

PUBLICATIONS

Articles in peer-refereed journals

- Kornau, A./Frerichs, I. M./Sieben, B. (2020): An empirical analysis of research paradigms within international human resource management: The need for more diversity, *German Journal of Human Resource Management*, 24 (2): 148-177. DOI: 10.1177/2397002220908035
- Klarsfeld, A./Knappert, L./Kornau, A./Ngunjiri, F.W./Sieben, B. (2019): Diversity in under-researched countries: New empirical fields challenging old theories?, *Equality, Diversity and Inclusion: An International Journal*, 38 (7), 694-704. <https://doi.org/10.1108/EDI-03-2019-0110>
- Ortlieb, R./Sieben, B. (2019): Balls, barbecues and boxing: Contesting gender regimes at organizational social events, *Organization Studies*, 40 (1), 115-134. DOI: 10.1177/0170840617736941
- Sieben, B./Rastetter, D. (2017): Management research on gender and diversity in German-speaking countries: A stock-taking, *Zeitschrift für Diversitätsforschung und -management*, 2 (2), 8-23.
- Collien, I./Sieben, B./Müller-Camen, M. (2016): Age work in organizations: Maintaining and disrupting institutionalised understandings of higher age, *British Journal of Management*, 27, 778-795.
- Sieben, B./Braun, T./Ferreira, A. (2016): Reproduction of 'Typical' gender roles in temporary organizations—No surprise for whom? The case of cooperative behaviors and their acknowledgement, *Scandinavian Journal of Management*, 32 (1), 52-62, <http://dx.doi.org/10.1016/j.scaman.2015.12.001>.
- Ortlieb, R./Sieben, B. (2014): The making of inclusion as structuration: Empirical evidence of a multinational company, *Equality, Diversity and Inclusion: An International Journal*, 33 (3), 235-248.
- Ortlieb, R./Sieben, B./Sichtmann, C. (2014): Assigning migrants to customer contact jobs: A context-specific exploration of the business case for diversity, *Review of Managerial Science*, 8, 249-273.
- Ortlieb, R./Sieben, B. (2013): Diversity strategies and business logic: Why do companies employ ethnic minorities?, *Group & Organization Management*, 38 (4), 480-511.
- Sieben, B./Haunschild, A. (2012): Paradoxes of luxury work, *Zeitschrift für Personalforschung*, 26 (2), 189-194.
- Ortlieb, R./Sieben, B. (2012): How to safeguard critical resources of professional and managerial staff: Exploration of a taxonomy of resource retention strategies, *International Journal of Human Resource Management*, 23 (8), 1688-1704.
- Grieger, J./Ortlieb, R./Pantelmann, H./Sieben, B. (2010): Strategische Bindung der Ressourcen von Fach- und Führungskräften. Beurteilung und Umsetzung in Unternehmen [Strategies to retain resources of specialists and executives. Managerial assessments and implementation], *Zeitschrift für Personalforschung*, 24 (4), 338-362.
- Ortlieb, R./Sieben, B. (2010): Migrant employees in Germany: Personnel structures and practices, *Equality, Diversity & Inclusion*, 29 (4), 364-379.
- Ortlieb, R./Sieben, B. (2008): Diversity strategies focused on employees with a migration background. An empirical investigation based on resource dependence theory, *Management Revue*, 19 (1+2), 70-93.
- Sieben, B. (2007): Doing research on emotion and virtual work: A compass to assist orientation, *Human Relations*, 60 (4), 561-580.
- Sieben, B. (2003): Emotionale Intelligenz: Die Tücken eines Trends [Emotional Intelligence: Fatal attractions], invited comment in *Zeitschrift für Personalpsychologie*, 2 (1), 26-28.
- Sieben, B. (2001): Emotionale Intelligenz – Golemans Erfolgskonstrukt auf dem Prüfstand [Emotional Intelligence – Goleman's success construct under scrutiny], *Managementforschung* 11, Emotionen und Management, ed. by Schreyögg, G./Sydow, J., Wiesbaden: Gabler, 135-170.

Monographs

- Krell, G./Ortlieb, R./Sieben, B. (2018): Gender und Diversity in Organisationen. Grundlegendes zur Chancengleichheit durch Personalpolitik [Gender and Diversity in Organizations. Basics of equal opportunities via human resource management], Wiesbaden: Gabler.
- Plötner, O./Sieben, B./Kummer, T.F. (2011): 应用成本效益分析 理论、方法和习题 (Cost and performance accounting. Theory, instruments and exercises; textbook), Shanghai: Shanghai University of Finance and Economics Press.
- Plötner, O./Sieben, B./Kummer, T.F. (2010): Kosten- und Erlösrechnung. Anschaulich, kompakt, praxisnah [Cost and performance accounting; textbook], 2. edn. (1. edn. 2008), Berlin: Springer.
- Anders, V./Ortlieb, R./Pantelmann, H./Reim, D./Sieben, B./Stein, S. (2008): Diversity und Diversity Management in Berliner Unternehmen. Im Fokus: Personen mit Migrationshintergrund. Ergebnisse einer quantitativen und qualitativen empirischen Studie [Diversity and Diversity Management in Berlin companies – focused on persons with a migration background. Results of a quantitative and qualitative empirical study], München/Mering: Hampp.
- Sieben, B. (2007): Management und Emotionen. Analyse einer ambivalenten Verknüpfung [Management and emotions. Analysis of an ambivalent alliance; dissertation], Frankfurt a.M./New York: Campus.
- Sieben, B./Emmerich, A./Huesmann, M./Krell, G./Ortlieb, R. (2003): Leitfaden für das wissenschaftliche Bearbeiten personalpolitischer Fragestellungen [Guideline for the scientific analysis of HRM issues; textbook], München/Mering: Hampp.

Edited books

- Ortlieb, R./Sieben, B. (Eds.) (2012): *Geschenkt wird einer nichts – oder doch? Festschrift für Gertraude Krell. Programmatistisches – Personalpolitik – Gender – Diversity – Diskursive Anknüpfungen* [Life doesn't give presents to her – or does it? Festschrift for Gertraude Krell. Programmatic issues – HRM – Gender – Diversity – Discursive ties], München/Mering: Hampp.
- Krell, G./Ortlieb, R./Sieben, B. (Eds.) (2011): *Chancengleichheit durch Personalpolitik* [Equal opportunities via human resource management], 6th edn., Wiesbaden: Gabler.
- Sieben, B./Wettergren, Å. (Eds.) (2010): *Emotionalizing organizations and organizing emotions*, Houndsmills: Palgrave Macmillan.
- Krell, G./Riedmüller, B./Sieben, B./Vinz, D. (Eds.) (2007): *Diversity Studies. Grundlagen und disziplinäre Ansätze* [Diversity studies. Basics and disciplinary approaches], Frankfurt a.M./New York: Campus.

Editorships

- Reihe Betriebliche Personalpolitik [Book series HRM], Wiesbaden: Gabler, Coeditor G. Krell (since 2008).
- Zeitschrift für Diversitätsforschung und -management, Coeditors A.D. Bührmann, L. Dobusch, I. Ebberts, B. Halbfas, D. Rastetter, Barbara Budrich Verlag (since 2016).

Articles in edited books and non-refereed journals

- Baldsch, S./Heinisch, C./Sieben, B. (2018): Diskriminierung im Auswahlprozess: Überschneidungen von ethnischer Herkunft und Geschlecht [Discrimination in the process of personnel selection: Intersections of ethnicity and gender], *Zeitschrift für Diversitätsforschung und -management*, 3(1), 68-73.
- Sieben, B./Büchter, K./Gomolla, M./Wienhaus, A. (2018): Deutscher Diversity-Tag 2018 an der Helmut-Schmidt-Universität [German Diversity Day at Helmut Schmidt University], *Zeitschrift für Diversitätsforschung und -management*, 2 (2), 222-223.
- Ortlieb, R./Rastetter, D./Sieben, B. (2017): Editorial (Themenschwerpunkt: In Memoriam Gertraude Krell. Gender und Diversity im Kontext der betrieblichen Personalpolitik) [Editorial (Thematic focus: In memory of Gertraude Krell. Gender and Diversity in the context of human resource management)], *Zeitschrift für Diversitätsforschung und -management*, 2(1), 5-7.
- Bernauer, V./Sieben, B./Haunschild, A. (2017): Dienstleistungsarbeit im Luxussegment: Die Rolle von Emotionen, Schichtzugehörigkeit und Geschlecht [Service Work in the luxury sector: The role of emotions, social class and gender], *Zeitschrift für Diversitätsforschung und -management*, 2(1), 77-81.
- Rastetter, D./Sieben, B. (2016): Statt eines Nachrufs: Gertraude Krell (1952–2016) in eigener Sache [Instead of an obituary: Gertraude Krell on her own behalf], *Zeitschrift für Diversitätsforschung und -management*, 1(1), 119-124.
- Senger, U./Sieben, B. (2016): Weiterbildender Masterstudiengang „Leading Diversity“ (M.A.) an der Helmut Schmidt Universität/Universität der Bundeswehr Hamburg [Applied master „Leading Diversity“ at Helmut Schmidt University – University of the Federal Armed Forces Hamburg], *Zeitschrift für Diversitätsforschung und -management*, 1(1), 110-112..
- Sieben, B. (2016): Diversity Management: Chancengleichheit als Wettbewerbsvorteil [Diversity management: equal opportunities as a competitive advantage], in: *Perspektive Personal*. Ausgabe Sommer 2016: Ausbildung und Qualifizierung, hg. vom Bundesamt für das Personalmanagement, Presse- und Informationszentrum Bundeswehr, o.Jg., 7-10.
- Ortlieb, R./Sieben, B./Nienhüser, W./Haunschild, A. (2016): Obituary: Gertraude Krell (1952–2016), *German Journal of Human Resource Management*, 30 (2), 155-157.
- Ortlieb, R./Sieben, B. (2015): Fortschritte in der Forschung zur „Betrieblichen Integration ausländischer Arbeitnehmer“ [Advances in the study of “foreign workers’ organizational integration”], in: (Hg.): Behrends, T./Jochims, T./Nienhüser, W. (Eds.): *Erkenntnis und Fortschritt: Beiträge aus Personalforschung und Managementpraxis*. Festschrift für Albert Martin, München/Mering: Hampp, 61-64.
- Rastetter, D./Sieben, B. (2015): Beiträge zu Diversity Management in BWL-Zeitschriften – Themen und Perspektiven [Contributions to diversity management in administrative business journals – topics and perspectives], in Hanappi-Egger, E./Bendl, R. (Hg.): *Diversität, Diversifizierung und (Ent)Solidarisierung. Eine Standortbestimmung der Diversitätsforschung im deutschen Sprachraum*, Wiesbaden: Springer VS, 127-148.
- Sieben, B. (2015): Der linguistic turn in der Managementforschung [The linguistic turn in management studies], in Diaz-Bone, R./Krell, G. (Eds.): *Diskurs und Ökonomie. Diskursanalytische Perspektiven auf Märkte und Organisationen*. 2nd ed., Wiesbaden: VS, 49-78 (actualized version of Volume 1, Diaz-Bone/Krell Hg. 2009).
- Bornheim, N./Sieben, B. (2014): Auf dem Weg zu mehr Geschlechtergerechtigkeit in Belegschaften [On the way to more gender equality in workforces], in Badura, B./Duck, A./Schröder, H./Klose, J./Meyer, M. (Hg.): *Fehlzeiten-Report 2014: Erfolgreiche Unternehmen von morgen – gesunde Zukunft heute gestalten*, Berlin/Heidelberg: Springer, 85-91.
- Ortlieb, R./Sieben, B. (2012): Einleitung – oder: Nicht schon wieder dieses Theater! [Introduction, or: Not again such an act!], in Ortlieb/Sieben (Eds.): *Geschenkt wird einer nichts – oder doch?*, 1-4.

- Krell, G./Sieben, B. (2011): Diversity Management. Chancengleichheit für alle und auch als Wettbewerbsvorteil [Diversity Management. Equal opportunities for everyone and also as a competitive advantage], in Krell/Ortlieb/Sieben (Eds.): Chancengleichheit durch Personalpolitik, 6th edn., 155-174.
- Ortlieb, R./Sieben, B. (2011): Frauen mit Migrationshintergrund: Zwei soziale Kategorien im Fokus der Personalforschung und -praxis [Women with migration background: Two social categories focused by human resource management research and managerial practice], in Krell/Ortlieb/Sieben (Eds.): Chancengleichheit durch Personalpolitik, 6th edn., 231-238.
- Ortlieb, R./Sieben, B. (2011): River Rafting, Polonaise oder Bowling: Betriebsfeiern und ähnliche Events als Medien organisationskultureller (Re-)Produktion von Geschlechterverhältnissen [Company parties and similar events as media of a organizational cultural (re)production of gender relations], in Krell/Ortlieb/Sieben (Eds.): Chancengleichheit durch Personalpolitik, 6th edn., 445-454 (reprint of: Krell, G. (Ed.) (2008): Chancengleichheit durch Personalpolitik, 5th edn., Wiesbaden: Gabler, 387-396).
- Sieben, B./Bornheim, N. (2011): Intersektionalität und Diversity – Achsen der Differenz in Managementkonzepten und Managementforschung [Intersectionality and diversity – axes of difference in management concepts and management research], in Smykalla, S./Vinz, D. (Eds.): Intersektionalität zwischen Gender und Diversity – Theorien, Methoden und Politiken der Chancengleichheit. Münster: Westfälisches Dampfboot, 93-111.
- Sieben, B./Schimmelpfeng, O. (2011): Forschungsskizze: Gleichstellungspolitik nach dem AGG. Eine Befragung der 100 wertschöpfungsstärksten deutschen Unternehmen [Research outline: Equal opportunities politics since the General Equal Treatment Act. A survey among the 100 biggest German companies], in Krell/Ortlieb/Sieben (Eds.): Chancengleichheit durch Personalpolitik, 6th edn., 59-64.
- Anders, V./Ortlieb, R./Pantelmann, H./Reim, D./Sieben, B./Stein, S. (2010): Die betriebliche Integration von Personen mit Migrationshintergrund: Personalstrukturen und Personalpraktiken in Berliner Unternehmen [The organizational integration of migrants: Personnel structures and practices in Berlin companies], in Schmidt, M./Schank, C. (Eds.): Die Metropolregion Berlin vor demografischen und gesellschaftlichen Herausforderungen, München/Mering: Hampp, 51-80.
- Bruchhagen, V./Grieger, J./Koall, I./Meuser, M./Ortlieb, R./Sieben, B. (2010): Social inequality, diversity, and equal treatment at work: the German case, in Klarsfeld, A. (Ed.): International handbook on diversity management at work. Country perspectives on diversity and equal treatment, Cheltenham/Northampton, MA: Elgar, 109-138.
- Krell, G./Sieben, B. (2010): (Management-)Diskurse über Emotionen und Geschlechter [Management discourses on emotion and gender], in Soeffner, H.-G. with Kursawe, K./Elsner, M./Adlt, M. (Eds.): Unsichere Zeiten. Herausforderungen gesellschaftlicher Transformationen. Verhandlungen des 34. Kongresses der Deutschen Gesellschaft für Soziologie in Jena 2008 (CD), Wiesbaden: VS.
- Krell, G./Sieben, B. (2010): Diversity Management, in Massing, P. (Ed.): Gender und Diversity. Eine Einführung. Vielfalt verstehen und gestalten, Schwalbach im Taunus: Wochenschau Verlag, 45-61.
- Ortlieb, R./Sieben, B. (2010): Beschäftigte mit Migrationshintergrund in der Berliner Wirtschaft: Empirische Befunde zu Personalstrukturen, -praktiken und -strategien [Employees with a migration background in the Berlin economy – Empirical findings on personnel structures, practices and strategies], in Badura, B./Schröder, H./Klose, J./Macco, K. (Eds.): Fehlzeitenreport 2010. Vielfalt managen: Gesundheit fördern – Potenziale nutzen. Zahlen, Daten, Analysen aus allen Branchen der Wirtschaft, Berlin: Springer, 121-128.
- Sieben, B./Wettergren, Å. (2010): Emotionalizing organizations and organizing emotions – our research agenda, in Sieben/Wettergren (Eds.): Emotionalizing organizations and organizing emotions, 1-20.
- Ortlieb, R./Sieben, B. (2008): Exclusion, hazard, adding value, or learning? Diversity strategies focused on employees with a migration background, Solomon, G.T. (Ed.): Best papers proceedings of the sixty-seventh annual meeting of the Academy of Management (CD), ISSN 1543-8643.
- Krell, G./Sieben, B. (2007): Diversity Management und Personalforschung [Diversity Management and Human Resources research], in Krell/Riedmüller/Sieben/Vinz (Eds.): Diversity Studies, 235-254.
- Krell, G./Riedmüller, B./Sieben, B./Vinz, D. (2007): Diversity Studies als integrierende Forschungsrichtung [Diversity Studies as an integrative field of research], in Krell/Riedmüller/Sieben/Vinz (Eds.): Diversity Studies, 7-16.
- Sieben, B./Krell, G. (2007): Emotionen und Geschlecht als Managementthema: Politikorientierte und andere Perspektiven [Emotions and Gender as management topics: Politically oriented and other perspectives], Neumayr, A. (Ed.): Kritik der Gefühle, Innsbruck: Milena, 188-213. 2.
- Sieben, B. (2004): Der Kunde ist König; da muss man seins zurückstecken? Eine ethnomethodologische Konversationsanalyse (Vortrag und Diskussion) [The client is the king; there you have to back off? An ethnomethodological conversation analysis], in Dunkel, W./Rieder, K. (Eds.): Interaktion im Salon. Analysen interaktiver Arbeit anhand eines Dokumentarfilms zum Friseurhandwerk, München: ISF München, 35-53.
- Sieben, B. (2003): Emotional Intelligence: Fatal Attractions, in Strasser, H./Kluth, K./Rausch, H./Bubb, H. (Eds.): Quality of Work and Products in Enterprises of the Future, Stuttgart: ergonomia, 505-508.
- Sieben, B. (2003): Emotionale Intelligenz und Personalentwicklung: Eine Produktwarnung [Emotional Intelligence and Human Resources Development: A product alert], in Handbuch Personalentwicklung, ed. by Laske, S./Orthey, A./Geißler, K., München: Deutscher Wirtschaftsdienst, 86 (3.43), 1-26.

CONFERENCE PRESENTATIONS

Presentations of peer-refereed conference papers

- July 2018: Mapping management research on gender and diversity as a political arena: Interests, resources and power plays in German speaking countries (with D. Rastetter, University of Hamburg), 34. EGOS Colloquium, Tallinn.
- 2017: Emotions in luxury work: Their connection to class and gender (with V. Bernauer, HSU, and A. Haunschild, University of Hannover), 12th Asia-Pacific Symposium on Emotions in Worklife (APSEW), December 2017, Melbourne; Autumn Workshop Section HRM, VHB, September 2017, University of Paderborn 33. EGOS Colloquium, July 2017, Copenhagen.
- June 2017: Inklusion von Gender und Migrationshintergrund als Strukturierung. Zwei Seiten einer Medaille [Inclusion of gender and migration background as a structuration. Two sides of the same coin] (with R. Ortlieb, Universität Graz), Symposium „Nachhaltiger Wandel durch Diversity Management: Erkenntnisse heute, Wirkungen morgen?“ [„Sustainable change by Diversity Management: Realizations today, impacts tomorrow?“], Organizer: J. Nentwich, University of St. Gallen, and R. Ortlieb, University of Graz, 79th Convention of the VHB, St. Gallen.
- September 2016: Paradoxes of Luxury Work - The Role of Cross-Class Encounters (with A. Haunschild, University of Hannover), Work, Employment & Society Conference, Leeds.
- August 2016: The Political Arena of Equality and Diversity at Work. The Cases of Germany and Turkey (with A. Kornau, HSU, and L. Knappert, Tilburg University), Presenter Symposium „Diversity and Inclusion through HRM: Country Perspectives“ (Chairs B. Sieben, HSU, and A. Klarsfeld, Toulouse Business School), AOM Annual Meeting, Anaheim.
- July 2016: The contested terrain of equality and diversity at work – The cases of Germany and Turkey (with A. Kornau, HSU, and L. Knappert, Tilburg University), 32nd EGOS Colloquium, Naples.
- April 2016: Equal opportunities as a political arena – A comparative analysis of Germany and Turkey (with A. Kornau, HSU, and L. Knappert, Tilburg University), International Labour Process Conference, WZB, Berlin.
- January 2016: Service work in the luxury sector: The role of emotions, class and gender (with V. Bernauer, HSU, and A. Haunschild, University of Hannover), Symposium „State, Work and Affects“, WU Wien.
- November 2015: Vereinbarkeit von Familie und Dienst in der Bundeswehr – Eine Diskursanalyse [Reconciling family and work life in the Federal Armed Forces – A discourse analysis] (with T. Hundt and T. Reichmuth, HSU), 13th Annual Meeting AKempor, Lüneburg.
- September 2015: Organizational research on gender and diversity in the German speaking regions. A bibliometric and content analysis (with D. Rastetter, University of Hamburg), Workshop Section HRM, VHB, Karl-Franzens-University Graz.
- September 2015: Gender (in-)congruent citizenship behaviour: Appearances and outcomes in temporary organizations (mit T. Braun, Freie Universität Berlin, A. Ferreira, Instituto Universitário de Lisboa), Workshop Section HRM, VHB, Karl-Franzens-University Graz.
- August 2015: The perspective of diversity (management) (with R. Ortlieb, University of Graz), Symposium „Managing Differences between Employees: Different Perspectives on HR Differentiation“, Chairs Elise Marescaux, Sophie De Winne, Lieven Brebels and Luc Sels, KU Leuven, Belgium, AOM Annual Meeting, Vancouver.
- August 2015: Age work in German organizations: Maintaining and disrupting institutionalized understandings of higher age (with I. Collien, HCU und Freie Universität Berlin und M. Müller Camen, WU Vienna), Symposium „Opening organizations. Managing diversity and inclusion through HRM“, Co-organizers Lena Knappert, Özyegin University, Istanbul, Marion Festing, ESCP Europe, Berlin, AOM Annual Meeting, Vancouver.
- July 2015: Organizational research on gender and diversity in the German speaking regions. A bibliometric and content analysis (with D. Rastetter, Universität Hamburg), 31st EGOS Colloquium, Athens.
- Februar 2015: Reproduction of 'typical' gender roles in temporary organizations – no surprise for whom? The example of cooperative behaviours and their acknowledgement (with T. Braun, Freie Universität Berlin, A. Ferreira, Instituto Universitário de Lisboa), Workshop Section Organization, VHB, University of Zürich.
- September 2014: Temporary organizations and gender: Individual outcomes of citizenship behaviour in gender (in)congruent project roles (with T. Braun, Freie Universität Berlin, A. Ferreira, Instituto Universitário de Lisboa), Workshop Section HRM, VHB, Karl-Franzens-University Graz.
- September 2014: How social events in organizations contribute to local gender regimes: A narrative approach (with R. Ortlieb, University of Graz), Workshop Section HRM, VHB, Karl-Franzens-University Graz.
- August 2014: Our approach to inequalities in organizations – A political perspective (with R. Ortlieb, University of Graz), Symposium "Relational inequality and diversity: Bridging sociological and organization studies perspectives", Chairs Patrizia Zanoni und Steven Vallas, AOM Annual Meeting, Philadelphia.
- August 2014: How social events in organizations contribute to local gender regimes: A narrative approach (with R. Ortlieb, University of Graz), AOM Annual Meeting, Philadelphia.
- Juli 2014: Social events in organizations as diversity practices: How they foster equality and when they fail (with R. Ortlieb, University of Graz), 30th EGOS Colloquium, Rotterdam.
- Juni 2014: Project Citizenship Behavior: Appearances and outcomes in gender (in)congruent project roles (with T. Braun, Freie Universität Berlin, A. Ferreira, Instituto Universitário de Lisboa), 14th EURAM conference, Valencia.
- Februar 2014: Paradoxes of luxury work: The role of cross-class encounters (with A. Haunschild, Universität Hannover), Workshop Section Organization, VHB, Friedrich Schiller Universität Jena.
- November 2013: Organizational social events as hotbeds for the (re)production of local gender regimes. A mixed methods approach (mit R. Ortlieb, Universität Graz), 11th Annual Meeting AKempor, München.
- September 2013: Diversity policies: Maintaining or deinstitutionalizing racism? The example of a German public administration (with I. Collien, Freie Universität Berlin), Autumn Workshop Section HRM, VHB, Hamburg.

- August 2013: Paradoxes of luxury work: The role of cross-class encounters (with A. Haunschild, University of Hannover), Symposium "Workplace inequality: Examining the impacts of social class on organizational life", Organizers: J. Kish-Gephart (University of Arkansas), B. Gray (Pennsylvania State University), AOM Annual Meeting, Orlando.
- July 2013: Intercultural management as struggles around (de-)institutionalizing whiteness (with I. Collien, Freie Universität Berlin), 29. EGOS Colloquium, Montreal.
- November 2012: Institutional work on age images in German organizations. A discourse and rhetoric theory based approach to the deinstitutionalization and maintenance of age inequalities (with I. Collien, Freie Universität Berlin, M. Müller-Camen, H. Schröder, WU Vienna University of Economics and Business), 10th Annual Meeting AKempor, Graz.
- September 2012: Age images in German organizations: Rhetorical constructions in the (de-)institutionalization of inequalities (with I. Collien, Freie Universität Berlin, M. Müller-Camen, WU Vienna University of Economics and Business, M. Flynn, Middlesex University Business School), Autumn Workshop Section HRM, VHB, Hamburg.
- August 2012: Assigning migrants to customer contact jobs: The business case of diversity and equality issues (with R. Ortlieb, University of Graz and C. Sichtmann, University of Vienna), AOM Annual Meeting, Boston.
- July 2012: Age images in UK and Germany: Rhetorical constructions in the (de-)institutionalization of inequalities (with I. Collien, Freie Universität Berlin, M. Müller-Camen, WU Vienna University of Economics and Business, M. Flynn, Middlesex University Business School), 28th EGOS Colloquium, Helsinki.
- September 2011: Assigning migrants to customer contact jobs: Organizational outcomes, rationales, and practices (with R. Ortlieb, University of Graz, C. Sichtmann, University of Vienna), Autumn Workshop Section HRM, VHB, Gießen.
- July 2011: Re-constructing age images in UK and Germany: Corporate and socio-political actors' rhetoric on age (management) discourses (with H. Pantelmann, Freie Universität Berlin, M. Flynn, M. Müller-Camen, H. Schröder, all Middlesex University Business School), Critical Management Studies Conference 7, Naples.
- April 2011: Paradoxes of luxury work: Precariousness, emotional labour, identity – and the customer (with A. Haunschild, University of Trier), 29th International Labour Process Conference, Leeds.
- February 2011: Christmas parties and other social events in organizations: A hotbed for the (re)production of gender regimes (with R. Ortlieb, University of Graz), Workshop Section Organization, VHB, Freie Universität Berlin.
- November 2010: Echoes of wartime forced labour and post-war guest worker discourses in today's diversity hymns (with R. Ortlieb, University of Graz), Autumn Workshop Section HRM, VHB, Gießen.
- August 2010: Migrant employees in German organizations. An inquiry into organizational rationales, structures, and practices (with R. Ortlieb, University of Graz), Symposium "Reclaiming diversity for organization studies: Daring to care about equality at work", Chairs: M. Janssens (Katholieke Universiteit Leuven), P. Zanoni (Hasselt University), AOM Annual Meeting, Montreal.
- August 2010: Christmas parties and other social events in organizations: A hotbed for the (re)production of gender regimes (with R. Ortlieb, University of Graz), CMS Research Workshop, Montreal.
- July 2010: Re-constructing age images in UK and Germany: Corporate and socio-political actors' rhetoric on age (management) discourses (with H. Pantelmann, Freie Universität Berlin, M. Flynn, M. Müller-Camen, H. Schröder, all Middlesex University Business School), Equality, Diversity and Inclusion Conference, Vienna.
- July 2010: Diversity orders in organizations. A critical analysis based on structuration theory (with R. Ortlieb, University of Graz), Equality, Diversity and Inclusion Conference, Vienna.
- July 2010: Christmas parties and other social events in organizations: A hotbed for the (re)production of inequality regimes (with R. Ortlieb, University of Graz), Equality, Diversity and Inclusion Conference, Vienna.
- June 2010: Paradoxes of luxury work: Emotional and aesthetic labor in the service industries (with A. Haunschild, University of Trier), 26th EGOS Colloquium, Lisbon.
- June 2010: Echoes of wartime forced labour and post-war guest worker discourses in today's diversity hymns (with R. Ortlieb, University of Graz), 26th EGOS Colloquium, Lisbon.
- June 2010: Gender was caught in a trap by a company Christmas party. An analysis of the (re)production of gender relations by social events in organizations (with Renate Ortlieb, University of Graz), 6th Gender, Work and Organization Conference, Keele University, Staffordshire, UK.
- November 2009: Diversity-Ordnungen in Organisationen. Eine strukturationstheoretisch fundierte qualitative Analyse (with R. Ortlieb, University of Graz), 7th Annual Meeting AKempor, RUB Ruhr-Universität Bochum.
- September 2009: Bindung von Fach- und Führungskräften in Unternehmen. Theoretische Überlegungen und empirische Analyse (with J. Grieger, H. Pantelmann, both Freie Universität Berlin, and R. Ortlieb, University of Graz), Autumn Workshop Section HRM, VHB, Hamburg.
- August 2009: Migrant employees in German companies: Empirical insights into personnel structures and practices (with R. Ortlieb, Freie Universität Berlin), AOM Annual Meeting, Chicago.
- July 2009: The French at the top, the Turkish at the bottom. Structuration and migrant employees in organizations (with R. Ortlieb, Freie Universität Berlin), Critical Management Studies Conference 6, Warwick.
- June 2009: Service Encounter – Perspektive Personalpolitik [Service Encounter – the HRM perspective] (with R. Ortlieb, Freie Universität Berlin), 71st Convention of the VHB, Erlangen-Nürnberg.
- April 2009: Diversity orders in organizations. A critical analysis based on structuration theory (with R. Ortlieb, Freie Universität Berlin), 27th International Labour Process Conference, Edinburgh.
- October 2008: Management-Diskurse über Emotionen und Geschlechter [Management discourses on emotion and gender] (with G. Krell, Freie Universität Berlin), 34th Congress of the German Association of Sociology (DGS), Jena.
- August 2008: Exclusion, hazard, adding value, or learning? Diversity strategies focused on employees with a migration background (with R. Ortlieb, Freie Universität Berlin), AOM Annual Meeting, Anaheim.

- August 2008: Social inequality, diversity, and equal treatment at work. The German case (with R. Ortlieb, Freie Universität Berlin), Colloquium "Country perspectives on diversity and equal treatment at work", AOM Annual Meeting, Anaheim.
- July 2008: Diversity strategies. Practicing and reasoning the (non)employment of persons with a migration background (with R. Ortlieb, Freie Universität Berlin), 24th EGOS Colloquium, VU University Amsterdam.
- July 2008: Diversity strategies focused on employees with a migration background. An empirical investigation based on Resource Dependence Theory (with R. Ortlieb, Freie Universität Berlin), Equal Opportunities International Conference, University of East Anglia, Norwich.
- June 2005: Interplays of emotion and (virtual) work: A conceptualization, 21st EGOS Colloquium, Freie Universität Berlin.
- May 2005: Management studies on emotion: A compass to assist orientation in a diverse field of research, EURAM Annual Conference, Technische Universität München, Munich.
- May 2003: Emotional Intelligence: Fatal attractions, paper presentation, Annual Spring Conference of the GfA and the XVII Annual Conference of the ISOES Ergonomics, Munich.

Further presentations at academic conferences and workshops

- September 2018: Refugees' inclusion at work: A comparative analysis of facilitators and barriers in Germany and The Netherlands (with A. Kornau, L. Knappert), autumn workshop section HRM, VHB, University of the Federal Armed Forces Munich.
- September 2018: Diversity auf deutschen und türkischen Unternehmenswebseiten: Reproduktion von Differenzen und die Macht des Verborgenen [Diversity on German and Turkish company websites: Reproduction of differences and the power of the hidden] (with A. Kornau, T. Schönfelder), paper presentation, Symposium and Network Meeting of Diversity Researchers from the D-A-CH regions, Technical University of Munich.
- September 2018: Managementforschung zu Gender und Diversity als politische Arena: Interessen, Ressourcen und Machtspiele im deutschsprachigen Raum [Management research on gender and diversity as a political arena: interests, resources and power games in German-speaking countries (Paper-Presentation with D. Rastetter, Universität Hamburg, at EGOS 2018, Tallinn/Estland), short input to the panel discussion „Diversitätsforschung. Eine kritische Standortbestimmung“ [Diversity research. A critical establishment]; Symposium and Network Meeting of Diversity Researchers from D-A-CH, Technical University of Munich.
- August 2018: Equality, diversity and inclusion in under-researched countries: A research agenda; Professional Development Workshop at AOM 2018, Chicago. Chairs: Barbara Sieben, HSU, and Alain Klarsfeld, Toulouse Business School; Organizers: Rana Haq, Lena Knappert, Angela Kornau, Eddy Ng and Faith Ngunjiri. PDW for the development of the 4th Volume 'International Handbook of Diversity Management at Work' (Edward Elgar), Thematic focus: 'Diversity and Equality in Under-Researched Countries', planned for 2019-2020.
- October 2017: Emotions in luxury work: Their connection to class and gender (with Vanessa Bernauer, Axel Haunschild), 5th Workshop Forum "Kritische Organisationsforschung", Duisburg-Essen.
- April 2017: Memorial colloquium for Gertraude Krell. Specialist contributions and panel discussion to „Gender und Diversity“. Organization with R. Ortlieb and D. Rastetter, Freie Universität Berlin.
- October 2016: Actors' moves in the political arena of equality and diversity – the cases of Germany and Turkey (with A. Kornau, HSU, and L. Knappert, Tilburg University), paper discussion, Workshop on political CSR, London, Cass Business School, London.
- September 2016: Chancengleichheit durch Personalpolitik: Eine vergleichende Analyse von Organisationen in Deutschland und der Türkei, [Equal opportunity through human resource management: A comparative analysis of Organizations in Germany and Turkey] (with A. Kornau, HSU, and L. Knappert, Tilburg University), project presentation, Workshop Section HRM, VHB, University of Paderborn.
- September 2016: Gender- und Diversityforschung an Organisations- und Personal-Lehrstühlen im deutschsprachigen Raum [Organizational research on gender and diversity in the German speaking regions] (with D. Rastetter, University of Hamburg), presentation at the panel: „Organisations- und Personalforschung zu Gender und Diversity: Ein breites und umkämpftes Feld!“ [Organizational research on gender and diversity: A broad and contested terrain!], (Aus)Bildungskongress der Bundeswehr, HSU Hamburg.
- September 2016: Gender, Diversity und Chancengleichheit: Stiefkind der Organisations- und Personalforschung? [Gender, diversity and equality: [Neglected topics in organizational research?]] (with D. Rastetter, University of Hamburg), paper presentation, Conference and network meeting of diversity researchers of the D-A-CH regions, University of Hannover.
- September 2016: Service work in the luxury sector: The role of emotions, class and gender (with V. Bernauer, HSU, and A. Haunschild, University of Hannover), paper presentation at the Conference and network meeting of diversity researchers of the D-A-CH regions, University of Hannover.
- July 2016: Workshop „Equality and Diversity in Turkey and Germany“ (hosted by Mustafa Özbilgin), presentation and discussion of first explorative insights into context analyses for the project „Diversity and Inclusion through HRM: A Comparative Analysis of Organizations in Turkey and Germany“, Koc University Istanbul.
- June 2015: Organizational research on gender and diversity in the German speaking regions. A bibliometric and content analysis (with D. Rastetter, University of Hamburg), paper presentation, Conference and network meeting of diversity researchers of the D-A-CH regions, HSU Hamburg.

- June 2015: Gender (in-)congruent citizenship behaviour: Appearances and outcomes in temporary organizations (with T. Braun, TU Kaiserslautern, & A. Ferreira, ISCTE Business School Lissabon), poster presentation at the Conference and network meeting of diversity researchers of the D-A-CH regions, HSU Hamburg.
- June 2015: Kart Race, Summer Barbecue and Secret Santa: Staging the Gendered Organization (with R. Ortlieb, University of Graz), poster presentation at the Conference and network meeting of diversity researchers of the D-A-CH regions, HSU Hamburg.
- June 2015: Images of reconciling family and work life in the Federal Armed Forces (with Tina Hundt, HSU Hamburg), invited speech at the International Conference „Diversity & Inclusion in Armed Forces“, Berlin.
- February 2015: Discussant of Eisenkopf, G. Eisenkopf and S. Nüesch: Third parties and value creation, Workshop Section Organization, VHB, University of Zürich.
- December 2014: Kart Race, Summer Barbecue and Secret Santa: Staging the Gendered Organization (with R. Ortlieb, University of Graz), Poster presentation, efas Annual Meeting, Berlin.
- November 2014: Beiträge zu Diversity Management in BWL-Zeitschriften – Themen und Perspektiven [The topic of diversity management in business administration journals] (with D. Rastetter, University of Hamburg), Vernetzungstreffen der Diversity-Forschenden aus dem deutschsprachigen Raum: „Vielfalt, Diversifizierung, (Ent)Solidarisierung in der organisationalen Diversitätsforschung: eine Standortbestimmung im deutschen Sprachraum“, WU Wien.
- February 2014: Discussant of Jeannette Trenkmann: Akteure und strategisches Handeln bei der Institutionalisierung organisationaler Gleichstellungspolitik [Actors and strategic agency in the institutionalization of equal opportunities politics in organizations], Workshop Section Organization, VHB, University of Jena.
- December 2013: Altersbilder in deutschen Organisationen. Rhetorische Ko-Konstruktionen in der (De-)Institutionalisierung von Chancenungleichheiten [Age images in German organizations. Rhetorical co-constructions in the (de-)institutionalization of social inequalities], Symposium „Wissensformen, Konfliktodynamiken und sozialer Wandel“, Helmut Schmidt University – University of the Federal Armed Forces Hamburg.
- September 2012: Age work in organizations. Analyzing the deinstitutionalization and/or maintenance of age inequalities, UMB College of Management Faculty Seminar, University of Massachusetts Boston, Boston.
- March 2012: Discussant of S. Süß, A. Tempel: The institutionalization of diversity management in Germany – the activities of institutional entrepreneurs at organizational level, Workshop Section Organization, VHB, Berlin.
- September 2011: Discussant of B. Balsmeier, A. Buchwald, J. Stiebale: Outside directors on the board and innovative firm performance, Autumn Workshop Section HRM, VHB, Gießen.
- May 2011: Re-constructing age images in UK and Germany: Corporate and socio-political actors' rhetoric on age (management) discourses, results presentation, project partners H. Pantelmann (Freie Universität Berlin), M. Flynn, M. Müller-Camen and H. Schröder (all Middlesex University Business School), 2nd Workshop of the Forum Critical Organization Studies, Chemnitz.
- February 2011: Discussant of W.H. Güttel, S.W. Konlechner, M. Lehrer, B. Müller und J.K. Trede: Ambidextrous learning in replicator organizations: Artifacts as linking-pin, Workshop Section Organization, VHB, Berlin.
- December 2010: Diversity-Ordnungen in Organisationen – Ethnizität als Strukturationsprinzip [Diversity orders in organizations – Ethnicity as a structuring principle], Research workshop, School of Business & Economics, Freie Universität Berlin.
- November 2010: Discussant of R. Stock-Homburg & G. Bieling: Age as a moderator of the organizational justice-social exchange link? Extension of existing models, Autumn Workshop Section HRM, VHB, Gießen.
- November 2010: Re-constructing age images in UK and Germany: Corporate and socio-political actors' rhetoric on age (management) discourses, project presentation, project partners H. Pantelmann (Freie Universität Berlin, M. Flynn, M. Müller-Camen and H. Schröder (all Middlesex University Business School), Autumn Workshop Section HRM, VHB, Gießen.
- August 2010: The case of Germany (mit R. Ortlieb, University of Graz), discussion contribution to the Professional Development Workshop „The regulation of diversity management: towards a typology“, Organizer: A. Klarsfeld (ESC Toulouse), AOM Annual Meeting, Montreal.
- February 2010: Discussant of K. Rost & M. Osterloh, Opening the black box of upper echelons: Drivers of poor information processing during the financial crisis, Workshop Section Organization, VHB, Berlin.
- May 2009: Diversity Management und Subjektivierung von Arbeit: Verknüpfungen, Ambivalenzen und daraus resultierende Forschungsfragen [Diversity Management and subjectivation: ties, ambivalences and resulting research questions] (with D. Vinz, Freie Universität Berlin), 3rd Scientific Networking Meeting of Diversity Researchers of Germany, Austria and Switzerland, „Managing Gender and Diversity – Engendering Reflexivity and Change?“, St. Gallen.
- May 2008: Findings of the project Diversity and Diversity Management in Berlin companies – focused on persons with a migration background (with R. Ortlieb, V. Anders, H. Pantelmann, D. Reim and S. Stein, all Freie Universität Berlin), Conference Diversity and Diversity Management. Focus: nationality, ethnicity, migration background, Freie Universität Berlin.
- May 2008: Ausschluss, Zufall, Wert schöpfen oder Lernen? Personalpolitische Diversity-Strategien mit einem Fokus auf Personen mit Migrationshintergrund [Exclusion, adding value, or learning? Diversity strategies focused on migrant employees] (with R. Ortlieb, Freie Universität Berlin), Conference Diversity and Diversity Management. Focus: nationality, ethnicity, migration background, Freie Universität Berlin.

- December 2007: Diversity und Diversity Management in Berliner Unternehmen. Im Fokus: Personen mit Migrationshintergrund [Diversity and Diversity Management in Berlin companies, focused on persons with migration background] (with R. Ortlieb, Freie Universität Berlin), Research workshop, Freie Universität Berlin.
- November 2007: Diversity und Diversity Management in Berliner Unternehmen. Im Fokus: Personen mit Migrationshintergrund [Diversity and Diversity Management in Berlin companies, focused on persons with migration background] (with R. Ortlieb, Freie Universität Berlin), 4th Colloquium of the HBS-network Human Resources Management, Dresden.
- September 2007: Diversity and diversity management in Berlin companies – focused on persons with a migration background, Project outline (with R. Ortlieb, Freie Universität Berlin), Autumn Workshop Section HRM, VHB, Mühlheim.
- May 2007: Diversity und sein Management erforschen: Ein Kompass zur Orientierung [Doing research on diversity and its management: A compass for orientation], 1st Scientific Networking Meeting of Diversity Researchers of the German Speaking Regions, WU Vienna University of Economics and Business.
- March 2007: Emotionen und Geschlecht als Managementthema. Eine politikorientierte Betrachtung [Emotions and gender as management topics: A politically oriented analysis], interdisciplinary conference Kritik der Gefühle [Critique of feelings], University of Innsbruck.
- June 2004: Ein Plädoyer für betriebswirtschaftliche Forschung zu Geschlechterverhältnissen und programmatische Vorschläge [A plea for management research on gender relations and programmatic propositions] (with R. Ortlieb, Freie Universität Berlin), Research Colloquium Economy and Gender, Fachhochschule für Wirtschaft Berlin.
- May 2004: Emotionen als Modethema für das (Personal-)Management [Emotions as a fashion theme for (personnel) management], invited presentation, Institut für sozialwissenschaftliche Forschung e.V. – ISF München.
- November 2003: Emotions as a management fashion. A critical analysis of Daniel Goleman's construction of Emotional Intelligence and Competence, workshop Emotional Intelligence: Knowns & Unknowns, ETS – Educational Testing Service, Princeton, New Jersey.
- July 2003: Der Kunde ist König; da muss man seins zurückstecken? Eine ethnomethodologische Konversationsanalyse [The client is the king; there you have to back off? An ethnomethodological conversation analysis], presentation, workshop on Interactive work in the service sector, KoprA/ISF München, Starnberger See.

KNOWLEDGE TRANSFER INTO PRACTICE

Invited speeches and discussion contributions

- September 2016: Chancengerechtigkeit, Gender & Diversity in der Arbeitswelt – Themen der (Aus-)Bildung? [Equal opportunities, gender and diversity – Topics for education and training?], Statement „Zur Sache“ [To the point] in the event catalogue, Training and Education Congress of the Federal Armed Forces 2016, 17.
- September 2016: Organisations- und Personalforschung zu Gender und Diversity: Ein breites und umkämpftes Feld. [Organization and HRM studies on gender and diversity: A large and contested terrain], Panel with speeches by B. Sieben, D. Rastetter, A. Kornau, T. Hundt, C. Bender, Training and Education Congress of the Federal Armed Forces 2016, Helmut Schmidt University, Hamburg.
- April 2016: Chancengleichheit durch Personalpolitik – Business Case, Recht und Corporate Social Responsibility als Anreiz zum Wandel von Organisationskulturen [Equal opportunities through HRM – Business case, law and CSR as triggers of organizational culture change], Forum „Gleichstellungsorientiertes Personalmanagement“, Sachverständigenkommission des Zweiten Gleichstellungsberichts der Bundesregierung, Berlin.
- February 2016: Personal- und Organisationsforschung zu Gender und Diversity im deutschsprachigen Raum – Eine Bestandsaufnahme [HR and organizational studies on gender and diversity in the German speaking regions – A stock taking] (with D. Rastetter, Universität Hamburg), idm Regionaltreffen Berlin.
- June 2011: Im Mainstream angekommen? Gender und Diversity in der Wirtschaftswissenschaft [Arrived at the mainstream? Gender and diversity in business administration and economics], Invited presentation, Workshop „Im Mainstream angekommen? Gender in der Lehre an den Berliner (Fach-)Hochschulen“, Harriet Taylor Mill-Institut, Berlin.
- November 2010: Job-Profil: Diversity ManagerIn – Einblicke in den Berufsalltag und Entwicklungen in der Ausbildung und Professionalisierung [Job profile diversity manager – Insights into work routines and developments in education and professionalization], Round table discussion with A. Bosten, Henkel, B. Sieben, Freie Universität Berlin, U. Roski, HTW Berlin, H. Jablonski, Jablonski Business Diversity, 4th idm Annual Meeting, Berlin.
- October 2008: Diversity strategies and practices at the Freie Universität Berlin, Roundtable for guests of the Oslo University College (with D. Vinz and H. Tomann, Freie Universität Berlin), Freie Universität Berlin.
- December 2007: Gender & Diversity. Integration statt Konfrontation [Gender & Diversity. Integration instead of confrontation], Guest lecture and discussion with G. Krell, Freie Universität Berlin.
- December 2007: Diversity Management. Vielfalt als Chance für alle Organisationen? [Diversity as chance for all organizations?], Introductory speech, Fachveranstaltung Managing Diversity, EP „Generations – Berlin integriert Erfahrung“, Berlin.
- November 2007: Gender and/or Diversity? A political challenge, Invited expert presentation and discussion, Forum Gleichstellung, Genderkompetenzzentrum, Humboldt-Universität zu Berlin.

September 2007: Streitgespräch: Diversity und Geschlechterpolitik [Discussion: Diversity and Gender policies and politics], Prof. Dr. Barbara Sieben (Freie Universität Berlin), Dr. Heike Kahlert (University of Rostock), Invited discussion contribution, Conference „Geschlechtergleichstellung, Anti-Diskriminierung, Diversity“ [Gender equality, antidiscrimination, diversity], Bundeskonferenz der Frauen- und Gleichstellungsbeauftragten an Hochschulen (BuKoF), Bad Boll.

Interviews for journals, radio and television features

On the topics gender, diversity management and equal opportunities, e.g. online article „Through Quotas, a German Non-profit Campaigns for More Women Media Leaders“, ProJournio (July 2014), radio feature „Diversity Management“, Südwestdeutscher Rundfunk 2 (broadcasted in summer 2011), television features on multiculturalism and integration, Finnish Television (October 2010), „Diversity – Wettbewerbsvorteil oder -nachteil“, TV Berlin (November 2008), articles on the employment of migrants, Tagesspiegel, Berliner Zeitung (July 2011), Partnerzeitschrift Bonjour, Total Deutschland GmbH (February 2011), Deutschlandfunk (August 2008), Die Zeit (May 2008).

On the topic company parties, radio feature “When companies invite their clients. The tasks of event agencies” in a “Sunday Matinee”, Südwestdeutscher Rundfunk 2 (February 2016), duz Hochschulmagazin (März 2009).

On the topic emotions and management, e.g. report on the conference „Critique of feelings“, Österreichischer Rundfunk (March 2007), radio feature „Die Renaissance der Gefühle“, Hessischer Rundfunk (August 2004), journal articles *Personalführung* (March and August 2002).