Maria GRIBLING

Professeur assistant

Académie : Innovation

Centre de recherche : SKEMA Centre for Analytics and Operations

Campus : Sophia Antipolis

Email : maria.gribling@skema.edu

Intérêts de recherche

Careers, Diversity and inclusion, Identity, Créativité

Formation

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

Expérience Professionnelle

Positions académiques principales

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

Autres affiliations académiques

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

Autres expériences professionnelles

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

Publications

Articles académiques revus

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

Présentations dans des conférences

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

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

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

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

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

Études de cas publiées

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

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

Presse et réseaux sociaux

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

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

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

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

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

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

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