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ESSEC Business School
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RESEARCH INTERESTS

Diversité et inclusion

EDUCATION

- | | |
|------|---|
| 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 |

EMPLOYMENT

Full-time academic positions

- | | |
|----------------|---|
| 2012 - Present | Teaching Professor, ESSEC Business School, France |
| 2008 - 2012 | Associate Teaching Professor, ESSEC Business School, France |
| 1997 - 2008 | Assistant Teaching Professor, ESSEC Business School, France |

Other affiliations and appointments

- | | |
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| 2021 - 2026 | Academic Director of the ESSEC & Mannheim Executive MBA program, ESSEC Business School, France |
| 2007 - 2026 | Holder of the Leadership and Diversity Chair, ESSEC Business School, France |

PUBLICATIONS

Journal Articles

- 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.
- 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.

Books and book editor

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

Book chapters

- TAKAGI, J. (2019). L'apprentissage à la japonaise : le learning-by-doing au Japon, un concept encore nouveau en management. In: 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. and HONG, J. (2013). The Global Team Leader Dilemma: Diversity and Inclusion. In: *Uncertainty, Diversity and the Common Good*. 1st ed. Gower, pp. 111-121.
- TAKAGI, J. and MOTEABBED, S. (2012). The Construction of Workplace Identities for Women: Some Reflections on the Impact of Female Quotas and Role Models. In: *Diversity Quotas, Diverse Perspectives: The Case of Gender*. 1st ed. Gower, pp. 149-158.
- TAKAGI, J. (2011). Multicultural Identities and Culture Work. In: *Diversity in the Workplace*. 1st ed. Gower, pp. 79-88.
- TAKAGI, J. (2011). The Challenge of Diversity: Examples from France. In: *Going Diverse: Innovative Answers to Future Challenges*. 1st ed. Budrich UniPress, pp. 77-87.
- TAKAGI, J. and CERDIN, J.L. (2004). Internationalizing French Management Education: A Contextual Analysis of Strategies in French Business Schools. In: *The Cutting Edged of International Management Education*. 1st ed. Information Age Publishing, pp. 37-62.
- TAKAGI, J. and DE CARLO, L. (2003). The Ephemeral National Model of Management Education: A Comparative Study of Five Management Programmes in France. In: *Inside the Business Schools*. 1st ed. Abstrackt, Liber, Copengagen Business School Press, pp. 29-57.

Conference proceedings

- 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.
- 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).

Conferences

- BAYLON, D. and TAKAGI, J. (2015). Enacting Symbolic Distance in Social Media: the Paradox of Proximate Distance in French Public Diplomacy. In: 31st European Group for Organizational Studies (EGOS) Colloquium 2015.
- TAKAGI, J. (2014). "My Wife is a Gangster": Women in Leadership. In: 30th European Group for Organization Studies (EGOS) Colloquium 2014.
- TAKAGI, J., BAYLON, D. and SZENDY, A. (2014). Leading in Turbulent Times: The Case of Volume-Based Leadership. In: 30th European Group for Organization Studies (EGOS) Colloquium 2014.

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

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

TAKAGI, J. and MOTEABBED, S. (2012). Gender Quotas, Types of Women on Board and Role Modeling: Towards a Sustainable Model of Gender Diversity on Corporate Boards. In: 28th EGOS Colloquium 2012.

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

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

TAKAGI, J. and 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. and TAKAGI, J. (1997). Information Uncertainty and Reactions to Change Implementation.

Working Papers

DE CARLO, L. and 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. and TAKAGI, J. (1998). *Uncertainty, Symbolic Frameworks and Worker Discomfort with Change*. ESSEC Business School.

Published Cases

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

Press

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

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

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

PhD Supervision

2012

Hae-Jung HONG (ESSEC Business School), Thesis co-director, First Placement: 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