

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 (CIM)

Since 2017

Chair of the ESCP Europe Renault Chair of Intercultural Management

Academic Background and Former Positions

2012 - 2017

Rector of the Berlin Campus of ESCP Europe

2008 - 2011

European Research Dean, ESCP Europe

2008

Appointed Professor of Organization and Personnel, Heinrich-Heine-University Düsseldorf (She rejected)

2004 - 2012

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

2003

Appointed Professor of Human Resource Management, Justus-Liebig-University of Gießen (She rejected)

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 Economics, University of Paderborn / École Supérieure de Commerce in Toulouse, France

Marion Festing is married and has two children.

International Experience

- Studies in Toulouse / France
- Practical work experience in Taipei / Taiwan
- Research stay in the context of a DAAD scholarship with Prof. Peter J. Dowling at Monash University in Melbourne / Australia
- Lecturer in French at the University of Sfax / Tunisia
- Research stay within the DFG-Scholarship in the U.S. at Michigan State University
- Deepening of research contacts at the University of Wisconsin at Madison and Cornell University

Functions

- Editor-in-Chief of the 'German Journal of Research of Human Resource Management' (together with Renate Ortlieb)
- Former Associate Editor of the 'International Journal of Human Resource Management'
- Member of the editorial board of the journals 'Career Development International' and 'The International Journal of Globalisation and Small Business', Member of the Academic 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)
- German Ambassador to the HR Division of the Academy of Management
- Reviewer for the journals 'Journal of International Business Studies', 'Human Resource Management', 'Management International Review', 'European Management Journal', 'Journal for East European Management Studies', 'Human Resource Management Journal'.
- Advisory Board of the Conference of International Human Resource Management
- Former member of the Advisory Board of the Executive Master of Human Resource Management , University of Munich.

- Organizer of the Sixth Conference on International Human Resource Management in Paderborn (together with W. Weber and R. Kabst), 1998; co- organizer of the Fifth Conference on International Human Resource Management, San Diego / USA, 1996, Co-Chair for International Track Human Resource Management of IFSAM 2006 (together with Hartmut Wächter and Peter J. Dowling); track Co-Chair for Human Resource Management of IFSAM 2012 (with Chris Brewster and Peter J. Dowling)
- Co-Chair of the EIASM workshops on International Management in Berlin, October 2013
- Co-Chair of the EIASM workshop on Talent Management in Berlin, October 2014

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 (Board; DFWK)

Last Update: June 2020.