

## Prof. Dr. Marion Festing

### Current Positions

#### Since 2002

Chair of Human Resource Management and Intercultural Leadership at ESCP Business School Berlin

#### Since 2014

Academic Director of the Talent Management Institute (TMI)

#### Since 2016

Academic Director of the Excellence Centre for Intercultural Management, Diversity and Inclusion (CIMDI)

### Academic Background and Former Positions

#### 2017 - 2020

Chair of the ESCP Renault Chair of Intercultural Management

#### 2012 - 2017

Rector of the Berlin Campus of ESCP Europe

#### 2008 - 2011

European Research Dean, ESCP Europe

#### 2004 - 2012

Academic Director of the European Executive MBA program in Berlin, ESCP Europe

#### 2002

Habilitation at University of Paderborn (2-year scholarship from Deutsche Forschungsgemeinschaft DFG) and obtaining of the *venia legendi* for business administration. Subject of her thesis: "*The Globalization Process. An Interdisciplinary Perspective.*"

#### 1995

PhD (Dissertation; Dr. rer. pol.). Subject of her dissertation: "*International Strategic Human Resource Management . A transaction cost theory-based empirical analysis.*"

### **1990 - 2002**

Research Associate / Assistant Lecturer at the Department of Human Resources, University of Paderborn, Chair of Professor Wolfgang Weber

### **1984 - 1990**

Studies of Business Administration & Economics, University of Paderborn / École Supérieure de Commerce in Toulouse, France

Marion Festing is married and has two children.

## **International Experience**

Marion has gained teaching, research and working experience in various parts of the world including various European countries, the US, Australia and various Asian countries.

## **Functions**

- Chairwoman of the Scientific Commission for HRM ([WK PERS](#) im VHB) and organizing Chair of the annual academic conference (Herbstworkshop)
- Former Editor-in-Chief of GHRM, the German Journal of Research of Human Resource Management (together with Renate Ortlieb, Axel Haunschild & Jürgen Wegge)
- Former Associate Editor of The International Journal of Human Resource Management
- Member of the Editorial Board of the journals Human Resource Management, Career Development International, The International Journal of Globalisation and Small Business, International Studies of Management and Organization (ISMO), Revue de Gestion des Ressources Humaines (RGRH)
- Member of the Editorial Advisory Board of the journal Zeitschrift für Diversitätsforschung und –management.
- Editor of the Book Series International Human Resources and Strategy Research (Hampp Verlag together with Prof. Dr. Susanne Royer)
- Ad-hoc reviewer for many journals including The International Journal for Human Resource Management; Journal of East European Management Studies; Human Resource Management Journal; Thunderbird International Business Review
- Advisory Board & Supervisory Board Member of the Horizon 2020 Project on Global Mobility of Employees (GLOMO)
- Member of the International Committee IHRM Network
- Member of the EURAM Scientific Council
- German Ambassador of the HR Division of the Academy of Management
- Member of the AOM HR Division Committee for the International HRM Scholarly Research Award
- Organizer/Co-Organizer of various Conferences on (International) Human Resource Management, International Management and Talent Management

## **Memberships**

- Academy of International Business (AIB)
- Academy of Management (AoM)
- European Academy of Management (EURAM)
- European International Business Academy (EIBA)
- European Group of Organisation Studies (EGOS)
- Frauen in die Aufsichtsräte (FidAR; Women for Supervisory Boards Initiative)
- German Academic Association for Business Research (VHB)
- German-French Business Circle (Advisory Board; DFWK)

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