

# Junko TAKAGI

Professeur enseignant  
Département: Management  
ESSEC Business School  
3 avenue Bernard Hirsch  
95021 Cergy-Pontoise  
France

Email: takagi@essec.edu  
Numéro de téléphone: +33 (0)1 34 43 31 94  
Pays d'origine: Japon

## INTERETS DE RECHERCHE

---

Diversité et inclusion

## FORMATION

---

1997	Ph.D. en Sociologie, Stanford University, États-Unis
1950	AM, Stanford University, États-Unis
1950	MA, University of British Columbia, Canada
1950	BA, Tokyo University of Foreign Studies, Japon

## EXPERIENCE PROFESSIONNELLE

---

### Positions académiques principales

2012 - Présent	Professeur enseignant, ESSEC Business School, France
2008 - 2012	Professeur enseignant associé, ESSEC Business School, France
1997 - 2008	Professeur enseignant assistant, ESSEC Business School, France

### Autres affiliations académiques

2021 - 2025	Directrice Académique du programme Executive MBA ESSEC & Mannheim, ESSEC Business School, France
2007 - 2024	Professeur titulaire de la chaire Leadership & Diversity, ESSEC Business School, France

## PUBLICATIONS

---

### 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.

## Ouvrages et édition d'ouvrages

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

## Chapitres d'ouvrage

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.

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

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 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. 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, Copenhagen Business School Press, pp. 29-57.

## Actes d'une conférence

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. 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, 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.

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).

## Conférences

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.

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

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.

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. (2012). Executive and Non-Executive Women on Corporate Boards in France: Lessons from Norway. Dans: 3rd Women on Board Workshop.

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.

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

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

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.

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

### Documents de travail

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.

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.

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

### Etudes de cas publiées

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

### Presse

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

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

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

### Supervision de thèses / HDR

2012 Hae-Jung HONG (ESSEC Business School), Co-directeur de thèse, Premier Poste : Assistant Professor, Department of Economics, Cultures and International Business - Neoma - 1, rue du Maréchal Juin - BP 215 - ou - Boulevard André Siegfried - 76130 Mont-Saint-Aignan