Zoe Kinias is an Associate Professor of Organisational Behaviour at INSEAD and the Academic Director of INSEAD’s Gender Initiative. She is also a member of the INSEAD Randomized Control Trials Lab.

After ten years teaching MBAs, first at the Kellogg School of Management and then at INSEAD, Zoe now teaches primarily in executive programmes. Her teaching topics focus on leadership development, social issues at the intersection of business and society, and psychological research in applied/business contexts. She has taught the core Organisational Behaviour PhD course at INSEAD since 2011. Zoe Kinias is directing the INSEAD Gender Diversity Programme.

Zoe has two broad research goals: to understand how individuals, particularly those who are chronically or contextually vulnerable, can become more resilient, and to understand the consequences of diversity for emotions, cognitions, and performance. Her resiliency research stream investigates the factors that facilitate effective decision-making, performance, and wellbeing. This work focuses on interventions that attenuate biases, reduce negative emotion, and improve individual and group outcomes. Her diversity research stream seeks to understand how social identities—in particular gender, ethnicity, and cultural background— Influence people’s cognitive processes, emotional states, and evaluations.

In the past few years Zoe has increasingly focused on the overlap between these two research streams, examining global women’s experiences of identity threat and how these can be mitigated by cost-effective and powerful interventions. She uses experimental and quasi-experimental (gender, ethnicity, and national culture cannot be randomly assigned) methods in the laboratory and field to increase internal validity and draw strong causal inferences, as well as archival, survey, and qualitative methods to strengthen ecological validity. One paper from this diversity and resiliency stream was awarded the Academy of Management’s Faculty Transnational Research Award (2015).

Zoe’s work has been published in leading management and psychology journals, including the
RESEARCH AREAS
Gender, Culture, and Ethnicity, Resiliency Bolstering Interventions: Bias reduction, motivation, and performance

TEACHING AREAS
Introduction to Social Psychology (PhD), Leadership Development (EDP), Social Identities and Diversity (EDP, EMCCC), The Thesis (EMCCC)

PUBLICATIONS
- Women’s Disempowerment and Preferences for Skin Lightening Products That Reinforce Colorism: Experimental Evidence From India
- Motivating and Enabling Gender Balance
- Individual Identity and Organizational Identification: Evidence from a Field Experiment
- Stereotype Threat and Women’s Work Satisfaction: The Importance of Role Models
- Cultural Collectivism and Tightness Moderate Responses to Norm Violators: Effects on Power Perception, Moral Emotions, and Leader Support
- Facilitating Women’s Success in Business: Interrupting the Process of Stereotype Threat Through Affirmation of Personal Values
- Standing Out as a Signal to Selfishness: Culture and Devaluation of Non-Normative Characteristics
- Debiasing the Mind through Meditation: Mindfulness and the Sunk Cost Bias
- Power Motivates Interpersonal Connection following Social Exclusion
- Prototypes of Discrimination: How Status Asymmetry and Stereotype Asymmetry Affect Judgments of Racial Discrimination
- Culture and Gender Inequality: Psychological Consequences of Perceiving Gender Inequality
- Knowing How they Feel: Predicting Emotions felt by Outgroups
- How Status and Stereotypes Impact Attributions to Discrimination: The Stereotype-asymmetry Hypothesis
- The Group as a Resource: Reducing Biased Attributions for Group Success and Failure via Group Affirmation