

## Prof. Dr. Marion Festing

### Current Positions

#### Since 2002

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

#### Since 2025

Member of the Leadership and Inclusive Management Institute (LIMI) at ESCP Business School.

#### Since 2023

Co-Scientific Director of the Women in Finance (WiF) Chair at ESCP Business School.

### Academic Background and Former Positions

#### Since 2016 - 2025

Academic Director of the Excellence Centre for Intercultural Management, Diversity and Inclusion (CIMDI) at ESCP Business School.

#### 2014 - 2025

Academic Director of the Talent Management Institute (TMI) at ESCP Business School.

#### 2017 - 2020

Scientific Director 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 the University of Paderborn 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: *"Strategic International Human Resource Management. A transaction cost theory-based empirical analysis."*

## **1990 - 2002**

Research Associate /Lecturer at the Department of Human Resource Management, 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.

## **Academic Functions**

- Associate Editor of GHRM, the German Journal of Human Research Management
- Member of the Editorial Board of the journals Human Resource Management, Career Development International 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 of Human Resource Management; Journal of East European Management Studies; Human Resource Management Journal; Thunderbird International Business Review.
- Member of the International Committee of the IHRM Network.
- Member of the EURAM Scientific Council.
- Organizer of the [IHRM Webinar Series](#).
- Supervisory Board Member of Ovesco Endoscopy AG

- Former Chairwoman of the Scientific Commission for HRM (WK PERS im VHB) and organizing Chair of the annual academic conference (Herbstworkshop), 2022 and 2023.
- Former Editor-in-Chief of GHRM, the German Journal of Research of Human Research Management (together with Renate Ortlieb, Axel Haunschild & Jürgen Wegge).
- Former Associate Editor of The International Journal of Human Resource Management.
- Former German Ambassador of the HR Division of the Academy of Management (AoM).
- Former 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 (DFWK)

## Biography Marion Festing

Marion Festing (PhD) is Professor of Human Resource Management and Intercultural Leadership at ESCP Business School's Berlin campus. She has contributed to ESCP's development in recent years as the Rector/Dean of the Berlin campus, the former Associate Dean for Research of ESCP Europe and the holder of the Renault Chair of Intercultural Management. Currently, she codirects the Women in Finance Chair together with Almudena Canibano and serves as the academic director of the Women in Leadership executive programs in Berlin. Marion has founded ESCP's Talent Management Institute and the Excellence Centre for Intercultural Management, Diversity and Inclusion, which both link academic and practitioner communities by creating new knowledge and building platforms for networking and exchange. These topics also reflect her research interests, which include diversity, equity and inclusion as well as in international human resource management and talent management in various institutional and cultural contexts. She has published in journals such as Human Resource Management, International Journal of Human Resource Management, Human Resource Management Review, Academy of Management Perspectives or Journal of World Business. As part of a tricontinental author team she has written the leading textbook on International Human Resource Management (8th ed., Cengage 2023). Marion also has also served as the Editor in Chief of the German Journal of Human Resource Management and as the chairperson of the human resource management section in the The German Academic Association of Business Research (VHB). Further she contributed as the German Ambassador to the HR division of the Academy of Management and has established together with international colleagues a webinar series on international human resource management (<https://www.youtube.com/c/ihrmwebinarseries>). In terms of teaching innovations she contributed to a MOOC on Intercultural Management and developed the Award winning Serious Game Series "Moving Tomorrow – A Cultural Journey" together with Tobias Schumacher.

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