

Prof. Dr. Nicole Steller

ESCP Business School Madrid Campus

Nsteller@escp.eu | www.nicolesteller.com | +49 152 3451699

EDUCATION

10/2025 - ongoing	ESCP Business School, Spain Assistant Professor in Management Teaching: Sustainability, Family Business Growth Strategy
07/22 - 09/25	University Witten/Herdecke, GER PhD at the RMI-Institute of Management, Summa cum Laude Research Focus: Corporate Purpose, Strategy, Organizational Behavior, Leadership
08/21 – 06/22	Lund University School of Economics and Management (LUSEM), SWE M.Sc. in International Strategic Management Grade point: A Thesis: The Effectiveness of Performance Management Systems and its Systemic Value
04/18 – 06/21	University Witten/Herdecke, GER B.Sc. in Management Grade point: 1,0 Thesis: What is behind the start-up hype? An empirical study
10/17 – 10/20	University Witten/Herdecke, GER B.A. in Philosophy, Cultural Reflection and Cultural Practice Grade point: 1,3 Thesis: Non-verbal leadership communication and its perception – the analogy between corporate leadership and conducting an orchestra

ACADEMIC APPOINTMENTS

01/25 – 06/25	Zurich University of Applied Sciences/ZHAW Teaching Assistant, Affiliation
03/24 - 07/24	University of Queensland, AUS Visiting Fellow, Prof. Nicola Pless; Prof. Thomas Maak
07/22 – present	University Witten/Herdecke, GER Research Assistant & Lecturer for Organizational Culture & Leadership, Corporate Socio-Political Activism, Ethical Issues in Organizations

PUBLICATIONS AND WORKING PAPERS

Conditionally Accepted	Dynamic Strategifying: How Do Chief Purpose Officers Make Purpose Strategic and Strategy Purposeful Long Range Planning Ranking: B Best Student Paper Award EURAM Annual Conference 2024, AOM 2024, Vhb 2024
Accepted	Purpose matters for leaders – more or less Zeitschrift Führung und Organisation ZFO Ranking: D
Under Review	Too Good to Be True? Ambivalent Implications and Organizational Challenges of Purpose Implementation European Management Review Ranking: B 2 nd R&R Best Student Paper Finalist AOM 2024, Published in AOM Proceedings
Work in Progress	Towards a Model of Strategic Renewal: How Corporate Purpose Shapes Strategizing Practices? Goal: Strategic Management Journal co-authored Prof. Volberda & Dr. Björck
Work in Progress	How do Chief Purpose Officers lead responsible? Goal: JMS, Special Issue 10/25 co-authored Prof. Nicola Pless

BOOK CHAPTERS & OTHERS

05/24	Achter Fall: Corporate Purpose in deutschen Unternehmen – Purpose-Statements und erste Ansätze für ein Internes Purpose-Audit Book Chapter Sustainability Reporting Practice Information & Case Studies co-authored Kevin Gauch
Accepted	How Chief Purpose Officers Prevent Purpose-Washing by Linking Purpose and Strategy Book Chapter Oxford Handbook for Social Purpose
Accepted	How do Purpose initiatives contribute to Trust in Organizations? Book Chapter Oxford Handbook for Social Purpose co-authored Prof. Nicole Gillespie, Richard Boele
Accepted	Purpose-driven Business Models Book chapter The Sustainable Organization - How Organizations Cover the 17 UN SDGs Using the 3-P-Model Springer Nature Platform
09/23	Planetary Purpose , in WittenLAB Magazine #04
06/22	The Effectiveness of Performance Management Systems and its Systemic Value Master Thesis, Published in Lund University Libraries (Co-authored)

ACADEMIC MEMBERSHIPS

4/24 - present	Academy of Management
5/23 - present	European Academy of Management, EURAM
1/23 - present	European Group for Organizational Studies, EGOS
8/22 - present	Association of University Lecturers in Business Administration, GER VHB

PROFESSIONAL EXPERIENCE

05/2024 - present	Founder Chief-Purpose Officer Community www.chief-purposeofficer.com
09/21 - present	Xperts2 GmbH, GER Microsoft Consulting – <i>Freelancer</i> Provision of client-focused advice and assistance for the usage of digital workplace tools, optimization and automatization of processes
11/20 – 08/21	Lugato GmbH, Berlin, GER Business Development Configuration & Implementation of Salesforce-CRM-System, Developing new business areas, Data Analysis
08/19 – 10/20	ARDEX Group, UK, GER, IE Digitalization - <i>Intern/ Working student</i> Project management and team leadership, Implementation of MS 365
08/18 – 1/19	SSC Management Consulting, Cologne, GER Management Consultancy - <i>Intern</i> Publication of a study about new restructuring trends, Restructuring/insolvency consulting

EXTRA-CURRICULAR ACTIVITIES

Since 08/2024	Communication Lead Strategic Management Strategic Interest Group European academy of Management
Since 05/2024	Reviewer European Management Review
Since 2023	Workshops

	Purpose-driven Businesses & the Alignment of Individual & Organizational Purpose Day of Leadership, RMI-Institute for Management, University Witten/Herdecke
11/23	Keynotes Peter-Drucker Society, Purpose Summit 2023 (online)
9/23	Keynote Sigma Squared Entrepreneurship-Network, Barcelona
5/13 – 12/21	Sponsoring/Fundraising , Association of the Youth Orchestra North-Rhine Westphalia
6/18 – 6/19	University Politics at UW/H , Student Representative for Management Study Program
8/19 – 6/21	Supervisory Board , StudierendenGesellschaft e.V., Witten GER

REFERENCES

Prof. Dr. Guido Möllering

Universität Witten/Herdecke, Witten
Organization and Management
Guido.moellering@uni-wh.de

Prof. Nicole Pless

University of South Australia
Chair in Positive Business
Nicola.Pless@unisa.edu.au

Prof. Henk Volberda

University of Amsterdam
Faculty of Economics and Business
Section Strategy & International Business
h.w.volberda@uva.nl