

# **Marie-Line Germain**

**Professor of Human Resources and Leadership at Western Carolina University**

Cullowhee, NC, US

Marie-Line Germain specializes in psychosocial risks, mental health in the workplace and personality disorders of corporate leaders.

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## **Biography**

Marie-Line Germain is an internationally recognized scholar who holds a tenured position as full Professor of Human Resources and Leadership. She holds a Ph.D. in Leadership with a specialization in HRD. Professor Germain founded the WCU's HR Consulting Initiative, which has provided pro bono HR support to close to over 260 organizations nationwide since 2011. She is also the founder of the podcast show, Dear Human Resources: (available wherever you get your podcasts). Germain was selected as a Fulbright Specialist (U.S. Department of State) in 2017 in Ghana, Africa, where she provided guidance to a large Ghanaian university on furthering research initiatives. Professor Germain has been a Visiting Professor-Scholar in China (twice), Finland, Japan, South Korea, and Ghana. In addition to her scholarship, Germain is an experienced consultant specialized in psychosocial risks, mental health in the workplace, and personality disorders of corporate leaders. She has served as a consultant to CAC 40 companies, emerging businesses, Fortune 50, government agencies, and nonprofits. She has published nearly 40 peer-reviewed research articles, book chapters, and editorials and has given over 70 presentations in the U.S. and around the world. She is the author of three books: *Narcissism at Work: Personality Disorders of Corporate Leaders* (2017); *Integrating Service-Learning and Consulting in Distance Education* (2019), and *Expertise at Work: Current and Emerging Trends* (2021, with Dr. Robin S. Grenier). She is a member of the Eastern Academy of Management and the Academy of Human Resource Development. She is the Junior Director of the Eastern Academy of Management International conference, an Editorial Board member of the journal *Career Development International*, and the Book Review Editor of the *European Journal of Training and Development*. Germain has made numerous media appearances (television, radio, podcasts, and newspapers), including ESPN, WLOS-TV Channel News 13, the HuffPost, Refinery29, Fortune, Bloomberg Business, The Sunday Times (UK), and Dubrovnik-TV in Croatia. She has lived, studied and worked in France, Scotland and England.

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## **Industry Expertise**

Writing and Editing, Education/Learning, Research

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## **Areas of Expertise**

Consulting, Leadership, Human Resource Development, Organizational Behavior, Psychosocial Risks

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## **Affiliations**

Eastern Academy of Management : Member, Academy of Human Resource Development : Member, Career Development International : Editorial Board member, European Journal of Training and Development : Book Review Editor

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## **Education**

### **Barry University**

Ph.D. Leadership and Human Resource Development

### **Universite Paris-X**

M.A. Anglo-American Studies - British Urban Planning

### **University of Stirling**

B.A. Anglo-American Studies

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