Maria GRIBLING

Assistant Professor

Academy: Innovation

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Research interests

Careers, Diversity and inclusion, Identity, Creativity in organizations

Education

2018	PhD in Management, Birmingham Business School, Great Britain
2007	Master in Research in Management and Economics, IAE Savoie Mont Blanc, France

Experience

Full-time academic positions

Since 2018	Assistant Professor, SKEMA Business School, France
2015 - 2017	Affiliate Professor, Universidad Carlos III de Madrid, Spain
2012 - 2014	Affiliate Professor, Grenoble Ecole de Management, France

Other academic affiliations and appointments

2018 - 2019	Responsable de programme, SKEMA Business School, France
2018	Postdoctoral Researcher, Grenoble Ecole de Management, France
2014 - 2015	Senior Lecturer, Westminster Business School, Great Britain

Other professional experiences

2008 - 2009	Head of Human Resources, The Global Alliance for Improved Nutrition, Switzerland

Publications

Peer-reviewed journal articles

GRIBLING, M. and DUBERLEY, J. (2021). Global competitive pressures and career ecosystems: contrasting the performance management systems in UK and French Business Schools. *Personnel Review*, 50(5), pp. 1409-1425.

CLARKE, L. and GRIBLING, M. (2008). Obstacles to diversity in construction: the example of Heathrow Terminal 5. *Construction Management and Economics*, 26(10), pp. 1055-1065.

Conference presentations

GRIBLING, M. and SMITH, M. (2019). Riding the wave of diversity: the construction of occupational mandate for diversity professionals in France. In: EGOS (European Group for Organization Studies). Edinburgh.

GRIBLING, M. and DUBERLEY, J. (2016). One size fits all? Gender and 'convenient' identities of academics in French and UK Business Schools. In: EGOS (European Group for Organization Studies). Naples.

GRIBLING, M. and SMITH, M. (2014). The Managerialization of Diversity 'Laws': the case of the Label and Charter in France. In: EURAM (European Academy of Management) Conference. Valencia.

GRIBLING, M. and DUBERLEY, J. (2014). Carrots, sticks and scripts: inter-organizational mobility in UK and French Business Schools. In: EGOS (European Group for Organization Studies). Rotterdam.

GRIBLING, M. and SMITH, M. (2013). National conceptualization of diversity: interplay of 'soft' and 'hard' law? The case of French Diversity Charter and Diversity Label. In: EDI (Equal Diversity and Inclusion Conference). Athens.

Published business cases

GRIBLING, M. (2026). 'Improvising' leadership and conflict management at Improv'Art. The Case Centre.

GRIBLING, M. and MC GETRICK, D. (2025). Should I stay of should I go? Onboarding gone wrong: dreans vs reality (check). The Case Centre.

Press and social media

GRIBLING, M. (2024). Faut-il développer un leadership non-genré? *SKEMA GLIMPSE* , pp. 44-45.

GRIBLING, M. and BACHA, E. (2020). Remote-work-trust-and-surveillance-in-times-of-pandemic. SKEMA ThinkForward.

GRIBLING, M. and BACHA, E. (2020). Travail à distance, confiance et surveillance en période de pandémie. SKEMA ThinkForward.

GRIBLING, M. and SMITH, M. (2019). Comment crédibiliser davantage les responsables diversité dans l'entreprise. The Conversation, France.

GRIBLING, M. and SMITH, M. (2018). Can pay reporting help reduce the gender pay gap? The Conversation, France.

GRIBLING, M. and SMITH, M. (2018). L'obligation de transparence reste insuffisante pour réduire les inégalités salariales hommes-femmes. The Conversation, France.

SMITH, M. and GRIBLING, M. (2018). I can see clearly now: 'pay secrecy' fades as more transparency becomes the norm. The Conversation, France.