Grenoble Ecole de Management Faculty, Visiting Lecturers, and Business Professionals teaching or tutoring in Grenoble Graduate School of Business Programs

> Olivier ABA graduated from the Institut d'Etudes Politiques in Paris. He obtained a MA in Economics and an MBA in Accounting & Finance. His field of action includes business negotiation, partnership management, intercultural & remote management and change management in technology based firms. He works as a consultant (negotiation, management of alliances and partnerships, intercultural management) and lecturer in the fields of technology and management (MIB).

> Saud AHMAD is a marketing consultant with 7 years of experience in the UK and abroad. He holds a Master degree in International Business from London Metropolitan University. He is a director of SQ consultants and lecturer in Marketing at City University London, one of the UK's top Universities. He is an Associate Lecturer at London School of Business and Finance. His current activities include research into Brand Development, Experiential Marketing, Marketing Planning, Consumer Behaviour, Digital Marketing, Social Media Marketing, Interactive and Marketing 3.0. Courses taught: Principles of Marketing, Strategic Marketing Management, Advanced Marketing, Strategic Brand Management, Marketing Strategies for Small Businesses, Global Marketing Management, Consumer Behaviour, Sustainable Marketing, Business strategy and Cyber Marketing. For GGSB, he teaches Sales Management and Sustainable Marketing on the BIB programs in London.

> Dr. Zeina AL HAKIM holds a DBA in Marketing from Grenoble Ecole de Management, an MBA in Management from the American University of Beirut, and a BBA in Marketing from Rafik Hariri University. She had six years of business experience in the fields of marketing and human resource management before commencing her teaching career. She taught at several reputable universities including Rafik Hariri University and Lebanese American University in Lebanon and the University of Manchester in the UK. Courses taught include but are not limited to: Introduction to Marketing, Consumer Behavior, Advertising and Promotion, Integrated Marketing Communications, Introduction to Management, and Organization Behavior. Research interest areas include but are not limited to: services marketing and consumer behavior. She has been supervising MBA/Msc projects at Grenoble Ecole de Management since 2013.

> Michel ALBOUY is professor of finance at Pierre Mendès France University and at Grenoble Ecole de Management. As a senior consultant he has a long experience of business education for executives (Hewlett Packard, Schneider electric, STMicroelectronics, MGE UPS Systems, France Télécom, etc.). He holds an engineering degree from the Ecole Nationale Supérieure d’Arts et Métiers (Paris), a Ph.D. in Business Administration from the University of Texas (Austin), and the Agrégation in Management Sciences. At the Pierre Mendès France University he founded the Center for Applied Research in Management Sciences (CERAG), a center linked with the National Center for Scientific Research (CNRS). He has a long experience in doctoral education and most of his students are now assistant, associate or full university professor in France, in Suisse, in Canada and other countries. At Grenoble Ecole de Management he is Academic Research Adviser and he is involved in the DBA program of the school. He has been invited professor at the University of Quebec at Montréal, at the University of Geneva, at the University of Indonesia at Jakarta and at the Tongji University in Shanghai. Specialized in Corporate finance and financial markets he has published some sixty articles in leading finance and management journals and five books; the last one being “Décision Financière et Création de Valeur”, 2e ed., Economica, Paris, 2003. As a recognized specialist in finance, he is a member of the scientific board of the Autorité des Marchés Financiers (the French Security Exchange Commission). He is also member of the editorial board of the Revue Française de Gestion and of Finance-Contrôle-Stratégie.

> Edward ALLEN went into business straight from university in the UK, starting, developing and selling two successful enterprises. To strengthen his marketing capabilities he obtained a Master in Marketing Management from Sheffield Hallam University, and is a Fellow of the UK’s Chartered Institute of Marketing (it’s highest award) Edward has taught for universities in the UK, France and Canada including many years at ESC Grenoble as an Associate Professor in Marketing related subjects, plus work tutoring Masters students on their theses. During this time he has also worked as a marketing consultant for a wide range of enterprises in the UK, and more recently in Canada where he moved to in 2007. He now also conducts overseas marketing assignments (Ghana, Bolivia, Peru, Ethiopia, Philippines, Vietnam, Tanzania, Kazakhstan etc.) for a Canadian charity CESO advising businesses and NFPs on many aspects of marketing strategy. He is also a skilled and passionate photographer.

> André ALTMeyer is an education professional in Finance and Accounting (Reims Management School). He graduated from the INSEAD Executive Programme and has been teaching since 2004.
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> Dr. Arsia AMIR-ASLANI is Managing Director of Araxes Associates. He holds a Ph.D. in pharmacology from the University of Paris, Pierre-Marie Curie, and an M.S. in International Management from University of Paris, Sorbonne. He specializes in strategic and capital market applications of Real Options, particularly their use within the Healthcare industry. Dr Amir-Aslani is a former investment banker and was a senior marketing and communications executive at a healthcare consultancy firm, where he provided consulting services to leading US and European life sciences companies. As an investment banker he was heading the life science practice at the corporate finance department of Oddo Piattoni, a French investment banking group, where he concentrated on M&A and business development activities. Previously he was Vice-President for Corporate Development & Strategy at Crucell, a dual listed (Nasdaq, Euronext) Dutch biotechnology company. He has more than 10 years experience in the biotech sector from a capital markets, consulting, and industry perspectives. Dr Amir-Aslani also has numerous publications in both academic and practitioner journals related to pharmacology and the biotechnology industry.

> Ricardo AZAMBUJA is an Affiliate Professor and Post-Doctoral Research Fellow at Grenoble Ecole de Management – France. He has been trained in internationally renowned institutions such as ESSEC Business School (France), Cardiff Business School (UK), Fundação Getúlio Vargas (Brazil) and UC-Berkeley (USA). Ricardo worked for more than a decade in companies such as PETROBRAS, Praxair and Arthur Andersen – being the last 8 years in managerial positions in three start-up projects in three different industries (auditing/consulting, pharmaceutical and oil & gas). His research phenomena of interest include managerial work and identity, micro-politics of work, and language usage. Currently he is employing ethnographic methods to better understand the multiple roles and identities of middle managers in knowledge-intensive firms. He is also using narrative theory and discourse analysis to describe the development of institutions within professions. In terms of teaching, Ricardo is particularly interested in and qualified to teach Organizational Behavior and Change, Management Skills, Leadership, Management Consultancy, HR Management and Qualitative Research Methods (in English, French and Portuguese).

> Jeremy BAKER is a freelance business school lecturer and a commentator on marketing for TV and radio. He has appeared on all the major TV and radio news programmes in Britain. He trained at Stanford Business School (MBA) and also gained an MA in anthropology. This has been the foundation for being a guru on consumer issues. He gained the Architectural Association Diploma and worked as a draughtsman on The Economist building. Jeremy Baker is an affiliate professor at ESCP Europe where, in London, he is a course leader in entrepreneurship. At London Metropolitan, he is course leader for the MA in Public Relations. He has recently studied business school education in Silicon Valley and in Shanghai, and will be teaching communications this summer in Shanghai. He is a member of the Chartered Institute of Public Relations, London Press Club, and Society of Authors. He is on the editorial board of the Journal of Communication Management. He was honoured with the Fellowship of the Communications Advertising and Marketing Education Foundation. He organises courses in corporate communications, branding, personal branding, consumer psychology and retail. His book “Tolstoy’s Bicycle” is a well-known reference book on age and achievement.

> Hélène BARRES is a lecturer in a Master degree program (MSc in International Human Resource Management) and English track programs for Grenoble Ecole de Management. Hélène has been a HR & Training Manager in the National Center of Research (CNRS) in Paris since 1994. She has been involved in the creation of the Human Resource department at the organization headquarters and has led large specific projects such as job analysis on the 14 000 positions, workforce planning, internal mobility system, performance management (annual interviews). She has managed different training programs for laboratories in Economics and Archeology in Egypt. Under the supervision of Patrice Stern, internationally recognized professor at ESCP Europe, she has managed HR consulting jobs for different companies such as Renault trucks, in France and North Africa. Hélène is certified for nonviolent communication methods to solve problems and conflicts.

> Claire BEAUME started her career working for Cartier and Dior after obtaining her M.A. at the ESSEC. She is pursuing her PhD in Marketing at Paris Dauphine University while teaching and being a marketing consultant.

> Mustapha BELKHOJUA is a postgraduate researcher at Grenoble Ecole de Management and teaches for the MSc Finance program.

> Stéphanie BERARD has over 12 years of experience in Operations and Supply Chain Management, 11 of which with Petzl, Zedel Group where she held several positions such as Industrial Director and Plant Manager. She holds an Engineering degree from INPG Grenoble and she has been teaching at GEM since 2008. She lectures on the MIB in Operations and Supply Chain Management and Project Management.

> Carole BERNARD holds a Ph.D. in Finance, Graduate School of Actuarial Studies (ISFA) at University of Lyon 1. Before joining Grenoble Ecole de Management she was an Associate Professor of Finance at the University of Waterloo in Canada.
> Jean-Pierre BERNARD is a consultant in Semiconductors, IP & High Tech business. His main teaching specialities are Technology Management, International Negotiation, International Operations and Cross-Cultural Management. Formerly Vice-President Europe of Amkor Wafer, an American-Korean company, he was responsible for European Operations, interfacing European clients with Korean manufacturing facilities. In addition to these European activities, he spent some time restructuring the US and Japan customer support teams, and negotiated technology transfers from USA towards Korean and Chinese foundries. He also spent a couple of years between Europe and Bangalore with the Indian group Wipro, in charge of merging European and Indian engineering teams defining a common working methodology for off-shore engineering. As an engineer, he spent several years in Germany at Philips Munich where he led the European Analogue Design team, dedicated to integrated circuit products like ASIC and System-on-Chip. Due to 20 years of international professional activity in Europe, USA, Asia and India, he has extensive experience in international negotiation and team-building with different cultures. J.P. Bernard holds a PhD in Microelectronics from Grenoble University and an MBA from IAE Grenoble. Based for 9 years in Germany and Austria, he is trilingual French-German-English and fluent in Italian.

> Mike BERRY, MSc, Dip DM, F IDM, ARCS is an internationally recognised lecturer and consultant in Marketing with a specialism in Digital Marketing. He has a BSc (Mathematics) and MSc (Social and Economic Studies) from Imperial College, London. Over a 30-year business and academic career he has worked at P&G and held senior roles at top global Advertising Agencies including Wunderman/ Y&R, Euro RSCG (Havas) and Interpublic (IPG). He was Head of Digital for EMEA at Jack Morton Worldwide before becoming a freelance consultant and lecturer. He has worked with many of the world’s top brands including Ford, Honda, Hyundai, Nestlé, Xerox, Monsanto, JP Morgan, GSK and COI Blood Donation. He has taught Undergraduates and Postgraduates at Hult International Business School, London and is a visiting lecturer and MSc Assignment Supervisor at the University of Warwick. Over the last 12 months he has delivered Digital Marketing Training/ Keynote Presentations in over 20 countries. Mike is a Senior Examiner for the UK Chartered Institute of Marketing, Course Tutor on the IDM Diploma in Digital Marketing and he runs his own Digital/ Content Marketing Consultancy. Mike’s career has included all sectors: B2C, B2B and Not For Profit/ Charities in the UK and globally.

> Roxana BOBULESCU is an Associate Professor holding a PhD in Economics from the Management and Behavior Department at Grenoble Ecole de Management. Previously an Associate Professor in the Management Department of the Burgundy School of Business, she teaches and does research in the field of Industrial Economics and History of Economic Thought. She is also interested in international political economy and education field.

> Jean-Pierre BOLLlen studied at the Delft University of Technology in the Netherlands and later in his career at the IAE Aix en Provence in France. His professional experience includes several years as an IT specialist and European Business Manager for a large American firm. He speaks fluent English, French, German and Dutch and in the last 8 years, he has worked throughout Europe as a Business Improvement and Implementation consultant. His clients are located in Germany, Belgium, Holland and Poland and have either an industrial activity (manufacturers of car-parts, furniture, office equipment, mattresses) or are service companies (multiple airports and hospitals). Additionally, he has given courses at the Grenoble Graduate School of Business, both on-site in Grenoble and off-site in Moscow and Beijing. Subjects taught are: Management of Information Systems, Customer Relationship Management, Supply Chain Management and Operations Management.

> Christophe BONNET is an associate professor in finance at Grenoble Ecole de Management. His main areas of teaching and research are corporate finance, corporate governance, and private equity (venture capital and leveraged buyouts). Christophe graduated as an engineer in agronomy. He holds an MBA from HEC Paris, an MSc of the University of Paris Dauphine, and a PhD in Management. Christophe's professional background is in corporate finance and in private equity. Before joining GEM he was a financial controller at Roussel Uclaf (a pharmaceutical company now part of Sanofi-Aventis) and a private equity investor with Permira, a leading European firm in venture capital and management buyouts. Christophe is also a lecturer in executive education seminars in finance. He has published academic articles as well as the book “OPA, OPE & LBO” (with Michel Albouy, Ed. Economica).

> Jaime BONACHE is Full Professor of Human Resources at Carlos III University and ESADE Business School in Spain. He has also been Full Professor of International People Management at Cranfield School of Management (England). Jaime's research interests are in the areas of global assignments, the international transfer of knowledge and management systems, and strategic international human resource management. Jaime is a frequent speaker at academic and professional conferences and is widely recognized as one of Europe's leading authorities on international human resource management.
Ben BOTES is an experienced lecturer and business consultant with exceptional communication and interpersonal skills, whose target and people driven approach can help organizations achieve their goals. Further strengths include the aptitude to build strong relationships with both clients and colleagues as well as a strong ability to present ideas & findings clearly and persuasively while building credibility and trust. His friendly, humorous, accountable and organized approach will deliver business changing outcomes and long lasting results.

Stéphanie BOYER graduated from ESCP Paris, France. She obtained an MS in Business Management and a DECF in Accounting in 1988. Her experience in the corporate world comes from Applied Materials, Cepsa, Ernst & Young where she worked in various positions (Auditor, Accounting manager, Finance manager, Finance controller Southern Europe, European Finance Director, European HR Director). She is now a permanent faculty in the Accounting, Law & Finance department at Grenoble Ecole de Management and GGSB. She is responsible for GGSB MSc in Finance program. Her specialties include Managerial Accounting, International Accounting, Financial Accounting and Controlling.

Pat BRANS is the founder of Master the Moment, a new approach to time management and personal effectiveness. He has held senior positions with three large organizations (Computer Sciences Corporation, Hewlett-Packard, and Sybase). Most of Brans’ corporate experience focused on applying technology to enhance workforce effectiveness. Now he takes productivity to another level by unveiling the secrets of high achievers. Brans is the author of two books: “Master the Moment: Fifty CEOs teach you the secrets of time management”, BCS Press, January 2011 and “Mobilize Your Enterprise: Achieving Competitive Advantage through Wireless Technology”, Prentice Hall, 2002. He is a paid columnist for the following five publications: Mainframe Executive, Mobile Enterprise Magazine, CIO UK, CFO Word UK, InformIT. Pat teaches time management, project management, business use of mobile technology, international negotiation, and effective written communication. In 2002, he placed third on the Influencer50 list of the most influential people in mobility in Europe. In 1994 Pat was awarded a Master of Science degree in Computer Science from Johns Hopkins. In 1986 he received a Bachelor of Science degree in Computer Science from Loyola University, New Orleans.

Paata BREKASHVILI, PhD (Caucasus University, Georgia & Georgia State University, USA) currently works as a Director of Graduate Studies at Caucasus School of Business. He has very extensive academic experience. He delivers classes in management area on Doctoral, Master and Undergraduate level. His research and teaching interests range across: Negotiation, Leadership, Organizational Behavior, Employment Relationships, Psychological Contracts, Social Exchange, Ethics and Culture.

Roy BUTCHER is currently the Academic Dean at London School of Business and Finance and local Program Director. He is Principal Lecturer in Information Systems and leads the academic subject group in Business Operations. During his 25 years in the university sector, he has been involved in the development, management and delivery of many postgraduate academic programs and in-company training courses for corporate clients. He has undertaken an extensive range of consulting projects in both the private and public sector in the UK, Europe and Middle East. He lectures in the fields of information strategy, IT infrastructure development, information systems development methodologies, e-business and databases.

Ludivine CALAMEL is Doctor in Business Administration, Assistant Professor in HRM since 2010 in Grenoble Ecole de Management. She is essentially teaching HRM and Innovation management. Her research interests are focused on the collaboration between HRM and employees working in clusters, and also in R&D collaborative projects. Her expertise is related to inter-organizational collaboration.

Delphine CAMPO joined the group ENGIE in 1998 after various experiences in the private industry. She has held various positions within the ENGIE and ENEDIS groups, such as marketing manager, sales manager, sales team manager, head of network studies, and internal consultant. Today Delphine is in charge of data quality for the installation of Linky meters. Also, since 2010, she tutors students from the ESC Grande Ecole who do their business internships.

Ben CAPELL is an organizational consultant and an academic researcher with broad-based background and a successful track record of designing and driving strategic people development programs in leading organizations.
> Isabelle CHABOUD is a permanent professor for the Finance, Accounting and Law Department of Grenoble Ecole de Management. She lectures in International Financial Accounting, International Group Auditing, and Managerial Accounting (in English or French). Isabelle’s background is in Financial Auditing. Before joining Grenoble Ecole de Management in 2001, Isabelle worked for 7.5 years for Pricewaterhouse Coopers in Lyon, France where she was a financial audit manager. She had clients in various industries and services. She also was part of the European Internal Audit Team of PwC and worked in this role in Spain (Madrid) and Portugal (Lisbon). Isabelle is teaching at the Grenoble Ecole de Management on the Master in International Business (MIB), MBA, MSc in Finance, MSc in Marketing, MSc in Innovation Strategy & Entrepreneurship, and MSc Business Development programmes. Since 2007, Isabelle has been module supervisor on all modules of International Financial Accounting for MBA, MIB, MSc in Marketing and MSc in Technology Management programmes and for two modules in MSc Finance: Financial Reporting & Analysis and Advanced Financial Statement Analysis. She has also delivered these modules both onsite and offsite in London. She has also taught International Financial Accounting & Managerial Accounting for the MBA Program in Moscow. She lived two years in Germany and graduated from Sup de Co Grenoble in 1992.

> Jean-Jacques CHANARON is currently Research Director within the French National Centre for Scientific Research (CNRS) and Chief Scientific Advisor at the Grenoble Graduate School of Management.

> Alexander CHECKANSKY is Head of the Department of Graduate programmes (part time MBA and EMBA) of IBS-Moscow. He holds a PhD in Economics from Moscow State University. And a second Doctorate degree in Economics from the same university. Teaching courses of Micro- and Macro- Economics, Transition Economics for undergraduate, graduate students. Teaching Managerial Economics for MBA and EMBA. Scientific research in pricing, demand and supply, corporate strategies and consulting projects for a number of financial, industrial and logistic companies.

> Ken CHUA got his MSc from London School of Economics and Political Science, in 2007. His areas of teaching include corporate finance, microeconomics, macroeconomics, corporate governance, banking and finance, and strategic management. He has been lecturing for more than eight years in various institute of higher learning in Singapore. His passion for keeping abreast in global economics and financial affairs has propelled him to share what he had learned with students in a manner which is applicable in today’s digital economy.

> Mathieu CHUAT holds an Engineering degree from Ecole Centrale, an MBA from INSEAD (obtained in 1992), a Master of Laws (spec. Intellectual Property and New Technologies Law) from Grenoble 2 University, and a Bachelor of Science in Psychology from Paris 8 University. He is also a Certified Licensing Professional. Since 2003, he is Licensing Director at Xerox in Grenoble and heads business development, business incubation and patent assertion activities. He has been in the IT business for over 20 years. He has been a lecturer at GEM since 2003 in the subjects of innovation management, intellectual property, business models and current software industry issues.

> David COKER is an experienced Lecturer with world-class background in Investment Banking & Consulting. He has taught a variety of finance & banking topics to international students at both the Masters & Undergraduate level. Broad international experience grants insight into problems faced by students for whom English is a second language. Strong practitioner background helps tailor lectures, presenting complex information in an easily grasped form with “real world” relevance that markedly increases student interest in material. His research interests encompass Risk Management and Credit Derivatives, both areas where he has extensive professional experience.

> Michele COLETTI is Affiliated Professor of the Grenoble Ecole de Management. He has worked as a consultant and trainer in several developed and transitioning countries. Michele has participated to many innovation and private sector development projects for the European Commission and other public bodies. He has also contributed to a number of impact assessment studies. Currently he is the business network and clustering expert for the Provincia di Milano public administration. Michele is a certified management consultant (CMC) and a Board Member of APCO, the Italian Association of Management Consultants. He holds a MBA with Distinction from the Grenoble Graduate School of Business and a MSc in Technology and Innovation Management from SPRU at the University of Sussex (UK) plus graduate studies at the Copenhagen Business School.
> Dr. Pablo COLLAZZO has an extensive academic and professional experience in the sustainable competitiveness and strategic leadership fields. He is currently Professor of Strategy & Innovation at the Vienna University of Economics. A former Chair of the Institute for Responsible Competitiveness at Nyenrode University, he was also Director of the Executive MBA. Prior to that, he was Director of Academic Affairs at the European Academy of Business in Society, after a career in investment banking and later in strategy consulting. He has served as board member/advisor to a number of companies and remains Senior Advisor in Sustainable Competitiveness to the United Nations Industrial Development Organization (UNIDO). His academic background is in law and economics, with graduate studies at Boston University (MBA) and ESADE (PhD). Both his teaching and research are on sustainable competitiveness and innovation, strategic leadership and corporate governance. He is an Affiliate Faculty of the Microeconomics of Competitiveness Network at Harvard Business School and a Research Fellow of the Lab-Center for Competitiveness at Grenoble Ecole de Management, where he also holds a number of teaching appointments. He held visiting positions at Universidad Carlos III de Madrid, ESADE and the University of St. Gallen and is a regular speaker to diverse audiences on competitiveness, leadership and sustainability.

> Feroza COOPER is a certified Public Accountant, a graduate from the University of California Berkeley in the field of US Federal Taxation, Business Law and Auditing and holds an Accounting & Finance MBA from Boston University. Since 1993, she has her own private practice where she works on consultancy projects in UK and US individual and corporate taxation, expatriate tax and accountancy. She is also an Executive Trainer in Accounting and Finance to international corporations and a part-time Lecturer at the London School of Business and Finance and West London College in London. For GGSB, she teaches Managerial Accounting on the MIB and MBA programs in London.

> Richard COOPER graduated from the Fletcher School of Law and Diplomacy, Tufts University, where he obtained an MA in International Relations. He is also a Certified Mediator from the Centre for Effective Dispute Resolution, London. His areas of expertise include facilitation, negotiations and leadership. He manages a consultancy business based in France and has delivered consultancy, training, coaching and mentoring programs in 37 countries in the private, public and nonprofit sectors.

> Caroline COULOMBE holds a Master in Industrial Psychology from New York University (USA) and is at present finishing her PhD (HEC Montréal and EM Lyon). She has worked nearly 14 years in consulting in North America, Europe and Asia. She is co-founder of the SARL EURO LSG based in Lyon offering executive training and doing consultancy for various organizations. She has taught for more than 10 years as lecturer at various universities and business schools such as EM Lyon and HEC Montréal. She possesses diplomas from the Gestalt Institute of Cleveland (USA), in Executive Coaching and the Fourth generation of Six Sigma (Institute of Six Sigma, Arizona) and, therefore, promotes consulting interventions that support mobilization of individuals and teams. She is the author of scientific articles and book chapters. Finally, she is working for a large variety of organizations ranging from retail organizations to manufacturers, service companies, the industrial sector and health industry.

> Paolo CROSETTO holds a PhD in Economics from the University of Milan, Italy. After the PhD he held post-doc positions in LUISS University in Rome and at the Max Planck Institute for Economics in Jena, Germany. Since 2013 he is a Researcher at INRA – the French National Institute for Agronomic Research. His research interests lie in Experimental Economics, applied mainly to risk elicitation, collective action, the economics of innovation, consumer biases and food consumption. He teaches in Grenoble at the Université Grenoble Alpes and at Grenoble-INP.

> Thibault DAUDIGEOS is an Assistant Professor for the Grenoble Ecole de Management. His areas of expertise are: Sustainable Development, Strategic Management, Diffusion of Administrative Innovations, Innovation Adoption, Working conditions, Corporate Social Responsibility, Corporate Social Responsibility.

> Tom DAVIS is Head of Marketing at Triangle, responsible for Triangle's brand, communications, and marketing to clients. Tom has worked in commercial marketing for over 20 years, with previous financial services experience at NatWest, Coutts, and Bank of Bermuda, where he was Vice President/Global Head of Product Development and Marketing. He then joined the voluntary sector, where he worked for 10 years in various roles, including Action for Children as their Marketing Director, and Chair of War Child UK. He has lectured in marketing at London Metropolitan University, The Marketer's Forum, and Grenoble Graduate School of Business.

> Vittorio DE PEDYS has spent 10 years working in American investment banking (London, New York) and 7 years as group CFO of one of the largest Italian banks (3000 branches). He has been teaching since 2006 all finance topics from basic to the most advanced (private equity, M&A, derivatives, etc) and is currently teaching at 6 highly qualified MBA programs across Europe. Vittorio is called continuously to teach customized course for firms both industrial and financial, mostly large brackets. Since 2006 he is aff. professor of finance and management at Escp Europe, one of Europe's largest and oldest business schools across its 5 campuses; he holds chairs at Tor Vergata university in Rome, university of torino, LUISS, American college skopje, zhejiang university Hangzhou (Prc), peking university (Prcchina), Pace university (New York).
> Paul DEPRE, after graduating in Management from Grenoble Graduate School of Business, moved to Argentina to start working in Gameloft Buenos Aires as a Game Producer. He managed a multi skilled team of 60 people, creating mobile games for global audiences. Then he moved to Globant – the LatAm leader in software development – to build the videogame development practice, and he managed the Product Management practice for the whole company, hiring and coaching +/- 20 product owners. He now works as a Senior consultant in Digital Product Management at Thiga, in Paris. He currently helps AXA France to think and build better digital products by managing an innovation lab. His fields of expertise are: digital journeys, Agile methodologies, design thinking, lean startup, game development, international management, crisis management, business development, innovation.

> Marie-France DERDERIAN After 6 years as Program Manager in Masteres Spécialisés Department MS Management of Business Intelligence Project and MS in Web marketing, Marie-France is now the Program Director for the MSc in Business Development and MSc in Innovation, Strategy & Entrepreneurship at GGSB. She is Module Supervisor for the Business Intelligence Specialization in the MBA of GGSB and Module Manager of Business Development in Grande Ecole 3A program. She is Program Manager of MSc Management Business Intelligence project in IESCA Casablanca; she teaches business development in executive training and Masteres Specialises, Programme grande ecole.

> François DESMOULINS-LEBEAULT is an alumnus of ESCP (majoring in Finance), holds a MSc in Finance/Statistics from Lancaster University, a Master of Research and a Ph.D. in Mathematical Finance from Université Paris-Dauphine. He is module supervisor for "Corporate Finance" in the MB, and for both "Fixed Income Investment" and "Visual Basic for Finance" in the MSc Finance. He leads many Quantitative Data Analysis doctoral seminars in the DBA programs. His areas of research include financial markets econometrics, portfolio management and evaluation and management of financial risks, in relation to the distributional properties of assets returns. He also works on the financial aspects of Football.

> Rémi DÉVEAUX has a 13 year experience in Corporate Sustainability in the cutting-edge consulting agency Utopies (consultant for Sanofi, Accor, Bic, PSA, Cemex France, etc.) and in Schneider Electric’s Group Sustainability Department. He steered Schneider Electric’s sustainability performance from 2008 to 2011 and works as business developer on Access to Energy markets in Africa since then.

> Ourania DIMITRAKI started her professional life as a governmental official in Greece. She finished her PhD in Economics in Brunel University, UK in July 2012 and joined the Marketing, Entrepreneurship and Global Strategy Group in the University of Essex in October 2012, as the expert on accounting and finance. Since March 2015 she is a Lecturer in Economics and Finance in Bedfordshire University. Her principal research interests, though, lay on the impact of the regional aspect of social reproduction under specific sociohistorical conditions and political/governmental policies on economic growth. The focus of her research was Western Europe (to capture the regional structure of the economy). At present she is investigating the effects of political regime types, the policies which stem out of different political systems and the underlying social environment on the economic well-being in LDC (mainly Asian countries and the Balkans) by using the latest econometric modelling and analysis techniques. Her latest research papers investigate the relationship between fiscal policies and military expenditure in different places of the world.

> Mohamed DJEDDOUR joined Manchester Business School in 1988. He has designed and taught a large number of courses at this institution but also at several others, in particular in the USA, Europe, China, Russia and North Africa. He joined Grenoble Ecole de Management in 2004 as a visiting lecturer. His main subjects are Strategy, International Business and Business Economics. He is currently Director of the European Centre for Management Education at MBS where he teaches Strategy and International Business to post-graduate students and executives. Before joining MBS, he was head of the Strategy Department of a local government and has also widely consulted on strategic issues, particularly for an oil company and for the European Commission (particularly for DG11) on Strategic Environmental Assessment (SEA). He holds a degree in Economics and Finance, a third-level Doctorate and a PhD from the University of Manchester. He is trilingual in English, French and Arabic and also speaks Spanish.

> Philippe DUPUY joined Grenoble Ecole de Management in 2009 as Associate Professor of Finance. His research examines issues related to international finance with special focus to long term valuation of currencies and their pivotal role in asset management. He has published several papers in international academic journals like Australian Economic Papers and Journal of Emerging Market Finance. Prior to joining Grenoble Ecole de Management, Philippe Dupuy worked for 13 years as an analyst and fund manager at HSBC where he developed and managed currency overlay. During this period, he regularly taught at ESCP-EAP and IEP Paris. Philippe received a Ph.D. in Economics in 2003 from Paris IX Dauphine and was visiting research student at the London School of Economics in 2000.
> Ahmed EL-MASRY has a PhD in Finance from Manchester Business School, Manchester University, UK. He is Senior Lecturer in Finance and Manager of the MSc finance programme at Plymouth Business School, UK since 2003. He teaches: corporate finance, international finance, international financial Management, Investment and valuation, portfolio management, and valuation of securities. He has published lots of papers in international journals in the areas of: cost of capital, exchange rate risk exposure, credit scoring modelling, dividend policy and Islamic finance. He has been a guest editor of Managerial Finance for three issues, two of which were published in 2006 and 2007 and the third in 2008. He is an editorial board member and reviewer for many journals.

> Augustine ENTONU MBA, ACCA Affiliate, CFA® Level II Candidate. Augustine Entonu holds an MBA in Management Consulting and an MBA in Finance. In both cases he studied at the prestigious Grenoble Graduate School of Business (GGSB) one of the top European business schools. As a former Business Development Director and Business Analyst, Augustine brings several years of experience to his lectures in Finance, Management Consulting, Operations Management and Investment Valuation and Analysis. A black belt holder in the Korean martial art of Tae Kwan Do, Augustine teaches underprivileged children how to cope with growing up in tough neighbourhoods without turning to violence and gangs. His main inspiration for teaching to develop students to push their own boundaries and be the best they can be. For Augustine the key to success is “a passion for sharing knowledge, a certain level of diligence and never accepting limitations”.

> Dr. Mark ESPOSITO is an Associate Professor in the department of People, Organizations and Society, at Grenoble School of Management and a member of the faculty at Harvard University. At Harvard, Mark teaches Systems Thinking and Complexity Management. He is Founder & Director of the Lab-Center for Competitiveness, a think tank affiliated with the MOC network at Harvard Business School, which purports to study competitiveness as a bottom up approach towards the creation of equality in society. He acts as Vice-President of the Institute for Transformative Thought & Learning, a US based think tank. He is Visiting Fellow of the Center for Business and Sustainability at Ashridge Business School in the UK as well as a member of the visiting faculty for the University of Cambridge Master in Sustainable Leadership. He is the author and co-author of 8 books, and his academic work appears regularly on the Academy of Management, as well as The Economist and Harvard Business Review. Mark consults in the area of Corporate Sustainability and Sustainable Strategies worldwide, including Board of Directors, Communities and National Governments.

> Phil EYRE graduated with a BSc summa cum laude in Economics from Cardiff University and an MA in Management Teaching from the EM Lyon/Lancaster University European Management Teaching Program. Before focusing on academic activity, he gained professional experience in service and manufacturing companies in Britain, France and Italy. Adopting a multidisciplinary approach, his classes confront students with the economic, legal, political and cultural dimensions of business issues. Based on an interactive and multi-activity pedagogical style, these classes include cases and mini cases, video documentaries, debate and discussion with constant exchange between teacher and student. Within the field of International Business, Phil teaches the following courses: European Integration (the E.U.), International Business Environment, Business in Emerging Economies, International Negotiations, International Business and English-Speaking Countries. Over the years he has taught at all the major local schools – Grenoble, Lyon, Chambéry and St Etienne – and he is a regular Visiting Professor at the following: Cardiff Business School, University of Idaho, Mendel University, Brno, and Megatrend University, Belgrade. Research interests include the international development of SMEs and the writing of mini cases.

> Luca FABBRI is a professor on contract at Bologna University Italy, teaching organisation of the fashion system and fashion company organisation. He obtained a law degree and a bachelor’s degree in Cultures, Techniques of Costume and Fashion from Bologna University.

> Corinne FAURE, ESSEC graduate, PhD in Marketing from the University of Florida, joined Grenoble Ecole de Management as a Marketing Professor in September 2011. Her international career has previously taken her to France (HEC and ESSEC Business School), Germany (European Business School and Goethe University Frankfurt), and the USA (Virginia Tech). Her research interests are in the area of new product development, energy consumption, green marketing, and research methods. Her work has been published among others in International Journal of Research in Marketing, Journal of Product Innovation Management, and Recherche et Applications en Marketing. She serves as a reviewer for numerous international journals and conferences.

> Alexandre FIDANZA graduated from Ecole Centrale de Paris and London Business School (Senior Executive program). After more than 25 years working on international projects with large companies like Renault Trucks and Alcatel, Alexandre decided to set up his own consulting firm “Industrie Conseil Chine”. His main subjects include Operations Management, Technology & Innovation and Asian Markets. Alexandre intervenes also for individual companies through executive education. Alexandre is a regular professor at Grenoble Ecole de Management and also teaches on several EMBA programs in France and abroad.
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> Carole GALLY After 8 years in sport events organisation and international public relations, Carole Gally completed a Master's degree in French as a Second Language and began teaching French language and culture to foreign managers working in Grenoble. In 2000, she joined the Modern Languages and Foreign Cultures department of GEM where she currently coordinates French programs and languages programs at GGSB.
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> Ted GLEASON is a founding partner of Gleason Wells, P.C., a law firm based in Denver, Colorado specializing in providing small and medium-sized businesses with long-term strategic solutions to safely grow their operations and resolve disputes. Prior to forming Gleason Wells, Ted worked at a well established Colorado law firm focusing on litigation and dispute resolution. He has a diverse litigation and dispute resolution practice with significant experience in business litigation, insurance subrogation, products liability, and banking litigation. In addition to his litigation and dispute resolution practice, Ted also handles various transactional and immigration matters. Furthermore, Ted has significant international experience and has worked at international law firms in Madrid, Spain and Buenos Aires, Argentina. Ted speaks English, Spanish, and French. Ted has coached Willem C. Vis International Commercial Arbitration Moot Competition teams from the University of Denver and University of Colorado since 2008.

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> Matthew HOUSDEN is a marketing consultant, author, academic and trainer. He has worked in marketing for 20 years, in a range of senior positions. He is an experienced and successful consultant and trainer of marketing personnel and has worked with companies such as Kraft, Nichirei, International Multi foods, Cadbury, Ferrero, Miller Freeman, IBM, Philip Morris, Anheuser Busch, Tarmac, NCET, Fiat, Barclays, Barclaycard, Swiss Reinsurance, the London Business School, the Royal Mail, Microsoft, The DTI, GUS, Weila, Avvio, Olive 360, Serco and Sense. He is a director of Face Value Consulting and principal lecturer in the marketing group at the University of Greenwich. His current activities include writing and research into marketing research, e-marketing and interactive relationship marketing. He is a consultant, tutor, examiner and member of the Institute of Direct Marketing, syllabus advisor to CAM and a tutor and former examiner at the Chartered Institute of Marketing. He is a full member of the Market Research Society and ESOMAR. In 2006 he was made Educator of the Year by the Institute of Direct Marketing.

> Marc HUMBERT has been a professor at Grenoble Ecole de Management since 1984. He teaches Statistics and Information Technology. His doctoral research was in computer science (computer-aided design of integrated circuits), but his current research interest is in the management of Information Technology.

> Stephen HUMPHREY is an extremely bright, articulate and engaging lecturer. He strives always to ensure that his students are fully engaged with the subject that is being taught and prides himself on bringing contemporary issues to the discussion environment. As such, he is keen to ensure that his own skills are relevant and is currently pursuing his doctoral studies – a PhD in Industrial Marketing at University KTH, Royal Institute of Technology, Stockholm, Sweden.

> Jenny-Lee HUNTER-SMITH is an English Teacher and has been teaching at GRENOBLE ECOLE DE MANAGEMENT since 2006. Subjects taught include Critical Reasoning and Ethical Thinking, Advanced Communication Skills, Business Management and Business Psychology. English lessons have also been taught at AFSIC Training center, and to students at IUT2 in Grenoble and STENDHAL University. Prior to working at GEM, upon arriving in France, Jenny-Lee was the Manager of LSPD dental laboratory for two years. While living in South Africa, she was a personal assistant at HIGHWAY dental laboratory in Durban. Previously, she taught English, History and Counseling (both career counseling and emotional guidance) at BEACHWOOD Boys’ High School also in Durban, South Africa. She has an H.D.E (Higher Diploma in Education) and a B.A (Bachelor of Arts Degree majoring in English and Psychology) from Natal University, South Africa. Other diplomas include a TESOL diploma and a computer training diploma. She has read/studied Afrikaans and is fluent in French.

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Jamil JABALLAH joined Grenoble Ecole de Management in 2016 as Assistant Professor of Finance. He obtained his Ph.D in Finance from the University of Toulouse 1 Capitole in 2014. His dissertation investigates the impact of the reputation of rating agencies on investors' perception of ratings, and on rating agencies' ability to disclose accurate and timely information. Jamil's research focuses on the interactions between firms and investors. He is particularly interested in investors' perception of the financial and extra financial information, and on the link between corporate governance and the adoption of socially responsible strategies by firms.

Jojo JACOB joined Grenoble Ecole de Management (GEM) as an Associate Professor in the department of Management, Technology and Strategy (MTS) in January 2014. Prior to joining GEM he was a Research Fellow at the United Nations University (UNU-MERIT), Maastricht. Jojo's research lies at the intersection of innovation management, entrepreneurship, and international business. He has been a reviewer for several international journals, and has published in journals such as Industrial and Corporate Change, Technological Forecasting and Social Change, Oxford Development Studies, Review of Development Economics, and R&D Management. Jojo received his PhD in economics from the Eindhoven University of Technology, MPhil in applied economics from CDS, Jawaharlal Nehru University, and MA in economics from Madras Christian College. He is a member of GEM's Energy Management research team in which his work focuses on innovation and internationalization strategies of firms in the energy sector. Jojo teaches strategy, entrepreneurship, business development, and international business.

Stephane JAUMIER Education: Master's Degree in Engineering (1997), MSc in Finance (2010), PhD student (Finance at GEM) from September 2010 onwards. Work experience: 10 years within international companies in the semiconductor industry, various positions in logistics and finance in France and in the Netherlands.

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Alexandra KOCHETKOVA has the PhD in philosophy and economics and is the full professor of Institute of Business Studies at Russian Presidential Academy of National Economy and Public Administration. Her career in RANEPA started in 1999. She is also an associate professor of Economics Ministry of Bayern (Germany). She has the qualification of a methodologist in the area of organizational development and teaching (University of Durham, Great Britain). More than once has she been acknowledged the best professor of Russia, the best professor of academic business-schools and the best professor of MBA and Executive MBA programs.
Jannine LASALETA received her BA in Social Psychology from the University of British Columbia, her MA in Social Psychology from York University, and her PhD in Business Administration from the University of Minnesota. In 2013 she joined the Marketing Department at the Grenoble École de Management (GEM) in France as an Assistant Professor. Jannine's research investigates how nostalgia affects consumer attitudes, behaviors, and choices across varying contexts (e.g., politics, health). She also examines motivation for money, product choice, and consumption. Jannine's research has been published in the "Journal of Consumer Research" and "Personality and Social Psychology Bulletin". Her research has been featured in multiple media outlets such as BBC, CNN, Fortune, Huffington Post and on NBC's Today Show.

Sabine LAURIA is the HR Director of GEM and MSc IHRM & OD program director at GEM. After having completed 2 bachelors in economics and business, she completed a master degree in management and finance, then a master degree in strategic HRM. Began her career in HR in Méreieux, then Electricité de France and joined Grenoble EM in 1994 where she created the HR department. As HR Director she is currently in charge of strategic HR projects: implementing the new statut at GEM and implementing an agile organization in different departments.

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> Nancy LOCATELLI is British and moved to France after completing her BA in Modern European Studies in 1993. After several years of teaching Business English to major industrial organisations such as Caterpillar, HP, and St Microelectronics Nancy completed an MA in European Property Development and Planning from Newcastle University. Nancy has worked at GGSB for 13 years and has played a key role in the development of the Bachelor in International Business program from a one year program to a three year degree recognized by the French Ministry of Education. Nancy works across 3 campuses; Grenoble, Paris and London. She is also responsible for the Malaysian Program and the Undergraduate Summer School. She is currently the Associate Program Director of the Bachelor in International Business program at GGSB and is Adjunct faculty at GEM. Nancy teaches Introduction to Negotiation and Career Development.

> Anton LOMINADZE has received a BS degree in Biochemistry from New York University followed by an MBA degree in Financial Management from Pace University. He has accumulated 12 years of professional work experience in the fields of Internal Audit, Financial Software Production, Security Issuance, and Management Consulting. In addition, he is a certified educator and has a broad and diverse teaching experience of various finance subjects in the United States, France, Switzerland, and Georgia. Currently Anton resides in Georgia, where he has successfully managed a $250 million Eurobond issue on the behalf of the Georgian Railway and is involved in a number of key consulting projects. At the GGSB Anton teaches the Investment Decision, Financing Decision, International Financial Management, Finance for Marketing Managers, Financing & Control, Management Control, and Managing Financial Performance on the recurring basis.

> Nathalie LOUISGRAND is finishing her PhD about the transmission of French Haute cuisine in China and teaches Intercultural Management and Human Resource Management at GEM. Nathalie received a Master in International Business and another one in International Negotiation from The University of Aix-en-Provence. She also had a Master in Chinese and spent one in exchange in Beijing University. Her research focuses on the French Haute Cuisine (Transmission in China, Hybridation, New forms of Haute Cuisine) and on International Human Resource Management (Expatriation, International Careers of Chefs and Maîtres d'hôtel) and about China.

> Mehak LUTHRA graduated from Istituto Europeo di Design, Milan with a Master’s degree in Fashion Marketing Management and is currently pursuing her Executive MBA from GGSB. She has extensive experience in sales and business development in the luxury and fashion industry. She currently works as the Sales Director for a niche luxury brand - Dusan, and has previously worked with the prêt-a-porter line of Roberto Furlanetto. Her expertise includes brand development, managing cross-geography sales operations, and public relations. Mehak is originally from India, but has spent the last seven years studying and working in Italy.

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> Renato MOSCA spent most of his career managing luxury business at international level with a reputation for achieving results, developing his team and retaining best talents. As Head of Retail for Ermenegildo Zegna, he achieved yearly double digits sales turnover increases both in Japan and Iberia. His last corporate role was Global Retail Training Manager (Global Customer Engagement Program) for the Ermenegildo Zegna Group corporate university, developing leadership and retail programs aimed to create a “customer centric organization”. The consequent increase in customer satisfaction, measured through the NPS, shows his dedication to work and passion for results. His multicultural experience, acquired by living and working from Japan to Europe, from South America to Middle East, makes for him extremely natural to interact and embrace people from different cultures and backgrounds. He is credible, open minded and passionate for people and he enjoys working with organization to improve business results through ethic and values. Areas of Expertise: Luxury sales, Leadership Development for directors and senior managers, team facilitation, managing performance, giving and receiving high quality feedback, leading multicultural teams, coaching skills. Renato graduated in Political Sciences at University of Oriental Studies of Napoli, major in East Asian countries. He was coordinator of the first Master in Fashion Management and Retail at IED Barcelona, he teaches Retail Management and Luxury Brands Management at IED Barcelona and IL3 Universitat de Barcelona. He was invited at Rikkyo University Tokyo ("Retail in Japan and Italy") at ESERP Business School Barcelona ("Luxury (R)Evolution"), at Università Cattolica of Milan ("Luxury Sales Ceremony"). Renato is certified trainer for several coaching and customer relation courses.

> Manek MUKESH PRATAP’s Areas of competence and interest are financial accounting, managerial accounting & financial management. He has a well-rounded academic background covering accounting, finance, administration, company law, internal auditing and marketing from overseas professional bodies in the UK & the USA and Australia. As an adjunct lecturer, he was appointed by several universities / institutions from Australia, the UK, the USA, France, India etc. Manek has been lecturing in financial accounting, managerial accounting and financial management modules offered in partnership with host institutions in Singapore. The programmes are offered at both under graduate and graduate level. After completing professional accountancy education, Manek has worked for several organizations in Central Asia and the Asia Pacific region at executive and managerial positions. He has also trained staff of several MNCs in the Asia pacific region and public servants in Singapore via Civil Service College. His expertise is in design & delivery of “Finance for Non Finance” programme. Manek is a member of several professional bodies including ICAA, CPA Australia,IMA (USA), ICSA (UK), IIA (USA), etc. and is a proud recipient of long (10 year) service award from two very prestigious institutions in Singapore where he is based. In several confidential evaluations, participants have commended his passion, patience and diligence in teaching difficult to understand concepts in an innovative, humorous, interesting and commonsensical ways.
> Danilo MURA’s professional experience started as a professional table tennis player. He played in the national team and in the Italian premier league (serie A). Then, he attended the BSc in Business Management at Bocconi University and, before starting his MSc in International Business at GEM, he worked in consulting. After having completed the Masters, he worked at L’Oreal and Barilla. Currently, he is working in his family business part of the hosiery industry and specialized in tights.

> Isabelle NE, from a studies background in Sociology in the 80’s, took advantage of a career path which led her to cross with very diverse environments, whether at cultural or at professional levels. She joined Grenoble Ecole de Management in 2000. It is there that she conducted a doctoral research on the impact of corporate culture on the efficacy of management training on relationships competencies. She teaches Theories of Organizations, Organizational Behaviors, Human Resources... among which managerial attitudes and effects, Decision Making, Change Management and Prospective.

> Jacques NIESSEN is graduated from the Grenoble Ecole de Management (GEM – ESC program) with a Business Master degree (1994). He has over more than 30 years of experience in several General Accounting functions (Legal Entity reporting & EAME Consolidation), Finance (cash management, currency hedging strategy) & Business Analysis (Managerial accounting, Cost analysis, Budget / Rolling Forecasts, Investment decision analysis) working for Caterpillar France SAS (subsidiary of Caterpillar Inc. - Peoria Illinois). During 12 years, Jacques (as Caterpillar expatriate) took over the position of Business Resources Manager for European manufacturing (Germany) and within the EAME headquarter in Geneva (Switzerland) where he gained inter-cultural experiences and European accounting GAAP’s knowledge. Currently Jacques is supporting the Caterpillar Corporate Business Systems Transformation migration for Caterpillar European entities (from internal Corporate systems to SAP). In this role, Jacques is the European Process Lead for the Product Costing & Inventory Management SAP modules. (In Feb. 2014, he obtained the SAP ERP 6.0 certification - Brussels). During his career, Jacques developed other certifications as 6 Sigma Black Belt / Sponsor, Change Master and recently he joined as Finance mentor the Caterpillar program.During his career, Jacques developed other certifications as 6 Sigma Black Belt / Sponsor, Change Master and recently he joined as Finance mentor the Caterpillar program.

> Anna NIKINA, Doctor of Business Administration, Executive MBA, Master of International Business. She currently works as Head of Projects for the Finnish-Russian Chamber of Commerce in Helsinki, Finland. She holds previous international work experience from Safran Group, Nokia and Trainers' House as well as entrepreneurship experience in business development consulting. Anna has successfully worked in development of customer and partner relations, negotiations, project management, public and international relations. Her academic involvement is developed through teaching and thesis supervision in Helsinki University of Applied Sciences, presentations at international conferences (Barcelona, Chicago, Montreal), and preparation of article publications. From the beginning of 2011, Anna is an Affiliated Professor at Grenoble Ecole de Management, teaching Innovation Management and International Business as well as supervising Master’s Theses. She is working on further international research based on her Doctoral Dissertation. Anna’s dissertation concerned how female entrepreneurs manage their businesses, also including the perspective of a spouse, her involvement in the business and the impacts on her leadership and provider roles. Recently she has also developed an entrepreneurial project related to a music hobby: www.pianoheart.com.

> Alojzy Zbigniew NOWAK holds a PhD in Economics and has done extensive Postgraduate studies in the fields of Economics, Finance and Banking. He is the Dean of the Faculty of Management at the University of Warsaw where he was elected in 2008 for his second 4-year term. He brought his academic and research experience to GGSB in 2008 where he teaches in the BIB program the module of International Business Environment in EU and more recently, Macro & Microeconomics.

> Patrick O’SULLIVAN Formerly a Senior Lecturer and MBA Programme Director at Cardiff University Business School, Patrick O’Sullivan was appointed as full Professor and Director of Studies at Grenoble Graduate School of Business within Grenoble Ecole de Management (GEM) in September 2006. Since September 2009 he has become Head of Department of Management and Behaviour in GEM heading up a diverse team of colleagues across a range of disciplines including Organisational Behaviour, Human Resource Management, Economics, Politics and Ethics. He has extensive experience in teaching at all levels and in academic administration. His teaching specialties include Business Ethics, Critical Scientific Methodology, Political Economy of the European Union as well as Managerial Economics. His research interests include Critical Scientific Methodology, Business Ethics, Transport Policy issues and System Timetabling/Planning, a field in which he has some consultancy experience. His publications include classic academic articles including some case-study work, a methodological monograph (republished 2011 as a Routledge Revival book), a custom textbook for Cardiff University and he is principal editor of and has written 3 chapters of a new Routledge text book on Business Ethics. Patrick is a native speaker of English and fluent in French and Italian.
> Dónal PALCIC is a Lecturer in Economics at the Kemmy Business School in the University of Limerick (Ireland). He is also Assistant Dean International for the Kemmy Business School with responsibility for the development of international partnerships and various other internationalisation activities. Dónal lectures in microeconomics, macroeconomics and public sector economics at both the undergraduate and postgraduate/MBA levels. Dónal's primary area of research is in public sector economics with a particular focus on infrastructure policy, public enterprises, privatisation and public-private partnerships. In 2016, Dónal spent five months as a Visiting Research Fellow at the Cornell Program for Infrastructure Policy in the Department of Policy Analysis & Management, College of Human Ecology, Cornell University (USA). Dónal was also a Visiting Professor at Ecole de Management Strasbourg in 2014 and 2016 where he delivered a course on European Integration.

> Nathan PARKIN is currently a doctoral student in the Business Administration PhD program at Grenoble Ecole de Management. He received a Bachelor's degree in Business Management from Brigham Young University in 2013. Both during and after his undergraduate degree, Nathan started two start-ups – one of which he raised over $100,000 through business plan competitions. Nathan also worked for Amazon.com in Seattle for 1.5 years as a brand specialist for the Amazon Music team. Nathan's current research is in the field of consumer psychology where he studies consumers' identities and how those identities impact their connections to brands.

> Michal PASERMAN is a professor of Finance. With 16 years of international experience she has been teaching Finance and Economics at leading universities. She earned a Ph.D. in International Economics from the Graduate Institute of International and Development Studies in Geneva. Dr. Paserman has served as a Director on the Boards of the listed companies Ampa Capital Ltd. and Ampa Investments Ltd., where she also acted as a Member of the Audit Committee. Previously, she was a Senior Economist at IFTRIC and worked as an economist in the international headquarters of TEVA Pharmaceuticals Ltd.

> Chirag PATEL is Assistant Professor of Marketing at Grenoble Ecole de Management. His primary research interests include radical innovation, organizational learning and consumer relationships. Dr. Patel's PhD thesis titled "Slow and Steady Wins the Race: Learning and the Innovation Process" focused on competition between incumbent banks and developing online banking. He has received numerous grants and awards for his research studies. In 2007, he was invited to participate in the "Dynamics of Radical Innovation" project funded by the Marketing Science Institute. Dr. Patel is ad-hoc reviewer for the American Marketing Association's Educators' Conference and the British Academy of Management Conference.

> Alison PEARCE holds a post-graduate Diploma in International Marketing, the Chartered Institute of Marketing's Diploma, an MBA, a post-graduate certificate in Academic Practice & Learning and has recently submitted her doctoral thesis in the execution of internationalisation strategy through strategic entrepreneurship. She had a 15 year career in international business working for blue-chip companies in the UK, France, Germany, the USA and Hong Kong in various roles ranging from retail marketing & buying, through product development & management, brand design & marketing and strategic marketing & new opportunity analysis to Head of Innovation & Business Development. She then changed careers to become a Senior Lecturer in Strategic Management & International Business at Newcastle Business School, Northumbria University in the UK and was invited to join the faculty at GGSB in 2009 while living in Grenoble on exchange. Now back at Northumbria, where she teaches and manages international partnerships, she continues for GGSB as Module Supervisor for the undergraduate module ‘Introduction to Global Strategy’, delivers teaching on post-graduate marketing modules and programmes, including the MBA, in Grenoble and London and supervises post-graduate projects and dissertations.

> Mahmood PEDRAM holds a Ph.D. in Management Science with a focus in Marketing with a Master's degree in Electrical and Computer Engineering from Purdue University. Before joining GEM in 2015, he was an Assistant Professor of Marketing at the American University in Dubai. His research interest is in product introduction strategies, including the timing of product release, pricing issues, as well as product design and innovation. He has presented his research at the Marketing Science Conferences and has published his work at the Management Science journal. His area of application is in the technology industry, automotive industry, computer and electronics industry, as well as the gaming industry, using game theory as his primary method of research.

> Virginie PERRIER is a graduate from ESCP Europe Business School in 2000. She is a true professional of the Luxury Industry with a strong international. 20 years business experience in leading companies in the sector: Cartier, Dior, Kenzo Kids, Paul Smith Junior and Junior Gaultier. She has embraced key positions such as Trade Marketing Manager, International Commercial Director or General Manager. She has developed a strong expertise in managing International Luxury Business Units with an extensive knowledge of Retail & Wholesale distribution and has overseen key positions: Brand & marketing strategy, design and creation, multi-channel distribution, production and supply chain. She is particularly sensitive to talent management and leadership topics and has a very good knowledge of Asian countries.
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> Michel PHILIPPART holds an engineering degree from ULg and an MBA from Northwestern's Kellogg Graduate School of Management. He is Affiliated Professor at GEM and member of the pedagogical comity of the IRIMA. He has led international projects to assess and transform purchasing for more than 20 years, in Europe, the Americas and Asia. He worked in consulting for Booz Allen and McKinsey, and in major corporations like PepsiCo's Frito-Lay and GlaxoSmithKline where he was head of Global Purchasing for the vaccine division. He co-authored "Collaborative Sourcing", published at PUL. He focuses primarily on the supplier management contribution to sustainable competitive advantages: value creation mechanisms in supplier management and organizational issues in management of successful ecosystems. He has begun a DBA at Paris Dauphine.

> Jean-Paul PIACENTINO is the founder of the ALP'DISPLAY society, specialized for the past 5 years in the conception, fabrication and commercialization of professional flat screens and dynamic display solutions. Main clients include network integrated solutions resalers and major accounts such as Sanofi, Peugeot, Dassault, Veolia as well as administrative institutions such as La Sorbonne.ALFP'DISPLAY also has international customers in Côte D'Ivoire, Spain and Luxemburg. Jean-Paul PIACENTINO is currently Associate Professor at l'Ecole Centrale de LYON, in charge of the "Production an Lean Manufacturing" group with tight collaboration with the "Logistics and Supply Chain" group. He also lectures at HEC Lausanne (B2B) and at EM Grenoble (GGSB) on the Iran offsite project. In addition to all the professions around production, his areas of expertise are: Negotiation B2B, Marketing B2B, Value Engineering, Operational Management of HR, Project Management. Jean-Paul PIACENTINO worked for 15 years for THALES in the field of "Radars and Counter Measures" where he occupied various technical and management positions. In particular, he managed onsite the transfer of licence fabrication of radars in Irak and at and oversaw the training of 25 Iraqi engineers for a year. Jean-Paul PIACENTINO also worked for 6 years for Thompson Multimedia headquarters where he occupied a position in B2B Business Development in the flat screen market (LCD and Plasma) in partnership with NEC Society, in the framework of plasma module sourcing and of a joint venture between Thomon and NEC (Europe / Asia / USA).

> Federico PIGNI is Assistant Professor in Information Systems in the Management of Technology and Strategy department at the Grenoble Ecole de Management (France). He graduated cum laude in Business Administration and Management and holds a PhD in Manangement Information Systems and Supply Chain Management. Since 1999, he has been working as a lecturer and research assistant at Carlo Cattaneo University. In the following years he started lecturing at the Catholic University in Milan and in 2007 at the Università Commerciale Luigi Bocconi in Milan (Italy). From 2007 to 2010 he was Senior Researcher at Carlo Cattaneo University's Lab4Consulting, a Web and software consulting company. Since then, his consulting activities focused on IT based innovation in the banking industry. In 2006 he also joined for a post-doctorate France Télécom R&D - Pole Service Sciences in Sophia Antipolis (France), developing methodologies addressing the inter-organizational adoption of ICT. He teaches in the area of Information Systems and has a research interest in the strategic application of information systems in the interorganizational context and the use of innovative IT to deliver customer services.

> Sebastian PIRORO is a Certified Public Accountant and Director of Strategy & Planning for a multi-billion organization in Canada. He is also a PhD Candidate (Management Science), at Antwerp Management School at the University of Antwerp, Belgium. His research interests include corporate governance, auditing and earnings management. He also holds an MBA from Sheffield University Management School at the University of Sheffield, UK and a Graduate Diploma in Accounting from Sauder School of Business at the University of British Columbia, Canada. Sebastian has over twenty years experience in public accounting, finance, banking and management consultancy. He has worked in a variety of roles for companies across Africa, Europe & North America.

> David POLLON has been an instructor in finance, economics and the entertainment industry since 2003. He is currently teaching courses at the undergraduate and graduate level at universities in Rome, Paris, and Grenoble. Before entering the academic world, David made his career in the international financial arena working for The Walt Disney Company. After serving as Finance Director for the movie studio at company headquarters in Los Angeles, he became Finance Director for the UK and later Italy, where he was in charge of all cinema, video, and DVD financial operations. He is currently completing his PhD with the International School of Management in Paris where his research is focusing on the economic value of cultural heritage.

> Jonathan PRICE became an investment banker in 1982 after having qualified as a barrister. He has extensive experience of international finance and investment including capital markets, energy and project finance, venture capital and privatisation. In 1999 in response to the growing demand for flexible work space, he set up Business Centre Capital to specialise in finance and investment in business centres and serviced and managed offices. In 2004 under contract to Close Brothers, the UK merchant banking group, he set up and subsequently managed the world’s first public fund for investment in business centres. In 2011, he co-founded a new venture capital firm and set up an authorised investment fund domiciled in Guernsey.
> Steve PRIDDY worked as an accountant in public practice and in business for over 25 years. Formerly Director of Technical Policy & Research with the Association of Chartered Certified Accountants (ACCA), he joined LSBF in the autumn of 2010 as Director of Research. He has coached, mentored and supervised over 300 students at Masters level, designed and delivered modules in Carbon Management & Entrepreneurship and Contemporary Issues in Oil, Gas & Energy, and currently teaches modules in Ethics & Decision Making in Business and Research Methods for Masters students.

> Melani PRINSLOO's career started as an academic at the University of Pretoria, specializing in Marketing and the creation and management of profitable Customer relationships. During this period she was always lured by research and consulting projects that offered challenges to apply the knowledge accumulated through academic endeavour in solution-oriented environments. An increase in these activities led to the decision to leave the university and start a small research company, then called Metric Business Analysts. Even though the idea was to keep the company small and specialize in niche projects where she was able to deliver true value to selected clients, the world seemed to have different ideas. After signing up several blue chip companies as specialized project clients and working internationally for several years, a plan with a life and a heart-beat of its own has emerged… Now, Melani is the founder partner of Infusion and specifically of the township lifestyle research project that has been running for the last two years. This project allowed her team the space to innovatively evaluate the South African, or rather developing world research landscape, and design an alternative solution to traditional research. One of the main objectives is to address severe information shortages on middle class markets in order to create markets sustainably. This project around designing commercially viable Community-Based Participatory Research Projects and networks is not only a very successful commercial endeavour but also the topic of her PhD that was completed in December 2007. Melani has published various articles in highly acclaimed national and international journals, has published a book on Service Marketing, has lectured on various topics nationally and internationally, has worked in developed and under-developed markets and presented several papers on national and international conferences.

> Jim PULCRANO is an engineer by training, having earned a BSc in Mechanical Engineering from the U. of Missouri-Columbia. He worked for Schlumberger in the Gulf of Mexico and West Africa before obtaining his MBA from IMD in Lausanne, Switzerland. His doctorate is from the Grenoble Ecole de Management with his dissertation focused on entrepreneurial networking. He has created &/or been part of the management team in six startups in the US and Switzerland, and has coached and evaluated hundreds of others. He is responsible for the Silicon Valley entrepreneurship module of IMD’s Executive MBA and has run IMD’s annual Startup Competition since 1999.

> Claire RITCHIE is an experienced inter-disciplinary creative practitioner with a strong underlying skill set located firmly within the visual sphere of Fashion and Fashion Promotion. Her communication and organisational skills are excellent and she is comfortable working in a fast-paced and cutting edge design, creative marketing or educational environment. She has knowledge and experience which span both design and business-based sectors, with a strong leaning towards the distinctive fashion silhouette, experimental use of materials and cutting-edge image-making.

> Michelle RODET obtained her Master in Law degree from Grenoble University. She has taught International Business Law at GGSB since 1997, after returning from the United States where she had lived and worked as an attorney and consultant. She has also obtained her Jurist Doctor (JD) at Vermont Law School, Vermont, USA. Her most recent area of interest is in Internet Law. Michelle is of French nationality and is bilingual in French and English.

> Dr. Janna ROSE teaches qualitative and quantitative research methods, intercultural and ethical issues, and biopharmaceutical strategy and innovation to graduate students at GEM. She also is active in multiple research projects that focus on enabling technologies in healthcare and gender segregation across the EU. Dr. Rose holds a Master's degree in Socio-Cultural Anthropology from Tulane University and a Ph.D. in Biological Sciences from Florida international University. She previously managed laboratories and conducted research for novel anti-bacterial compounds from medicinal plants.

> Véronique ROSTAS is an alumni of the Ecole Normale Supérieure, holds an Agrégation in Geography. She is a certified coach and a certified trainer for intercultural management training and facilitation. Her experience in the corporate world was gained in Applied Materials and Thales, where she worked in various positions in HR (HR manager, International C&B Manager, Expatriation & Relocation specialist, Learning and Development Manager for Europe). She is now an independent coach and consultant, partnering with organizations going through “growing pains”, when culture plays a major role in facilitating change and ensuring engagement from employees and managers to the organization’s vision and strategy.
> Nick SANDERS is a graduate Marine Engineer with post graduate studies in Management, Finance, Shipbroking and Public Health Management. With experience in project and operations management in 28 countries, his career portfolio includes organisations such as Groupe Bolloré, Antrak Logistics, The World Food Programme, The World Health Organisation, UK Department for International Development, the Government of Oman, Shell Tankers (UK) amongst others. His training and education consultancies include Bechtel, Thales, Schneider Electric Ashanti Goldfields, Médecins sans Frontières and Capgemini. Currently Nick is Programme Director for the Master in International Business (MIB) at Grenoble Graduate School of Business and Module Supervisor for Project Management, Purchasing and Management in International Organisations. He is a roster consultant to UK Department for International Development on Rapid Response Programming.

> José SCHEUER has lived and worked in 4 European countries. She has an MSc from EAP-ESCP (Paris, Oxford, Berlin) and worked for 10 years for NIVEA in Hamburg, within Trade Marketing, Brand Management and International Marketing. Her industry experiences add a priceless value to individuals who study with her. She is lecturing in London, Hamburg and Berlin in Marketing, Brand Management, Strategic Business Management, CRM and International Business.

> Petra-Maria SCHWERTSCHLAG is a freelance coach and management-trainer. After studying comparative literature at “Vienna University”, Austria, “SUNY Binghamton New York”, USA, and “Columbia University”, New York, USA she completed training in psychology at “École d’Analyse Transactionnelle”, Lyon, France, and acquired a diploma of professional coach at “Académie Internationale de Coaching à Bruxelles”, Belgium. She is specialised in management-training for a cross-cultural environment and renowned for her playful off-track teaching methods.

> Abhijit SHARMA is currently a senior lecturer in Economics at the Bradford University School of Management. His research interests include international economics, innovation and technology adoption decisions, environmental economics and applied econometrics. Abhijit is academic lead for the Bradford University School of Management’s trading room lab and he is also programme leader for the MSc in Finance and Investment. Abhijit previously worked as a lecturer in economics at the Department of Economics at the University of Sheffield. He has also worked as a postdoctoral research economist at the Centre for Environmental Policy, Imperial College London on an ESRC and RCUK funded project involving econometric modelling of technology adoption decisions. Abhijit is currently working as a principal-investigator on an EU FP7 research project titled “Crossing Boundaries” (EUR 194,500), with particular focus on innovation, technology adoption and knowledge diffusion, as well as links between intellectual property rights and innovation. He also worked on a project sponsored by the Food Standards Agency on the effectiveness of the Reduced Salt Campaign.

> Emmanuelle SILVESTRE is a fashion and luxury business lecturer. She gives courses for several business and fashion schools in France and China and participates debates and conferences on the topics of fashion and luxury. She has collaborated with LVMH’s art magazine Connaissance des Arts, and was sales manager for Gaspard Yurkievich for domestic and international markets. She spent ten years as a brand manager for the Danish fashion company Bestseller.

> Deji SOTUNDE is an ambitious and experienced management professional with proven track record in delivering results to complex projects and day–to–day people and process performance. He enjoys working on employee development programmes/projects (graduate), programme research, performance management initiatives, change management processes, designing work procedures and implementing best practices approach for innovative learning and development initiatives. He is experienced at working with technical and non–technical teams in a globally dispersed organisation, and delivering training, coaching, mentoring and/or advisory support as a service.

> Dr. Jovana STANISLJEVIC completed her bachelor and master studies at the Graduate School of Geoeconomics at the Megatrend University in Belgrade, Serbia, while she successfully finished her DBA studies at the Grenoble Graduate School of Business in December 2010. Her doctoral dissertation concerns the roles of multinational companies in Serbia, and was successfully defended on December 20th 2010. During the duration of her bachelor studies, she was elected to be student vice-rector of the Megatrend University, due to her excellent score. She spent six years working as the Head of the International Cooperation Department of the Megatrend University, and was the youngest member of the university’s top-management. In January 2010, she became the member of the Cabinet of the Prime-minister of the Republic of Serbia, where she occupied the position of the Head of the Public Relations Department. From March 2011, she was appointed to the position of the Head of the Cabinet of the Minister of Agriculture, Trade, Forestry and Water management of the Republic of Serbia.

> Lionel STRUB is an Assistant professor for the Grenoble Ecole de Management. He’s a member of the Chair Mindfulness, Well-being at work and Economic Peace. He obtained his Doctorat in health psychology from the University of Metz in 2010 and he’s a psychologist since 2006. His research interests are in the area of mindfulness and its adaptation to mindfulness-based interventions to help improve employees’ psychological health.
> Diana Hui Chin TAN holds a Masters of Arts in International Financial Analysis from the University of Newcastle Upon Tyne, UK and a Bachelor of Arts in Accounting and Financial Management from the University of Essex, UK. She has been an Associate Lecturer for MDIS in Singapore since 2008 and conducts lectures for the Finance module in the Diploma in Marketing program.

> Pauline TAN PATRICOT started her career in the Finance department of Christian Dior UK in London after obtaining her Master in Business and Management at GEM in 2011 and her MBA at Grand Valley State University in Michigan, USA in 2011 as well. She has held various positions within the Finance department of Dior UK and is currently working as a management controller.

> Jose TARANTINI has 15 years of experience in international commercial management and is currently Global Purchasing Category Manager Energy, responsible for WW energy purchasing and Michelin Group energy purchasing strategy, implementation, best practices and risk management. He has good knowledge of the Latin markets and experience in managing multicultural teams. He is fluent in French, English, Spanish and Portuguese.

> Nicholas TAYLOR is Senior lecturer at Lincoln University (UK), formerly at Sheffield Hallam University, School of Business & Finance and a lecturer in International Business on the MIB program at GGSB. Current responsibilities include the development of a strategic relationship with TAR College Malaysia, and school co-ordinator with the Chartered Institute of Marketing, UK. Current External Examiner for the Chartered Institute of Marketing, Postgraduate Diploma in International Marketing. Membership of professional bodies includes the Institute of Small Business Affairs (ISBA), and the Academy of Marketing (AM). Key teaching topics include Strategic Marketing and International Business. He has substantial experience in private industry through previous employment, consultancy, management, and research activities.

> Dominique THEVENIN, HEC (1984), PhD (1998), is Associate Professor at Grenoble Ecole de Management since 1991. Prior to this, he was a consultant in the Trade and Industry Center of Grenoble (CCI). He is specialized in Finance. He teaches in the graduate French and international programs of GGSB, both core and specialization courses: Corporate Finance, Corporate Governance, Business Report Analysis, International Finance, Valuation of Companies, and Mergers and Takeovers. These courses are given in French or in English in France, Moldova and China. He was Head of the Accounting-Law-Finance Department between 1995 and 1998, and is now Head of Finance MBA. His main research interests are 1/ speculative bubbles, and 2/ financial structure, performances, valuation and stock markets for high tech companies. A book is forthcoming about the valuation of high tech companies.

> Jean-Patrick THEVENY is a Telecom/Media professional who has been working in the industry for over 20 years. Having completed higher education and having conducted several missions in freelance, he joined a telecommunications consulting company where he held several positions. He notably conducted regulatory analyses and led strategy and marketing missions for operators and equipment manufacturers. Since 2001 Jean-Patrick manages TMT Consulting, an independent consulting firm with international reach specialized in telecommunications, media and new technologies. TMT Consulting services are targeted for projects involving regulatory, economic, marketing and technical analyses.


> Tiziana TINI is Professor for Distribution Channels and Digital Marketing. She has more than 10 years of professional experience in the Luxury business. She is an experienced lecturer with great public speaking skills. Passionate about the Fashion Industry, Tiziana started her career in France working for one of the most iconic pret-a-porter brands in French Fashion history: Cacharel. As a new technology addicted, she turned her attention to new media and joined the Vente-privee.com team. Once back in Italy she worked for Max Mara Fashion Group in a moment when the Company was entering the online market. Tiziana has always been attracted to the Far East and contemporary Asian culture, and was thrilled when she managed Greater China and the Asian market for what many refer to as the greatest and most refined concept stores in Italy, LUISAVIAROMA.COM. Now she is Global Social Media and Content Manager for Salvatore Ferragamo Group, one of the major players in the luxury goods industry, and consultant in the Luxury business. Tiziana firmly believes that fashion, art and music are capable of transcending walls that may be built by culture or language making it possible to communicate and interact on an International level.
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> Juan TOBIAS is currently Vice-President Strategic Marketing at Schneider Electric Infrastructure Business Unit. Originally from Argentina, he graduated from Universidad Nacional del Sur (Bahia Blanca, Argentina) with BSc in Electrical Engineering in 1977. In 1984 he received a PhD in Electrical Engineering from Strathclyde University (Glasgow, UK). After 4 years working in electric utility in Buenos Aires (Argentina) he moved to UK in 1988 to work in Yorkshire Switchgear, a privately owned electrical equipment manufacturer acquired by Schneider Electric in 1989. Since then he has held many positions in Schneider Electric UK subsidiary, including Product Marketing Manager, Business Development Manager and Commercial Manager for Energy and Infrastructure segment. In 2005 he moved to Grenoble (France) to take the position in Schneider Electric corporate organisation as Vice-President Market Development for Buildings & Infrastructure segment. In 2007 he was appointed Vice-President Strategic Marketing for MV Switchgear Business. He has authored over 40 international publications in the technical field of electrical power distribution. His main interest is Business to Business marketing, market introduction of disruptive innovation and the role of marketing in new offer development. He has coached many young marketing managers working for Schneider Electric subsidiaries in emerging economies like China, Russia, Brazil and India.

> Marco TONELLATO is currently a Post-doctoral fellow at the department of Management, Technology and Strategy at Grenoble École de Management (France). His research interests include the analysis of social networks within and between organizations, open innovation, and the dynamics of decision-making and learning in open production projects. In his dissertation project he investigated the social mechanisms contributing to the emergence of structure, hierarchy and collaboration in open source software communities. His work has been published in Organizational Research Methods, Research in the Sociology of Organizations and in edited collections. He holds a bachelor degree from the University of Padova (Italy) and a master and PhD degree from the University of Lugano (Switzerland).

> Christelle TORNIKOSKI is a full-time Assistant Professor in HRM at Grenoble École de Management. She obtained her Doctorate degree in Economics and Business Administration at the University of Vaasa (Finland) and her PhD in Management at EMLYON Business School (France). She has had several years of experience in the private business sector as a project manager in the IT sector, product manager in the textile industry as well as a corporate consultant/coach. She teaches courses such as Human Resource Management, Social Law and International Human Resource Management. The overall objective of her research agenda is to investigate what motivates expatriates, global careerists and international employees most, and how organizations can manage their developmental career to retain them in the long run and benefit from their acquired knowledge, skills and abilities. She is especially interested in the study of the employment relationship of expatriates, the social exchange of intangible rewards or returns between supervisors and expatriates, and the use of idiosyncratic deals and total rewards. She has carried out research on expatriate compensation, attitudes, psychological contract and career anchors. Her other research interests lie on organizational and individual careers (career motivations, orientations/anchors, and development), ethics and critical management studies. She has authored and co-authored articles published in international academic journals such as The International Journal of Human Resource Management (IJHRM), Cross-Cultural Management Journal (CCM), RESADERSE International, and a book chapter.

> Erno TORNIKOSKI is a Professor in Entrepreneurship at Grenoble École de Management. He received his doctorate from ESSEC Business School, IAE Aix-en-Provence, and Vaasa University (Finland) in 2005. He has worked at ESC Saint-Etienne as Dean of the Faculty and Research, at EMLYON as Associate Professor in Entrepreneurship, and at Seinäjoki University of Applied Sciences (Finland) as Research Manager. His research interests are related to organizational emergence (legitimacy, personal network, opportunity characteristics), the development of entrepreneurial intentions, and new venture growth. His published research has appeared in Journal of Business Venturing, Entrepreneurship Theory & Practice, International Small Business Journal, Small Business Economics, and Applied Economics. He is Consulting Editor of the International Small Business Journal, and reviews regularly for Journal of Business Venturing, Small Business Economics, and Management Decision. Erno also has extensive experience in pedagogical engineering. For example, in Finland he participated in the development of a new national master level degree for the Universities of Applied Sciences while working at Seinäjoki University of Applied Sciences. He also launched and coordinated an IMBA certificate program for Seinäjoki University of Applied Science, and was involved in developing activities to foster the entrepreneurial initiatives of the students (e.g. internal incubator for students, introduction of new type of entrepreneurial modules, etc.). Part of Erno's research interest is related to the development of entrepreneurial intentions and entrepreneurial skills amongst students of higher educational institutes, and how to measure the impact of these entrepreneurship related initiatives on individuals.

> Passionate about Serendipity and Digital Revolution, Didier TRANCHIER is a serial entrepreneur who founded and invested in more than 40 digital startups. He is a contractor for the European commission as Business Coach for the H2020 program. He also worked as a professor in innovation management and was the program director of an Executive MBA program at Institut Mines-Telecom in Paris titled "Leading Innovation in a Digital World" dedicated to Digital Transformation. Didier is a MBA graduate from Columbia University in New York, he holds a Ph.D. in Computer Science from INRIA and engineering degrees from Ecole Polytechnique and Telecom ParisTech.
Olivier TRENDEL, has a PhD in Marketing (2006) from the University of Grenoble, MS Marketing (2000) from the University of Washington and Engineer (1997) from the INPG-EFPG. He is assistant professor of marketing and head of the marketing department at Grenoble Ecole de Management. Current areas of research are sponsorship effectiveness, learning of brand quality associations (for instance by conditioning) and development and utilization of implicit measures of beliefs and satisfaction. His research has been published in "Recherche et Applications en Marketing" and "Advances in Consumer Research". Courses Taught: Marketing Research, Quantitative Marketing, Marketing Communication, Sponsorship.

Deepak TRIVEDI's background includes working as a consultant in Financial Services, Hospitality, Professional Sport and Teaching requiring excellent communication and leadership skills. He is an active member in the 'Society for Human Resource Management' and CIPD qualified at Associate level. He obtained a Masters Degree in (MA) International Human Resource Management in January 2009.

David TSIKLARI is a professor of Marketing since 1997. He teaches Marketing Research, Strategic Marketing and other Marketing subjects at the Master and Bachelor degree programs at the Caucasus University. For GGSB, he teaches Research Methods on the MBA programs in Tbilisi. In addition to the academic career, over a 20-year he worked for the government, private sector and donor agencies. He was a Deputy Minister at the Ministry of Economic Development of Georgia and worked as a Development Manager in the largest power distribution company. David has the Master degree in Management Information Systems and Degree in Public Administration. He presently obtains a PhD degree in Marketing.

Nils VAN DE WINKEL is a consultant focussing on supply chain and procurement with two years of experience in leading engagements throughout the UK, Europe and the US. Following a bachelor degree in International Business with the University of Groningen in the Netherlands and Indonesia, he completed his Master in International Business with GGSB in London, specialising in supply chain risk management.

Grégory VANEL, French Ph.D. in international economics and Canadian Ph.D in political science. Grégory Vanel taught several years in France and Canada. He has been Fellow at Grenoble University and at University of Savoie, where he taught Economics. In Canada, he essentially taught in International Relations and International Political Economy at Laval University (Quebec City). Specialized on the study of the political economy of international finance, his work concerns the dollar standard dynamic, the financial hegemony of the US, and the international financial normalization. His Ph.D Dissertation, called "The Political Economy of the Dollar Standard. The US and the New International Financial Regime", was rewarded in 2007 by the Institut de Recherche en Economie Contemporaine (Montreal). Grégory Vanel has published several papers in peer review journals. After his post-doctoral fellowship at Laval University (Institut Québécois des Hautes Etudes Internationales), he came back to France. He is essentially teacher at ISEG Lyon.

Andrew WALKER is an Associate Professor at Grenoble Graduate School of Business. He has been teaching in Higher Education for over 15 years, and is also currently an Affiliate Professor at London School of Business and Finance and the EIPM, Geneva. He worked for six years as an IT consultant for Deloitte Touche, was Director of Shopcreator Developments (an e-commerce solutions company), and is currently an international consultant for the Centre for International Development and Training (based in the UK). He has over 20 years’ experience in information systems, including international consultancy projects for the European Commission, the United Nations, and several national governments. He won the best paper at the International E-Commerce Conference in Singapore in 2008. His areas of expertise include web analytics, web design, digital marketing and information systems.

Damian WARD has received a Ph.D. in Economics as well as a MSc in Business Economics from the Manchester School of Management, UMIST, UK. He has been a lecturer in Economics for the University of Bradford Management Centre, Bradford, UK since 1997. His research is concerned with applying economic theory within the industrial context of insurance services. This follows from his Ph.D. that examined the changing regulatory environment within the UK life insurance market and the potential negative effects on the availability of alternative modes of financial advice. This work has now been extended in order to broaden the literature on distribution in insurance as well as considering the primary motivators of financial services development.
> Carolina WERLE is an Assistant Professor in the Marketing Department at Grenoble Ecole de Management (GEM). She received her Ph.D. in Marketing, with distinction, from Université Pierre Mendes France. The research of her dissertation was conducted at Cornell University (Ithaca, NY) while she was visiting the Cornell Food & Brand Lab. She was also a visiting scholar at University of California (Irvine, CA) conducting research on social identity issues in advertising. At GEM, she teaches Social Marketing, Marketing Psychology and Consumer Behavior, Experimental Design, Research in Marketing, and Research Methods for Master and PhD students. Professor Werle’s research on consumer behavior has been published in *Archives of Pediatric and Adolescent Medicine* and *Appetite*. Her research has been mentioned by several print and electronic media outlets, including L'Express, le Dauphiné Libéré, TopSanté, and Le Progrès. Professor Werle's research interests include Social Marketing, Exercise and Food Consumption, Consumer Self-Control, Regret, and Prevention Campaigns Efficacy. One stream of research examines how consumers compensate between exercise and food consumption, and shows that being distracted while exercising can lead people to eat less of high-calorie foods. Her research about obesity prevention campaigns efficacy demonstrates the importance of highlighting social risks when designing such advertisements for adolescents in low income schools. A native of Brazil, she received a B.A. in Business Administration from Universidade Federal do Rio Grande do Sul, at Porto Alegre, Brazil, and a Masters’ Degree in Quantitative Marketing from Université Pierre Mendes France. In addition to her academic background, Carolina worked as a market researcher both in Brazil and France.

> Sean R. WHITE is pursuing his Ph.D. in Entrepreneurship and Networking, with focus on the support relationships around entrepreneurs that help them to build their business. He holds a Bachelor of Science degree in Psychology from Universidade Presbiteriana Mackenzie and a Masters’ Degree in Management from Insep Institute of Education and Research, where he was also a career counselor.

> Keith WHITFIELD is Professor of Human Resource Management and Economics at Cardiff Business School, United Kingdom. He has published widely on HRM issues, particularly performance-related pay, employee involvement, organisational performance and employee well-being. Keith took his first degree in Economics at the University of Cambridge. He then did his DPhil at the University of Oxford. He then took a lectureship at the University of Sydney, and worked extensively on Australian labour market issues. On returning to the UK, he worked at the Institute for Employment Research at the University of Warwick before taking a lectureship in applied economics at the Cardiff Business School in 1990. He was promoted to a personal chair at Cardiff University in 2000, and was director of the PhD programme at the Business School from 2002 to 2005, when he became Associate Dean for Postgraduate Studies. Keith has worked extensively as an adviser to the Economic and Social Research Council (ESRC), and was their consultant for the 2004 British Workplace Employment Relations Survey. He has also been the coordinator of the ESRC research project on wellbeing and working life and was principal investigator of the ESRC-funded project on the evolution of the modern British workplace.

> Mo WILLAN manages his own marketing consultancy company in London and has over the years carried out consultancy assignments for several organisations including The Gambia Chamber of Commerce, Coca Cola and The British Council. Over the past six years, Mo has trained over 2000 marketing executives mainly in the UK, Eastern Europe and Africa. Prior to setting up his consultancy, he worked for four years as Group Marketing Manager (West Africa) for the French multinational firm Cement Françoise and as Acting CEO for The Gambia Mineral Water Company (Gamwater). A graduate of Cranfield University School of Management and a Chartered Marketer (UK), Mo is also a visiting lecturer at London Metropolitan University, Oxford College of Marketing, Kaplan Professional and LSBF.

> Andy WRIGHT is an experienced tutor and trainer in finance and accounting. He specialises in delivering courses in financial accounting, management accounting, corporate finance, corporate governance, budgeting and risk management for staff with finance and accounting responsibilities, as well as finance awareness programs for non-financial managers and independent non-executive directors. Andy initially trained as an accountant, and is a Fellow of the Association of Chartered Certified Accountants (FCCA). He is also a qualified teacher of further and higher education (Cert Ed), and holds a Masters degree in Business Administration from the University of Warwick. Andy started his career, and gained knowledge and experience of accounting and auditing systems and procedures, by working in professional accounting firms, and medium to large sized companies in the UK. However, after 14 years of vocational accounting roles, he changed direction and became a college tutor in accounting and finance. He rapidly progressed to the position of Head of the Business School at a Higher Education College in the UK Midlands, and later at a private university in London. During this time he took on a number of additional roles as visiting tutor, and external assessor at other colleges and universities. He also co-authored a study manual on financial management, and ran a part-time accountancy practice, for a small number of SME clients. In 2001, Andy resigned from the university position to set up a financial training consultancy. Since then he has delivered accounting, finance, and finance awareness programs to a number of clients, in the corporate, government, and voluntary sectors. In addition, he continues to maintain his links with higher education as a visiting tutor/professor, teaching Bachelor and Master degree programs in Business, Finance and Accounting, at universities in the UK and France.
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> Jie YAN received his Bachelor degree in Mechanical Engineering and Masters degree in Management at Tsinghua University, China and his PhD in Management at Hull University, England. His research focuses on knowledge and learning within and across firms, the informal extra-organizational boundary spanning activities, internet based technical communities, and strategic application of information technology. He published articles in R&D management, International Journal of Technology Management, International Journal of Information Technology Management, etc. He has taught a variety of courses in information system and quantitative research methods at undergraduate and graduate levels. Currently Jie Yan is an Assistant Professor at Grenoble Ecole de Management, France.

> Dr Fan YING is senior lecturer in marketing at Brunel University in London. Prior to his current appointment, Fan held faculty positions at Universities of Lincoln, Hertfordshire and Durham. Fan has published over sixty papers in the area of marketing and international management. Before coming to the UK in 1988, he had worked in various organisations in China, including a university in Beijing, China State Economic Commission and Nixdorf Computer AG in Germany.

> Martin ZAHNER, after 6 years of engineer studies in Biotechnology in Austria and two years of studies of German in France, became first assistant of the language lab, teacher for foreign languages and finally department head for the department modern languages and foreign cultures (from 2000 to 2012). In parallel he took responsibilities in the center of International Affairs, since April 2010 he is associate director of International Affairs and academic advisor for the following countries: AUS/AUT/BR/GER/NL/NZL/RSA/USA. He develops with 6 other schools a common entrance exam for international students in order to join the Master ESC program. He is involved in recruiting and developing strategies of implantation. Martin is also actively involved in the development of a regional and international network which brings international Master students from Grenoble together with local high level company managers in order to make these students become ambassadors from the region, once they are back in their home country.

> Syed Faisal Haneef ZAIDI works as a freelance tutor and has taught Accounting, Finance and Statistics. He began teaching in 2002. He lectures and manages various Business related modules at the HND, undergraduate and postgraduate levels. He graduated from Bradford University School of Management (Ranked top 10 UK Business School by FT). He is specialised in Accounting, Finance and Sales & Marketing. His first degree in Sales & Marketing from Institute of Business Administration Karachi, Pakistan (the top ranking oldest Business School outside North America). Syed Faisal Haneef Zaidi associated with world top multinational corporations including British Sky Broadcasting Limited, Worldcall Telecom Limited (An Oman Telecom Company), Da Vinci Consulting Group, Greece, Hum Securities Ltd (A leading Brokerage House), ANZ Grindlays Bank, Bristol-Myers Squibb & Pakistan International Airline Corporation.

> Michael ZAITSEV is Deputy Rector/Dean of IBS-M RANEPA and holds a PhD in Solid State Physics from Moscow Pedagogical State University. Lecturing on Management Science, P&OM, Business Forecasting, Business Statistics, in IBS-Moscow at Academy of National Economy for more than 10 years. Visiting Professor of Graduate School of Management at Higher School of Economics in Moscow and Nyzhniy Novgorod (for 8 years), Graduate School of Business at Moscow State University (4 years). Lecturing on Calculus, Computer Science, Business Statistics (for 3 years)

> Remi ZANDA is a partner at Industries Consult Plus (IC+) a consultancy specializing in international business development, assisting industrial and high-tech companies to develop their businesses in Europe, the USA and China. Remi has over 20 years of international experience, mainly in the US where he lived for 10 years after graduating in France. Prior to joining IC+, Remi worked at the industrial group ABB between 1999 and 2007. At ABB, Remi first held the position of Business Unit Manager South Europe within the Service Division (center of excellence industrial productivity improvement based in Brussels) followed by the position of Business Development Manager within the Robotics Division in France (center of excellence Press Automation based in Barcelona). Previously, Remi was the International Business Development Manager for a French document management company, Artesys International from 1997 to 1999. During his ten years in the USA, Remi held various positions, including Project Engineer, Chief Software Architect and Project Manager, working in the fields of CAD/CAM and train simulation. Remi holds a Ph.D. in Computer Science and a Master in Mechanical and Aerospace Engineering, both earned at the Illinois Institute of Technology in Chicago, as well as a mechanical engineering degree earned at INSA, Lyon, France.
Dr. Shan ZHAO got his PhD from Toulouse School of Economics, University of Toulouse 1, in 2008. His areas of research include corporate finance, corporate governance, financial intermediation, and contract theory. The current research topics include boards of directors, takeover, and corporate innovation. He has published in various finance journals including Journal of International Money and Finance, Journal of International Financial Markets, Institutions & Money, and European Journal of Finance. He has presented his papers at prominent academic conferences such as European Finance Association annual conference 2012. He won CICF (China International Conference in Finance) best paper award in 2010. He was an ad hoc referee of Rand Journal of Economics. His research has been cited by top finance journals including Journal of Financial Economics. Dr. Zhao has teaching experience in Corporate Finance, M&A, and Microeconomics.