuriat et Insertion\*. 1st ed. Bruylant, pp. 271-281.](#)

[GRÖSCHL, S. et ADAM, J. \(2008\). Une opportunité d'emploi pour les personnes handicapées. Dans: \*L'art d'entreprendre\*. 1st ed. Pearson Village Mondial, pp. 180-185.](#)

[GRÖSCHL, S. \(2007\). Workforce Diversity. Dans: \*Strategic Human Resources Planning\*. 1st ed. Thomson Nelson, pp. 295-320.](#)

## **INTERVIEWS: RADIO - TV - PRESS**

[GRÖSCHL, S. 2020. \*From the deathzone to the boardroom\*. Février.](#)

[GRÖSCHL, S. 2015. \*Disabled Employment Has a Long Way to Go \(by Benjamin Jones\)\*. Juillet.](#)

[GRÖSCHL, S. 2020. \*Sports clubs get smarter in their search for top management \(Interview with Simon Kuper, FT\)\*. Mai.](#)

[GRÖSCHL, S. 2020. \*A business outlook beyond the crisis, Question\(s\) de management \(n°27\), \(Special Edition\).\* Juin.](#)

[GRÖSCHL, S. 2020. \*L'accélération du recours aux plates formes numériques, Question\(s\) de management.\* Septembre.](#)

## **PRESENTATIONS AT AN ACADEMIC OR PROFESSIONAL CONFERENCE**

[GRÖSCHL, S. \(2015\). \*Business Schools and the Development of Responsible Leaders: A Morinian Framework of Complexity.\* Dans: 22nd Annual International Vincentian Business Ethics Conference \(IVBEC\).](#)

[GRÖSCHL, S. et GABALDON, P. \(2013\). \*From Free Riders to Responsible Leaders.\* Dans: 20th Annual International Vincentian Business Ethics Conference.](#)

[GRÖSCHL, S. \(2019\). \*Gender Compositions in Executive Management Teams and Their Impact on Firm Performance.\* Dans: 7th International OFEL Conference on Governance, Management and Entrepreneurship 2019.](#)

[GRÖSCHL, S. \(2012\). \*Global Diversity Management: Think Global, Act Local.\* Dans: 5th Equality, Diversity and Inclusion International Conference, 2012.](#)

[GRÖSCHL, S. \(2011\). \*Pratiques durables en matière de gestion des ressources humaines : les enseignements du modèle intégratif.\* Dans: XXIIème Congrès de l'AGRH.](#)

[GRÖSCHL, S. \(2020\). \*Informal Economies and Sustainability Practices.\* Dans: 15th Organization Studies Workshop Organizing Sustainably: Actors, Institutions, and Practices 2020. Chania.](#)

[GRÖSCHL, S., GABALDON, P. et HAHN, T. \(2020\). \*The Role of Networking and Sponsorship in the Development of Social Capital of Women Leaders.\* Dans: 2020 Gender, Work and Organization Conference.](#)

[GRÖSCHL, S. \(2022\). \*Sustainable business practices in informal economies.\* Dans: 2022 Responsible Leadership Reimagined. Stellenbosch.](#)

[GRÖSCHL, S. \(2016\). \*Interculturalism as a Means Toward Sustainable Relationships Between Organizational Stakeholders.\* Dans: CERALE Conference: Capitalizing on managerial and cultural ties between Europe and Latin America to promote sustainable development.](#)

[GRÖSCHL, S. \(2017\). \*Interculturism as a Means Toward Greater Sustainable Tourism Development of Islander Populations: The Kuna Yala Case.\* Dans: Rencontre International et Recherche en Management au Service de l'Économie Insulaire - Guadeloupe 2017.](#)

[GRÖSCHL, S., GABALDON, P. et HAHN, T. \(2018\). \*Why Women Make It to Top Management: Paradoxical and Intuitive Thinking as Career Enablers.\* Dans: 25th Anniversary International Vincentian Business Ethics Conference \(IVBEC\) 2018.](#)

## BOOK EDITOR

[GRÖSCHL, S. \[Ed\] \(2011\). \*Diversity in the Workplace\*. Gower, 199 pages.](#)

[GRÖSCHL, S. \[Ed\] \(2013\). \*Uncertainty, Diversity and the Common Good\*. Gower, 203 pages.](#)

[GRÖSCHL, S. et TAKAGI, J. \[Eds\] \(2012\). \*Diversity Quotas, Diverse Perspectives: The Case of Gender\*. Gower, 190 pages.](#)

[GRÖSCHL, S. et BENDL, R. \[Eds\] \(2015\). \*Managing Religious Diversity in the Workplace: Examples from around the World\*. Gower, 368 pages.](#)

## BOOKS

[BÖHM, B. et GRÖSCHL, S. \(2019\). \*From the Death Zone to the Boardroom: What Business Leaders and Decision Makers Can Learn From Extreme Mountaineering\*. Routledge, 175 pages.](#)

[GRÖSCHL, S., DOWLING, P.J., FESTING, M., ENGLE, A.D. et SR., A.D. \(2009\). \*International Human Resource Management: A Canadian Perspective\*. Nelson Education, 485 pages.](#)

## TECHNICAL REPORTS / WHITE PAPERS

[GRÖSCHL, S. \(2023\). \*Rapid Assessment of Diaspora Women Engagement\*. IOM, Kenya.](#)

## RESEARCH ACTIVITIES

### Member of an academic association

2010 - 2015: Member of the Association francophone de Gestion des ressources humaines – Diversité

### Editorial Board Membership

2013 - Now: Editorial board membership - Advances in Hospitality and Tourism Research

2014 - 2018: Editorial board membership - Diversitas

2012 - Now: Editorial board membership - Equality, Diversity and Inclusion

2005 - 2005: Editorial board membership - International Journal of Hospitality and Tourism Administration

2007 - 2008: Editorial board membership - International Journal of Hospitality and Tourism Administration

2010 - Now: Editorial board membership - International Journal of Hospitality and Tourism

Administration

2016 - Now: Editorial board membership - Vision: The Journal of Business Perspective

2022 - Now: Editorial Board Membership - Cornell Hospitality Quarterly

**Senior or Associate Editor**

2024 - Now: Associate Editor- Gender, Work and Organization