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EDUCATION

- 1979 - 1981 PhD, Department of Psychology, Liverpool University, Title: 'Maslow's Hierarchy of Needs'
- 1976 - 1979 Doctoral Student, Department of Psychology, University of Liverpool
- 1976 BA (Hons) Psychology, Liverpool University

ACADEMIC EXPERIENCE

- 2011- 2013 Joint Subject Area Chair
- 2006 Director Lehman Brothers Centre for Women in Business.
- 2004- present Professor of Management Practice, London Business School
- 2002 Associate Professor of Management Practice in Organisational Behaviour, London Business School
- 1998 - 2001 Associate Dean, Full-time MBA Programme, London Business School
- 1996 – 2002 Associate Professor in Organisational Behaviour, London Business School
- 1989 - 1996 Assistant Professor in Organisational Behaviour, London Business School

PROFESSIONAL EXPERIENCE

- 1987 - 1988 Divisional Director, Human Resources Group, PA Consulting Group
Responsible for managing a group of 25 Organisational Behaviour consultants and project leading a number of major assignments.
- 1986 - 1987 Principal Consultant, Strategy Group, PA Consulting Group
Seconded to a multi-disciplinary strategy group tasked with initiating an approach to Human Resource Strategy.
- 1982 - 1986 Consultant, Human Resource Group, PA Consulting Group
Consulting to a range of companies on issues relating to occupational psychology. Affiliated to the University of Manchester, Institute of Science and Technology.
- 1979 - 1982 Chief Psychologist, British Airways
Working with a team of psychologists investigating selection processes and management development activities in British Airways.

RESEARCH AND PUBLICATIONS

Books

Gratton, L. *'The Key: How Corporations Succeed by Solving the World's Toughest Problems'* (2014) McGraw Hill

Gratton, L. *'The Shift: the future of work is here now'* (2011) Harper Collins. Translated into Chinese (Mandarin and Cantonese), German, French, Spanish, Dutch, Portuguese, Russian, Japanese, Korean, Arabic. Selected as the Business Read in the FT and in Autumn 2012 became the best selling business book in Japan and received the Japanese Business Book of the Year.

Gratton, L. *'Glow – creating energy and innovation in your work'* (2009) Financial Times Prentice Hall (UK), Berrett Koehler (US) Translated into Dutch, Arabic, Spanish.

Gratton, L. *'Hot Spots: why some teams, workplaces and organisations buzz with energy – and others don't'*. (2007) Financial Times Prentice Hall (UK), Berrett Koehler (US) (Translated into Spanish, Russian, Estonian, Dutch, Chinese, Korean, Rumanian) Best books of 2007 in The Financial Times and Business and Strategy.

Delbridge, R., Gratton, L. and Johnson, G. (2006) *"The Exceptional Manager"* Oxford University Press

Gratton, L. (2003) *'Building the Democratic Organisation'* Financial Times Prentice Hall. (Translated into Russian, Spanish, Chinese and Dutch)

Gratton, L. (2000) *'Living Strategy: Putting People at the Heart of Corporate Purpose.'* Financial Times Prentice Hall. (Translated into Chinese, Dutch, French, German, Japanese, Spanish, Portuguese, and Russian. Estonian and Thai.)

Gratton, L., Hope-Hailey, V., Stiles, P. and Truss, C. (1999) *'Strategic Human Resource Management: Corporate Rhetoric and Human Reality'* Oxford University Press

Journal Articles

Johns, T. and Gratton, L. (2013) *'The Third Wave of Virtual Work'*. Harvard Business Review, Jan-Feb.

Wolfram H. & Gratton, L (2013) *Gender Role Self-Concept, Categorical Gender, and Transactional-Transformational Leadership: Implications for Perceived Workgroup Performance*. Journal of Leadership & Organizational, July

Wolfram, H.-J. and Gratton, L. (2012), *Spillover Between Work and Home, Role Importance and Life Satisfaction*. British Journal of Management, October.

Gratton, L. (2011) *'Workplace 2025: what will it look like?'* Organizational Dynamics. 40: 4. 2011.

Gratton, L. (2011) *'The end of middle management?'* Harvard Business Review, Jan – Feb. pg36

Gratton, L. and Erickson, T. J. (2007) *'Eight Ways to Build Collaborative Teams'*. Harvard Business Review, November

Gratton, L and Voigt, A. (2007) *'Bridging Faultlines in Diverse Teams'*. MIT Sloan Management Review, Summer: 48.4.

Erickson, T. J. and Gratton, L. (2007) *'What it Means to Work Here'*. Harvard Business Review, March.

- Gratton, L. and Ghoshal, S. *'Beyond Best Practice'* (2005) Sloan Management Review, Spring, Vol. 46, No. 3, Pp. 49 –57.
- Gratton, L. (2005) *Managing Integration through cooperation'* Human Resource Management, Summer, Vol. 44. No. 2, Pp. 151 - 158
- Nahapiet, J. Gratton, L. and Rocha, H. (2005) *'Knowledge and Cooperative Relationship: When cooperation is the norm'* European Management Review, Vol. 2. Pp. 3 –14.
- Truss, C. Gratton, L. (2003) *"Three Dimensions of People Strategy,"* The Academy of Management Executive, 17/3:
- Gratton, L., and Ghoshal, S. (2003) *"Managing Personal Human Capital: New Ethos for the 'Volunteer' Employee."* European Management Journal, 21/1: 1-10
- Ghoshal, S. and Gratton, L. (2003) *"Integrating the Enterprise."* Sloan Management Review, 44/1: 31-38
Winner of the Richard Bekhard Award for the best article of the year.
- Gratton, L., and Ghoshal, S. (2002) *"Improving the Quality of Conversations."* Organizational Dynamics, Winter 2002, 31/3: 209-223
- Truss, C., Gratton, L., Hope Hailey, V., Stiles, P., and Zaleska, K. (2002) *"Paying the piper: choice and constraint in changing HR functional roles"* Human Resource Management Journal, 12/2: 39-64
- Gratton, L., Hope-Hailey, V., Stiles, P. and Truss, C. (1999) *"Linking Individual Performance to Business Strategy: The People Process Model"*. Human Resource Management, 38/1: 17-31
- McGovern, P., Gratton, L., Hope-Hailey, V., Stiles, P. and Truss, C. (1997) *"Human Resource Management on the Line"* Human Resource Management Journal, 7/4: 12-29
- Stiles, P., Gratton, L., Hope-Hailey, V., McGovern, P., Truss, C. (1997) *"Performance Management and the Psychological Contract"* Human Resource Management Journal, 7/1: 57-66
- Hope Hailey, V., Gratton, L., Truss, C., Stiles, P., (1997) *"A Chameleon Function? HRM in the 90's"* Human Resource Management Journal. 7/3: 5-18
- Truss, C., Gratton, L., Hope-Hailey, V., McGovern, P., Stiles, P. (1997). *"Soft and Hard Models of HRM: A Reappraisal."* Journal of Management Studies, 34/1: 53-73
- Gratton, L. (1996). *"Implementing a Strategic Vision: Key Factors for Success"*. Long Range Planning. 29/3: 290-303
- Truss C and Gratton L. (1994), *"Strategic Human Resource Management: A Conceptual Approach"*, International Journal of Human Resource Management. 5/3: 32-43
- Robertson, I. and Gratton, L. (1991) *"The impact of personnel selection and assessment methods on candidates"*, Human Relations, 44/9: 963-983
- Robertson, I. and Gratton, L. (1990), *"The Validity of Situational Interviews for Administrative Jobs"* Journal of Organisational Behaviour, 11/1: 69-76
- Gratton L. (1988) *'Assessment Centres: Theory Research and Practice'*, Human Resources, Journal, 4, 25-30
- Robertson, I. and Gratton L. (1987) *'The psychometric properties and design of managerial assessment centres: Dimensions into exercises won't go'*, Journal of Occupational Psychology, 60/3: 187-196
- Gratton L. (1987), *'How can we predict managerial potential in Research Scientists'*, Research and Development Management, 17, 87-97.

Gratton L. (1980), 'Maslow's Hierarchy of Needs across three social groups,' *Journal of Social Indicators*, 2: 45-65.

Book Chapters

Gratton, L. (2013) "Cooperation for Innovation" in Huff, S., Moslein, K and Reichwald, R. *Leading Open Innovation*. The MIT Press.

Gratton, L. (2011) "A ten year journey of cooperation" in S. Mohrman and E. Lawler III. *Useful research – advancing theory and practice* – Berrett-Koehler

Gratton, L. (2006) "Three Dimensional Human Resources" – Reprinted in *Strategic Human Resource Management* (2nd Ed), Edited by Schuler, R. and Jackson, S.E.

Gratton, L. (2006) "The Democratic Enterprise" in *Workforce Wake-Up Call; Your Workforce is Changing, Are You*, (Eds), Gondossy, R. and Tucker, E. Verma, N., New Jersey. 2006

Gratton, L. (2006) "Integrating the Enterprise" Reprinted in *Global Talent: An anthology of human capital strategies for today's borderless world*. Human Capital Institute, Washington DC.

Gratton, L. (2005) "Managing Cooperatively across boundaries" in Ulrich, D (Eds). *The Future of HR*. Wiley.

Gratton, L. (2005) "Managing Cooperatively" in Delbridge, R., Gratton, L. and Johnson, G (Eds) *The Exceptional Manager*, Oxford University Press.

Gratton, L. (2004) "Leading the Democratic Enterprise", *Financial Times Handbook of Management*, 3rd Edition.

Gratton, L. (2004) "Living Strategy", in S. Chowdhury (Ed), *New Generation Business Handbook*, Wiley.

Gratton, L. (2004) "The Democratic Enterprise", *Thoughts From The Top*. HR.com Publishing, Ontario.

Gratton, L. (2003) "Free to Choose: Fostering the Innovative Organization", in M. Efron, R. Gandossy and M. Goldsmith ((Eds)), *Human Resources in the 21st Century*, Wiley.

Gratton, L., Hope-Hailey, V., Stiles, P. and Truss, C. (1999) "Linking Individual Performance to Business Strategy: The People Process Model", in R. Schuler and S.E. Jackson (Eds) *Strategic Human Resource Management*. Oxford: Blackwell.

Gratton, L. (1997) "Perspectives on the Future". In D. Ulrich, (Ed) *The Future of Human Resources*, John Wiley.

Gratton L. (1995) "Management of High Potential." in N. Nicholson (Ed) *Encyclopaedic Dictionary of Organisational Behaviour*, Blackwell.

Gratton L. and Pearson J. (1994) "Empowering Leaders are they being developed?" in C. Mabey (Ed) *Managing Learning*, Routledge.

Gratton L. (1994) "The Development of Empowering Leaders: The Anatomy of a Fast Track" in H. Thomas (Ed) *Building the Strategically Responsive Organization*, John Wiley and Sons.

Gratton L. and Syrett M. (1992) "Heirs Apparent: Succession Strategies for the Future" in M. Syrett and C. Hogg (Eds) *Frontiers of Leadership: An Essential Reader*, Basil Blackwell.

Gratton L. (1992) "Selecting Leaders: Practice and Trends" in M. Syrett and C. Hogg (Eds) *Frontiers of Leadership: An Essential Reader*, Basil Blackwell.

Gratton L. (1989) 'Work of the Manager' in P. Herriot (Ed), *Assessment and Selection in Organisations*, John Wiley.

Gratton L. (1986) "Assessment Center als Methode der Personalentwicklung", in H Schuler (ed), *Beitrage zur Organisationspsychologie*, Verlag fur Angewandte Psychologie.

Cases

Gratton, L., Ghoshal, S. and Donaldson, A. (2004) "*Nokia: The Challenge of Continuous Renewal*"

Gratton, L. Ghoshal, S. (2004) "*Royal Bank of Scotland: The Strategy of Not Having a Strategy*"

Gratton, L. and Ghoshal, S. (2002) "*BP: Organisational Transformation*"

Winner of the ECC best strategy case of 2005

Gratton, L. and Ghoshal, S. (2002) "*Ogilvy One: Transformation*"

Ghoshal, S., Gratton, L., and Bartlett, C. (2002) "*Goldman Sachs: The Challenge of Growth*"

Working Papers

Wolfram, H.J and Gratton, L. (2008) "*Spillover between work and home, gender self-schema, and life satisfaction*". Submitted to the Journal of Vocational Behaviour

Wolfram, H.J and Gratton, L. (2008) "*Gender role self concept, gender and leadership style*". Submitted to Leadership Quarterly

Gratton, L, Kenel, E and Voigt, A. (2008) "*Why Masculine Cultures are keeping women out of the Boardroom: and the need for courageous experiments*". Revise and resubmit to the Harvard Business Review

Zaleska, K., Gratton, L., Hope-Hailey, V., Stiles, P. and Truss, C. (1999) "*Human Resource Management and Procedural Justice*". COR Working Paper.

Hope-Hailey, V., Gratton, L., Stiles, P., Truss, C. and Zaleska, K. (1998) "*Sustaining Organisational Change Through Human Resource Management*." COR Working Paper.

Stiles, P., Gratton, L., Hope-Hailey, V., Truss, C. and Zaleska, K. (1997) "*Performance Management and the Psychological Contract*." COR Working Paper.

Gratton, L., and Hope-Hailey, V. (1995) "*The Rhetoric and Reality of New Careers*" COR Working Paper

Gratton L. (1993) "*The need for empowering managers; will fast tracks survive?*" COR Working Paper

Gratton L., and Pearson J. (1993) "*Managerial Effectiveness; the multiple perspective*" COR Working Paper

Gratton L., and Pearson, J (1993) "*The empowering capabilities of managers*" COR Working Paper.

RESEARCH GRANTS

2008 - 2009 Research Consortium on GenY – (8 Companies, total grant £250,000)

2007 Director of the Lehman Centre for Women in Business (\$3,000,000 grant)

2003 - 2007	Recipient of the AIM Fellowship grant from the ESRC Appointed as a Senior Aim Fellow (total grant £750,000)
1991- 2003	Director of the Leading Edge Research Consortium, sponsored by 9 companies. One Research Fellow (£170,000 per annum funding). Longitudinal study sponsored through to 2001.
1998- 2003	Recipient of ESRC funding to examine Procedural Justice in 8 firms (£110,000 over 2 years)
1993-1995	Recipient of Arthur D Little research fund for Research Assistant to work on Leading Edge project (£35,000 per annum)
1991/1992	Recipient of BP Corporation fund for Research Assistant to examine executive development (£35,000 per annum)

Conference Papers/Presentations

Gratton, L. "*New directions in employee engagement*" Academy of Management Conference, Montreal, 2010

Neyer, A, Hill, S. Gelbuda M. and Gratton, L. "*Knowledge Processes and in Projects and Teams*". Paper Session Academy of Management, Philadelphia, August, 2007

Voigt, A. and Gratton L. "*Teams Within Teams: Faultlines, Diversity, and Cross-Cultural Issues*". Paper Session Academy of Management, Philadelphia, August, 2007

Nahapiet, J. and Gratton, L. "*The Practice of Cooperation*". Paper presented to the British Academy of Management, Oxford, Summer, 2005

Gratton, L. "*The creation of network ties at Nokia*" Paper accepted for the Academy of Management Conference, Hawaii, Summer, 2005

Ghoshal, S. and Gratton, L. "*Leadership values and dynamic capabilities: the role of signature processes*" Paper accepted for the Academy of Management Conference, Hawaii, Summer, 2005

Gratton, L. "*Putting people at the heart of corporate purpose*" Opening key note speaker at the European Academy of Management, Munich, Summer, 2005.

Gratton. L. and Zaleska, K. "*Unfairness and Injustice in HR practice: Who is to blame?*" Paper presented to Academy of Management Conference, Denver, Summer, 2002

Gratton. L. and Zaleska, K. "*Managing Performance: The Impact of Different Sources of Justice and Fairness on Employee Attitudes*" Paper presented to Academy of Management Conference, Denver, Summer 2002

Hope Hailey, V., Truss, C. and Gratton, L. "*Fit and Flexibility: Implications for Strategic Human Resource Management*" Paper presented to International Conference on Human Resource Strategy, Bath University, Summer, 2002

Gratton, L. and Zaleska, K. "*The rhetoric and reality of the new career,*" Paper presented to Harvard Business School Conference on the 'new career', London, Summer, 2002

Gratton, L. and Zaleska, K. "*Unfairness and Injustice in HR practice: Who is to blame?*", Paper presented to EGOS Conference, Barcelona, Summer, 2002

Zaleska, K., and Gratton, L., "*Careerism: A function of age or an adaptive response to the organisations career development system?*" Paper presented to the Academy of Management, Toronto, Canada, August 2000

Gratton L., and Hope-Hailey, V. "*Rhetoric and Reality of the New Careers*" Paper presented to the Academy of Management, Boston, August 1997.

Stiles, P., Gratton, L., Hope-Hailey, V., McGovern, P. and Truss, C. "*Performance Management and the Psychological Contract*" Paper presented to the New Deal in Employment Conference, City University Business School, December 1995.

Gratton L. "*Delivering Business Strategy through People*", Paper presented to the Strategic Management Society, Mexico, 1995.

Gratton L. "*Delivering Strategic Intent through People*", Paper presented to the British Occupational Psychology Society, Warwick, 1995.

Gratton L. "*The Genesis of Managerial Empowering Behaviours*", Paper presented to the British Academy of Management Conference, Cranfield, 1993.

Gratton L., and Pearson J. "*Empowering Leaders: Are they being developed?*" Paper presented to the British Psychological Society, Brighton, 1992.

Gratton L. "*The development of empowering leaders: The anatomy of a "Fast Track"*", Paper presented to the Strategic Management Society, London, 1992.

Gratton L. "*Succession Strategies*" Paper presented to Strategic Management Society, Cambridge, November, 1990.

Gratton, L. British Psychological Society: "*Assessment Centres, What's gone wrong*", Annual Conference, Sheffield University, January 1987

Gratton, L. Research and Development Conference: "*Why do so many excellent scientists make such poor managers?*", Manchester Business School, 1987

Gratton, L. Selection Methods Conference: "*Selecting and Developing Managers*", UMIST, 1987

Practitioner Conferences

Irish Management Institute Masterclass – Dublin, May 2014.

Dubai HR Conference – Dubai, November 2013 (keynote speaker)

Drucker Society Conference – Vienna, November 2013.

FT Innovate Conference – London, October 2013 (keynote speaker)

Economist Programme for Human Potential Forum – New York, September 2013.

Centre for Leading Innovation – Rome, May 2013.

FT Human Capital Conference – London, September 2012.

Singapore Human Capital Conference – Singapore, September 2012.

Economist Human Capital Conference – New York, September 2011.

Singapore Human Capital Conference – Singapore, September 2011.

Workshop for the Strategic Human Resource Planning Society, "*Hot Spots*", California, October 2008 (speaker)

South African HR conference, "*Hot Spots*", South Africa, 2008 (keynote speaker)

Dubai Human Capital Conference, *"Hot Spots"*, Dubai, 2008 (keynote speaker)

Positive Energy Annual Conference, *"Spotlight: Recruiting and RETAINING Woman – How Far Have We Come?"* London, July 2008 (speaker)

Woman's Forum Breakfast Seminar launch of McKinsey Research Report, *"View from the Top – Women Matter"*, London, July 2008 (Chair and Moderator)

Singapore Human Capital Conference, Singapore, *"Hot Spots"*, May 2008 (keynote speaker)

Turkish Human Resource Strategy Conference, *"Hot Spots"*, Turkey, 2008 (keynote speaker)

Australian Human Resource Strategy Conference, *"Hot Spots"*, Australia, 2008 (keynote speaker)

Accenture Senior Women's Network Annual Conference, *"Are Men from Mars and Women from Venus"*, London, March 2008 (keynote speaker)

Woman's Forum for the Economy and Society, Deauville, France, October 2007 (panel presentation)

Annual Conference of the American Human Resource Planning Society, *"When innovation becomes cooperative"*, March, Arizona, 2006 (keynote speaker)

Annual Conference of the American Society of Human Resource Management, *"Cooperating for Innovation"* March, Los Vegas, 2006 (keynote speaker)

Global HR Conference, *"Putting people at the heart of corporate strategy"* Mumbai, January, 2006 (keynote speaker)

IPD South African Annual Conference, *"Building the Democratic Enterprise"*, South Africa, August, 2005 (keynote speaker)

IPD Annual Rewards Conference. *"Rewarding in the Company of the Future"*, London, February 2004

Guardian HR Conference. *"The Meaning of Work"*, July 2004

Indian HR Association. *"Creating High Performance Companies"*, London, October 2004

European Foundation for Quality Management. *"The Democratic Enterprise"*, Finland, October 2003 (keynote speaker)

Institute of Personnel Development. *"Master Class: Free to Choose: Building the Democratic Enterprise"*, Annual Conference, UK, September 2002

European Congress of Human Resources: *"Living Strategy: Putting People at the Heart of Corporate Purpose"*, Geneva, June 2001 (Keynote Speaker)

American Human Resource Planning Society: *"Living Strategy: Putting People at the Heart of Corporate Purpose"*, Annual Meeting, New York, USA, April 2001. (Keynote speaker)

Institute of Personal Development: *"Living Strategy: Putting People at the Heart of Corporate Purpose"*, Annual Meeting, UK, October 2000. (Keynote speaker).

Stockholm School of Economics: *"Human Capital and Sustainable Competitive Advantage"* Sweden, HR Conference, May 2000

Dubai Management Centre: *"Living Strategy: Putting People at the Heart of Corporate Purpose"*, HR Training and Development Conference, April 2000 (Keynote Speaker)

University of London, Centre for Continuing Education: *"International Development of Managers"*, November 1989

The Second European Congress on the Assessment Centre Method: "*Setting Assessment Centres in Context*", London, April 1989

Professional Publications

People Management Columns:

Gratton, L (2004) "*Forever Friends*" People Management. November

Gratton, L (2004) "*Whole in One*" People Management. October

Gratton, L (2004) "*Means to an End*" People Management. September

Gratton, L (2004) "*Feel the Burnout*" People Management. July

Gratton, L (2004) "*Don't Try to Turn the Tide*" People Management. June

Gratton, L (2004) "*More Than Money*" People Management. January

Gratton, L (2003) "*Split Personalities*" People Management. December

Gratton, L (2003) "*A World Turned Upside Down*" People Management. October

Gratton, L (2003) "*La Dolce Vita*" People Management. September

Gratton, L (2003) "*The HR Matrix Reloaded*" People Management. June

Gratton, L (2003) "*The Humpty Dumpty Effect*" People Management. May

Other articles:

Gratton, L. (2011) *Preparing Firms for the Future of Work*. Harvard Management Agenda

Gratton, L. (2011) *The Future of Work*. Strategy Magazine for the Strategic Planning Society. Spring.

Gratton, L. (2010) *Predicting the future of work*. Business Strategy Review, Autumn.

Gratton, L. (2010) *Boosting strategy with an online community*. Business Strategy Review, Spring,

Gratton, L, Kelan, E, Voigt, A, Wolfram, H.J and Walker, L (2007) *Innovative Potential: Men and Women in Teams*, Report published for the Centre for Women in Business Bi-Annual Forum, November

Gratton, L. (2007) *The Hot Spot CEO*. Chief Executive, July/August,

Gratton, L. (2007) *Handling Hot Spots*. Business Strategy Review, Summer,

Gratton, L. (2007) *Working Together When Apart*, Wall Street Journal, June 16th

Gratton, L. (2007) *The Leader as Socrates*, European Business Forum, Spring,

Gratton, L. (2007) *Four Ways to Encourage More Productive Teamwork*, Harvard Management Update, June.

Gratton, L. (2007) *A Wider, Younger World*, Forecast 2008 HR Strategy piece, Human Resource Executive.

Gratton, I and Boyle, J. (2006) *Reflections on Change*, Critical Eye Review: The Journal of Europe's Centre for Business Leaders, Issue 15, July/August

- Gratton, L. (2006) *Crafting Innovation Through Collaborating Across Boundaries*, FT Series on Mastering Management, June, 2006.
- Gratton, L. (2004) *"The Democratic Enterprise"* Business Executive, Autumn
- Gratton, L. (2002) *"The Five Myths of Time"* Smart Manager, Spring
- Gratton, L. (2002) *"N eve Perpectivon in dor Wirtschaftsethik"* Personal Fuhrong
- Gratton, L. (2002). *"A Stock of Options"*, People Management. August
- Gratton, L. (2000). *"A Real Step Change"*, Lead article in People Management. March
- Gratton, L., (2000). *"O capital humano é o motor do futuro"* Valor, August, No. 441.
- Gratton, L. (2000). *"Palavras ao vento"*. Exame, July, No. 15.
- Gratton, L., (1997). *"Tomorrow People"*. Lead article in People Management. July: 22-27
- Gratton, L., (1997). *"Mensen van Morgen"*. Het Beste Uit de Internationale Vakpers, Number 6.
- Gratton L. (1996) *"El Papel Estratégico de los Recursos Humanos Como Potenciadores del Cambio"* Harvard Deusto Business Review, February, No 70, pp 4-23
- Gratton, L. (1996) *"Embedding Transformational Processes: The Role of People Processes"* International Consortium for Executive Development Research, View Point Paper.
- Stiles, P. and Gratton, L. (1995) *"Delivering Business Strategy through Human Resource Practices"* Chartered Banker, December, Vol 1, No 4
- Gratton L. (1994) *"Linking human resource strategy and strategy intent"*, Business Strategy Review Vol. 5, Spring, 47-67.
- Gratton L. (1994) *"HR-processen als motor voor strategische verandering"*, Human Resource Management Select No. 4, 5-19
- Gratton L. (1993) *"La gestion des hauts potentiels"* Strategie Resources Humaines, Ete 1993, No.5
- Gratton, L. (1992) *"Trends in developing executive"*, European Management Development Society, Brussels, May.
- Gratton L., and Syrett M (1990), *"Heirs Apparent: Succession Strategies for the 90s"*, Personnel Management. 34-38
- Gratton L., and Syrett M (1989), *"Grooming Leaders for the 21st Century"*, Eurobusiness, 32-36, Dec.
- Gratton, L. (1987), *"General Managers: Universal or Firm Specific"*, Manpower Policy and Practice, Spring, 35-38.

TEACHING EXPERIENCE

LBS:

MBA	Core Organisational Behaviour Core Human Resource Management
EMBA	Leadership Skills
IEMP	Leadership Development
Electives	Human Resource Strategy

Future of Work – launched 2011.

CMD:

Human Resource Strategy Programme – Design and Director
Leading Businesses into the Future – Design and Director
Global Business Consortium - Design and Director
Cosmopolitan Women’s Entrepreneur Programme – Director
Talent Management Programme

PhD Supervision:

Sue Davidson (completed 1995)
Philip Stiles (completed 1999)

CMD Teaching on: Cable and Wireless Programme
Wellcome Senior Manager Forum
Wellcome Managerial Programme
ABB Programme
Compaq Programme
Rolls Royce
CEC Programme
SEP Programme

AWARDS

HR Magazine, HR Most Influential Awards, Lifetime Achievement Award (2013)

Center for Creative Leadership’s Walter F. Ulmer Jr Award for Applied Research (2011)

Elected Fellow of National Academy of Human Resources (2010)

Global HRD Tata HR Leadership Award (2010)

European Case Clearing, Best strategy case of 2005. Awarded for Gratton, L. and Ghoshal, S. (2002) “*BP: Organisational Transformation*”

MIT Sloan Management Review PriceWaterhouseCoopers 2003 Best Article Award: Runner-Up. Awarded for Ghoshal, S. and Gratton, L. (2003) “*Integrating the Enterprise.*” Sloan Management Review, 44/1: 31-38, 2004

MIT Sloan Management Review, Richard Bekhart Prize for the best change article. Awarded for Ghoshal, S and Gratton, L. (2003) “*Integrating the Enterprise.*” Sloan Management Review, 44/1: 31-38.

ACADEMIC ADMINISTRATION

2011 – 2013	Co-Chair – Organisational Behaviour Group - London Business School
2010 – present	Chair, Working Group on Diversity – London Business School
1999 – 2002	Board Member of the American Human Resource Planning Society
1999 - present	Member of the Editorial Board of Human Resource Management
1998 – 2001	Associate Dean of the MBA Programme, London Business School

1997 - Present	Internal Examiner at LBS
1996 - 2002	Governor of the Hall School
1995 - 1997	Member of the Research Committee of the Design Council
1994 - Present	LBS Representative to the International Consortium of Education and Development Research. Co-chair of the Change Working Group.
1993 - 1995	Faculty Representative on the Governing Body of London Business School.
1990 - 1993	Chairman, Admissions Committee, London Business School, author of paper focusing on the admissions process
1990 - 1991	Chairman of the Working Party on Women in Management Education - member of the subsequent working party.
1989 - 1990	Member of the MBA/Sloan Working Party (Author, Report on Internationalism, 1990)
1989 - 1992	Member of the British Psychology Society Committee on public relations
1990 - present	Reviewer for the Journal of Occupational Psychology Review, Journal of Research and Development, British Journal of Management, Human Resource Management Journal, Strategic Management Journal, ESRC.

OTHER ACTIVITIES

Membership

2005	Appointed as a Fellow of the Sunningdale Institute, the UK governments think tank.
2003	Board of Directors of the Human Resource Planning Society.
1990	Admitted as Associate Fellow of the British Psychology Society
1990	Registered as a Chartered Psychologist

PRESS AND MEDIA

Press

The Australian Financial Review, Financial Times, Personnel Today, Handelsblatt, The Times, Radio 4, BBC News, BBC Money Programme, News at Ten, Channel 4 FT Economist, Sky News

Media

Weekly blogs in www.lyndagrattontofutureofwork - September 2010 to present

PRACTITIONER IMPACT

Founder of the Hot Spots Movement
Director of the Future of Work Research Consortium

Chair of the World Economic Forum council on the Future Models of Leadership
 Judging panel of the FT Goldman Sachs Business Book of the Year
 Judging panel of the Bracken-Bower prize
 Chair of the judges of the Drucker Society writing competition.
 Fellow of the National Academy of Human Resources
 Human Capital Fellow of the Singapore Government
 Member of the Advisory Board of the Post Office Group
 Member of the Advisory Board of the Royal Bank of Scotland
 Member of the Academic Advisory Board of Royal Dutch Shell
 Member of the Advisory Boards of Exult and Concours
 Member of the Board for the American Human Resource Planning Society
 Invited Keynote Speaker: Management Centre Europe, Human Resource Planning Society, People
 Management UK, Personnel Divisions of Turkey and South Africa, Society for Human Resource
 Management (USA) and the India HRS conference

Times: Business Thinkers of the World	2007 – 19 th , 2005 – 34 th
Management Gurus	within the top 10
Human Resource Management:	2011 most influential – 1 st ; 2010 most influential – 3 rd , 2007 most influential – 2 nd , 2005 within the top 10
Thinkers 50	2013 - 14 th , 2011 – 12 th , 2009 – 18 th , 2007 – 19 th
MBA Rankings.net	In the 50 Most Influential Business Professor list