

**Maria GRIBLING**

Professeur assistant

Académie : Innovation

Centre de recherche : SKEMA Centre for Sustainability Studies

Campus : Sophia Antipolis

Email : maria.gribling@skema.edu

## Intérêts de recherche

---

Careers, Diversity and inclusion, Identity, Créativité

## Domaines d'enseignement

---

Cross-cultural Communication & Management, Diversity , HRM, International Management, Leadership

## Formation

---

2018 PhD in Management, Birmingham Business School, Royaume Uni

2007 Master in Research in Management and Economics, IAE Savoie Mont Blanc, France

## Expérience Professionnelle

---

### Positions académiques principales

Depuis 2018 Assistant Professor, SKEMA Business School, France

2015 - 2017 Affiliate Professor, Universidad Carlos III de Madrid, Espagne

2012 - 2014 Affiliate Professor, Grenoble Ecole de Management, France

### Autres affiliations académiques

2018 - 2019 Responsable de programme, SKEMA Business School, France

2018 Postdoctoral Researcher, Grenoble Ecole de Management, France

2014 - 2015 Senior Lecturer, Westminster Business School, Royaume Uni

### Autres expériences professionnelles

2008 - 2009 Head of Human Resources, The Global Alliance for Improved Nutrition, Suisse

## Publications

---

### Articles académiques revus

GRIBLING, M. et DUBERLEY, J. (2021). Global competitive pressures and career ecosystems: contrasting the performance management systems in UK and French Business Schools. *Personnel Review*, 50(5), pp. 1409-1425.

CLARKE, L. et GRIBLING, M. (2008). Obstacles to diversity in construction: the example of Heathrow Terminal 5. *Construction Management and Economics*, 26(10), pp. 1055-1065.

### Présentations dans des conférences

GRIBLING, M. et SMITH, M. (2019). Riding the wave of diversity: the construction of occupational mandate for diversity professionals in France. Dans: EGOS (European Group for Organization Studies). Edinburgh.

GRIBLING, M. et DUBERLEY, J. (2016). One size fits all? Gender and 'convenient' identities of academics in French and UK Business Schools. Dans: EGOS (European Group for Organization Studies). Naples.

GRIBLING, M. et SMITH, M. (2014). The Managerialization of Diversity 'Laws': the case of the Label and Charter in France. Dans: EURAM (European Academy of Management) Conference. Valencia.

GRIBLING, M. et DUBERLEY, J. (2014). Carrots, sticks and scripts: inter-organizational mobility in UK and French Business Schools. Dans: EGOS (European Group for Organization Studies). Rotterdam.

GRIBLING, M. et SMITH, M. (2013). National conceptualization of diversity: interplay of 'soft' and 'hard' law? The case of French Diversity Charter and Diversity Label. Dans: EDI (Equal Diversity and Inclusion Conference). Athens.

### **Presse et réseaux sociaux**

GRIBLING, M. et BACHA, E. (2020). Remote-work-trust-and-surveillance-in-times-of-pandemic. SKEMA ThinkForward.

GRIBLING, M. et BACHA, E. (2020). Travail à distance, confiance et surveillance en période de pandémie. SKEMA ThinkForward.

GRIBLING, M. et SMITH, M. (2019). Comment crédibiliser davantage les responsables diversité dans l'entreprise. The Conversation, France.

GRIBLING, M. et SMITH, M. (2018). Can pay reporting help reduce the gender pay gap? The Conversation, France.

GRIBLING, M. et SMITH, M. (2018). L'obligation de transparence reste insuffisante pour réduire les inégalités salariales hommes-femmes. The Conversation, France.

SMITH, M. et GRIBLING, M. (2018). I can see clearly now: 'pay secrecy' fades as more transparency becomes the norm. The Conversation, France.