

Sina Alessa Kraus

Education

Since 2018

Doctoral programme in European Management at ESCP Business School Berlin.

2014-2017

Master of Science in Psychology, with focus on social, organisational and business psychology at Freie Universität Berlin.

2011-2014

Bachelor of Science in Psychology at Universität Osnabrück.

Further Qualifications

2019-2020

Certificate course “Intercultural Competence” at Universität Jena.

2017-2018

Systemic Consulting for Junior Professionals at isb Wiesloch.

Professional Experience

Since 2018

Systemic consulting for social initiatives (Heldenrat e.V.) on a voluntary basis.

2017

Internship on Diversity Management at Westdeutscher Rundfunk (WDR) in Cologne.

2016

Internship at Deutsche Bahn's Management Academy (DB-Akademie) in Potsdam.

2013-2014

Assistant at the consulting company essenizio Beratungsgesellschaft mbH in Osnabrück.

2013

Internship at Schmerzklinik Kiel in Kiel.

2012-2013

Scientific internship at Niedersächsisches Institut für frühkindliche Bildung und Entwicklung (Nifbe) in Osnabrück.

2012

Internship in a private psychotherapy clinic, Oberbergklinik Weserbergland in Extertal.

2010

Sales department at Torqeedo GmbH in Starnberg.

International & Intercultural Experience

2016-2018

Mentoring an Afghan refugee girl / Biffy Berlin - Big Friends for Youngsters e.V.

2015

Exchange semester at Université de Montréal/Canada.

2015

German lessons for refugees on a voluntary basis / Multitude e.V.

2012-2013

Intercultural Mentoring at Universität Osnabrück: mentoring international students, training as intercultural mentor.

2010-2011

Travelling through Southeast Asia, Australia and New Zealand.

2007

Student exchange at Institut Saint-Louis, Saumur/France.

Research Fields

- Diversity and Inclusion in Organizations
- Intercultural Competence in Organizations
- International Human Resource Management

Publications

Festing, M. & Kraus, S. (2020): The impact of the Covid-19 pandemic on global employees. In Bunkanwanicha, P., Coeurderoy, R., and Ben Slimane, S. (Eds.): Managing a Post-Covid-19 Era, ESCP Impact Paper 2020-19-EN, 91-96. Retrieved from http://url_of_ebook_database.

Conference Papers

Festing, M. & Kraus, S. A. (2020): Don't forget the employee's role in creating inclusion – Conceptualization of a new construct addressing inclusion competence. Contribution accepted for presentation at the Symposium “Broadening our sight: New perspectives on inclusion at work and the role of inclusive leadership at the 80th Annual Meeting of the Academy of Management, Vancouver/Canada, August 2020.

Festing, M., Kraus S. A., Shaffer, M. A. & Blake, B. D. (2020): Explaining the link between international experience and global career success – A sequential mediation model. Paper accepted for presentation at the 16th International Human Resource Conference, Paris/France, June 2020 [Cancelled due to pandemic crisis].

Last Update: June 2020.