

**ORIANE A. M. GEORGEAC**

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**ACADEMIC POSITIONS**

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2020 – **Assistant Professor of Organizational Behavior** New Haven, CT, USA  
 Yale School of Management, Yale University

**EDUCATION**

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2020 **London Business School** London, UK  
 Ph.D. in Organisational Behaviour  
 • Dissertation: “*The business case backfires: Detrimental effects of organizations’ instrumental diversity rhetoric for underrepresented group members’ sense of belonging and performance*”  
 • Committee: Aneeta Rattan, Miguel Unzueta, Simona Botti

2017 M.Phil. in Organisational Behaviour

2014 **University Paris Descartes (Paris V)** Paris, France  
 MS in Cognitive Science, *magna cum laude*

2013 **HEC Paris** Paris, France  
 MS in Management (*Grande Ecole*)  
 • Exchange program at the University of Southern California (USC) Los Angeles, CA, USA

2009 **Lycée Henri IV** Paris, France  
 Classe préparatoire in Mathematics, Philosophy, and Geopolitics  
 • An intensive 2-year program preparing for the competitive entrance exams of top French business schools

**RESEARCH INTERESTS**

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Keywords: diversity in the workplace, cases for diversity, intergroup relations, perceptions of social progress, gender inequality, attitudes towards women, motivation, mindsets and lay theories.

My research interests focus on how people respond to organizational messages about diversity. One stream of my research investigates the effects of organizations’ justifications for why they value diversity on underrepresented group members and team managers. In another stream of research, I examine how people respond to organizational communications celebrating progress on women’s representation in top leadership. My research across these two streams offers novel insights into how organizations’ efforts to support diversity may paradoxically prevent them from advancing toward their diversity goals.

**ACADEMIC PUBLICATIONS**

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\* denotes equal authorship

**Georgeac, O. A. M., & Rattan, A.** (2022) The business case for diversity backfires: Detrimental effects of organizations’ instrumental diversity rhetoric for underrepresented group members’ sense of belonging. *Journal of Personality and Social Psychology*. Advance online publication. doi: 10.1037/pspi0000394

- Finalist (top 3) for the 2022 *William C. Frederick Dissertation Award*; Academy of Management, SIM Division
- Winner of the 2021 *Best Paper Based on a Dissertation Award*; Academy of Management, GDO Division
- Finalist (top 3) for the 2021 *Annual Dissertation Award*; Society of Experimental Social Psychology
- Finalist (top 3) for the 2021 *Best Dissertation Award*; Society for Business Ethics

- Winner of the *2020 Outstanding Research Award*; Society for Personality and Social Psychology
- Featured in *Harvard Business Review*, *Forbes*, *The Economist*, *The Telegraph*, *The Hill*, and more

**Georgeac, O. A. M., & Rattan, A.** (2022). Perceiving progress toward social equality: A model of signals and sense-making. *Current Opinion in Psychology*, *44*, 12-17. doi: 10.1016/j.copsyc.2021.08.012

van Kleef, G. A., Heerdink, M. W., Cheshin, A., Stankou, E., Wanders, F., Koning, L. F., Fang, X., & **Georgeac, O. A. M.** (2021). No guts, no glory? How risk-taking shapes dominance, prestige, and leadership endorsement. *Journal of Applied Psychology*, *106*(11), 1673-1694. doi: 10.1037/apl0000868

**Georgeac, O. A. M., & Rattan, A.** (2019). Progress in women's representation in top leadership weakens people's disturbance with gender inequality in other domains. *Journal of Experimental Psychology: General*, *148*(8), 1435-1453. doi: 10.1037/xge0000561

- Finalist of the *2020 Responsible Research in Management Award*; IACMR-RRBM
- Featured in *Harvard Business Review*, *Forbes*, and more

**Georgeac, O. A. M.\***, Rattan, A.\*, & Effron, D. A. (2019). An exploratory investigation of Americans' expression of gender bias before and after the 2016 presidential election. *Social Psychological and Personality Science*, *10*(5), 632-642. doi: 10.1177/1948550618776624

Rattan, A., & **Georgeac, O. A. M.** (2017). Understanding intergroup relations through the lens of implicit theories (mindsets) of malleability. *Social and Personality Psychology Compass*, *11*(4), e12305. doi: 10.1111/spc3.12305

Rattan, A., & **Georgeac, O. A. M.** (2017). Mindsets about malleability and intergroup relations. In C. M. Zedelius, B. C. N. Müller & J. W. Schooler (Eds.), *The science of lay theories – How beliefs shape our cognition, behavior, and health*. doi: 10.1007/978-3-319-57306-9\_6

## **MANUSCRIPTS SUBMITTED, OR IN PREPARATION TO BE SUBMITTED**

**Georgeac, O. A. M., & Rattan, A.** (a). Does instrumentality affect performance in evaluative settings? (target journal: *Academy of Management Journal*).

**Georgeac, O. A. M.** Why versus how to pursue diversity: A theoretical framework of diversity constructs. (target journal: *Academy of Management Review*).

## **RESEARCH IN PROGRESS**

**Georgeac, O. A. M., & Rattan, A.** (b). Instrumental approaches to diversity create performance contingencies in managers' commitment to diversity.

**Georgeac, O. A. M.,** Methot, J., Hubbard, A., Brands, R. Do people's instrumental networking motives predict their social network's diversity?

**Georgeac, O. A. M.,** Gutierrez, L., Trawalter, S. Failure to diversify: How does instrumental diversity rhetoric shape people's perceptions of non-diverse organizations?

**Georgeac, O. A. M.,** Rattan, A., Lin, E., & Adams, G. Does the business case pay? Testing how instrumental diversity rhetoric relates to organizations' gender pay gaps.

Langdon, J. A., **Georgeac, O. A. M., & Rattan, A.** Moral duties versus moral values: Disabled prospective employees' responses to organizational messaging on disability.

Ozgunus, E., **Georgeac, O. A. M.,** Lin, E., & Rattan, A. D&I reporting: The case for an intersectional lens.

**Georgeac, O. A. M.,** Rutjens, B., Greenaway, K., & van Kleef, G. A comparative review of the effects of power and control.

## **PRACTITIONER-ORIENTED PUBLICATIONS**

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- Georgeac, O. A. M., & Rattan, A.** (2022, June). Stop making the business case for diversity. *Harvard Business Review*.
- Rattan, A., Chilazi, S., **Georgeac, O. A. M.**, & Bohnet, I. (2019, June). Tackling the underrepresentation of women in the media. *Harvard Business Review*.
- Georgeac, O. A. M., & Rattan, A.** (2019, March). When people see more women at the top, they're less concerned about gender inequality elsewhere. *Harvard Business Review*.

## **CASE STUDIES & TEACHING MATERIALS**

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- Rattan, A., **Georgeac, O. A. M.**, & Chilazi, S. (2020). Ros Atkins and the BBC 50:50 Project. *Harvard Business School & London Business School*.
- Finalist of the 2022 *Outstanding Case Writer Competition*; The Case Centre
  - Featured in *Harvard Business Review*

## **AWARDS & HONORS**

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|------|---|
| 2022 | <b>Outstanding Case Writer Competition – Finalist</b><br>The Case Centre<br><i>“Ros Atkins and the BBC 50:50 Project”</i>   |
| 2022 | <b>William C. Frederick Doctoral Dissertation Award – Finalist (top 3)</b><br>Academy of Management (AOM), Social Issues in Management (SIM) Division   |
| 2021 | <b>Best Paper Based on a Dissertation Award – Winner</b><br>Academy of Management (AOM), Gender and Diversity in Organizations (GDO) Division<br><i>“Detrimental effects of the ‘business case for diversity’ for underrepresented groups’ belonging”</i>   |
| 2021 | <b>Annual Dissertation Award – Finalist (top 3)</b><br>Society of Experimental Social Psychology (SESP)   |
| 2021 | <b>Best Dissertation Award – Finalist (top 3)</b><br>Society for Business Ethics (SBE)  |
| 2020 | <b>Outstanding Research Award – Winner</b><br>Society for Personality and Social Psychology (SPSP)<br><i>“Instrumentality undermines underrepresented group members’ psychological sense of belonging and attraction to organizations”</i>  |
| 2020 | <b>Responsible Research in Management Award – Finalist</b><br>The Community for Responsible Research in Management (RRBM) & the International Association for Chinese Management Research (IACMR)<br><i>“Progress in women's representation in top leadership weakens people's disturbance with gender inequality in other domains”</i> |
| 2017 | <b>Showcase Symposium</b><br>Academy of Management (AOM), Organizational Behavior (OB) Division   |
| 2017 | <b>Diversity Symposium of the Year</b><br>Society for Personality and Social Psychology (SPSP), Diversity and Climate Committee   |
| 2010 | <b>HEC Paris</b><br>Dean’s List   |
| 2009 | <b>HEC Paris</b><br>Ranked 18 out of 380 students admitted to HEC Paris (4,193 candidates)  |

**GRANTS & SCHOLARSHIPS**

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|-------------|--|
| 2020        | <b>2021 Oxford Spring School Merit-Based Bursary – £335</b><br>University of Oxford, Department of Politics and International Relations  |
| 2018        | <b>Leadership Institute Research Grant – £8,000</b><br>Leadership Institute, London Business School<br><i>“When diversity does not deliver: Does the business case undermine people’s commitment to diversity when diverse teams’ performance declines?”</i> |
| 2017        | <b>SPSP Student Travel Award – \$500</b><br>Society for Personality and Social Psychology (SPSP)   |
| 2016        | <b>Leadership Institute Research Grant – £15,000</b><br>Leadership Institute, London Business School<br><i>“How to lead diversity effectively? Testing the consequences of the business case for diversity in the workplace”</i>                             |
| 2014 – 2019 | <b>PhD Research &amp; Training Support Grant – £750/year</b><br>Economic and Social Research Council (ESRC)  |
| 2014        | <b>International Travel Grant – €600</b><br>Ecole Normale Supérieure (ENS), Department of Cognitive Studies  |
| 2013        | <b>Eole Excellence Scholarship – €500</b><br>French-Dutch Network (Réseau Franco-Néerlandais)  |

**SELECTED MEDIA MENTIONS & INTERVIEWS**

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*The Economist* (August 25, 2022). Workplace diversity programmes often fail, or backfire.

*London Business School Review* (August 4, 2022). The hidden dangers of the business case for diversity.

*Forbes* (June 20, 2022). The business case for diversity may be backfiring, a new study shows.

*Harvard Business Review* (June 15, 2022). Stop making the business case for diversity.

*Yale Insights* (June 10, 2022). Making the ‘business case for diversity’ can backfire with underrepresented groups.

*Washington Examiner* (June 10, 2022). Companies pushing for diversity may scare off minority candidates: Study.

*The Hill* (June 9, 2022). Companies risk alienating employees when diversity messages focus on bottom line, study finds.

*The Express* (June 10, 2022). Companies told their push for diversity ‘does more harm than good’ in a new study.

*The Telegraph* (June 9, 2022). Diversity drives repel minority groups because they ‘don’t want to be hired on identity grounds’.

*The Daily Mail* (June 9, 2022). Going woke can do companies more harm than good! Firms who say they value diversity because it will ‘improve their bottom line’ put diverse candidates OFF applying, study finds.

*Communications of the Association for Computing Machinery* (June 9, 2022). Why companies’ diversity messages may backfire.

*American Psychological Association* (June 9, 2022). Diversity messages may backfire when companies focus on diversity’s benefits for the bottom line.

*Charter* (February 5, 2022). How to talk about diversity.

*Yale Insights* (November 19, 2021). Are leaders rewarded for taking risks?

*Work Magazine* (Spring 2021). The bittersweet success of female leaders.

*Forbes* (March 8, 2021). The power and pitfalls behind the way we talk about women’s achievements.

*Think@LBS Podcast* (February 18, 2021). Leadership playbook – Am I doing diversity wrong?

*University of Amsterdam Review* (February 1, 2021). No guts, no glory? The link between risk-taking and leadership.

*London Business School Review* (December 9, 2020). One groundbreaking success does not solve gender inequality.

*Yale Insights* (September 11, 2020). What Kamala Harris’s nomination means for women’s equality.

*Harvard Business Review* (June 6, 2019). Tackling underrepresentation of women in the media.

*Harvard Business Review* (March 7, 2019). When people see more women at the top, they’re less concerned about gender inequality elsewhere.

*INSEAD Knowledge* (October 14, 2019). Enabling productive thinking to develop gender balance.

**INVITED PRESENTATIONS**

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|                      |  |         |
|----------------------|--|---------|
| Scheduled Feb. 2023  | Yale University, Department of Psychology                              | USA     |
| Scheduled Dec. 2022  | Headtorch, The Wellbeing Hour  | UK      |
| Scheduled Sept. 2022 | University of Maryland, Social Decision & Organizational Sciences area | USA     |
| October 2021         | University of Virginia, Batten School of Leadership & Public Policy    | USA     |
| March 2021           | European Commission, Joint Research Centre                             | Belgium |
| February 2021        | Queen's University, Smith School of Business                           | Canada  |
| April 2020           | Harvard University, Harvard Kennedy School – Cancelled due to COVID-19 | USA     |
| November 2019        | Yale School of Management  | USA     |
| November 2019        | HEC Paris, Management and Human Resources Department                   | France  |
| November 2019        | IESE, Managing People in Organizations Department                      | Spain   |
| October 2019         | George Mason University, School of Business, Management Area           | USA     |
| March 2018           | University of Bergen   | Norway  |

**CHAired SYMPOSIA**

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**Georgeac, O. A. M., & Adler, L.** (Co-chairs, 2022). Organizational dynamics of the status quo: Micro and macro implications for social change. Academy of Management Annual Meeting, Seattle, WA.

**Georgeac, O. A. M., & Kaplan, S.** (Co-chairs, 2019). Reevaluating the business case for diversity: Consequences for advocates, women, leaders, & scholars. Academy of Management Annual Meeting, Boston, MA.

**Georgeac, O. A. M., & Starck, S.** (Co-chairs, 2019). Instrumental diversity rhetoric: Paradoxical effects on commitment to diversity and inclusion. International Convention of Psychological Science, Paris, France.

**Georgeac, O. A. M., & Rattan, A.** (Co-chairs, 2019). Instrumental approaches to diversity: Consequences for organizations, schools, and society. Society for Personality and Social Psychology Convention, Portland, OR.

**Georgeac, O. A. M.** (Chair, 2018). Business or fairness case for social issues? Influencing stakeholders in organizations. Academy of Management Annual Meeting, Chicago, IL.

**Georgeac, O. A. M., & A. Rattan** (Co-chairs, 2017). Making a case for diversity in organizations: Pros, cons, and complexities. Academy of Management Annual Meeting, Atlanta, GA.

- *Sponsored as a “Showcase Symposium” by the OB Division*

**Georgeac, O. A. M., & E. Chang** (Co-chairs, 2017). A new generation of diversity hurdles: Shifting definitions, thresholds, backsliding, and threat. Society for Personality and Social Psychology Convention, San Antonio, TX.

- *Sponsored as the “Diversity Symposium of the Year” by the SPSP Diversity and Climate Committee*

**CONFERENCE PRESENTATIONS**

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**Georgeac, O. A. M., & Rattan, A.** (2022). Framing diversity as instrumental to performance undermines organizations' diversity efforts. Talk presented at the Academy of Management Annual Meeting, Seattle, WA.

**Georgeac, O. A. M., & Rattan, A.** (2022). The business case for diversity backfires: Detrimental effects of organizations' instrumental diversity rhetoric for underrepresented group members' sense of belonging. Talk presented at the Joint Meeting of the Society for Philosophy and Psychology & the European Society for Philosophy and Psychology, Milan, Italy.

**Georgeac, O. A. M., & Rattan, A.** (2021). The business case for diversity backfires: Detrimental consequences of instrumentality for underrepresented group members' sense of belonging and attraction to organizations. Talk presented at the Annual Meeting of the Society of Experimental Social Psychology, Santa Barbara, CA.

- Georgeac, O. A. M.** (2021). Detrimental effects of the ‘business case for diversity’ for underrepresented groups’ belonging. Talk presented at the Virtual Academy of Management Annual Meeting.
- Georgeac, O. A. M., & Rattan, A.** (2021). Evidence that organizations’ instrumental diversity rhetoric undermines African Americans’ sense of belonging and women’s job interview performance. Talk presented at the Virtual Society for Personality and Social Psychology Convention.
- Georgeac, O. A. M., & Rattan, A.** (2020). The business case undermines sense of belonging at work among underrepresented groups: Generalizability and consequences. Talk presented at the Virtual Academy of Management Annual Meeting.
- Georgeac, O. A. M., & Rattan, A.** (2020). Instrumentality undermines women’s and minorities’ psychological sense of belonging and attraction to organizations. Talk presented at the Society for Personality and Social Psychology Convention, New Orleans, LA.
- Georgeac, O. A. M., & Rattan, A.** (2019). The business case undermines women’s sense of belonging at work: Mechanisms and consequences. Talk presented at the Academy of Management Annual Meeting, Boston, MA.
- Georgeac, O. A. M., & Rattan, A.** (2019). In good times and in bad? Instrumentality produces performance-contingent commitment to diversity. Talk presented at the International Convention of Psychological Science, Paris, France.
- Georgeac, O. A. M., & Rattan, A.** (2019). In good times and in bad? Instrumentality produces performance-contingent commitment to diversity. Talk presented at the Society for Personality and Social Psychology Convention, Portland, OR.
- Georgeac, O. A. M., & Rattan, A.** (2019). Does the “business case for diversity” work or hurt? Talk presented at the Gender Pre-Conference of the Society for Personality and Social Psychology Convention, Portland, OR.
- Georgeac, O. A. M., & Rattan, A.** (2018). Adverse effects of the business case for diversity on diversity attitudes and inclusion. Talk presented at the Academy of Management Annual Meeting, Chicago, IL.
- Georgeac, O. A. M., & Rattan, A.** (2018). Does the “business case for diversity” work or hurt? Talk presented at the Society for Personality and Social Psychology Convention, Atlanta, GA.
- Georgeac, O. A. M., & Rattan, A.** (2017). How to make a case for diversity in organizations? What is out there, and what works versus hurts? Talk presented at the Academy of Management Annual Meeting, Atlanta, GA.
- Georgeac, O. A. M., & Rattan, A.** (2017). As women progress in one domain of gender inequality, do people become more or less disturbed by gender inequality in another? Talk presented at the Trans-Atlantic Doctoral Conference, London, UK.
- Georgeac, O. A. M., & Rattan, A.** (2017). As women advance in society, do people get more or less sexist? Talk presented at the Society for Personality and Social Psychology Convention, San Antonio, TX.
- Georgeac, O. A. M., & Rattan, A.** (2016). As women advance in society, do people get more or less sexist? Talk presented at the Academy of Management Annual Meeting, Anaheim, CA.

## **PROFESSIONAL MEMBERSHIPS**

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Academy of Management (AOM)  
Society for Personality and Social Psychology (SPSP)  
Society of Experimental Social Psychology (SESP)  
Society for Business Ethics (SBE)  
Society for Philosophy and Psychology (SPP)

**TEACHING EXPERIENCE**

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**Yale School of Management**

- Scheduled Spring 2023 • The Innovator, Guest lecture: “Social Innovation From the Bottom Up” (Full-time MBA)
- Spring 2021 – Present • Global Virtual Teams (Full-time MBA)
- Fall 2020 – Present • Managing Groups & Teams (Full-time MBA)

**London Business School**

- Spring 2019 • Performing in Organizations (Masters in Management), Guest panellist
- Spring 2019 • Capstone (Full-time MBA), Teaching assistant
- Spring 2017 – 2018 • Managing Organisational Behaviour (Full-time MBA), Teaching assistant
- Spring 2017 – 2018 • Paths to Power (Full-time MBA), Teaching assistant
- Summer 2016 • Negotiation and Bargaining (Full-time MBA), Teaching assistant
- Spring 2015 • Managerial Negotiations (Executive MBA), Teaching assistant

**SERVICE**

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2018 – Present

**Ad-hoc reviewer**

- *Academy of Management Journal (AMJ)*
- *Organizational Behavior and Human Decision Processes (OBHDP)*
- *Management Science*
- *Organization Science*
- *Psychological Science*
- *Journal of Experimental Psychology: General (JEP:G)*
- *Personality and Social Psychology Bulletin (PSPB)*
- *European Journal of Social Psychology (EJSP)*
- *Frontiers in Psychology*
- *Psychological Reports*
- *Race and Social Problems (RASP)*
- *International Journal of Intercultural Relations (IJIR)*
- *PLOS ONE*

**Yale School of Management**

- 2021 – Present • OB Junior Faculty Hiring Committee
- 2021 – Present • PhD admissions
- 2020 • Guest speaker at the OB PhD Students Seminar (Topic: “Insights from the job market”)

**Society for Personality and Social Psychology (SPSP) Annual Convention**

- 2021 • Invited mentor for the Student Mentoring Lunches (Topic: “Giving research talks with the best results: Navigating in-person and online talks for personality and social psychologists”)

**London Business School**

- 2020 • Guest speaker at the OB PhD Students Seminar (Topic: “Behind the publication”)
- 2017 – 2020 • Speaker at the Mindsets & Diversity Lab (Topics: “Doing a literature review”, “Navigating the job market”)
- 2015 – 2020 • Trans-Atlantic Doctoral Conference
  - Co-organizer
  - Reviewer
- 2015 – 2017 • Coordinator of the speaker-students lunches for the OB Seminar Series
- 2015 • Co-organizer of student events during PhD recruitment

**European Association for Social Psychology (EASP) General Meeting**

- 2014 • Volunteer

**WORKSHOPS & TRAINING ATTENDED**

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| Spring 2022 | <b>Analyzing Twitter Data</b><br>Oxford Spring School 2022 in Advanced Research Methods (3 days)  |
| Fall 2021   | <b>Using R Markdown to Communicate Your Data</b><br>Marx Science & Social Science Library, Yale University  |
| Summer 2021 | <b>Data Visualization in R With Ggplot2</b><br>Marx Science & Social Science Library, Yale University   |
| Summer 2021 | <b>Manipulating Data in R Using Tidyverse</b><br>Marx Science & Social Science Library, Yale University   |
| Spring 2021 | <b>Machine Learning</b><br>Oxford Spring School 2021 in Advanced Research Methods (1 week)  |
| Spring 2021 | <b>Learning about Machine Learning: An Introduction</b><br>Deep Dive Workshop, Society for Personality and Social Psychology Convention 2021                    |
| Spring 2019 | <b>Computerized Text Analysis, Reproducibility Techniques in R, &amp; Fieldwork</b><br>Oxford Spring School 2019 in Advanced Research Methods (1 week)          |
| Spring 2019 | <b>Reproducible Data Analysis and Paper Writing in R</b><br>Deep Dive Workshop, Society for Personality and Social Psychology Convention 2019                   |
| Spring 2019 | <b>Latent Growth Modelling Using MPlus</b><br>Figure it out – A statistical consultancy   |
| Spring 2019 | <b>Structural Equation Modelling Using MPlus</b><br>Figure it out – A statistical consultancy   |
| Fall 2018   | <b>Intelligent Speed Reading</b><br>The Oxford Centre for the Mind  |
| Fall 2018   | <b>ANOVAs, Regressions, and Tests of Assumptions in R</b><br>PS statistics  |
| Summer 2018 | <b>Media Training</b><br>The Economic and Social Research Council (ESRC) & Inside Edge Media  |
| Spring 2018 | <b>Introduction to Bayesian Statistics</b><br>Figure it out – A statistical consultancy   |
| Summer 2017 | <b>Diversity Research</b><br>Arison School of Business 2017 Ph.D. Summer School on Diversity (2 weeks)  |
| Spring 2017 | <b>Causal Inference, Data Visualization in R, &amp; Process Tracing</b><br>Oxford Spring School 2017 in Advanced Research Methods (1 week)                      |
| Spring 2017 | <b>Open Science Framework: Practical Steps to Increase Reproducibility</b><br>Deep Dive Workshop, Society for Personality and Social Psychology Convention 2017 |
| Summer 2016 | <b>Introduction to Social Network Analysis</b><br>Professional Development Workshop, Academy of Management Annual Meeting 2016                                  |



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| Fall 2016   | <b>Introduction to R</b><br>University College London, Centre for Applied Statistics Courses    |
| Fall 2016   | <b>Multilevel Modelling Analysis Using SPSS</b><br>Figure it out – A statistical consultancy    |
| Spring 2015 | <b>Testing Mediation and Moderation Using SPSS</b><br>Figure it out – A statistical consultancy |

### **PROFESSIONAL EXPERIENCE**

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|-------------------|--|------------------------|
| Apr. – Aug. 2012  | <b>L'Oréal</b><br>Strategic Marketing intern for the U.S., Canada, UK & Ireland<br>Cosmétique Active Division (La Roche-Posay) | Paris, France          |
| Sept. – Feb. 2012 | <b>KPMG</b><br>Financial Audit intern in Consumer Markets business unit  | Paris, France          |
| Jun. – Sept. 2011 | <b>Futures Sport + Entertainment</b><br>Sports & Media graduate analyst  | London, UK             |
| Jul. – Sept. 2010 | <b>Le Vin Qui Danse</b><br>Marketing intern  | Paris, France          |
| May – Jul. 2010   | <b>Maggie Norris Couture</b><br>Marketing & Public Relations intern  | New York City, NY, USA |

### **LANGUAGES**

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| French:  | Native       |  |
| English: | Fluent       | Certificate: TOEFL – 117/120, Level C2 (2013)                                |
| Spanish: | Advanced     | Certificate: DELE of the Instituto Cervantes – Level C2 (2011)               |
| Greek:   | Advanced     | Certificate: Kleis Workshop for Greek Language and Culture – Level B2 (2015) |
| Italian: | Intermediate | Level B1 (2006)  |