

CURRICULUM VITAE

Taran PATEL, PhD, HDR

Contact details:

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PERSONAL DETAILS

- **Nationality:** French
- **Marital status:** Married, one child (7 years of age)
- **Languages:** English (fluent, entire education in English)
Hindi (fluent, mother tongue)
French (fluent, bilingual)

EDUCATION

- ***Habilitation à Diriger des Recherches (HDR)*** in ‘Culture in International Business’ at University of Rouen (earned in April 2022), defended under the guidance of Professor Michalis Lianos, University of Rouen.
- **PhD in International Business** (2007), Open University (Milton Keynes, UK) under the supervision of Dr Steve Rayner Saïd Business School, (University of Oxford)
 - Winner of the EFMD Best Thesis Award in the Corporate Governance Segment
- **Master in Business Administration** (part time 1997-2000), Cyprus College, Nicosia, Cyprus in affiliation with the University of New Haven, Connecticut, USA.
- **Bachelor of Pharmacy** (1990-1994), L.M. College of Pharmacy, Gujarat University, Ahmedabad, India.

CAREER HISTORY

Current position at Grenoble Ecole de Management:

- **November 2023 (ongoing):** Director of the Doctoral School at Grenoble Ecole de Management comprising the DBA and PhD programs
 - Collaborating with the program directors and administrative staff members of the Doctoral School to ensure its smooth functioning,
 - Collaborating with faculty members teaching and supervising on the doctoral programs
 - Ensuring the financial viability, growth, and quality of our current programs: PhD, DBA France, and DBA USA.
 - Forging new partnerships and creating new DBA programs worldwide
 - Envisaging and designing other programs destined toward doctoral students and young faculty within and outside Europe
 - Representing the interest of the Doctoral School vis-à-vis internal and external stakeholders
 - With a current revenue of more than 1.5 million Euros, the Doctoral School of GEM is home to over 150 doctoral students (DBA plus PhD)
- **June 2021 (ongoing):** Senior/Full Professor, People, Organization, and Society Department
- **September 2009 to May 2021:** Associate Professor, People, Organization, and Society Department

Additional roles and responsibilities at Grenoble Ecole de Management

- **2020-present:** Academic leader for the ‘Certification program in Responsible Leadership and Followership’
- **2018-2022:** Voting member of the Promotions Committee (elected)
- **2013-2016:** Faculty Advisor for Assurance of Learning
- **2009-2013:** Program Director, Masters in International Business Program

Past positions before joining Grenoble Ecole de Management:

- **2008-2009:** Associate Professor and Director of Studies (Program Grandes Ecoles), La Rochelle Business School, France (now Excelia Group, France)

- **2007-2008:** Assistant Professor, Head of Research Center on Responsible Business and Director of MSc in Managing Diversity Program, Rennes International School of Business, France.
- **2002-2006:** Assistant Professor Rennes International School of Business, France.
- **Intermittent periods 2007-2009:** Visiting Scholar, Saïd Business School, University of Oxford.
- **Intermittent periods (from 2002 to present):** Visiting faculty at:
 - ESC Rouen (France),
 - ESCEM Tours and Poitiers (France),
 - Rovaniemi University of Applied Sciences (Finland)
 - IMT, Ghaziabad, (India)
 - ZHAW School of Management and Law (Switzerland)
- **1994-1996:** Product officer at Core Pharmaceuticals, India.

PUBLICATIONS (JOURNAL ARTICLES)

Journal Articles (CNRS/ABS listed):

- Patel T., Bote R. N., Stanisljevic J., **2023.** The ethical challenges of teaching business ethics: ethical sensemaking through the Gofmannian lens, *The Journal of Business Ethics*. (CNRS 3 stars; ABS rank 3)
- Hamlin, R.G., Ruiz, C., Jones, J., and Patel, T. **2023.** Toward a Universalistic Behavioural Model of Perceived Managerial and Leadership Effectiveness for the Health Services Sector. *Health Services Management Research* (CNRS 1 star, ABS rank 2)
- Patel, T., Romani, L. Oberoi, P. and Ramasamy, C. **2023.** Gender role entrapment to resist patriarchy: Everyday work of women politicians and gender equality in India. Accepted for publication by *Organization*. (CNRS 4 stars; ABS rank 3)
- Patel, T., Hamlin, R.G., and Louis, D. **2022.** Toward a generic framework of perceived negative manager/leader behavior: A comparative study across nations and private sector industries", *European Management Review* (CNRS 2 stars; ABS rank 3)
- Patel T., Hamlin R.G., Salih A., **2019.** Perceived managerial and leadership effectiveness in UAE and Egypt : A comparison through the combined lenses of Islamic Leadership and Islamic Work Ethics, *European Management Review*, 16, 3: 647-666. (CNRS 2 stars; ABS rank 3)

- Patel T., **2018**. Innovative Trends in Culture in International Business Literature: Toward Multiparadigmatic and Nonlinear Studies of Culture, *International Studies of Management and Organization*, 48, 4: 435-456. (CNRS 1 star; ABS rank 2)
- Patel T., Salih A., **2018**. Cultural Intelligence: A Dynamic and Interactional Framework, *International Studies of Management and Organization*, 48, 4: 358-385. (CNRS 1 star, ABS rank 2)
- Patel T., **2018**. Guest Editor's Introduction: Innovative Trends in Cultural Studies, *International Studies of Management and Organization*, 48, 4: 353-357. (CNRS 1 star, ABS rank 2)
- Patel T., Holm M., **2018**. Practicing mindfulness as a means for enhancing workplace pro-environmental behaviors among managers, *Journal of Environmental Planning and Management*, 61, 13: 2231-2256. (CNRS 2 stars)
- Patel T., Hamlin R. G., **2017**. Toward a Unified Framework of Perceived Negative Leader Behaviors: Insights from French and British Education Sectors, *Journal of Business Ethics*, 45 (1): 157–182. (CNRS 3 stars; ABS rank 3)
- Patel T., **2017**. Multiparadigmatic Studies of Culture: Needs, Challenges, and Recommendations for Management Scholars, *European Management Review*, 14, 1: 83-100. (CNRS 2 stars; ABS rank 3)
- Patel T., **2016**. Promoting multi-paradigmatic cultural research in international business literature: An integrative complexity-based argument, *Journal of Organizational Change Management*, 29 (4): 599 – 629. (CNRS 2 stars; ABS rank 2)
- Patel T., **2015**. Crossing disciplinary, epistemological and conceptual boundaries in search of better cultural sense-making, *Journal of Organizational Change Management*, 28 (5): 728 – 748. (CNRS 2 stars; ABS rank 2)
- Patel, T., & Rayner, S. **2015**. A transactional culture analysis of corporate sustainability reporting practices: Six examples from India. *Business & Society*, 54(3), 283-321. (CNRS 3 stars; ABS rank 3)
- Patel, T., & Rayner, S. **2012**. Towards a transactional approach to culture: Illustrating the application of Douglasian cultural framework in a variety of management settings. *European Management Review*, 9 (3), 121-138. (CNRS 2 stars; ABS rank 3)
- Patel, T., & Schaefer, A. **2009**. Making sense of the diversity of ethical decision making in business: An illustration of the Indian context. *Journal of Business Ethics*, 90(2), 171. (CNRS 3 stars; ABS rank 3)
- Patel, T. **2009**. Book review on 'Sustainability Accounting and Accountability' by J. Unerman, J. Bebbington and B. O'Dwyer (Eds) Routledge: London and New York, 2007,

ISBN -10: 0415384885 (hbk) in *European Accounting Review*, 18 (2): 407-420. (CNRS 3 stars; ABS rank 3)

- Patel, T. **2007**. The role of dynamic cultural theories in explaining the viability of international strategic alliances. *Management Decision*, 45 (10): 1532-1559. (CNRS 1 star; ABS rank 2)

Journal Articles (only ABS listed):

- Hamlin, R. G., Patel, T. **2020**. Toward an emergent Asian behavioural model of perceived managerial and leadership effectiveness: A cross-nation comparative analysis of effective and ineffective managerial behaviour of private sector managers in India and South Korea. *Human Resource Development International*, 23(3), 259-282 (ABS rank 2)
- Patel T., Hamlin R. G., **2017**. Perceived managerial and leadership effectiveness within higher education in France, *Studies in Higher Education*, 42, 2: 292-314. (ABS rank 3)
- Patel, T. & Hamlin, R.G. **2012**. Behavioral Indicators of Managerial and Leadership Effectiveness within Romanian and British Public Sector Hospitals, An Empirical Study and Cross-Nation Comparative Analysis, *European Journal of Training and Development*, 36(2): 234-260. (ABS rank 1)
- Patel, T. and Hamlin, R.G. **2012**. Deducing a Taxonomy of Perceived Managerial and Leadership Effectiveness, *Human Resource Development International*, 15(5): 571-587. (ABS rank 2)

Journal Articles (non-listed):

- Saha, O'Donnell, Patel, T. & Heneghan. **2008**. Impact of Individual Values and Beliefs on Employment Decisions: A Comparative Study of Employment Equity in Canada, France and Ireland. *Equal Opportunities International*, 27 (7): 629-645.
- Patel, T & Patel, C. **2008**. Learning Cultures for Sustained Innovation Success, *Innovation: The European Journal of Social Science Research*, 21 (3): 233-251.
- Patel, C & Patel, T. **2006**. Exploring a Joint Model of Conventional and Online Learning Systems, *E-Service*, 4 (2): 27-46.
- Patel, T. **2006**. Comparing the Usefulness of Conventional and Recent Personality Assessment Tools: Playing the Right Music with the Wrong Instrument? *Global Business Review*, 7(2), 195-218.

PUBLICATIONS (BOOKS)

- Patel, T. and Salih, M. (Editors) **2022**. *Cultural Spaces in International Business: Theories and Applications*, London: Routledge.
- Patel, T. **2013**. *Cross Cultural Management – A Transactional Approach*. Routledge.
- Patel, T. **2007**. *Stereotypes of intercultural management: a dynamic appreciation of viability of French-Indian strategic alliances*. Eburon Uitgeverij BV.

PUBLICATIONS (BOOK CHAPTERS)

- Patel, T. **2022**. Introducing Culture in the Context of International Business Studies: Conceptualisations, Controversies, and Convictions, in Patel, T. and Salih, M. (Editors) *Cultural Spaces in International Business: Theories and Applications*, London: Routledge.
- Patel, T. **2012**. A cultural appreciation of diversity of ethical strategies: Examples from European Businesses In *Business Ethics: A Critical Approach*. Editors Patrick O'Sullivan, Mark Smith and Mark Esposito. Routledge
- Patel, T. **2010**. Confronting Discrimination through Affirmative Action in India: Playing the Right Music with the Wrong Instrument' in *Managing Diversity in Asia: A Research Companion*. Editors Mustafa Ozbilgin and Jawad Syed. Edgar Elgar.

PUBLICATIONS (CASE STUDIES/ TEACHING MATERIAL)

All case studies published with the European Case Clearing House, now called The Case Centre:

- Patel T., **2014**. Gender (In)equality in India
- Patel T. and Steiler, D. **2011**. Stress Management in Group Ambrose: Tackling a multi-level and multidimensional concern
- Patel, T. and Sussin, I. **2010**. Corporate Culture at Bricovitch: The French Connection.
- Patel, T. **2006**. 'Motivating High Performers'.
- Patel, T. **2006**. 'Stress-Induced Conflict in the Workplace'.
- Patel, T. and Harrison, P. **2004**. 'Oh, A Career-Minded Woman!'
- Patel, T. **2004**. 'Daddy, Let's go back home!'
- Patel, T. **2004**. 'A Eurostar Couple'.
- Patel, T. **2004**. 'A Career Change Every Three Months!'

PUBLICATIONS (CONFERENCE PAPERS - ONLY PAST 15 LISTED)

- Opizzi, M., Patel, T. and Patel, C. 2024, Tell me how you learn and I will tell you how you innovate: An exploratory study at TELT. 84th *Academy of Management Meeting*, Chicago, USA.
- Romani, L., Patel, T., and Ramasamy, C. 2024, (Re)Doing traditional gender roles for equality. 84th *Academy of Management Meeting*, Chicago, USA.
- Min Wu and Patel, T. 2024. Culture in Leader-Follower Fit: The Example of Taiwan. Paper presented at the *EURAM conference*, Bath, UK.
- Patel, T., Romani, L., Oberoi, P. and Ramasamy, C. 2021. When doing gender contributes to gender equality: Men's re(doing) of gender in support of women village leaders in India. 37th *EGOS 2021 colloquium*. Amsterdam.
- Patel, T. 2021. (Invited speaker) Contemporary discourses on leadership and followership : The good, the bad, and the ugly. 24th *Nirma International Conference on Management*, Nirma University, India.
- Patel T., Hamlin R. G., and Louis D., 2020. Toward an Implicit Theory of Negative Leadership, *EURAM Conference*, EURAM, Dublin, Ireland.
- Patel T., and Holm M., 2019. Mindfulness and Managerial Change, *EURAM conference*, *EURAM Conference*, Lisbon, Portugal.
- Hamlin R. G., and Patel T., 2018. Toward an Asia-Pacific Behavioural Taxonomy of Perceived Managerial and Leadership Effectiveness, 19th *International Conference on HRD Research and Practice Across Europe*, UFHRD, Newcastle, United Kingdom.
- Patel T., and Holm M., 2018. Mindfulness as a way of enhancing workplace pro-environmental behaviors. *CERAG*, Cartagena des Indias, Colombia.
- Hamlin R. G., Eversole B., and Patel T., 2018. In Support of a European Behavioral Taxonomy of Perceived Managerial and Leadership Effectiveness, 2018 *Conference in the Americas- AHRD*, Richmond, Virginia, United States of America.

- Patel, T. and Holm, M. 2016. Exploring mindfulness as a way of enhancing managerial adaptability in the workplace, presented at the Organisation Studies Special Issue Workshop (organized by EGOS) in Mykonos, Greece.
- Hamlin, R.G., and Patel T. 2014. Generic Behavioural Criteria of Perceived Managerial and Leadership Effectiveness within German Private Sector companies, *University Forum for HRD*, Université du Québec en Outaouais (UQO). Canada.
- Hamlin, R.G., and Patel T., 2014. Refining an Emergent European Taxonomy of Effective Managerial and Leadership Behavior, *Academy of Human Resource Development*, AHRD, USA, United States of America.
- Hamlin R.G., Patel T., Ruiz C., and Whitford S., 2013. Towards a Universal Taxonomy of Perceived Managerial and Leadership Effectiveness, *The 42nd IFTDO World Conference*, IFTM, New Delhi, India
- Patel T., and Rayner S., 2012. Evaluating Theories of Culture: Examples from Diverse Business Settings, *Academy of Management* meeting, Boston, United States of America.

PUBLICATIONS/PROJECTS (ONGOING)

- Implicit versus actual leadership and followership – Observations in the Indian academic sector; paper under preparation for submission to *European Management Review*, co-authored with Robert Hamlin, Min Wu and Samik Shome.
- The impact of religion on emergent implicit leadership and followership theories – Observations from Taiwan; paper under preparation for submission to *European Management Review*, co-authored with Min Wu.
- Learning cultures and innovation at TELT under R&R with *European Management Review* co-authored with Matteo Opizzi and Chirag Patel.
- Mindfulness training programs for managerial change: Promises, Compromises and Beyond with Marie Holm. Working paper.
- Women's perception of men's 'support' in their careers (fairly advanced paper, in final stages of write up) with Laurence Romani and Chandra Ramasamy for submission to *Organization Studies*.
- The dynamics of cultural adaptation (final write up stage) for submission to *Human Relations* with Vikram Basishta.

- Empowerment of knowledge workers – the case of biotech researchers in India (data collection completed, analysis ongoing) with Hardik Shah, Pallavi Tyagi, and Chirag Patel. Target: *Asia Pacific Journal of Management*.
- Insertion and integration of transgender persons (third gender) in the Indian public sector organizations (very initial stages of reflection and literature collection) with Pallavi Tyagi and Rose Bote for submission to *Journal of Business Ethics*.

GRANTS AND AWARDS:

- 2023-2024: **Funded project (58K Euros) from TELT** for research project on public-private partnerships for sustainability.
- 2022-2023: **Funded project (45K Euros) from TELT** for research project on learning cultures and innovation.
- 2021-2022: **Funded project (10K Euros) from TELT** for research projects on well being and learning cultures.
- 2013: Alan Moon Memorial Award by UFHRD presented by **Dr Pranab Mukherjee, President of India** at a ceremony in New Delhi, India.
- 2007: **EFMD/Emerald Outstanding Doctoral Thesis Award in the Management and Governance category for 2006** [Prize money 1500 Euros, citation, publication from PhD thesis].
- 2007: Dean's Award for Special Contribution to Research by the Director General of ESC Rennes School of Business.
- 2007: **Invited as Expert Panelist on 'Diversity in Business Education' at the United Nations** as part of the World Diversity Leadership Summit organized by the UN Global Compact.
- 2006: Funds for organizing research workshop on Issues related to Indo-French Businesses awarded by Maison Des Sciences De L'Homme, Paris.
- 2006: Partial funding awarded by Association France Union Indienne, Paris to organize a major conference of representatives of major players in the Indian and French businesses
- 2006: Mayor's Recognition Medal for Young Researchers by the City of Rennes.
- 2006: Paper entitled 'Making Sense of Diversity of Ethical Strategies in Businesses: A Focus on the Indian Context' presented at the CRR Conference organized by Trinity College, Dublin in September 2006: **Best Paper Award**.

- 2005/6: Funds for personal research awarded by the Maison Des Sciences De L'Homme, Paris.

OTHER QUALIFICATIONS AND MEMBERSHIP IN PROFESSIONAL BODIES

- Elected Member of the Executive Committee of EDAMBA (European Association of Doctoral Programs in Management and Business Administration)
- Certified Evaluator and Interpreter of Personality, Abilities and Skills Testing
- Full day training on Structural Equation Modeling (AMOS)
- Full day training on Supervision of Higher Research Degrees at the Open University, Milton Keynes
- Past member of the Association France Union Indienne, Paris.
- Past member of the British Academy of Management.
- Member of the Academy of Human Resource Development (AHRD)
- Member of the European Group for Organizational Studies (EGOS)
- Member of European Academy of Management (EURAM)
- Member of Academy of Management (AoM)

TEACHING EXPERIENCE

I have successfully designed and delivered the following modules across a variety of programs at the Bachelors, Masters and Doctoral level programs in different schools, with evaluations always above 4/5.

- Managing Cultural Diversity (Masters level)
- Cultural and Ethical Issues in International Business (Masters level)
- International Human Resource Management (Masters level)
- Critical Perspectives on Contemporary Leadership and Followership (Masters level)
- Organizational Behavior (Bachelors and Masters level)
- Organizational Behavior and Psychosocial Risks (Bachelors level)
- Business Research Methods (Bachelors and Masters level)
- Qualitative Research Methods (DBA and PhD programs)
- Advanced Qualitative Methods (DBA and PhD programs)
- Qualitative Research Methods (including Epistemology) (PhD program)
- Reviewing and Publishing (PhD program)

THESIS SUPERVISION

I have extensive experience of supervising graduating theses across Bachelors, Masters, and DBA programs.

- BA thesis to completion: 35 (Rennes International School of Business)
- MA thesis to completion: 15 (Rennes International School of Business)
- MBA dissertations to completion: 3 (Rennes International School of Business)
- DBA supervisions to completion 7 (Grenoble Ecole de Management):
 1. Mark Samuel,
 2. Robert Madronic,
 3. Ahmad Salih
 4. Mashianeh Hatamabadi,
 5. Randall Hardcastel,
 6. Celine Bertuzzi, and
 7. Frode Hvaring
- MPhil supervision to completion: Vikram Basistha (Grenoble Ecole de Management)
- Ongoing PhD supervision: Ms. Min WU (Grenoble Ecole de Management), 3rd Year PhD student

I am particularly interested in taking on PhD supervisions in my areas of research interest: cultural dynamics in the workplace, cultural issues in international business, culture and ethical decision-making, leadership effectiveness across nations and sectors, negative leadership, female leadership and gender issues, mindfulness.

LEADERSHIP AND CITIZENSHIP ACTIVITIES

- Designed and successfully launched the MSc in Managing Diversity program at Rennes International School of Business, France (2007-2008)
- Created and managed a Research Centre on Responsible Businesses at Rennes International School of Business, France (2007-2008)
- Director of Studies of the flagship Program Grandes Ecoles, La Rochelle Business School, France (now Excelia Group) (2008-2009)
- Program Director for the highly reputed Masters in International Business (MIB) program at Grenoble Ecole de Management, France (2009-2013)
- Faculty Advisor for Assurance of Learning at Grenoble Ecole de Management, France (2013-2015)
- Academic leader of the ‘Certification Program in Responsible Leadership and Followership’ at Grenoble Ecole de Management (2020 onwards)
- Voting member of the Promotions Committee at Grenoble Ecole de Management (2017-ongoing)
- Ad-hoc reviewer for a number of peer reviewed journals including *Nature*, *Journal of Business Ethics*, *European Management Review*, *Journal of Occupational and*

Organizational Psychology, Journal of Organizational Change Management, Journal of Management Inquiry, Journal of Environmental Planning and Management, Asia Pacific Journal of Management

- Special issue editor for *International Studies of Management and Organization* (2017)
- Review Editor (equivalent to Area Editor) for *International Studies of Management and Organization* (2017-2022)

CONSULTANCY AND CORPORATE TRAINING EXPERIENCE

- 2003: Training session on “Cross Cultural Differences and their Role in International Alliances” at Technip-Coflexip, Chennai, India.
- 2004: Four-day training seminar on “Doing Business in India: Culture and Beyond” at Salmson, Laval, France.
- 2005: One day intra-firm training program on "Doing Business in India" for Atos Origin.
- 2006: Inter-firm training program on "Doing Business in India"
- 2006: One day workshop on creating diversity management systems at AXA.

REFERENCES CAN BE PROVIDED UPON REQUEST
