# Grant DOUGLAS

**M.phil Language, Literature and Civilization**

**Principal Professor of Practice, People Competencies**

**Track Coordinator**

**g.douglas@ieseg.fr**


## EDUCATION

**2004** Certificate in Intercultural Studies, University of British Columbia, Canada

**1991** M.phil Language, Literature and Civilization, University of Lille 3, France

**1985** Bachelor, Other, French, University of Leeds, United Kingdom

## RESEARCH INTERESTS

Other

## PROFESSIONAL EXPERIENCE

**ACADEMIC:**

**2022 - Present** Principal Professor of Practice, IÉSEG School of Management, Lille, France

**2017 - Present** Lecturer, IÉSEG School of Management, Lille , France

**2008 - 2017** Head of Intercultural Communication - CLARIFE Language and Intercultural Communication Centre, Catholic University of Lille, Lille, France

**1999 - 2005** Project Manager, Catholic University of Lille, Lille, France

**1991 - 2005** Head of Department, ESTIT, Villeneuve d'Ascq, France

**1989 - 1991** Lecturer, University of Lille 3, Lille, France

**PROFESSIONAL:**

**2005 - 2008** Head of International Relations, HEI, Lille, France

## COURSES TAUGHT

- Dealing with cultural diversity, Grande ecole (bachelor cycle)
- Intercultural communication, Grande ecole (bachelor cycle)
- Managing cultural diversity, Grande ecole (master cycle)

- Understanding cultural diversity, Bachelor in international business
- Understanding cultural diversity, Grande ecole (bachelor cycle)

## INTELLECTUAL CONTRIBUTIONS

### Papers in refereed journals

#### Published

Douglas G., (2019), Empowering Changemakers for a Better Society: The Case of Iéseg School of Management, France, *Journal of Intercultural Management and Ethics*, 2, 2019(2), pp. 6

### Communications in refereed conferences

**International**

Douglas G., (2025), *Looking Back to Look Forward: A Personal View from the Field After 30+ Years of Internationalisation in a New Era of Sustainability and Inclusion* IACCM: Multicultural Teams and Multilingual Organisations: Challenges, Opportunities, Social Inclusion, and Sustainable Practices in the Digital Age, Budapest, Hungary

Douglas G., (2023), *Stepping out of your shoes and into the shoes of someone else: using randomly generated cultural avatars in an attempt to decentre undergraduate students.* IACCM Responsible Management: Social Sustainability, Diversity and Inclusion., Naples, Italy

Douglas G., (2019), *Dealing with differences: Trialogue / Diversity Icebreaker effects* SIETAR Europa Congress:, Leuven, Belgium

Douglas G., (2017), *From International to Intercultural: Promoting Cultural Intelligence Throughout a Higher Education Institution. The Cultural Diversity Passport* SIETAR Europa Congress - Cultural Dexterity for Turbulent Times, Dublin, Ireland

Douglas G., (2017), *From International to Intercultural: Promoting Cultural Intelligence Throughout the School. The Case of IESEG School of Management*. SIETAR Europa Congress - Cultural Dexterity for Turbulent Times, Dublin, Ireland

Douglas G., (2015), *From International to Intercultural: Promoting Cultural Intelligence Throughout the School. The Case of IESEG School of Management* International EPIC Conference, Antwerp, Belgium

### Other conference and seminar presentations

**International**

Douglas G., (2019), *Global Learning: Institutions That Model Innovation* THE Teaching Excellenece Summit: Degrees of Change: Forces Shaping the Teaching and Learning of Tomorrow, London, Canada

Douglas G., (2018), *From International to Intercultural: Promoting Cultural Intelligence Throughout a Higher Education Institution* SIETAR Japan World Conference. Facing Uncertain Times Together: Strenghtening Intercutural Connections, Tokyo, Japan

Douglas G., (2016), *From International to Intercultural: Promoting Intercultural Intelligence Throughout the School. The Case of IESEG School of Management and the Cultural Diversity Passport* MILSA University of Bern Facilitating Students' Intercultural Learning Through Study Abroad Programs, Bern, Switzerland

### Case studies

Douglas G., Bierla I., MERK V., (2021), *Good neighbourly relations ? Working together effectively after corporate restructuring at European level*, *The Case Centre*, case study 421-0106-1 , teaching note 421-0106-8

## PROFESSIONAL MEMBERSHIPS

**2018** IACCM (International Association of Cross-Cultural Competence and Management)

**2010** IAIR (International Academy for Intercultural Reserach)

**2004** SIETAR France (Society for Intercultural Education, Training and Research), France

**2004** SIETAR Europa (Society for Intercultural Education, Training and Research)

## PROFESSIONAL SERVICE

### Involvement in a board of Directors

SIETAR Europa

SIETAR France

IACCM Council Member

### Member of the organizing committee of an academic conference

**2023** SIETAR Europa Virtual Institute

International Association of Cross-Cultural Competence and Management (IACCM) Conference 29-31 October 2025: “Multicultural Teams and Multilingual Organisations: Challenges, Opportunities, Social Inclusion, and Sustainable Practices in the Digital Age”, Hungary

SIETAR Europa Virtual Institute

## RESEARCH ACTIVITIES

### COMMITTEE CHAIR

### Contribution to an international academic partnership

**2018** Preparation for coming to live and study in France, Loyola College, India

### Co-Organizer of a workshop

**2021 - 2021** ICIE Center for Intercultural Engagement, IÉSEG School of Management, France

**2021 - 2021** ICIE Center for Intercultural Engagement, IÉSEG School of Management, France

**2021 - 2021** ICIE Center for Intercultural Engagement, IÉSEG School of Management, France

### Course Coordinator

Understanding Cultural Diversity/Comprendre la diversité culturelle, IÉSEG School of Management, France

### Head of a recruitment jury (orals)

Recruitment, IÉSEG School of Management, France

3 days divided between motivation jury and English jury, IÉSEG School of Management, France

### Head of a school project

ITC - Cultural Diversity Passport, IÉSEG School of Management, France

**Organizer of a pedagogical cafe**

**2021 - 2021** ICIE Center for Intercultural Engagement, IÉSEG School of Management, France

**Organizer of a workshop**

**2023 - 2023** ICIE, Catholic University of Lille, France

ITC, IÉSEG School of Management, France

**Participation in a pedagogical cafe**

**2021 - 2021** ICIE - CETI, IÉSEG School of Management, France

**Participation in a professional advisory board**

**2021 - 2021** PON-DEV, IÉSEG School of Management, France

**2021 - 2021** PON-ICIE-ITC, IÉSEG School of Management, France

**Track committee Chair**

ITC - Intercultural Competences, IÉSEG School of Management, France