

ABOUT THE AUTHORS

Akram Al Ariss is a Professor of Human Resource Management (HRM) at Toulouse Business School (France). He has a PhD from Norwich Business School, University of East Anglia (UK), and a Habilitation à Diriger des Recherches from Université Paris-Dauphine (France). Akram's research interests include expatriation, career, and global talent management. He has published in journals such as the *Journal of World Business*, *Thunderbird International Business Review*, *British Journal of Management*, *Human Resource Management Review*, *Journal of Business Ethics*, and *Career Development International*. Akram is editor of *Global Talent Management* (2014) and with Gary Dessler is co-author of *Human Resource Management* (2012). He is Associate Editor for *Career Development International*, and an Editorial Board member for a number of top general and specialty journals including *Journal of World Business*, *Journal of International Business Studies* (incoming), *Human Resource Management Review*, and *British Journal of Management*. He has won several academic awards such as the Emerald Literati Network Awards for Excellence (2012) and the Best International Paper of the Academy of Management's (AOM) Careers Division (2014). He is a Representative-at-Large for AOM's Careers Division (2016–2019).

Kurt April lectures and researches in the areas of leadership, diversity, and inclusion at the Graduate School of Business, University of Cape Town (South Africa). He is also Educator for DukeCE (USA), Associate Fellow of Saïd Business School at the University of Oxford (UK), Research Fellow of Ashridge-Hult (UK), and Visiting Professor of London Metropolitan University (UK).

T. Alexandra Beauregard is an Associate Professor in Human Resource Management at Middlesex University Business School. She received her Bachelor's degree in Psychology from the University of Waterloo in Canada, and her MSc and PhD from London School of Economics and Political Science. Her research and teaching are focused on work-life balance, flexible work arrangements, and diversity in organizations. She also

carries out consultancy projects on flexible working and gender equality for both private- and public-sector organizations.

Preeya Daya is a consultant, lecturer, and researcher with extensive background and experience in diversity and inclusion, human resource management, and organizational behavior. She worked as a senior HR business partner in South Africa and Europe for 10 years before she joined the University of Cape Town's Graduate School of Business as a senior lecturer in 2010. She is currently associated to three South African business schools where she designs curriculum, lectures, conducts research, and co-convenes a PhD program. Preeya works with a range of organizations to improve race and gender equity and to examine, design, and implement the policies and systems needed to support it. She is also an expert in designing and implementing strategic human resource management that drives high performance, employee engagement, and satisfaction, which in turn optimizes human capital value for organizations.

Maria Ester de Freitas is Full Professor and Senior Researcher on Organizational Studies at Business School of São Paulo of Fundação Getulio Vargas (EAESP/FGV), Brazil. She was Visiting Researcher at NYU (1987), Université Paris VII (1994/1996), and HEC/France (2003/2004). She is the author of several articles and books including *Organizational Culture and Symbolism*, *Psycho-sociology of Organizations*, *Diversity and Intercultural Management*, *Violence on the Workplace*, and *Quality of Interpersonal Relations at Work*. She is a member of the Chaire Management et Diversité, at the Université Paris-Dauphine (France).

Jean-Pierre Dupuis is a Full Professor at the Department of Management at HEC Montréal, where he teaches sociology and anthropology of organizations, as well as intercultural management. He holds a PhD in anthropology from the Université de Montréal, and is interested in relations between culture and management. He was co-editor of *Cross-Cultural Management: Culture and Management across the World*, published in 2013 with Jean-François Chanlat and Edouardo Davel.

Gabriela Francke Rojo is HR Consultant with experience in both Peru and the United Kingdom, and with particular expertise in organizational development, change management, employee engagement, and corporate education. She received her Bachelor's degree in Social Psychology from Pontificia Universidad Católica del Perú and her MSc in Organizational Behaviour from London School of Economics and Political Science. She is currently a project manager with the Ludic Group in London.

Geraldine Healy is Professor of Employment Relations and Director of the Centre for Research in Equality and Diversity at Queen Mary University of London. She has published widely on equality and inequalities, including *Gender and Union Leadership* (with Gill Kirton, Routledge, 2013), 'Ethnicity and Gender at Work', Palgrave 2008, (with Harriet Bradley), 'Diversity, Ethnicity, Migration and Work: international perspectives', 2011, Palgrave Macmillan (with Franklin Oikelome), co-editor of 'Equalities, Inequalities and Diversity' (Palgrave) and 'The Future of Worker Representation' (Palgrave 2004). She has also published widely in leading international journals. Her current research work includes an EU funded project on 'Close the Deal, Fill the Gap' a comparative project on the gender pay gap with universities of Verona, Silesia and West of England, the 'gender representation and pay gap in UK universities (with Almudena Sevilla and Natalia Nollenberger) and a TUC study on organizing women casual workers.

Lotte Holck is Postdoc at the Department of Organization, Copenhagen Business School (Denmark). Her research critically explores issues of workplace diversity, organizational inequality, and power relations with a particular focus on the intersection of class, ethnicity, gender, and professional training. Her interests investigate how organizational diversity and inequality processes are embedded in organizational set-up and larger societal structures and discourses on difference and immigration. Methodologically, she applies intervention-based critical ethnography to advance a *problematizing* and *practitioner-relevant* diversity agenda. Lotte is currently doing an industrial postdoc research for ISS A/S and Copenhagen Business School on diverse teams and their leadership on how to achieve diverse teams balancing gender, ethnicity, age, and tenure with a focus on recruitment, onboarding, and team leadership processes.

Charlotte Holgersson is Associate Professor at the Department of Industrial Economics and Management at KTH Royal Institute of Technology in Stockholm (Sweden). Her research is located in the intersection between gender studies and management and organization studies. She defended her doctoral thesis on the recruitment of managing directors and the concept of homosociality in 2003 at the Stockholm School of Economics. One of her main empirical concerns has been the perpetuation of men's dominance on top positions in organizations. She is also interested in processes of change, and several of her research projects focus on equality, diversity, and inclusion practices in organizations.

Emmanuel Kamdem is Sociologist and Professor, out of scale and Director of the Higher School of Economic and Commercial Sciences (ESSEC) of the University of Douala, Cameroon. He directs the Centre d'Études et de Recherches Africaines en Management et en Entrepreneuriat (CÉRAME) and is visiting professor in various universities (FSEG, University of Ngaoundere, Cameroon; FSEG, University of Strasbourg, France; ESSCA, Angers, France; ESCA, Casablanca, Morocco; FSESG, University of Reims Champagne-Ardenne, France; Sup Com, Libreville, Gabon). He works on the following main themes: intercultural management and diversity management in the African context; organizational behavior; managerial ethics; socio-anthropological analysis of African organizations. He is also a member of the Cercle de Réflexion Économique du Groupement Inter-Patronal du Cameroun (GICAM), the main employers' organization in Cameroon. He has authored and co-authored 6 edited books and 33 articles that are dedicated primarily to management in the African context. His most recent publication is, *Innovation entrepreneuriale et développement durable en Afrique: défis et opportunités* (Paris, L'Harmattan, 2016).

Sara Louise Muhr works as an Associate Professor at Copenhagen Business School as well as affiliated to Stockholm School of Economics as senior researcher. Her research focuses on critical perspectives on managerial identity and HRM, especially in relation to issues around coping with diversity and expectations in modern, flexible ways of working. Following this broader aim she has worked with various empirical settings such as management consultancy, prisons, pole dance studios, and executive networks where she has engaged with issues such as emotional labor, gender, ethnicity, leadership, and work-life balance.

Franklin Oikelome is Associate Professor of HRM at Eastern University, Pennsylvania (USA). He obtained his Masters and PhD from the London School of Economics and his B.Sc. from the University of Lagos where he was a three times recipient of the University's *Best Student Scholarship Award* and *Best Graduating Student Award*. Prior to joining Eastern University, Franklin was a lecturer of HRM and Organizational Behavior at University of Hull and Research fellow at Queen Mary University of London. He has also previously worked at the United Nations, New York, and the International Labor Organization, Geneva. His research interests include employment and inequality, diversity management, human resource management, and international labor migration.

Laurence Romani, PhD, is Associate Professor at the Stockholm School of Economics (Sweden). Laurence's work focuses on issues of representation and interaction with all forms of otherness in respectful and enriching ways. Her current research empirically investigates practices of diversity management (see www.casl.se). Laurence considers contributions from critical management, feminist, and postcolonial organization studies to further cross-cultural management research and teaching, promoting critical cross-cultural management studies that are at the cross-road with diversity management. Laurence's work appears in *Organizational Research Method*, *Academy of Management Learning and Education*, *Journal of Business Ethics*, and the *International Journal of Cross-Cultural Management*. She co-edited *Cross-cultural Management in Practice: Culture and Negotiated Meanings* (Edward Elgar).

Jean-Pierre Segal graduated from HEC Paris in 1974 and earned his PhD in 1982 from Paris Dauphine University. He is a member of CNRS (National Center for Scientific Researchers) unit DRM (Dauphine Recherche Management) and a supervisor of PhD thesis in Paris Dauphine University and Beijing Tsinghua University. He has a large international experience of teaching sociology, cross-national comparison of management patterns and cross-cultural management. He is an associate researcher to the Chair for Diversity Management in Paris Dauphine University. His work has been mainly focused on the local implementation of "Western patterns of management," including Human Resources Management, Diversity Management, and Corporate Social Responsibility, within foreign subsidiaries of Western international companies. His most recent work's fields were Vietnam and New Caledonia.

Joana Vassilopoulou is Senior Lecturer (Associate Professor) in HRM at Brunel Business School, Brunel University London (UK). Her research focuses on gender and race equality at work, diversity, and talent management. She has published in edited collections and journals, such as the *European Journal of Industrial Relations*, *International Business Review*, and the *International Journal of HRM*. Joana is a Visiting Professor at Dauphine University, Paris (France), amongst other visiting positions. Joana is also an Associate Editor of the *European Management Review*, a board member and UK national representative of the European Academy of Management. As a certified trainer in Managing Gender & Diversity and HRM, she has developed and delivered trainings for various organizations in countries such as Germany, Netherlands, France, and the UAE. She has a PhD in Management from Norwich Business School, University

of East Anglia (UK) and her Sociology diploma from the University Duisburg-Essen (Germany).

Dorra Yahiaoui is Professor and Head of the master track “Leadership & Change Management” at Kedge Business School (France). She is teaching Human Resource Management and Organizational Behavior. She holds a PhD in Management from the University of Lyon III (France). She is co-chair of the research group: Human Resource Management at EuroMed Research Business Institute and scientific committee member of EuroMed Academy of Business Conference. Her research is mainly focused on the International transfer of managerial practices within MNCs, the international innovation process within MNCs, and the Management in the Middle East and North African countries. She published several book chapters and articles in high ranked journals such as *Human Resource Management*, *The International Journal of Human Resource Management*; *Thunderbird: International Business Review*; *International Marketing Review*; *Competitiveness Review*; *Qualitative Market Research: An International Journal*; *World Review of Entrepreneurship, Management and Sustainable Development*; *Journal of Transnational Management*, among others.