

RESUME

Dr. Taran PATEL
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Current position: (from Sept 2009):

Associate professor, Grenoble Ecole de Management

Visiting Scholar, Saïd Business School, University of Oxford (2007-ongoing)

Program Director, MIB, Grenoble Ecole de Management

Educational background :

PhD in International Business

EFMD Best Thesis Award in the Corporate Governance Segment. Open University (UK), Jan, 2006.

Supervisor: Dr Steve Rayner (Saïd Business School, University of Oxford, U.K.),

Grants and Awards obtained:

- Funds for Personal Research awarded by the Maison Des Sciences De L'Homme, Paris.
- Funds awarded by Maison Des Sciences De L'Homme, Paris to organize research workshop on Issues related to Indo-French Businesses in late 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 business scenario in late 2006.
- Mayor's Recognition Medal for Young Researchers by the City of Rennes on the 4th of Jan, 2006.
- The EFMD/Emerald Outstanding Doctoral Thesis Award in the Management and Governance category for 2006.
- Best Paper Award 'Making Sense of Diversity of Ethical Strategies in Businesses: A Focus on the Indian Context' at the CRR Conference, Trinity College, Dublin, September 2006.
- Dean's Award for Special Contribution to Research by the Director General of ESC Rennes School of Business on 19th October, 2007.
- Research Grants awarded by Academy of Human Resource Development.
- Invited as Expert Panelist on 'Diversity in Business Education' at the United Nations as part of the World Diversity Leadership Summit organised by the UN Global Compact, June 2007.

Teaching Areas: Organizational Behaviour, Managing Diversity in the Workplace, International Human Resource Management, Qualitative Research Methodology, Intercultural Management

Consultancy and Corporate Training Experience:

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

Areas of Research Interest: Managing Cultural Diversity/Plurality, Cross-Cultural Issues in International Business, Corporate Sustainability Reporting Practices, Culture and Ethical Decision Making, Impact of Culture on Learning and Innovations, Leadership Effectiveness across nations and sectors

Peer-Reviewed papers in Conferences and Workshops:

- With Chirag Patel, 'Comparing Conventional and Online Learning Processes: Are they Contradictory or Complementary?', published in the proceedings of the 8th NIBS conference (April 10-12th 03).
- With Chirag Patel, "Current Challenges to Business Education: Revamping the Curriculum, Evolving the Teaching Methodology and Handling Internationalization", published in the proceedings of the 9th NIBS conference (May 13-16th 04) at Coventry University, U.K.
- Research Seminar Presentation based on PhD Thesis at the Saïd Business School, University of Oxford in May 2004.
- With Sudhir Saha, 'Impact of Individual Values and Beliefs on Employment Decisions: A Comparative Study of Employment Equity in Canada, France and Ireland' presented at the 7th International Conference on HRD Research and Practice organized by the UFHRD and AHRD at Tilburg, 22-25th May, 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.
- Paper entitled 'Divisive Versus Dynamic Cultural Theories: Explaining the Viability of International Strategic Alliances' presented at the INBUSH conference held at the Centre of International Business, New Delhi, India: **awarded the gold medal for the Best Academician Research Paper, Feb 2005.**
- Paper entitled 'Exploring the Impact of Personality Dimensions Using PerformaSe on Individual Educational and Professional Performance and Career Choices', 12th International Business Conference, 5-8th October, 2005 at Rapid City, South Dakota, USA.
- Paper entitled 'Questioning the Culture-Boundedness of Personality: An Empirical study of a French Sample' presented at the INBUSH 2006 conference held at the Centre of International Business, New Delhi, India.
- With Mamdouh Yassin, 'Exploring the Impact of Employees' Perception of Job Design Characteristics on their Intrinsic Motivation: An Empirical Study of Software Project Managers in India', INBUSH 2006 conference, Centre of International Business, New Delhi, India.
- With Chirag Patel, 'Using Cultural Theory to Understand Learning and Innovations: A Focus on American Online Banks', presented at the AHRD conference held on 28th Feb - 4th Mar 2007 at Indianapolis, IN, USA.
- With Chirag Patel, 'Role of Culture in Learning and Innovation: A Focus on American Online Banks', presented at the INFORMS Marketing Science conference, July 2007, Singapore.
- With Chirag Patel, 'Role of Culture in Learning and Innovation: A Focus on American Online Banks', presented at the British Academy of Management Conference, Sept 2007, Warwick Business School.
- Paper entitled 'Making Sense of Dynamic Ethical Strategies: A Focus on Indian Businesses' 14th International Annual Vincentian Conference at Chicago, Nov 2007.
- Paper entitled 'A Cultural Appreciation of Corporate Sustainability Reporting by Indian Companies' co-authored with Dr Steve Rayner, Director, James Martin Institute, Saïd Business School, University of Oxford, presented at the British Academy of Management Conference (8-12th September, 2008).
- Paper entitled 'Spiritual Business Leaders and Nature Preservation: Perspectives from Christianity and Hinduism' co-authored by Francois Lepineux, Taran patel, Jean-Jacques Rose and Arundhati Virmani. at the CIBE International Conference (15-16th October 2008), Shanghai.
- With Bob Hamlin, 'Leadership Effectiveness across private sectors in Germany and UK', published in the proceedings of the UFHRD conference (June, 2009).
- With Bob Hamlin, 'Leadership Effectiveness across public sector hospitals in Romania and UK', AHRD conference in the Americas, Knoxville, Tennessee (February 24-28, 2010).

Selected Journal Publications:

- Patel, T. 2007. 'Using Cultural Theory to Explain the Viability of International Strategic Alliances: A focus on Indo-French Alliances' Management Decisions, Vol 45 (10),
- Patel, C & Patel, T. 2006. "Exploring a Joint Model of Conventional and Online Learning Systems" published by E-Services Journal, Vol 4 Issue 2.
- Patel, T. 2006. 'Comparing Current and Conventional Personality Assessment Tools: Playing the Right Music with the Wrong Instrument' published by Global Business Review, Vol 7 (2).
- Saha, O'Donnell, Patel & 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).
- Patel, T & Patel, C. 2008. "Learning Cultures for Sustained Innovation Success" Innovation: The European Journal of Social Science Research, 21 (3).
- Patel, T & Schaefer, A. 'Making Sense of Diversity of Ethical Strategies in Businesses: A Focus on the Indian Context'. Journal of Business Ethics, Vol 90 (2): 171.
- 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, September 2009.

Book:

- Patel, T. 'Stereotypes of Intercultural Management' published with Eburon-Delft Publishers, Sept 2007 as part of ESC Rennes Management Series, ISBN: 9789059722248..

Book chapters:

- Book Chapter on 'Confronting Discrimination through Affirmative Action in India: Playing the Right Music with the Wrong Instrument' in Managing Diversity in Asia: A Research Companion eds Mustafa Ozbilgin and Jawad Syed. Edgar Elgar, (forthcoming).

Work in Progress:

- Paper entitled 'A Cultural Appreciation of Corporate Sustainability Reporting: Cases of Indian Businesses' with Steve Rayner, University of Oxford, first round of review by Business and Society.
- Paper entitled 'Evaluating Theories of Culture: Examples from Diverse Business Settings' with Steve Rayner, University of Oxford, first round of revision for Organization Studies.
- Joint book publication on the role of culture in international business with Steve Rayner, University of Oxford.
- Joint-research project on Leadership and Culture with Dr Robert Hamlin, University of Wolverhampton.
- Case study on Corporate Culture of Leroy Merlin, Russia with Dr Irina Sussin, Professor, La Rochelle Business School.
- Book Chapter entitled 'Making sense of Business Ethics in the EU'.

Case Studies (Published with the European Case Clearing House):

- Case study on Gender Discrimination entitled "Oh, A Career-Minded Woman!", accepted by the ECCH in June' 04.
- Case study on the Work Life Balance Issues of Expatriate Dual- Career Couples: 'Daddy, Let's go back home!', Published by the ECCH in June' 04.
- Case study on the Work Life Balance Issues of Expatriate Dual- Career Couples: 'A Eurostar Couple', Published by the ECCH in June' 04.

- Case study on the Work Life Balance Issues of Expatriate Couples: 'A Career Change Every Three Months', Published by the ECCH in Dec' 04.
- Case study entitled 'Motivating High Performers' Published by the European Case Clearing House, March 2006.
- Case study entitled 'Stress-Induced Conflict in the Workplace' Published by the European Case Clearing House, March 2006.
- Case study entitled 'Too Good For Her Own Good: A Case Study on Moral Harassment' Published by the European Case Clearing House, March 2007.

Professional Membership:

- Member of the Association France Union Indienne, Paris.
- Member of the Academy of Human Resource Development.
- Member of the British Academy of Management.

Reviewer for Peer Reviewed Journals:

- Human Resource Development Quarterly