

# Katharina Salmen

## Education

Since 2018

Doctoral programme in European Management at ESCP Business School Berlin.

2014-2016

Master of Science in Business Administration (Focus on Human Resources & International Management) at University of Bayreuth.

2010-2013

Bachelor of Science in Global Business Management (Focus on Strategy & International Management) at University of Augsburg.

## Professional Experience

2016-2018

Junior HR Business Partner at Bosch Rexroth AG in Ketsch/Germany.

2016

Assistance in Operational Human Resources at Robert Bosch GmbH in Reutlingen/Germany.

2014-2016

Working Student in Global HR Steering at Robert Bosch GmbH at Gerlingen/Germany.

2013-2014

PreMaster Program in Strategic Human Resource Management at Robert Bosch GmbH in Gerlingen/Germany.

2012

Working Student in Logistics at Publishing Company Weltbild in Augsburg/Germany.

2010-2012

Lecturer for Mathematics, English and Spanish: After school tutoring at Studentenring in Augsburg/Germany

## **Intercultural Experience**

2012-2013

Studies at EWha Womans University in Seoul/South Korea.

2010

Internship in Logistics at Schryver del Ecuador in Quito/Ecuador.

2009-2010

Voluntary Social Year in Street Children Project at the Salesians of Don Bosco in Quito/Ecuador.

## **Volunteering**

Co-founder of initiative *deine-stoffwindel.com* to reduce waste in baby care with more than 20.000 users per month

## **Research Field**

New Ways of Working: Employee Agility, Ambidexterity, and Talent Sharing

## **Publications and Conference Papers**

Salmen, K. & Festing, M. (2022): ‚Talent Sharing‘ as a Response to a Dynamic Environment – Implications for Learning and Development. Paper accepted for presentation at the 82<sup>nd</sup> Annual Meeting of the Academy of Management, Seattle/USA, August 2022.

Salmen, K. & Festing, M. (2021): Paving the way for progress in employee agility research: A systematic literature review and framework. Published online in The International Journal of Human Resource Management (IJHRM). DOI: 10.1080/09585192.2021.1943491.

Salmen, K. & Festing, M. (2021): Recapitulating Talent Development: ‚Talent Sharing‘ as a response to a dynamic environment. Paper presented at the 10<sup>th</sup> EIASM Workshop on Talent Management (online), October 2021.

Salmen, K. & Festing, M. (2020): Workforce Agility: A systematic review and agenda for future research. Paper accepted for presentation at the 16<sup>th</sup> International Human Resource Conference, Paris/France, June 2020 [Cancelled due to pandemic crisis].

Last Update: June 2022.