

Sina Alessa Kraus

Research Assistant & PhD candidate

Psychologist (M.Sc.) – Systemic Consultant – Intercultural Trainer – Co-Mediator

Academic Education

Since 2018

Doctoral programme in European Management at ESCP Business School Berlin.

2014-2017

Master of Science in Psychology, with a focus on social, organisational and business psychology at Free University of Berlin and the University of Montreal/Canada.

2011-2014

Bachelor of Science in Psychology at the University of Osnabrück.

Further Education & Certifications

Since 2021

Certified Co-Mediator (Akademie von Hertel, Hamburg).

Since 2021

Certified Intercultural Trainer (Interculture, University of Jena).

Since 2018

Certified Systemic Consultant (isb Wiesloch).

Professional Experience

Since 2021

Lecturer at Steinbeis School of Management and Innovation on personal and social skill development

Since 2021

Board member at Heldenrat – Beratung für soziale Bewegungen e.V. (on a voluntary basis).

Since 2018

Systemic consulting for social initiatives (on a voluntary basis).

Since 2018

Research Assistant at the Chair of Human Resource Management and Intercultural leadership at ESCP Business School Berlin.

2017

Internship on Diversity Management at Westdeutscher Rundfunk (WDR) in Cologne.

2016

Internship at Deutsche Bahn's Management Academy (DB-Akademie) in Potsdam.

2013-2014

Assistant at the consulting company essenziO Beratungsgesellschaft mbH in Osnabrück.

2012-2013

Internships at Schmerzlinik Kiel, Oberbergklinik Weserbergland (Extertal), and Niedersächsisches Institut für frühkindliche Bildung und Entwicklung (Nifbe, Osnabrück)

2010

Sales department at Torqeedo GmbH in Starnberg.

International & Intercultural Experience

2016-2018

Mentoring an Afghan refugee girl / Biffy Berlin - Big Friends for Youngsters e.V.

2015

German lessons for refugees on a voluntary basis / Multitude e.V.

2012-2013

Intercultural Mentoring at University of Osnabrück: mentoring international students, training as intercultural mentor.

2007

Student exchange at Institut Saint-Louis, Saumur/France.

Research Fields

- Diversity and Inclusion in Organizations
- Intercultural Competence in Organizations
- International Human Resource Management

Publications and Conference Papers

Kraus, S. A., Festing, M. & De Cieri, Helen (2022): Inclusion Competence – Conceptualization and Validation of a Construct and Measure. In Sonia Taneja (Ed.), Proceedings of the 82nd Annual Meeting of the Academy of Management (**Best Paper Proceedings**). Online ISSN: 2151-6561. Accepted for presentation at the 82nd Annual Meeting of the Academy of Management, August 2022.

Blake, B.D., Festing, M., Kraus, S. A. & Shaffer, M.A. (2022): A career construction perspective for global employees. Paper presented at the 5th Global Conference on International Human Resource Management, New York/USA, May 2022.

Kraus, S. A., Blake, B. D., Festing, M. & Shaffer, M. A. (2021). Pandemonium: How crisis-induced role novelty affects global employees resource accumulation. In Sonia Taneja (Ed.), Proceedings of the 81st Annual Meeting of the Academy of Management (**Best Paper Proceedings**). Online ISSN: 2151-6561. Presented at the 81st Annual Meeting of the Academy of Management, online, August 2021.

Festing, M. & Kraus, S. A. (2020): Don't forget the employee's role in creating inclusion – Conceptualization of a new construct addressing inclusion competence. Presented at the Symposium "Broadening our sight: New perspectives on inclusion at work and the role of inclusive leadership at the 80th Annual Meeting of the Academy of Management, Vancouver/Canada, August 2020.

Festing, M. & Kraus, S. A. (2020): The impact of the Covid-19 pandemic on global employees. In Bunkanwanicha, P., Coeurderoy, R., and Ben Slimane, S. (Eds.): Managing a Post-Covid-19 Era, ESCP Impact Paper 2020-19-EN, 91-96. Retrieved from http://url_of_ebook_database.

Festing, M., Kraus S. A., Shaffer, M. A. & Blake, B. D. (2020): Explaining the link between international experience and global career success – A sequential mediation model. Paper accepted for presentation at the 16th International Human Resource Conference, Paris/France, June 2020 [Cancelled due to pandemic crisis].

Last Update: June 2022.