

# **Tatiana Lluent**

## **Address**

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## **Current employment**

Assistant Professor of Strategy, July 2021–Present;  
Volkswagen Group Junior Chair for Diversity in Organizations, July 2021–June 2024;  
ESMT Berlin, Berlin, Germany

## **Education**

PhD, Fuqua School of Business, Duke University, Durham, NC, USA, 2021.

Master's Degree in Sustainable Development, Environment and Energy Economics, IFP School, Rueil-Malmaison, France, 2014.

MBA, ESSEC Business School, Cergy-Pontoise, France, 2013.

## **Publications**

### **Work in progress**

Lluent, T. & Yang, T. *Organizational-level determinants of toxic work culture and gender inequality.*

Lluent, T., Carnabuci, G. *When Women are More Effective than Men at Brokering Structural Holes.*

Lluent, T. & Zhang, E. *Gender differences in overwork.*

Lluent, T. & Song, J. *Female entrepreneurs' communication of their ventures.*

Lluent, T. *Female entrepreneurs' failure and access to resources for other female entrepreneurs.*

Lluent, T. *Female representation in politics and female career outcomes.*

Lluent, T. *The impact of national culture on firm gender diversity.*

Lecuona Torras, R., T. Lluent, and J. Cummings *Workflow networks, formal structure, and employee performance.*

### **Peer reviewed proceedings**

Lluent, T. (2022). *Befriend thy neighbor: Office seating, social networks, and gender*. Academy of Management Proceedings 2022 (1).

Lluent, T., C. Rua-Gomez, A. Kleinbaum, R. Brands, T. Casciaro, J. Khattab, E. Quintane, M. Brashears, H. Gonzalez, P. V. Mannucci, B. McEvily, C. Patel, D. Van Knippenberg, and E. Ying Zhang (2021). *Minorities & Networks: How stereotypes influence network utilization, position and evaluations*. Academy of Management Proceedings. 1st ed., vol. 2021.

Lluent, T. (2021). *The impact of national culture on firm gender diversity*. Academy of Management Proceedings, 1st ed., vol. 2021.

Lluent, T., J. Joohyun Oh, J.-P. Ferguson, O. Hahl, J. Merluzzi, C. Stuart, E. Gilbertson, S. Hyun Moon, D. Phillips, J. Wade, and T. Young-Hyman (2020). *New directions in gender and organizations: Closing the gender gap in career advancement*. Academy of Management Proceedings, 1st ed., vol. 2020.

### **Professional activities**

Symposium Co-organizer (Appointed), Academy of Management, USA, August 2021.

Co-founder & Member, STAGE (Society to Advance Gender Equality), Fuqua School of Business, Duke University, Durham, NC, USA, 2018–May 2021.

Contributing Author (Appointed), ASQ Blog, 2020.

Seminar Coordinator (Appointed), PhD Brownbag Seminars, Fuqua School of Business, Duke University, Durham, NC, USA, 2017–2018.

Program Representative (Appointed), PhD Project Conference, Fuqua School of Business, Duke University, Durham, NC, USA, 2017.

### **Reviewer services**

*Academy of Management Annual Conference; Management Science; Strategic Management Journal.*

### **Memberships**

Strategic Management Society (SMS); European Group for Organizational Studies (EGOS); Academy of Management (AOM)

### **Presentations**

#### **Peer reviewed paper presentations**

*Befriend thy neighbor: Office seating, social networks and gender*

- 09/18/22: SMS Annual Conference, Strategic Management Society, London,

England.

- 08/08/22: Academy of Management, AOM, Seattle, USA.
- 07/08/22: EGOS, Vienna University, Vienna, Austria.
- 05/13/22: Cornell University College of Business-Administrative Science Quarterly Diversity Equity & Inclusion Writing Workshop, Cornell University College of Business, New York, USA.
- 03/07/22: 2022 University of Edinburgh Business School Paper Development Workshop, University of Edinburgh Business School, Edinburgh, Scotland.

*New directions in gender and organizations: Closing the gender gap in career advancement*

- 08/07/20: Academy of Management Annual Conference, Academy of Management, Vancouver, Canada.

*The impact of national culture on firm gender diversity*

- 09/30/22: ESADE-ESMT-Georgetown-INSEAD Strategy Workshop, ESADE, Barcelona, Spain.
- 01/10/22: Berkeley Culture Conference, University of California Berkeley, Berkeley, USA
- 08/01/21: Academy of Management Annual Conference, Academy of Management, Virtual, USA.
- 07/09/21: European Group for Organizational Studies Colloquium, Vrije Universiteit Amsterdam, Amsterdam, The Netherlands.
- 04/23/21: IE Doctoral Consortium, IE Business School Madrid, Madrid, Spain.
- 03/01/21: University of Edinburgh Business School Paper Development Workshop, University of Edinburgh Business School, Edinburgh, Scotland.

## **News/Media**

*Faculty insights: Tatiana Lluent on gender equality and diversity in organizations*

- September 29, 2021 ESMT Berlin blog:  
<https://blog.esmt.berlin/voices/faculty-insights-tatiana-lluent-on-gender-equality-and-diversity-in-organizations/>

*Forschung zur Vielfalt in Führungspositionen*

- March 1, 2021 Wirtschaft & Weiterbildung: New Professorship

*Warum wir uns im Job mit den falschen Leuten umgeben*

- December 8, 2022 Manager Magazin: Berufliche Beziehungen sind wichtig. Aber zwei Forscher haben herausgefunden: Wir knüpfen meist Netzwerke, die unsere Leistung eher mindern als mehren. Warum das so ist und wie es anders geht.  
: <https://www.manager-magazin.de/karriere/netzwerke-warum-wir-uns-im-job-mit-den-falschen-leuten-umgeben-a-7c9ce036-68ab-43a1-a819-622871bb3826#ref=rss>
- December 8, 2022 Spiegel: Berufliche Beziehungen sind wichtig. Aber zwei Forscher haben herausgefunden: Wir knüpfen meist Netzwerke, die unsere Leistung eher mindern als mehren. Warum das so ist und wie es anders geht.  
: <https://www.spiegel.de/karriere/netzwerke-warum-wir-uns-im-job-mit-den-falschen-leuten-umgeben-a-88902f21-a57a-4095-be29-7003d9babbf5>

„Ich möchte Diversity-Experimente mit Unternehmen durchführen“

- November 3, 2021 Personal Wirtschaft:

<https://www.personalwirtschaft.de/fuehrung/diversity-management/artikel/lehrstuhl-diversitaet-esmt.html>

## **Development activities**

*AMJ Paper development Workshop, ESSEC, Paris, France. March 20, 2023.*

*Teaching DEI PDW, Academy of Management, Seattle, USA. August 9, 2022.*

*STR Junior Faculty Teaching Consortium, Academy of Management, Seattle, USA. August 7, 2022.*

*Teaching with Cases, Harvard Business School. May 7, 2022.*

*OMT Junior Faculty Consortium, Academy of Management. August 4, 2021.*

*Management and Organizations Research at Emory (MORE) Doctoral Conference, Emory University, Atlanta, GA, USA. 2020.*

*OMT Doctoral Consortium, Academy of Management. 2020.*

*Doctoral Workshop, West Coast Research Symposium, Stanford University, San Jose, CA. 2019.*

## **Languages**

French (native), English (advanced), Spanish (advanced), Italian (beginner).

## **Hobbies and skills**

Stata, R, Python, LaTeX, Qualtrics, Google Forms

Last Updated: 20 March 2023