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Department: Management

Campus de Cergy

DIPLOMAS

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1997	Ph.D. in Sociology (Stanford University United States of America)
1950	AM (Stanford University United States of America)
1950	MA (University of British Columbia Canada)
1950	BA (Tokyo University of Foreign Studies Japan)

CAREER

FULL-TIME ACADEMIC APPOINTMENTS

1997 - 2008-08-31	Assistant Teaching Professor (ESSEC Business School France)
2008 - 2012-08-31	Associate Teaching Professor (ESSEC Business School France)
2012 - Now	Teaching Professor (ESSEC Business School France)

OTHER ACADEMIC APPOINTMENTS

2007 - 2026-08-31	Holder of the Leadership and Diversity Chair (ESSEC Business School France)
2021 - 2026-08-31	Academic Director of the ESSEC & Mannheim Executive MBA program (ESSEC Business School France)

PUBLICATIONS

PRESS ARTICLE, VIDEO OR OTHER POPULAR MEDIA

[TAKAGI, J. et LOVAGLIA, M. \(1990\). Explaining the Underrepresentation of Women Authors of Journal Articles. *Technoscience*, pp. 29-30.](#)

[TAKAGI, J. et FORSCHI, M. \(1991\). Ethnicity, Task Outcomes, and Attributions: A Theoretical Review and Assessment. *Advances in Group Processes*, pp. 177-203.](#)

[TAKAGI, J. et NISHIMURA, Y. \(1992\). Race Against Time: The Impending Crisis - Long Term Care for the Elderly in the United States. *Iryo To Shakai*, pp. 109-139.](#)

[TAKAGI, J., OKIMOTO, D. et NISHIMURA, Y. \(1993\). Kiro ni Tatsu Beikoku no Koureisha Iryou Seisaku. *Nenkin to Koyo*, pp. 32-40.](#)

BOOK CHAPTERS

[TAKAGI, J. et CERDIN, J.L. \(2004\). Internationalizing French Management Education: A Contextual Analysis of Strategies in French Business Schools. Dans: *The Cutting Edged of International Management Education*. 1st ed. Information Age Publishing, pp. 37-62.](#)

[TAKAGI, J. \(2011\). The Challenge of Diversity: Examples from France. Dans: *Going Diverse: Innovative Answers to Future Challenges*. 1st ed. Budrich UniPress, pp. 77-87.](#)

[TAKAGI, J. et MOTEABBED, S. \(2012\). The Construction of Workplace Identities for Women: Some Reflections on the Impact of Female Quotas and Role Models. Dans: *Diversity Quotas, Diverse Perspectives: The Case of Gender*. 1st ed. Gower, pp. 149-158.](#)

[TAKAGI, J. et DE CARLO, L. \(2003\). The Ephemeral National Model of Management Education: A Comparative Study of Five Management Programmes in France. Dans: *Inside the Business Schools*. 1st ed. Abstrackt, Liber, Copengagen Business School Press, pp. 29-57.](#)

[TAKAGI, J. et HONG, J. \(2013\). The Global Team Leader Dilemma: Diversity and Inclusion. Dans: *Uncertainty, Diversity and the Common Good*. 1st ed. Gower, pp. 111-121.](#)

[TAKAGI, J. \(2011\). Multicultural Identities and Culture Work. Dans: *Diversity in the Workplace*. 1st ed. Gower, pp. 79-88.](#)

[TAKAGI, J. \(2019\). L'apprentissage à la japonaise : le learning-by-doing au Japon, un concept encore nouveau en management. Dans: Jean-Luc Cerdin, Jean-Marie Peretti eds. *L'apprentissage et sa réussite: regards croisés des différents acteurs*. 1st ed. ISTE Editions, pp. 177-182.](#)

CONFERENCE PROCEEDINGS

[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.](#)

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

[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.](#)

PRESENTATIONS AT AN ACADEMIC OR PROFESSIONAL CONFERENCE

[HONG, J., TAKAGI, J. et SCHNEIDER, S. \(2013\). Culture Work: How Much Multicultural Employees Negotiate Their Cultural Identity in the Workplace and its Implications for How They Work. Dans: *29th EGOS Colloquium 2013*.](#)

[TAKAGI, J. et MOTEABBED, S. \(2012\). Gender Quotas, Types of Women on Board and Role Modeling: Towards a Sustainable Model of Gender Diversity on Corporate Boards. Dans: *28th EGOS Colloquium 2012*.](#)

[TAKAGI, J. \(2011\). Leading Global Teams: Leaders' Perceptions of Team Functions and Processes. Dans: *EJIM Global Leadership Conference 2011*.](#)

[TAKAGI, J., BAYLON, D. et SZENDY, A. \(2014\). Leading in Turbulent Times: The Case of Volume-Based Leadership. Dans: *30th European Group for Organization Studies \(EGOS\) Colloquium 2014*.](#)

[MOTEABBED, S. et TAKAGI, J. \(2012\). The Impact of Women on Corporate Boards on the Process of Role Modelling. Dans: *EURAM 2012*.](#)

[TAKAGI, J. \(2014\). "My Wife is a Gangster": Women in Leadership. Dans: *30th European Group for Organization Studies \(EGOS\) Colloquium 2014*.](#)

[TAKAGI, J. \(2012\). Executive and Non-Executive Women on Corporate Boards in France: Lessons from Norway. Dans: *3rd Women on Board Workshop*.](#)

[BAYLON, D. et TAKAGI, J. \(2015\). Enacting Symbolic Distance in Social Media: the Paradox of Proximate Distance in French Public Diplomacy. Dans: *31st European Group for Organizational*](#)

[Studies \(EGOS\) Colloquium 2015.](#)

[ALLES, M.G. et TAKAGI, J. \(1997\). Information Uncertainty and Reactions to Change Implementation.](#)

[TAKAGI, J. et DE CARLO, L. \(2000\). The Evolution of Content in Management Education in France, 1960-2000: The Relationship between Environmental Factors and Five Institutions.](#)

JOURNAL ARTICLES

[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.](#)

[TAKAGI, J. \(2009\). Pour une approche sociologique de la "diversité". *La Revue Internationale et Stratégique*, 73\(1\), pp. 109-112.](#)

[TAKAGI, J. \(2006\). L'évolution du management des médecins américains. *Revue Française de Gestion*, pp. 55-82.](#)

BOOK EDITOR

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

WORKING PAPERS

[TAKAGI, J. \(1998\). *Changes in Institutional Logics in the US. Health Care Sector: A Discourse Analysis*. ESSEC Business School.](#)

[TAKAGI, J. \(1998\). *Changing Policies and Professionals: A Symbolic Framework Approach to Organizational Effects on Physician Autonomy*. ESSEC Business School.](#)

[DE CARLO, L. et TAKAGI, J. \(2002\). *May 1968: The Role of a Special Historical Event in the Evolution of Management Education in France*. ESSEC Business School.](#)

[TAKAGI, J. \(1999\). *Physician Mobility and Attitudes across Organizational Work Settings between 1987 and 1991*. ESSEC Business School.](#)

[ALLES, M.G. et TAKAGI, J. \(1998\). *Uncertainty, Symbolic Frameworks and Worker Discomfort with Change*. ESSEC Business School.](#)

PUBLISHED CASES

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