

Nora Grasselli

Address

ESMT Berlin
Schlossplatz 1
10178 Berlin
Germany

Email: nora.grasselli@esmt.org

Web Bio: <https://esmt.berlin/person/nora-grasselli/>

Current positions

Lecturer, April 2024–Present;
Program Director, January 2012–April 2024;
ESMT Berlin, Berlin, Germany

Education

PhD, Management and Human Resources Department, HEC School of Management, HEC Paris, Paris, France, 2008.

DEA - Master in Research in Management, Faculty of Economic Sciences, University of Nantes, Nantes, France, 2003.

MSc, University of Debrecen, Debrecen, Hungary, 2002.

Certificate "International Management", Faculty of Law and Economics, University of Bayreuth, Bayreuth, Germany, 1998.

Licensures and Certifications

External Coach Intensive (ECI), Teachers College, Columbia University, 2013–Present.

Past positions

Visiting lecturer, Executive Masters: Consulting and Coaching for Change, HEC School of Management, Paris, France, January 2007–June 2013.

Teaching assistant, assistant researcher, lecturer for executive education, HEC School of Management, Paris, France, January 2004–June 2013.

Strategy consultant, The Boston Consulting Group, Budapest, Hungary, August 2008–December 2011.

Master Theses Supervisor and Evaluator, Reims School of Management (now: NEOMA Business School), Paris, France, 2007–2008.

Adjunct Assistant Professor, Central European University Business School, Budapest, Hungary, 2006–2008.

Project consultant, Centre for Applied Research (CFAR), Philadelphia, PA, USA, 2006.

Publications

Peer reviewed journal articles

Marquart, I., N. Grasselli, and G. Carnabuci (2021). How to manage 'invisible transitions' in leadership. *MIT Sloan Management Review*.

Grasselli, N., and T. Gilmore (2013). Thickening case discussions through enactments. *Training and Management Development Methods* 27 (1): 3.15–3.26.

Grasselli, N. (2009). Lehet akciókutatásból doktorálni? Eszményképek kontra valóság. *Vezetéstudomány (Budapest Management Review)* 40: 65–71.

Fanelli, A., and N. Grasselli (2006). Defeating the minotaur: The construction of CEO charisma on the US stock market. *Organization Studies* 27 (6): 811–832.

Books

Grasselli, N. (Ed.) (2023). *The future of executive education. Learning leadership in a digital age*. Berlin: ESMT Berlin.

Book chapters

Burger, C., N. Grasselli, and E. Boon (2023). Designing for Impact. In *The future of executive education. Learning leadership in a digital age*, ed. N. Grasselli, 7–20. Berlin: ESMT Berlin.

Grasselli, N., B. Williams, and G. Geoff Church (2023). Lights! Camera! Interaction! In *The future of executive education. Learning leadership in a digital age*, ed. N. Grasselli, 63–76. Berlin: ESMT Berlin.

Grasselli, N., and B. Williams (2023). The future of teamwork. In *The future of executive education. Learning leadership in a digital age*, ed. N. Grasselli, 43–52. Berlin: ESMT Berlin.

Gilmore, T., and N. Grasselli (2013). Enacting one's way to new thinking: Using critical incidents to vitalise authentic collaboration and learning. In *Humanness in organisations: A psychodynamic contribution*, ed. L. Vansina, 171–199. London: Karnac Books.

Case studies and technical notes

Grasselli, N., and G. Church (2023). *Unmute!: Effective virtual communication*. ESMT Case Study, No. ESMT-423-0198.

Grasselli, N., G. Carnabuci, and A. Papachroni (2022). *Leading across boundaries: Lucia Fargolo at FoodCo*. ESMT Case Study, No. ESMT-422-0194-1.

Müller, U., U. Schäfer, and N. Grasselli (2021). *Lea Block at Seuzach AG: Initiating digital transformation*. ESMT Case Study, No. ESMT-421-0190-1.

Non peer reviewed journal articles

Grasselli, N. (2022). Women in transition – Countering leadership challenges with learning. *The European Business Review* September - October 2022.

Boon, E., C. Burger, and N. Grasselli (2022). Designing for impact: A results-driven perspective for executive education. *The European Business Review* (May – June): 18–25.

Grasselli, N., and B. Williams (2020). Under cyberattack: Learning for leaders through play. *The European Business Review* (September-October): 38–44.

Grasselli, N., and A. Kotsis (2012). HR trendek a 2011-es kutatási eredmények tükrében: Emberi Előny Teremtes. *Human Resources Magazin* 4 (1): 58–60.

Other publications

Grasselli, N. (2024). Leading The Future Workplace: Managers Must Be The Engineers Of Their Hybrid Teams. *Forbes*.

Grasselli, N. (2024). Six ways to embed an inclusive feminist pedagogy into business education. *The Times Higher Education*.

Grasselli, N. (2024). If the corporate ladder is a thing of the past, what are leadership transitions today? *Forbes*.

Grasselli, N. (2022). Success in virtual meetings demands tailored leadership. *Forbes*.

Grasselli, N. (2021). The solitude of the remote leader. *Forbes*.

Grasselli, N., G. Church, and B. Williams (2021). In the spotlight: What Hollywood can teach today's business leaders about virtual meetings. *Forbes*.

Grasselli, N., and B. Williams (2020) Gaming the virus to win at virtual leadership. *Forbes*.

Grasselli, N., and A.-M. Bonnefous (2004). Planisphère de la psychanalyse organisationnelle. Review of *Psychanalyse et Organisation*, by Gérer et comprendre.

Teaching experience

ESMT

Degree Programs

High Performing Teams, Executive Master's of Business Administration, (Class 2021-23)

Online Experiential Teaching Session – Exit Game, Executive Master's of Business Administration, (Class 2019-21)

High Performing Teams, Executive Master's of Business Administration, (Class 2020-22)

Leadership Competency Development, Master's of Business Administration, (Class 2017)

Leadership Competency Development, Part III, Master's of Business Administration, (Class 2016)

Leadership, Master's of Business Administration, (Class 2021-23)

People, Teams, and Organizations, Part-time Blended MBA in Business Administration, (Class 2022-24)

Transitioning to a New Leadership Role, Part-time Blended MBA in Business Administration, (Class 2020-22)

Conflict Management, Part-time Blended MBA in Business Administration, (Class 2021-23)

Conflict Management, Part-time Blended MBA in Business Administration, (Class 2020-22)

ESMT Escape Room for PTMBA students, Part-time Blended MBA in Business Administration, (Class 2020-22)

Executive Education Programs: CS

Bitkom MC.4.2, Bitkom, December 13, 2023 - December 15, 2023

Middle Management Program, TÜV Nord, June 13, 2023 - December 5, 2023

#lead ignite, Allianz, May 3, 2023 - November 21, 2023

Young Physician Leaders Program, The InterAcademy Partnership (IAP), October 13, 2023 - October 14, 2023

Daimler Truck Seminar for Senior Managers, Daimler Truck, September 19, 2023 - October 13, 2023

Leadership EMBA, Saint Paul, October 9, 2023 - October 12, 2023

Daimler Truck Seminar for Senior Managers, Daimler Truck, September 5, 2023 - September 29, 2023

F-course 100, Deutsche Lufthansa, September 4, 2023 - September 29, 2023

Siemens Energy Sales LT Meeting, Siemens Energy, September 25, 2023 - September 26, 2023

Management Excellence Program Cohort 2 Module 2, tesa, August 28, 2023 - September 8, 2023

Mercedes-Benz Seminar for Senior Managers, Mercedes-Benz, June 12, 2023 - June 30, 2023

Leading People and Business, Siemens Energy, June 6, 2023 - June 29, 2023

tesa Management Excellence Program Module 2, tesa, May 31, 2023 - June 16, 2023

Daimler Truck Seminar for Senior Managers, Daimler Truck, May 15, 2023 - June 16, 2023

Mercedes-Benz Seminar for Senior Managers, Mercedes-Benz, May 8, 2023 - May 26, 2023

Leading People and Business, Siemens Energy, May 4, 2023 - May 26, 2023

Mercedes-Benz Seminar for Senior Managers, Mercedes-Benz, March 21, 2023 - April 21, 2023

Leading People and Business, Siemens Energy, March 13, 2023 - April 6, 2023

Management Excellence, TRATON, February 15, 2023 - March 30, 2023

Daimler Truck Seminar for Senior Managers, Daimler Truck, February 7, 2023 - March 3, 2023

Inspire, Daimler Truck, December 16, 2022

Heraeus - Virtual Collaboration and Leadership, Heraeus, December 12, 2022

IT Talent Academy, Mahle, December 9, 2022

Leading People and Business, Siemens Energy, December 5, 2022

Heraeus - Virtual Collaboration and Leadership, Heraeus, November 23, 2022

#Lead Ignite, Allianz, March 28, 2022 - November 21, 2022

Leadership EMBA International Week, Saint Paul, November 14, 2022 - November 17, 2022

Mercedes-Benz Seminar for Senior Managers, Mercedes-Benz, October 28, 2022 - November 10, 2022

Mercedes-Benz Seminar for Senior Managers, Mercedes-Benz, October 5, 2022 - October 20, 2022

Young Physician Leaders, Young Physician Leaders, October 14, 2022 - October 15, 2022

#lead Ignite, Allianz, October 6, 2022

30 under 30 Talent Circle Program, Deutsche Telekom, September 19, 2022 - September 23, 2022

Heraeus - Virtual Collaboration and Leadership, Heraeus, September 7, 2022

Mercedes-Benz Seminar for Senior Managers, Mercedes-Benz AG, May 25, 2022 - June 30, 2022

Leading People and Business, Siemens Energy, June 24, 2022

Young Physician Leaders Program, IAP InterAcademy Partnership for Health, June 14, 2022 - June 15, 2022

Daimler Truck Seminar for Senior Managers, Daimler Truck, May 31, 2022 - June 3, 2022

Mercedes-Benz Seminar for Senior Managers, Mercedes-Benz AG, April 28, 2022 - May 12, 2022

*Generalmanagement für Abteilungsleiter*innen*, DZ Bank, April 27, 2022
Management Excellence, TRATON SE, February 22, 2022 - March 31, 2022
Management Development Program, Mahle, March 15, 2022
#lead empower, Allianz, February 18, 2022
*Generalmanagement Programm für Abteilungsleiter*innen*, DZ BANK, February 17, 2022
Leading People and Business, Siemens Energy, February 16, 2022
LOOP, McDonald's, February 15, 2022 - February 16, 2022
Middle Management Program, TÜV NORD, November 3, 2021 - November 24, 2021
Online Escape Game, Axel Springer, November 23, 2021
Daimler Seminar for Senior Managers, Daimler, October 29, 2021 - November 11, 2021
#lead Ignite, Allianz, April 13, 2021 - November 5, 2021
Daimler Seminar for Senior Managers, Daimler, October 8, 2021 - October 28, 2021
Loop 2.2, McDonald's, October 13, 2021
Managementkurs, Gazprom Germania, (Class 2021), June 23, 2021
Leading People and Business, Siemens Energy, June 16, 2021
Leading People and Business, Siemens Energy, April 12, 2021 - May 7, 2021
Young Physician Leaders, IAP InterAcademy Partnership for Health, (Class 2021), April 16, 2021
Management Excellence, TRATON SE, March 25, 2021
Escape Game, Schwäbisch Hall, March 9, 2021
Leading People and Business, Siemens Energy, February 8, 2021 - March 5, 2021
Enter the Eurozone, Enterprise Ireland, March 2, 2021
Boost Your Growth Program - Shaping the strategy, BorgWarner, October 15, 2020 - December 16, 2020
Mini-Program Escape Game, Bausparkasse Schwäbisch Hall, (Class 2020), November 27, 2020
The Virus - Escape Game, KfW Bank, (Class 2020), November 24, 2020
Escape Game Mini Program, Axel Springer, (Class 2020), November 17, 2020
Middle Management Program, TÜV Nord, (Class 2020), November 11, 2020 - November 13, 2020
Skills Development, R+V Versicherung, (Class 2020), October 29, 2020
Middle Management Program, TÜV Nord, (Class 2020), October 27, 2020 - October 29, 2020
Young Leaders Program, Uniper, (Class 2020), October 21, 2020 - October 22, 2020
Future Generation Program, Symrise, October 5, 2020 - October 8, 2020
Allianz Management Program, Allianz, (Class 2020), September 14, 2020 - October 2, 2020
Agiles Führen und Arbeiten, Bundeswehr, (Class 2020), September 15, 2020
Transformational HR Leader Program, Allianz, (Class 2020), May 25, 2020 - June 26, 2020
Allianz Management Program, Allianz, February 11, 2020 - February 13, 2020
Leading Transformation, MAN Truck & Bus SE, (Class 2020), January 27, 2020 - January 31, 2020

Allianz Management Program, Allianz, (Class 2020), January 21, 2020 - January 23, 2020

Management Excellence Program, Traton, (Class 2019), December 10, 2019 - December 12, 2019

START Program, Universal Investment, November 29, 2019

Leading Transformation Kick-Off, MAN Truck & Bus AG, (Class 2019), November 18, 2019

Business Leaders Program, Verallia, November 13, 2019 - November 15, 2019

Young Physician Leaders Program, IAP InterAcademy Partnership for Health, October 25, 2019 - October 27, 2019

Allianz Management Program, Allianz, (Class 2019), October 21, 2019 - October 23, 2019

Young Leaders Program, Uniper, October 15, 2019 - October 17, 2019

Innovation Beyond Borders, Bosch, May 20, 2019 - May 21, 2019

Allianz Management Program, Allianz, (Class 2019), April 15, 2019 - April 17, 2019

Influencing without Authority, PHOENIX CONTACT, March 22, 2019

ESMT@CAReer25, Daimler, February 18, 2019 - February 19, 2019

Leadership in Action A Follow-Up to the IMDP, Vienna Insurance Group, November 19, 2018 - November 21, 2018

Allianz Management Program, Allianz, November 12, 2018 - November 14, 2018

Alumni Week Executive MBA Saint Paul, St. Paul Escola de Negocios , October 15, 2018 - October 18, 2018

Young Physician Leaders (YPL), IAP InterAcademy Partnership, October 11, 2018 - October 13, 2018

Young Leaders Program, Uniper, (Class 2014–16), October 24, 2017 - October 26, 2017

Young Physician Leaders Programme, IAP Inter Academy Partnership and the World Health Summit, October 12, 2017 - October 14, 2017

Leading People and Teams, Testo, September 25, 2017 - September 28, 2017

Leading High Performing Businesses, thyssenkrupp, September 12, 2017 - September 15, 2017

Top Talent Program, Axel Springer, September 6, 2017 - September 8, 2017

Leading High Performing Businesses, thyssenkrupp, July 4, 2017 - July 7, 2017

Senior Management Program, Bertelsmann, June 26, 2017 - June 30, 2017

Business Leaders Program, Verallia, May 16, 2017 - May 18, 2017

Top Talent Program, Axel Springer, May 10, 2017 - May 12, 2017

Leading High Performing Businesses, thyssenkrupp, March 28, 2017 - March 31, 2017

Future Generation Program, Symrise, February 26, 2017 - March 1, 2017

Top Talent Program, Axel Springer, February 15, 2017 - February 17, 2017

Management Fundamentals, CNN, September 28, 2016 - September 29, 2016

Fellowship on Energy Programme, Energy Delta Institute, September 21, 2016

Leading High Performing Business, thyssenkrupp, August 30, 2016 - September 2, 2016

Management Fundamentals, CNN, July 18, 2016 - July 19, 2016

Impact Lecture Series, Deutsche Bank, June 30, 2016 - July 1, 2016

Leadership Transition Program for New Executives, Deutsche Telekom, May 17, 2016 - May 19, 2016

Top Talent Program 2014 - 2016 Module 5, Axel Springer SE, April 27, 2016 - April 29, 2016

Executive Development Program, KION Group AG, April 11, 2016 - April 15, 2016

Leading High Performing Business, thyssenkrupp, April 5, 2016 - April 8, 2016

Leadership Programm für die Mittelstandsbank - Modul Empowerment, Commerzbank, March 17, 2016 - March 18, 2016

KION Campus - Executive Development Program, KION, February 1, 2016 - February 5, 2016

Executive Education Programs: EDP-Eng

Executive Transition Program, Open Program, November 10, 2023 - December 14, 2023

Leading Digital Transformation, Open Program, November 7, 2023 - November 10, 2023

Executive Transition Program, Open Program, May 8, 2023 - May 12, 2023

Emerging Leaders Program, Open Program, October 13, 2022 - December 15, 2022

Women's Leadership Excellence, Open Program, December 7, 2022 - December 9, 2022

Leadership in Action, Open Program, June 14, 2022 - September 16, 2022

Leading Digital Transformation, Open Program, May 24, 2022 - June 24, 2022

Executive Transition Program, Open Program, May 16, 2022 - May 20, 2022

Executive Transition Program, Open Program, February 14, 2022 - February 18, 2022

Women's Leadership Excellence, Open Program, December 8, 2021 - December 10, 2021

Leadership in Action Virtual, Open Program, October 27, 2021 - October 29, 2021

Leading Digital Transformation, Open Program, October 19, 2021 - October 22, 2021

ETP Salon, Open Program, September 30, 2021 - October 2, 2021

Leadership in Action Virtual, Open Program, September 15, 2021 - September 17, 2021

Emerging Leaders Program, Open Program, September 14, 2021 - September 17, 2021

New Horizons - Managing Growth in the New Normal, Open Program, April 21, 2021 - May 26, 2021

Women's Leadership Excellence, Open Program, December 9, 2020 - December 11, 2020

Leadership in Action, Open Program, September 16, 2020 - September 18, 2020

Women's Leadership Excellence Program, Open Program, December 3, 2019 - December 5, 2019

Executive Transition Program, Open Program, November 22, 2019 - November 29, 2019

Leadership in Action, Open Program, September 18, 2019 - September 20, 2019

Leading Digital Transformation, Open Program, June 25, 2019 - June 27, 2019

Executive Transition Program, Open Program, October 19, 2018 - October 26, 2018

Leadership in Action, Open Program, September 19, 2018 - September 21, 2018

Executive Transition Program, Open Program, May 5, 2017 - May 12, 2017

Emerging Leaders Program, Open Program, February 22, 2017 - February 24, 2017

Emerging Leaders Program, Open Program, September 13, 2016 - September 16, 2016

Emerging Leaders Program, Open Program, June 22, 2016 - June 24, 2016

Executive Transition Program, Open Program, June 10, 2016 - June 17, 2016

Leadership in Action, Open Program, June 6, 2016 - June 8, 2016

Emerging Leaders Program, Open Program, May 10, 2016 - May 13, 2016

Executive Education Programs: EDP-Ger

Führung von jüngeren Führungskräften, Open Programs, November 7, 2022 - November 11, 2022

Führung für jüngere Führungskräfte, Open Program, June 3, 2019 - June 7, 2019

Research grants and fellowships

EY Digital Innovation Research Fund, *Leadership in a digital age*, Ernst & Young GmbH Wirtschaftsprüfungsgesellschaft, July 2019–December 2022 (with Gianluca Carnabuci, Linus Dahlander, Hannes Gurzki, Konstantin Korotov)

Honors and awards

Laureate (Received), French government, France.

Laureate (Received), Friedrich Flick Foundation, Germany.

Scholarship (Received), Eiffel Excellence Scholarship Programme, French Ministry of Foreign Affairs and International Development and HEC Foundation, France.

Scholarship (Received), Republic of Hungary, Hungary.

Presentations

Peer reviewed paper presentations

Groups not working in groups: Sequence of labor division in self-managed groups

- 08/06/07: The Academy of Management Annual Meeting OB division, Academy of Management, Philadelphia, PA, USA.

Signs of isomorphism and transitional use of a learning and self-reviewing tool – results of an action research in an educational institution

- 07/20/07: 23rd EGOS Colloquium 2007 Standing Working Group No. 4: Social Responsibility and Action Research Practices, EGOS, Vienna, Austria.

Other presentations/activities

Challenges for Women in Entrepreneurial and Leadership Transitions

- 09/02/21: (Discussant), TECH UP FOR WOMEN - IFA BERLIN VIRTUAL CONFERENCE, IFA Berlin & Tech Up for Women, Berlin, Germany.

EXECUTIVE PANEL: Strengthening Collaboration in the Future Workplace

- 03/16/21: (Panelist), 2021 HMG Live! Detroit CIO Executive Leadership Summit, HMG Strategy World's #1 Network of Forward-Thinking Tech Leaders, Detroit, USA.

Executive Escape - Learning about virtual collaboration in the executive classroom

- 11/20/20: (Author & Presenter), 43rd Annual Conference on Management and Executive Development (CMED), ProEd, Boca Raton, USA.

The cultural argument: Impact of cross-cultural theories on business practices

- 09/15/05: (Panelist), British Academy of Management Conference, British Academy of Management, Oxford, UK.

Development activities

Art and Practice of Leadership Development, John F. Kennedy School of Government, Cambridge, MA, USA. June 2, 2024–June 7, 2024.

Languages

English (advanced), German (advanced), French (advanced), Hungarian (native).

June 26, 2024