



ANNA GLASER

ESCP Business School

Work & Human Relations Department

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INDIVIDUAL INFORMATION

Citizenship: Austrian

Date of birth: February 5th 1982, Vienna, Austria

Civil status: Married, 2 children (born 2016 and 2019)

Language skills: German (mother tongue), French (fluent), English (fluent)

ACADEMIC EMPLOYMENT

Since 2017 **ESCP Business School** (Paris Campus), Assistant Professor
Work & Human Relations Department (since 2025)
Management Department (2017-2024)

2024/2025

- Academic Director BIM Paris
- Coordinator MIM Spe. (OP95)
- Sustainability Connector

2023/2024

- Academic Director BIM Paris
- Coordinator MIM Spe. (OP95)
- Coordinator MIM course (OM01)
- ESCP4U Coordinator
- Sustainability Connector

2022/2023

- Coordinator MIM Spe. (OP95)
- Coordinator MIM course (OM01)
- ESCP4U Coordinator
- Sustainability Connector

2021/2022

- Sabbatical
- Sustainability Connector

2020/2021

- Coordinator MIM course (OM01)
- ETLC Representative Mgt. Dep.

2019/2020

- Coordinator MIM course (OM01)
- ETLC Representative Mgt. Dep.
- MIM Reform Task Force

2018/2019

- Coordinator MIM course (OM01)

2017/2018

- Coordinator MIM course (OM01)
- Faculty Vision & Mission Task F.

2013-2017 **Novancia Business School** (Paris), Assistant Professor - Management, Strategy & Organization Department

2012-2013 **Université de Paris 1 Panthéon-Sorbonne** (Paris), Research & Teaching Assistant (ATER) - Management School (UFR 06) (Paris, France)

2009-2012 **ESCP Europe** (Paris), Research & Teaching Assistant - Strategy, Organizational Behavior and Human Resources Department (Paris, France)



ACADEMIC QUALIFICATIONS

- 2014 **PhD in Management**, “Implementing Cluster Policies: Organizational Dilemmas, Pathologies and Evaluation. The case of a French Policy-Driven Cluster”, Mines ParisTech & ESCP Europe, France
Advisors: Prof. J.-M. Saussois (ESCP Europe) & Prof. T. Weil (Mines ParisTech)
- 2007 **CEMS Master in International Management (CEMS MIM)**, Corvinus University, Hungary & Vienna University of Economics and Business Administration, Austria
- 2007 **Master in Commerce**, Vienna University of Economics and Business Administration, Austria

TRAININGS (selection)

- 2020 **Stanford University (USA)** - “Designing Your Life” training (online).
- 2012 **CEFAG (France)** - French doctoral programme (organised by FNEGE)

VISITINGS (selection)

- 2015 **Duke University (USA)** - Pratt School of Engineering, LABEX (1 week)
- 2011 **UQAM (Canada)** - Doctoral programme (7 months)
- 2005 **UNC - Chapel Hill (USA)** - NEURUS research programme (5 months)

RESEARCH INTEREST

Innovation & Collaboration

Participative innovation and collaborative events; boundary objects and intermediaries in innovation ecosystems; commons-based organizing and digital collaboration platforms.

Reflexivity & Ethics of Care

Reflexivity as a developmental practice in organizations and education; ethics of care in leadership and sustainability; narrative and relational approaches to identity and responsibility.

Alternative Organizing & Imaginative Inquiry

Temporal reframing and slack for sustainable organizing; fiction-based inquiry and narrative methods in management research; ecological and critical perspectives on organizational theory.

PEER-REVIEWED ARTICLES (with ESCP Ranking)		
2025	GARCIA QUEVEDO, D., GLASER, A. , VERZAT, C.. Enhancing Theorization Using Artificial Intelligence: Leveraging Large Language Models for Qualitative Analysis of Online Data, <i>Organizational Research Methods</i> (accepted)	A
2024	MURATBEKOVA-TOURON, M., DUPAS, T., GARCIA QUEVEDO, D., GLASER, A. , GUILHON, M., LESPERANCE, C., GENESTE, S.. When Bouncing Back Is Harmful: Exploring the Dark Side of Resilience in PhD Management Students, <i>Academy of Management Learning and Education</i> , published online	A
2023	FRONTY, J., GLASER, A. Réflexivité et dissonance au sein des organisations : le défi de la transition écologique, <i>Revue Francaise de Gestion</i> , 313(6), 85-99	B
	BERKOWITZ, H., BRAKEL-AHMED, F. BUSSY-SOCRATE, H., CARTON, S., GLASER, A. , IRRMANN, O., TASKIN, L., UNGRUREANU, P., & DE VAUJANY, F. X.. Organizing Commons in Time and Space with Framapads: Feedback from an Open Community. <i>Journal of Openness, Commons & Organizing</i> , 2(1), 6-11.	not ranked
2021	CHASTENET DE GERY, C., GLASER, A. , LAVIOLETTE, E. -M. Structuration écosystémique des pôles de compétitivité : vers un modèle de la quadruple hélice, <i>Revue Management & Avenir</i> , 122(2), 15-37	C
2018	TEGLBORG, A. -C., GLASER, A. Les événements collaboratifs, vecteurs de l'innovation participative dans trois grandes entreprises, <i>Entreprendre & Innover</i> , 38(3), 9-16	D
2016	FABBRI, J., GLASER, A. , GAUJARD, C. & TOUTAIN, O. Espaces collaboratifs d'innovation : au-delà du phénomène de mode, de quoi parle-t-on ? <i>Entreprendre & Innover</i> , 31 (4), 5-7	D
	GLASER, A. , BEN SLIMANE, S., AUPLAT, C., & COEURDEROY, R. Enabling nanotechnology entrepreneurship in a French context: towards a holistic theoretical framework. <i>Journal of Small Business & Enterprise Development</i> , 23(4), 1009 - 1031	C
2014	GALLIE, E.-P., GLASER, A. & PALLEZ, F. Une analyse comparative des évaluations de politiques de clusters en Europe : vers deux modèles idéal-typiques. <i>Politiques et Management Public</i> , 31(1), 87-111	C
2013	GALLIE, E.-P., GLASER, A. , MERINDOL, V. & WEIL, T. How do pre-existing R&D activities in a region influence the performance of cluster initiatives? The case of French competitiveness clusters. <i>European Planning Studies</i> , 21(10), 1653–1675	C
2012	GALLIE, E.-P., GLASER, A. , LEFEBVRE, P. & PALLEZ, F. Evaluation moderne, évaluation modeste ? Le cas des pôles de compétitivité français. <i>Politiques et Management Public</i> , 29(4), 573-590	C



EDITOR OF A SPECIAL ISSUE (with ESCP Ranking)		
2018	FABBRI, J., GLASER, A. , & TOUTAIN O. Défis et promesses des évènements collaboratifs <i>Entreprendre & Innover</i> , 38(3)	D
2016	FABBRI, J., GLASER, A. , GAUJARD, C., & TOUTAIN O. Défis et promesses des espaces collaboratifs. <i>Entreprendre & Innover</i> , 31(4)	D

BOOKS	
2024	STEYER, V., GLASER, A. , Dynamiques des organisations : Les décrypter pour un monde plus durable et équitable, Dunod
2010	BONNAFOUS-BOUCHER, M. & SAUSSOIS, J.-M. et al. Dynamiques entrepreneuriales dans les pôles de compétitivité. France: Editions CCIP, Collection Prospective et Entreprise

BOOK CHAPTERS	
2025	VERZAT, C., GLASER, A. , Bifurcation, in: Encyclopedia of Entrepreneurship Education, Edward Elgar Publishing, coordinated by Fayolle A., M. Loi, K. Suomi, A. Corbett & E. Liguori. (accepted)
	FRONTY, J., GLASER, A. , Pour un monde durable : développer la réflexivité et la vulnérabilité dans l'enseignement et la recherche en gestion. In: Former les managers de demain. Le management à l'ère de l'anthropocène : vulnérabilités, réflexivité et management incarné, coordinated by Vignon C., Ruiller C. & Dickason R. (accepted)
2016	DE MOUHY DE SORNEY, E., GLASER, A. & VERZAT C. (2016): Peer Mentoring: The case of the Student Entrepreneurs' Club at Novancia. In Kenneth A. Grant (Ed.), Innovative Youth Inubator Awards 2016. An Anthology of Case Histories (pp. 23-32), Reading: Academic Conferences and Publishing International Limited
	GLASER, A. Les pôles de compétitivité à la lumière de l'hypocrisie organisationnelle. In J.-M. Saussois (Ed.), Les Organisations : Etat des savoirs (pp. 54-60), Paris: Editions Sciences Humaines
2012	GLASER, A. Les pôles de compétitivité sont-ils au service de la compétitivité ?. In T. Porcher (Ed.), Regards sur un XXIe siècle en mouvement (pp. 55-60), Paris: Ellipses

PUBLISHED CASE STUDIES	
2025	STEYER, V., GLASER, A. , VUARIN L. "Facebook: Organiser ce lien qui nous (dés)unit" <i>International Journal of Case Studies in Management</i> , Montreal, Canada



RESEARCH MONOGRAPHS	
2014	GLASER A. Implementing cluster policies: organizational dilemmas, pathologies and evaluation. The case of a French policy-driven cluster. <i>PhD Thesis</i> , Paris: ESCP Europe & Mines ParisTech
2007	GLASER A. The Impact of Mergers on Regional Systems. The Case of North Carolina. <i>Master Thesis</i> , Vienna: WU Wien

ESCP IMPACT PAPERS	
2025	GARCIA QUEVEDO, D., GLASER, A. , VERZAT, C - Fast Answers, Shallow Thinking: Reclaiming Reflexivity to Battle Illusions in an Accelerated AI World (<i>writing stage</i>)
2020	CHASTENET DE GERY, C., GLASER, A. - How COVID-19 reshuffles the European innovation ecosystem

RESEARCH IN PROGRESS	
Writing Stage	DUPAS, T., GARCIA QUEVEDO, D., GLASER, A. , GUILHON, M., MURATBEKOVA-TOURON, M. Navigating academic paradoxes: exploring early-career researchers narrative identity work in business schools.
Conference presentation (SCOS 2025), Writing stage	FRONTY, J., GLASER, A. Reflexive care through fiction: bridging ethics of care and reflexivity with Zola
Conference presentation (Netnocon 2025), Data collection ongoing & writing stage	GLASER, A. , A. GRUEN, A. LO. From Career Crafting to Life Crafting: Exploring Work-Life Integration among Slasher-Gatherers and Gentlemen Farmers
Data collected, writing needs to start in 2025	GLASER, A. , MURATBEKOVA-TOURON, M. Enhancing knowledge workers self-awareness through embodied multi-level reflexivity.
Data collected, writing needs to start in 2025	GLASER, A. , VERZAT, C. Ecological Artistic Slack: Creating Space to Envision Alternative Futures
Explorative data collection, writing angle & submission date not decided yet	Research Project within the Women in Finance Chair with FRONTY, J., with CANIBANO, A., FESTING, M.

(For conference participations please see <https://escp.eu/glaser-anna>)



RESEARCH GROUPS / LABORATORY AFFILIATIONS

- Since 2024 **Environmental and Societal Transitions Research Center (RESET)**, Director Gorgi Krlev, ESCP Business School
- Since 2024 **Future of Organizing Research Center (FORCE)**, Director Laure Cabantous, ESCP Business School
- Since 2015 **Research Group on Collaborative Spaces (RGCS)**; international consortium, Director Stefan Haefliger, responsibility: Treasure since 2024
- 2013-2017 **NEIS Chair - Nanotechnologies, Ecodesign, innovation and Strategy**; member du LABEX SERENADE - Safe(r) Ecodesign Research and Education applied to Nanomaterial development; Novancia (with Auplat, C., Coeurderoy, R.)
- 2015-2016 **CCIR Chair - Entrepreneurship and Innovation Research**; ESCP, ESIE & Novancia (with Castro-Goncalves, L., Meiller, Y. & Rayna, T.)
- 2012-2014 **Institute for Innovation and Competitiveness (i7)**; ESCP Europe (Head: Manceau, D.)
- 2009-2014 **Centre for Research in Public Management (CRDMP)**; ESCP Europe (Head: Saussois, J.-M.)
- 2009-2013 **French Competitiveness Cluster Observatory (OPC)**; Mines ParisTech (Head: Lefebvre, P.), responsibility: web-site, newsletters, seminars

NON ACADEMIC EMPLOYMENT

- 2008-2009 **TNS Sofres**, Research Executive, Consumer Goods - **France**
- 2007 **AC Nielsen**, Business Analyst Trainee, Consumer Goods - **France**
- 2006-2007 **International Labour Office**, Trainee / Consultant, Evaluation Unit - **Switzerland**
- 2004 **Greenways Hotel** (5 stars), Internship - **South Africa**
- 2003 **Eybl France**, Internship, Automotive Industry - **France**
- 2000-2002 **Raiffeisen Informatik Zentrum**, Controlling Assistant, Banking Sector – **Austria**