Stefan GRÖSCHL

Professor
Department: Management
ESSEC Business School
3 avenue Bernard Hirsch
95021 Cergy-Pontoise
France

Email: groschl@essec.edu
Phone number: +33 (0)1 34 43 36 30
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. (2025). Women without a voice: A commentary. *Gender, Work and Organization*, 32(3), pp. 1385-1391.

GRÖSCHL, S., GABALDON, P., HAHN, T. and KELAN, E. (2025). The Emergence and Effects of Sponsors for Women Leaders. *Gender, Work and Organization*, 32(5), pp. 1786-1796.

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. (2024). Challenges for Diaspora Women to Rebuild Their Homeland. *International Migration Review*, In press.

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 Slected 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. (2026). *Summit Codes. Erfolgreich führen mit den Prinzipien der Extrembergsteiger*. Redline.

BÖHM, B. and GRÖSCHL, S. (2019). *From the Death Zone to the Boardroom: What Business Leaders and Decision Makers Can Learn From Extreme Mountaineering*. 1st ed. New York: 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. (2025). Responsible Leadership and Sustainable Business Practices. In: Hugues Bouthinon-Dumas, Arijit Chatterjee, Bernard Leca eds. *Navigating the ecological transition*. 1st ed. Abingdon & New York: Routledge, pp. 11-19.

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

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

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.

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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., VAN HOOF, B. and 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. In: *EURAM 2025: Managing with purpose, University of Florence*. Florence: European Academy of Management (EURAM).

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 Massachussetts.

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: Applicatins for Organizatins 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 inSino-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 employement 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., WACHIRA, M. and VAN, B.H. (2025). Exploring the Role of Women on Boards in Shaping Environmental, Social and Governance (ESG) Activities in Commercial Banks in Sub-Saharan Africa. In: 2025 Managing with Purpose Conference. Florence.

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. In: International Sustainable Development Research Society Conference. Nepal.

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. (2025). Shedding Light on Women's Work. *ESSEC Knowledge*.

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 responsible: 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'entreprenariat: 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

Associate Editor

Since 2024	Gender, Work and Organization

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, Ministere de l'Intérieur de la Republique Française