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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

2021 - 2028	Academic Director of the ESSEC & Mannheim Executive MBA program, ESSEC Business School, France
2007 - 2030	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 Uncertainly 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 Educationin 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 Institutioinal 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.

OTHER RESEARCH ACTIVITIES

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