



Julia Milner, PhD
Professor – Specialty: Leadership

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Professor Julia Milner is a Professor of Leadership with EDHEC Business School. She holds an Honorary Professorial Fellow position at Sydney Business School (UoW) in Australia and has extensive experience as a Management Consultant and Business Coach – working with several large consultancies and international companies in Australia, Asia and Europe. Julia has worked or studied in Germany, North America, Spain, Belgium, Finland, China, France, Great Britain and Australia. She has received several awards including being listed as Top 40 under 40 Business School Professors, a German Coaching Award, a National Teaching Award from the Australian Government, a Vice-Chancellor’s Award for outstanding Contribution to Teaching and Learning, an Endeavour Australia-Europe Award by the Australian Minister of Education and Training, as well as an Oxford Internet Institute and Berkman Center of Harvard University doctoral summer school scholarship. Her research projects are in the area of Leadership, Coaching and Organisational Cultures. She is host of the YouTube Channel ‘Working on Clouds’ and has done 2 Tedxtalks with more than 200k views.

YouTube Channel on How to Make Work a Happier Place

<https://www.youtube.com/@prof.juliamilner8941>

Tedx talks

How to turn regrets into change

<https://www.youtube.com/watch?v=92vi4W8VDag>

The surprising truth in how to be a great leader

https://www.youtube.com/watch?v=sW_PN3BDa0A

Professor in Leadership, EDHEC Business School, France

Honorary Professorial Fellow at Sydney Business School (UoW), Australia

Academic International Work Experience in France, Germany, Australia, China, Finland, UK

Research: Research featured in Tedx talk, on Ted.com, World Economic Forum, Harvard Business Review, The Economist

Administration Experience:

- Academic Global MBA Director EDHEC Business School, external accreditations such as AMBA, AACSB, EQUIS
- Director MBA programme at Xi'an Jiaotong-Liverpool University as well as Executive Education academic lead for several leadership development projects and Strategy lead on establishing consulting services at the Business School

Industry: 20 years experience as International Management Consultant & Business Coach

EDUCATION

Visiting Fellow, Australian National University (Canberra, Australia)

Visiting Scholar, University of Western Sydney (Sydney, Australia)

Visiting Scholar, RMIT University (Melbourne, Australia)

Summer Doctoral Program, Harvard University & Oxford University (USA)

PhD, Leuphana University Lüneburg, (Germany)

M.A. Professional Education & Training

M.A. Business Coaching & Change Management

M.A. & B.A. (equiv.): Business, Communications, Law, Media and PR

Graduate Certificate of Higher Education

Graduate Degree in Coaching & Facilitation

Cambridge University, Transformational Leadership, Executive Education (UK)

HEC Montreal, Project Management, Executive Education (Canada)

MIT Sloan Executive Education, Neuroscience for Leadership (USA)

Berkeley Uni. of California, Executive Education, Executive Leadership Program (USA)

Columbia University, Executive Education, Neuroscience & Performance (USA)

Harvard University, Extension School, courses in Psychology (USA)

Oxford University, Creative Writing (UK)

Selected Awards:

- On the World's 'Top 40 Business Professors under 40' list
- Australian National Teaching Award - Citation for outstanding contribution to student learning from the Australian Government, Office for Learning and Teaching
- Vice-Chancellor's Award University of Wollongong, Outstanding Contribution to Teaching and Learning
- Commendations for Excellence in Teaching Deakin University
- Teaching and Learning Award Sydney Business School

- Golden Key International Honour Society for academic excellence
- Oxford Internet Institute and Berkmen Center of Harvard University Scholarship
- Endeavour Australia-Europe Award, Excellence Award of the Australian Minister for Education, Science and Training
- PhD-scholarship of the German National Academic Foundation
- MA Scholarship of the Friedrich-Ebert-Foundation

PROFESSIONAL EXPERIENCE

Since 2004: Extensive work experience as a Management Consultant & Business Coach for numerous international organisations. Julia has designed and facilitated programs for example on Leadership, Coaching, Mentoring, Performance Management and High Performing Organisational Cultures in Europe, Asia and Australia.

COMITTEES AND VOLOUNTEER WORK

Cambridge University - Queens Young Leader Mentoring Program - Selected as Mentor

Global Young Academy - Selected for a five-year term as one of the 'outstanding young scientists' from 58 countries to engage in activities on 'science and policy, education and outreach, open science, and the research environment'

Fellow Wollongong Academy of Tertiary Teaching & Learning Excellence

ACADEMIC EXPERIENCE

Since 2016: Professor of Leadership, EDHEC Business School

2017-2020: Academic Director Global MBA, EDHEC Business School

2015-2016: Associate Professor in Organisational Psychology & Leadership,

Xi'an Jiaotong-Liverpool University, China

MBA Director & lead academic for several Executive Education programs

Since 2015: Honorary Professorial Fellow, Sydney Business School, UoW

Since 2004: Worked in France, Germany, Finland, Australia, China at leading Universities

TEACHING EXPERTISE

Leadership

Team Work

Positive Psychology of Leadership

Leadership Coaching

Cross-Cultural Management

Organisational Behaviour and Human Resource Management

Performance Management

Learning, Training and Development
Psychological Approaches to Decision Making
Communication & Public Speaking
Coaching & Mentoring Skills for Managers
Applied & Advanced Business Coaching Skills

RESEARCH INTERESTS

Leadership
Coaching & Positive Psychology
Organisational Cultures
Team Work
Empathy & Neuroscience
Digital Leadership

SELECTED PUBLICATIONS

Milner, Julia, Milner Trenton, McCarthy, Grace, Da Motta, Serge (in press): Leaders as coaches: From ethical issues to a code of conduct. *Journal of Applied Behavioural Sciences*.

Milner, Julia & Milner, Trenton (2022): The fallacy of giving advice. *Organizational Dynamics* vol. 51, no. 4, pp. 1-7

Nakamura, Yoshie Tomozumi, Milner, Julia, Milner, Trenton (2022): Empathy in Leadership through Neuroscience-Based Feedback. *Organizational Dynamics*, vol. 51, pp. 1-8.

Nakamura, Yoshie Tomozumi, Milner, Julia, Milner, Trenton (2020): Inclusive-empathy in Leadership. *Journal of Applied Behavioural Sciences*.

Milner, Julia, Milner, Trenton & McCarthy, Grace (2020): 'A Coaching Culture Definition: An Industry Based Perspective from Managers as Coaches', *Journal of Applied Behavioral Science*, vol. 56, no. 2, pp. 237-254.

McCarthy, Grace & Milner, Julia (2020): 'Ability, motivation and opportunity – managerial coaching in practice', *Asia Pacific Journal of Human Resources*, vol. 58, no.1, pp 149-170.

O'Reilly, Sharleen, Milner, Julia, (2020): 'Impact of a technology-based reflective practise framework on student skill development, *International Journal of Technology & Human Interaction*', vol. 16. No. 1, pp. 77-93.

Couley, Alex, Milner, Julia (2019): 'Coach! The challenge of leadership coaching and mentoring in the context of intercultural work environments', in Kattenbach, R. & Prange, C. (Ed) *Management Practices in Asia: Case Studies on Market Entry, CSR, and Coaching*, Springer, pp.229-238.

Milner, Julia & Milner, Trenton (2018) 'Most Managers Don't Know How to Coach People. But They Can Learn', Harvard Business Review, <https://hbr.org/2018/08/managers-think-theyre-good-at-coaching-theyre-not>

Milner, Julia (2018) 'The call for coaching skills in today's leaders', The Economist <https://www.economist.com/whichmba/academic-view-call-coaching-skills-today-s-leaders>

Milner, Julia & Armour, Mike (2018) 'Leadership Coaching: an Australian context', in Clutterbuck, David & Blackman, Anna (Ed) Coaching and Mentoring in Asia Pacific, Routledge.

O'Reilly, Sharleen & Milner, Julia (2015) 'Supporting Culturally and Linguistically Diverse students during clinical placement: strategies from both sides of the table', BMC Medical Education, vol. 15, no. 175, pp. 1-12.

Milner, Julia & McCarthy, Grace (2015) 'Managerial coaching: a practical way to apply leadership theory?' In Davis, Paul, The Psychology of Effective Coaching and Management, Nova, pp. 353-368.

Milner, Julia & Couley, Alex (2015) 'Manager as coach: The challenge', in Christian van Nieuwerburgh (Ed) Coaching in Professional Contexts. Sage, pp. 29-40.

Milner, Julia & Couley, Alex (2014) Coaching: How to lead. Inspiring Publishers, Calwell.

O'Reilly, Sharleen & Milner, Julia (2014) 'Transitions in reflective practise: exploring student development and preferred methods of engagement'. Nutrition and Dietetics, pp. 1-6.

Milner, Julia (2014) 'Interkulturelles Coaching' (Intercultural Coaching), in Anja Leao (Eds) 'Trainer Kit – reloaded'. ManagerSeminare Verlag, Bonn, pp. 53-64.

Milner, Julia (2014) 'Managerial Coaching' in Anja Leao (Eds) 'Trainer Kit – reloaded'. ManagerSeminare Verlag, Bonn, pp. 146-155.

Milner, Julia (2014) 'Mentoring', in Anja Leao (Eds) 'Trainer Kit – reloaded'. ManagerSeminare Verlag, Bonn, pp. 221-230.

Milner, Julia (2014) 'Positive Psychologie' (Positive Psychology), in Anja Leao (Eds) 'Trainer Kit – reloaded'. ManagerSeminare Verlag, Bonn, pp. 221-230.

Franke, Ronald & Milner, Julia (eds.) (2013) Interkulturelles Coaching. Coaching-Tools fuer 17 Kulturkreise. ManagerSeminare Verlag, Bonn.

Milner, Julia, Ostmeier, Esther & Franke, Ronald (2013) 'Critical incidents in cross-cultural coaching: The view from German coaches'. International Journal of Evidence Based Coaching and Mentoring, vol 11, no 2 pp. 9 – 32.

Ahrens, Julia (2013) 'Between "me-time" and household duty; Male and female home Internet use'. Media International Australia Incorporating Culture and Policy, quarterly journal of media research and resources, vol. 146, pp. 60-68.

McCarthy, Grace & Milner, Julia (2013) 'Managerial Coaching: Challenges, Opportunities & Training'. Journal of Management Development, vol.32, no. 7, pp. 768-779.

Franke, Ronald & Milner, Julia (2013) 'Vorwort', in Franke, Ronald & Milner, Julia (Eds.) Interkulturelles Coaching. Coaching-Tools fuer 17 Kulturkreise. ManagerSeminare Verlag, Bonn, pp. 5-6.

Franke, Ronald & Milner, Julia (2013) 'Kultur-Eine wichtige Perspektive', in Franke, Ronald & Milner, Julia (Eds.) Interkulturelles Coaching. Coaching-Tools fuer 17 Kulturkreise, ManagerSeminare Verlag, Bonn, pp. 11-16.

Milner, Julia & Leao, Anja (2013) 'Coaching in Australia', in Franke, Ronald & Milner, Julia (Eds.). Interkulturelles Coaching. Coaching-Tools fuer 17 Kulturkreise, ManagerSeminare Verlag, Bonn, pp. 39-60.

Ahrens, Julia & McCarthy, Grace (2012) 'Innovatives Führen: Virtuelle Teams – Zusammenarbeit per Mausclick'. Führung & Management, 10, pp. 1-2.

Ahrens, Julia & McCarthy, Grace (2012) 'Jüngere Manager – Ältere Mitarbeiter', Führung & Management, 5, p. 6.

Ahrens, Julia & McCarthy, Grace (2012) 'The Hour of Power (Effectives Selbstmanagement)', Coaching, 1, p.3.

Milner, Julia (2012) 'Vorwort', in Rose, Nico 'Lizenz zur Zufriedenheit. Lebensziele verwirklichen. Junfermann Verlag.

Ahrens, Julia (2011) 'Was Du heute kannst besorgen ... Selbstmanagement für Führungskräfte' (What you can finish today ... Self-Management for Managers), in Leao, Anja, Sass-Schreiber, Heidrun (Hrsg.) EQ-Tools: Die 42 besten Führungswerkzeuge zur Entwicklung von Emotionaler Intelligenz. Management Verlag, Bonn, pp. 122-128.

Ahrens, Julia (2011) 'Persönliche SWOT-Analyse' (Personal SWOT-Analysis), in Leao, Anja, Sass-Schreiber, Heidrun (Hrsg.) EQ-Tools: Die 42 besten Führungswerkzeuge zur Entwicklung von Emotionaler Intelligenz. Management Verlag, Bonn, pp. 115-121.

Ahrens, Julia (2011) 'Wertekonflikt-Analyse' (Value & Value Conflict- Analysis), in Leao, Anja, Sass-Schreiber, Heidrun (Hrsg.) EQ-Tools: Die 42 besten Führungswerkzeuge zur Entwicklung von Emotionaler Intelligenz. Management Verlag, Bonn, pp. 150-156.

Ahrens, Julia & McCarthy, Grace (2011) 'Clever führen = coachen!' Coaching, 14, pp. 1-2.
McCarthy, Grace, Almeida, Shamika & Ahrens, Julia (2011) 'Employee wellbeing in Australian organisations – a snapshot of current practices'. International Journal of Health, Wellness & Society, vol. 1, no. 1, 181-197.

Ahrens, Julia (2009) Going Online, Doing Gender. Alltagspraktiken rund um das Internet in Deutschland und Australien, Transkript, Berlin.

Ahrens, Julia (2007) '50plus und abgehängt? Internet im häuslichen Alltag von über 50-jährigen Paaren', in Röser, Jutta (Hg.) MedienAlltag-Zur Domestizierung alter und neuer Medien, VS, Wiesbaden, pp.187-198.

SELECTED PRESENTATIONS

Milner, Julia & Von Treuer, Kathryn (2022): Early Career Accountants, The Finance Symposium, July 2022, Crete, Greece.

Milner, Julia & Von Treuer, Kathryn (2022): Resilience in early Career Accountants, 18th Workshop on Research Advances in Organizational Behavior, Human Resources Management - A special focus on trust, cooperation, and well-being, May 2022 Paris, France.

Milner, Julia (2022): Can Leadership Coaching be Taught? 18th Workshop on Research Advances in Organizational Behavior, Human Resources Management - A special focus on trust, cooperation, and well-being, May 2022 Paris, France.

Milner, Julia (2022): Coaching, May 2022, Empathy across video, audio and in written coaching interactions, Invited Keynote, International Coach Federation virtual.

Milner, Julia (2021): Feel it: The role of empathy across video, audio and written coaching interactions, EAWOP SGM on Workplace Coaching, December 2021, Berlin.

Milner, Julia (2021): Advice deception: Given the answer is also not the answer. Mobiconf Conference, October 2021, virtual.

Pollard, Seren, Corish, Clare A, Milner, Julia, Milner, Trenton, O'Reilly Sharleen (2021): Exploring the impact of COVID-19 on healthcare profession practice placements: an international survey, INHED 2021 Annual Scientific Meeting, March 2021, virtual.

Milner, Julia, Milner, Trenton, O'Reilly Sharleen (2020): Cross-Cultural Use of Technology in Management Education, Academy of Management conference, August 2020, Virtual.

Milner, Julia, Daly, Peter, Milner, Trenton, (2020): The Ethics of Technology in Management Education, Academy of Management conference, August 2020, Virtual.

Milner, Julia, Milner, Trenton (2020) Leaders as Coaches: Leadership Coaching as inclusive leadership approach. International Leadership Association - Women & Leadership conference, June 2020, Virtual.

Milner, Julia, Milner, Trenton (2020) Impact of AI & Digitalization on Effective Leadership Development. International Leadership Association - Women & Leadership conference, June 2020, Virtual.

Milner, Julia, Milner, Trenton, McCarthy, Grace (2020) Leaders as Coaches: The Why, How, What and What not. Wharton People Analytics conference, finalist.

Nakamura, Yoshie Tomozumi, Milner, Julia, Milner, Trenton (2019): Digital Leadership and Coaching from a Neuroscience Perspective, International Leadership Association's 21st annual global conference, October 2019, Ottawa, Canada.

Milner, Julia, Milner, Trenton, McCarthy, Grace (2019): Organizational Coaching Cultures: Insights from Leaders as Coaches, International Leadership Association's 21st annual global conference, October 2019, Ottawa, Canada.

Milner, Julia, Daly, Peter, Milner, Trenton, (2019): Publish or Perish? Sustainable Leadership & Academic Wellbeing at Business Schools, International Leadership Association's 21st annual global conference, October 2019, Ottawa, Canada.

Jungst, Martijn, Milner, Julia, Milner, Trenton (2019): Leadership during the digital age: the moderating role of the degree of digital communication, 79th Annual Meeting of the Academy of Management, August 2019, Boston, Massachusetts.

Jungst, Martijn, Milner, Julia, Milner, Trenton (2019): The moderating role of the degree of digital team communication in the relationship between social ties and performance over time, European Association of Work and Organizational Psychology (EAWOP) Small Group Meeting, July 2019, Lisbon, Portugal.

Milner, Julia & Milner, Trenton (2019): Managers in Leadership Coaching: Possibilities, Application & The Way Forward, European Association of Work and Organizational Psychology (EAWOP) Congress, May 2019, Turin, Italy.

Milner, Julia (2018): The surprising truth in how to be a great leader, Tedx Liege, November 2018, Liege, Belgium.

Milner, Trenton, Milner Julia (2018): Effective leaders = good coaches? Flowcon conference, November 2018, Paris, France.

Milner, Julia, Milner, Trenton, McCarthy, Grace (2018) Ethical Issues in the Context of Leaders Acting as Coaches, International Leadership Association's 20th annual global conference, October 2018, West Palm Beach, USA.

Milner, Julia , Milner, Trenton (2018) Leaders Can Learn How To Coach But It Is Often Not A 'Natural' Skillset, International Leadership Association's 20th annual global conference, October 2018, West Palm Beach, USA.

Daly, Peter, Milner, Julia, Milner, Trenton (2018) Academic wellbeing in research-focused business schools, European Group for Organizational Studies Conference, July 2018, Tallinn, Estonia

Milner Julia, Daly Peter, Milner Trenton (2018) Ethics smartphone usage: a Business Student Perspective, EURAM Conference, June, Reykjavik, Iceland

Milner, Julia (2018): Keynote: New trends in Management Education: The Coaching Perspective', 5th International Conference on Teaching, Education & Learning (ICTEL), May 2018, Lisbon, Portugal.

Milner, Julia, Milner, Trenton; O'Reilly, Sharleen (2018): Do Snapchat and WhatsApp produce better students?, 5th International Conference on Teaching, Education & Learning (ICTEL), May 2018, Lisbon, Portugal.

Milner, Julia, Milner, Trenton; O'Reilly, Sharleen (2017): Teaching strategies in Management Education: Creating the learning environment with Smartphones, 18th World Business Research Conference, November 2017, San Francisco, USA. Best Paper Award

Milner, Julia, Milner, Trenton; O'Reilly, Sharleen (2017): To use or not to use? Smartphones in the University classroom 8th ICEEPSY, International Conference on Education and Educational Psychology, October 2017, Porto, Portugal.

Milner, Julia (2015): Career Coaching, 2015, University of Wollongong, Australia.

Milner Julia & Feng, Kevin (2015): Leaders as Coaches – how using coaching skills can enhance your leadership style, Suzhou Executive Academy, July 2015, Suzhou, China.

Milner Julia & Couley, Alex (2015): Employee motivation in rapidly changing environments. How leaders can assist employees to achieve their optimal performance, Professional Development Session, Sydney Business School, 2015, Sydney, Australia.

Milner Julia (2014): Coaching: how to lead, Professional Development Session, Sydney Business School, December 2014, Sydney, Australia.

Milner Julia & McCarthy, Grace (2014): Training for the Leader as Coach in the Australian context, 28th Annual Australian and New Zealand Academy of Management conference, December 2014, Sydney, Australia.

Milner Julia & McCarthy, Grace (2014): Leaders as Team Coaches? Insights from an Australian Study, 28th Annual Australian and New Zealand Academy of Management conference, December 2014, Sydney, Australia.

Milner, Julia (2014): Active Listening. Strategic Leadership Forum, NSW Government, Safety, Return to Work & Support Division, January 2014, Sydney, Australia.

Milner, Julia & McCarthy, Grace (2013): Positive and Negative Events in Managerial Coaching, 27th Annual Australian and New Zealand Academy of Management conference, December 2013, Hobart, Australia.

McCarthy, Grace & Ahrens, Julia (2012): Authentic Assessment and Feedback in a Master`s Programme.

Higher Education Research and the Student Learning Experience in Business. Centre for Excellence in Learning and Teaching, Faculty of Business and Economics, University of Melbourne, Melbourne, December 2012.

McCarthy, Grace & Ahrens, Julia (2012): How and why do managers use coaching skills? The 15th Annual IAM Conference, [National University of Ireland Maynooth](#), Ireland.

Milner, Julia (2012): Career Planning workshop at the Higher Degree Research Student Conference at the Sydney Business School, University of Wollongong.

Ahrens, Julia (2012): Challenges of the Coaching Manager (keynote speech) Illawarra Shoalhaven Local Health District, Manager as Coach Conference, April 2012, Wollongong.

Ahrens, Julia (2012): Team Coaching, Illawarra Shoalhaven Local Health District, Manager as Coach Conference, April 2012, Wollongong.

Ahrens, Julia (2012): Intercultural Coaching – the Australian viewpoint, Presentation University of Bielefeld, Germany

McCarthy, Grace & Ahrens, Julia (2011): Challenges of the Coaching Manager. 25th Annual Australian and New Zealand Academy of Management conference, December 2011, Wellington, New Zealand.

Ahrens, Julia (2011): Constructing and De-constructing Gender Stereotypes. Research Symposium by the Processes of Signification Emerging Research Group, Deakin University (Gender: Revisited, Revised, Reconfigured), Melbourne, October 2011.

McCarthy, Grace, Almeida, Shamika & Ahrens, Julia (2010): Employee wellbeing in Australian organisations – a snapshot of current practices, 24th Annual Australian and New Zealand Academy of Management conference. Adelaide, Australia.

Ahrens, Julia (2009): Internet and everyday life in Australia and Germany. DGpuK (German Association of Journalism and Communication) conference, April/May 2009, Bremen, Germany.

Ahrens, Julia (2009): Persönliche Erfolgs- und Wirkfaktoren im Verkauf, Arburg, February 2009, Germany.

Ahrens, Julia (2008): Equal Access - Equal Use? Internet Use at Homes of Couple, ICA (International Communication Association) conference, October 2008, Montreal, Canada.

Ahrens, Julia (2007): Home Internet use, Summer Doctoral Program, Oxford Internet Institute, hosted by the Berkman Center, Harvard University, July 2007, Cambridge, USA.

Ahrens, Julia (2007): Let's play and work with the Internet at home: Domestic Internet use of Australian and German couples, 9th AOIR (Association of Internet Researchers) conference, October 2007, Vancouver, Canada.

Ahrens, Julia (2006): Domestic Internet Use, Poster Presentation, Fachgruppe DGpuK (division „gender and media“ of the German Association of Journalism and Communication) und Lüneburger Forschungsgruppe (Research group of the Lüneburg), October 2006, Lüneburg, Germany.

Ahrens, Julia (2006): The Internet at home. 8th AOIR (Association of Internet Researchers) conference, October 2006, Brisbane, Australia.

Tedx talks

Milner, Julia (2022) How to turn regrets into change, TedxEdec, Nice, France
<https://www.youtube.com/watch?v=92vi4W8VDag>

Milner, Julia (2018) The surprising truth in how to be a great leader, Tedx Liege, Belgium.
https://www.youtube.com/watch?v=sW_PN3BDa0A

In the press

The Art of giving good workplace advice, BBC workplace

<https://www.bbc.com/worklife/article/20200721-the-art-of-giving-good-workplace-advice>

You're coaching your staff the wrong way, according to the Harvard Business Review, The Advisory Board; 04/2019

<https://www.advisory.com/daily-briefing/2019/04/05/coaching-employees>

How do good leaders give advice? The short answer: They don't.

<https://ideas.ted.com/tag/julia-milner/>

World Economic Forum 'How to get the best out of your employees'

<https://www.weforum.org/agenda/2017/12/why-coaching-not-gadgets-is-key-to-getting-the-most-out-of-employees/>

'EDHEC Business School Is Blazing A Trail In Leadership Development'

<https://www.businessbecause.com/news/mba-france/5272/edhec-business-school-leadership-development>

'2018 Best 40 Under 40 Professors: Julia Milner, EDHEC Business School'

<https://poetsandquants.com/2018/04/23/2018-best-40-under-40-professors-julia-milner-edhec-business-school/>