

Stefan GRÖSCHL

Professor

Department: Management

ESSEC Business School

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Country of origin: Allemagne

RESEARCH INTERESTS

diversity management, Human Resources, responsible governance and diversity management,

EDUCATION

- | | |
|------|--|
| 2021 | HDR, EM Strasbourg Business School, France |
| 2001 | Ph.D., Oxford Brookes University, United Kingdom |

EMPLOYMENT

Full-time academic positions

- | | |
|----------------|--|
| 2012 - Present | Professor, ESSEC Business School, France |
| 2007 - 2012 | Associate Professor, ESSEC Business School, France |
| 2005 - 2007 | Assistant Professor, ESSEC Business School, France |

Other affiliations and appointments

- | | |
|-------------|--|
| 2007 - 2014 | ESSEC Co-Director, Chair of Leadership and Diversity, ESSEC Business School, France |
| 2019 - 2020 | Visiting Professor, University of Los Andes, School of Management, Colombia |
| 2018 - 2018 | Visiting Professor, FGV EAESP, Brazil |
| 2013 - 2013 | Visiting Professor, Centrum Graduate Business School, Pontificia Universidad Catolica del Peru, Peru |
| 2011 - 2020 | Visiting Professor, Eada Business School Barcelona, Spain |
| 2001 - 2005 | Associate Professor (tenured), University of Guelph, Canada |

GRANTS AND HONORS

Awards and Honors

- | | |
|------|---|
| 2018 | 1st Prize for Best Academic Paper in Management 2018 of the Fondation Nationale pour l'Enseignement de la Gestion des Entreprises for the article (Gröschl, S. Gabaldon, P. and Hahn), T. 2017. The Co-Evolution of Leaders' Cognitive Complexity and Corporate Sustainability: The Case of the CEO of Puma". |
| 2013 | Uncertainty, Diversity and the Common Good: Changing Norms and New Leadership Paradigms. Voted Academic Essentials in the Leadership category by |

PUBLICATIONS

Journal Articles

- GRÖSCHL, S. and 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. (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. and 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., 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), pp. 741-762.
- 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. and GABALDON, P. (2017). Leading Resistance to Doing Business as Usual. *Management Revue: Socio-economic Studies*, 28(2), pp. 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), pp. 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), pp. 579-588.
- GRÖSCHL, S. and 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. (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. (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. (2011). Wenn nur die Fähigkeiten zählen: Lektionen von Deutschen Hotelintegrationsunternehmen. *Diversitas*, 2(2), pp. 15-23.
- GRÖSCHL, S. and TAKAGI, J. (2009). Gérer la diversité culturelle au sein du personnel en France. *Revue Management & Avenir*, 2009/8(28), pp. 47-59.
- GRÖSCHL, S. (2008). Diversity Management in Europe. *HRM Review*, 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*, pp. 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), pp. 313-334.

GRÖSCHL, S. and 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. (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.

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. (2004). The Portfolio-An Alternative Assessment Method in Hospitality and Tourism Management Education. *Journal of Hospitality and Tourism Education*.

GRÖSCHL, S. and 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.

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. and DOHERTY, L. (2002). The Appraisal Process: Beneath the Surface. *Journal of Human Resources in Hospitality and Tourism*, pp. 57-76.

GRÖSCHL, S. and DOHERTY, L. (2000). Conceptualising Culture. *Cross Cultural Management: An International Journal*, pp. 12-18.

GRÖSCHL, S. and DOHERTY, L. (1999). Diversity Management in Practice. *International Journal of Contemporary Hospitality Management*, pp. 262-268.

Books and book editor

BÖHM, B. and 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. and SR., A.D. (2009). *International Human Resource Management: A Canadian Perspective*. Nelson Education, 485 pages.

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

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

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

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

Book chapters

- GRÖSCHL, S. (2023). Theories of Diversity, Equity and Inclusion. In: 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. (2021). Sustainability practices in informal economies: Actors, roles, and research outlook. In: 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., GABALDON, P. and BIBARD, L. (2020). Taking a Lead in Making a Difference: The Role of Business Schools. In: Lena Zander (ed.). *Research Handbook of Global Leadership*. 1st ed. Cheltenham: Edward Elgar Publishing Ltd, pp. 320-329.
- GRÖSCHL, S. (2013). Concluding Remarks. In: *Uncertainty, Diversity and the Common Good*. 1st ed. Gower, pp. 195.
- GRÖSCHL, S. and QUAPPE, S. (2012). Gender Equality in the Workplace: A Never-Ending Story. In: *L'Encyclopédie des diversités*. 1st ed. Éditions Management et Société (EMS), pp. 41-44.
- GRÖSCHL, S. (2012). Strategic International HRM. In: *Strategic Human Resources Management (5th edition)*. 1st ed. Nelson Education, pp. 293-320.
- 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: *Nouvelles perspectives en management de la diversité*. 1st ed. Éditions Management et Société (EMS), pp. 177-196.
- GRÖSCHL, S. (2010). Strategic International HRM. In: *Strategic Human Resources Planning (4th edition)*. 1st ed. Nelson Education, pp. 295-324.
- GRÖSCHL, S. (2010). The Role of Entrepreneurship in the Integration of Persons with Disabilities into the Workplace (Entrepreneuriat et handicap). In: *Entrepreneuriat et Insertion*. 1st ed. Bruylant, pp. 271-281.
- GRÖSCHL, S. and ADAM, J. (2008). Une opportunité d'emploi pour les personnes handicapées. In: *L'art d'entreprendre*. 1st ed. Pearson Village Mondial, pp. 180-185.
- GRÖSCHL, S. (2007). L'innovation nourrie par la diversité : que nous apprend le management des personnes handicapées ? In: *L'art de l'innovation*. 1st ed. L'Harmattan, pp. 151-157.
- GRÖSCHL, S. (2007). Workforce Diversity. In: *Strategic Human Resources Planning*. 1st ed. Thomson Nelson, pp. 295-320.
- GRÖSCHL, S. (2007). Strategic International HRM - Workforce Diversity. In: *Strategic Human Resources Planning*. 1st ed. Toronto: Thomson Nelson, pp. 295-320.
- GRÖSCHL, S. (2002). Assessing Culturally Diverse Faculties: The Appraisal Process within Cross Cultural Context. In: *Immortal Longings: Business Education and Training*. 1st ed. University Press of America, pp. 40-50.

Conference proceedings

- GRÖSCHL, S., HAHN, T. and GABALDON, P. (2022). Lone fighters or with a helping hand? How successful women leaders navigate career paradoxes. In: *38th EGOS Colloquium Vienna*. Vienna: European Group for Organizational Studies (EGOS).
- GRÖSCHL, S. (2020). Informal economies and sustainability practices. In: *Organizing Sustainably: Actors, Institutions, and Practices*. Organization Studies.

- HAHN, T., GRÖSCHL, S. and GABALDON, P. (2019). The role of paradoxical and intuitive thinking in successful women leadership careers. In: *35th EGOS Colloquium*. Edinburgh: European Group for Organizational Studies (EGOS).
- GRÖSCHL, S. (2018). Interculturalism as a Means Toward Sustainable Tourism in Indigenous Islander Communities. In: *2018 European Council on Hotel, Restaurant & Institutional Education (EuroCHRIE)*. Dublin Institute of Technology.
- GABALDON, P., HUSE, M. and GRÖSCHL, S. (2016). Women Directors in Norway: The Multiple Paths to the Boards. In: *2016 Academy of Management (AOM) Proceedings*. Academy of Management.
- GRÖSCHL, S. and GABALDON, P. (2015). Daring to Resist Temptations of Doing Business as Usual: The Case of Puma. In: *Business for Society*. Erasmus University of Rotterdam.
- GRÖSCHL, S. and GABALDON, P. (2015). Motivational Constructs of Decision Makers and their Impact on Firms' Use of Common Pool Resources. In: *Pura Vida: Realizing Eudemonia in Business and Society*. International Association of Business and Society (IABS).
- GRÖSCHL, S. (2011). Employment Barriers for Persons with Disabilities in the Hotel Industry: A Reality Check. In: *Proceedings of 2011 ICHRIE Conference*. University of Massachusetts.
- GRÖSCHL, S. and TAKAGI, J. (2009). A Model of Individual Perceptions of Diversity and Its Implications for Managing Diversity. In: *Les Cinquièmes Rencontres Internationales sur la Diversité*. IAE de Corse.
- GRÖSCHL, S. and TAKAGI, J. (2008). Gérer la Diversité culturelle au sein du personnel en France. In: *Faire vivre la Diversité: Les quatrièmes rencontres internationales de la Diversité - IAE de Corse, Corte*. IAE de Corse.
- GRÖSCHL, S. and TAKAGI, J. (2008). Understanding Diversity and Managing a Multi-cultural Workforce: The Case of France. In: *Proceedings of the LAEMOS 2008 Conference: Managing Culturally Diverse Organizations*. FGV Editora.
- GRÖSCHL, S. (2007). Employees with Disabilities in Ontario's Hotel industry: Applications for Organizations and their HR Functions in France. In: *Actes des 3èmes Rencontres Internationales de l'IAE de Corte: Réussir la diversité*. IAE de Corse.
- GRÖSCHL, S. (2007). Non-traditional Assessment Methods for Hospitality Educators: The Student Portfolio. In: *School of Tourism Management, Beijing International Studies University (CD-Rom)*. Beijing University.
- TAKAGI, J. and GRÖSCHL, S. (2007). The Diversity of Diversity: Exploring Different Meanings of Diversity. In: *2007 European Group of Organisational Studies*. European Group for Organizational Studies (EGOS).
- GRÖSCHL, S. (2006). Employing Persons with Disabilities: The Case of Ontario's Hotel Industry. In: *Proceedings of the Asian Pacific Chrie Conference*. Asia Pacific Chrie, pp. 1265-1276.
- EXCARCHOULIS, T. and GRÖSCHL, S. (2006). What Motivates Hotel Department Heads? A Case Study of a Canadian Hotel Group. In: *Proceedings of ASAC 2006*. Administrative Sciences Association of Canada (ASAC).
- GRÖSCHL, S. (2004). Human resources challenges in integrating persons with disabilities in Canada's hotel industry. In: *EuroCHRIE*. Ankara: EuroCHRIE.
- GRÖSCHL, S. and YU, J. (2004). The impact of Chinese culture on human resource management practice in Sino-foreign hotels operating in China. In: *EuroCHRIE 2004 Conference*. Ankara: EuroCHRIE.

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

GRÖSCHL, S. and FIGUEROA, N. (2003). Current employment practices focusing on physically disabled employees in the hotel industry. In: *Euro CHRIE 2003 Conference*. Bad Honnef: EuroCHRIE.

GRÖSCHL, S. and BARROWS, C. (2003). New Directions in Human Resource Management in Private Clubs. In: *EuroCHRIE 2003 Conference*. Bad Honnef: EuroCHRIE.

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

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

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

GRÖSCHL, S. and DOHERTY, L. (2000). Diversity Management - Fact or Fiction? In: *EGOS (European Group of Organisational Studies) Colloquium 2000*. Helsinki: Helsinki School of Economics.

GRÖSCHL, S. and DOHERTY, L. (2000). National Culture and its Influence on the Appraisal process: An Exploratory Study. In: *International EuroCHRIE 2000 Convention and Expo*. New Orleans: EuroCHRIE.

GRÖSCHL, S. and DOHERTY, L. (2000). The Appraisal Process - A Case Study. In: *CHME 9th Annual Hospitality Research Conference*. Huddersfield: University of Huddersfield.

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

GRÖSCHL, S. and DOHERTY, L. (1998). Diversity Management in International Hotel Chains in San Francisco. In: *CHME 7th Annual Hospitality Research Conference*. Glasgow: Caledonian University, pp. 98-99.

Conferences

GRÖSCHL, S. (2022). Sustainable business practices in informal economies. In: *2022 Responsible Leadership Reimagined*. Stellenbosch.

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

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

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

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

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

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

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

GRÖSCHL, S. and GABALDON, P. (2013). From Free Riders to Responsible Leaders. In: 20th Annual International Vincentian Business Ethics Conference.

GRÖSCHL, S. (2012). Global Diversity Management: Think Global, Act Local. In: 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. In: XXIIème Congrès de l'AGRH.

Prefaces of a book

GRÖSCHL, S. (2013). Introduction. In: *Uncertainty, Diversity and the Common Good*. 1st ed. Gower, pp. 1-5.

Technical reports and white papers

GRÖSCHL, S. (2023). Rapid Assessment of Diaspora Women Engagement. IOM, Kenya.

Published Cases

GRÖSCHL, S. (2022). FC Bayern Munich and Qatar Airways: A Question of Sportswashing? 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. (2013). Le fiasco de Knysia or a question of leadership failure? ESSEC Business School.

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

Press

GRÖSCHL, S. 2020. *Sports clubs get smarter in their search for top management (Interview with Simon Kuper, FT)*. May.

GRÖSCHL, S. 2020. *A business outlook beyond the crisis, Question(s) de management (n°27), (Special Edition)*. June.

GRÖSCHL, S. 2020. *From the deathzone to the boardroom*. February.

GRÖSCHL, S. 2020. *L'accélération du recours aux plates formes numériques, Question(s) de management*. September.

- GRÖSCHL, S. 2015. *Disabled Employment Has a Long Way to Go (by Benjamin Jones)*. July.
- 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*.
- 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. (2019). Changer le monde. *Monde des Grandes Écoles Universités Le Magazine*.
- 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. (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. (2013). Gestion de la diversité des équipes professionnelles de football: Lessons sur le/de football. *Huffington Post*.
- GRÖSCHL, S. and ADAM, J. (2008). Une opportunité d'emploi pour les personnes handicapées. *Les Echos*, pp. 12.
- GRÖSCHL, S. and ADAM, J. (2008). L'entrepreneuriat: une opportunité d'emploi pour les personnes handicapées. *Les Echos*.
- GRÖSCHL, S. (2006). L'innovation nourrie par la diversité. Que nous apprend le management des personnes handicapées ? *Les Echos*, pp. 1-4.

OTHER RESEARCH ACTIVITIES

Editorial Board Membership

- | | |
|-------------|---|
| Since 2022 | Cornell Hospitality Quarterly |
| Since 2016 | Vision: The Journal of Business Perspective |
| 2014 - 2018 | Diversitas |
| Since 2013 | Advances in Hospitality and Tourism Research |
| Since 2012 | Equality, Diversity and Inclusion |
| Since 2010 | International Journal of Hospitality and Tourism Administration |

2007 - 2008 International Journal of Hospitality and Tourism Administration

2005 International Journal of Hospitality and Tourism Administration

Affiliations

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

PROFESSIONAL ACTIVITIES

Consulting

2012 - 2014 Member of the Observatoire de la diversité et de la parité, Ministère de l'Intérieur de la République Française