



## **PRESS RELEASE**

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### **THINKERS50 UNVEILS NEXT GENERATION OF BUSINESS GURUS**

LONDON – Thinkers50, the premier ranking of global business thinkers, today announced the Thinkers50 Radar list of the 30 management thinkers most likely to shape the future of how organizations are managed and led.

The Thinkers50 Radar recognises the talent of up-and-coming management gurus. “The Radar list is keenly anticipated,” says Thinkers50 co-founder Des Dearlove. “It is an early warning system to alert managers about the people who are doing exciting and important work. We hope to see many of them on future Thinkers50 rankings of the world’s leading management thinkers.”

The Thinkers50 Radar list is more global than ever before. Nationalities represented include the Netherlands, South Africa, America, India, China, Norway, Canada, and the UK.

In 2018, for the second time, the Radar includes more women than men. The rise in influential women thinkers is also notable on the Thinkers50 ranking where the number of women thinkers has grown rapidly over recent years.

“The Radar list offers a smorgasbord of great business ideas – from Irene Yuan Sun’s work on how Chinese investment is reshaping Africa to Tendayi Viki on developing innovation ecosystems,” says Thinkers50’s Stuart Crainer. “What is interesting is that ideas and thinkers are increasingly difficult to pigeon-hole into traditional categories like leadership and strategy. These thinkers are truly independent minded. They are driven by curiosity and innovation. In addition, their work shows broad global ambition. When we started the Thinkers50 in 2001 the emphasis was on improving corporate performance and profitability. The next generation of thinkers wants to make the world a better place. We are optimistic that their ideas will indeed make a difference.”

## About Thinkers50

Thinkers50 identifies, ranks, and shares the very best in management ideas. Its definitive global ranking of management thinkers is published every two years. The 2017 winner was Roger Martin. Previous winners include Clayton Christensen (2011 and 2013); CK Prahalad (2009 and 2007); Michael Porter (2005 and 2015); and Peter Drucker (2001 and 2003).

## About Stuart Crainer and Des Dearlove

Des Dearlove and Stuart Crainer are the founders and directors of Thinkers50. They are the authors of more than 16 books available in 20 languages. Former columnists to *The (London) Times*, they are editors of *The Financial Times Handbook of Management*. They advise thinkers and organizations worldwide.

## Contacts

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[www.thinkers50.com](http://www.thinkers50.com)

## THINKERS50 RADAR 2018

### Listed alphabetically

#### **1: BETH ALTRINGER**

A professor at Harvard University's Graduate School of Design, Altringer lectures on innovation and design, and is a faculty associate for the school's Berkman Center for Internet & Society. She is also founder of its Desirability Lab – a think tank that combines psychological research and hands-on design.

An architect by background with a master's degree from the University of Cape Town, she also holds a doctorate from Cambridge University in organizational behaviour, a visiting scholarship at Stanford, degrees in psychology and economics, and has performed postdoctoral work at MIT. Altringer has also worked on a number of global sustainability and innovation projects – mostly in consumer products, fashion and urban design and development. She's currently engaged in the area of friendly human-robot interaction.

More: [desirabilitylab.com](http://desirabilitylab.com); [@bethaltringer](https://twitter.com/bethaltringer)

#### **2: SILVIA BELLEZZA**

An assistant professor of marketing at Columbia Business School, Bellezza's research focuses on consumer behaviour and symbolic consumption – how consumers use products and brands to express who they are and signal status. Her work uncovers the role of alternative signals of status (e.g., nonconforming behaviours, lack of leisure time) and establishes new perspectives on brand communities (e.g., the distinction between “Brand Tourists” and “Brand Immigrants”).

Before joining Columbia, she earned her doctorate in Marketing at Harvard Business School and worked in the marketing departments of LVMH and Dannon.

More: [columbia.edu](http://columbia.edu); [@s\\_bellezza](https://twitter.com/s_bellezza)

#### **3: PETER BELMI**

An assistant professor of leadership and organizational behaviour at the Darden School of Business, University of Virginia, Belmi received his Ph.D. in organizational behaviour from the Graduate School of Business at Stanford University. Raised in the Philippines, he is

interested in the causes and consequences of inequality, why it tends to persist, and how it impedes members of disadvantaged groups from achieving success. Belmi teaches a doctoral course in leadership and organizational behaviour, and an MBA elective called "The Paths to Power."

More: [darden.virginia.edu](http://darden.virginia.edu)

#### **4: DAN CABLE**

A professor of organizational behaviour at London Business School, Cable's areas of teaching, research, and consulting include employee engagement, leading change, organizational culture and its effects on sustained competitive advantage, leadership development and mindset, and the linkage between brands and employee behaviours.

Cable's book, *Alive at Work* (Harvard Business School Press), will be published in March. His first book was *Change to Strange: Create a Great Organization by Building a Strange Workforce*.

More: [London.edu](http://London.edu); [@dancable1](https://twitter.com/dancable1)

#### **5: TIZIANA CASCIARO**

Professor of organizational behaviour at Rotman and the Jim Fisher Professor in Leadership Development at the University of Toronto, Casciaro's research explores how structural and psychological forces jointly shape behaviour in organizations. Casciaro has served as Senior Editor at *Organization Science*. Recent awards include the Outstanding Publication in Organizational Behaviour Award of the Academy of Management and the Rotman Dean's Award for Excellence in Teaching.

More: [rotman.utoronto.ca](http://rotman.utoronto.ca)

#### **6: CORPORATE REBELS: JOOST MINNAAR, PIM DE MORREE, FREEK RONNER AND CATELIJNE BEXKENS**

Shortlisted for the Thinkers50 Breakthrough Award in 2017, Minnaar, de Morree, Ronner and Bexkens, known as "The Corporate Rebels", are on a mission to make work more fun. They quit their frustrating, corporate jobs and set out to travel the globe to visit the world's most inspiring organizations. While checking off their renowned Bucket List – from well-known examples such as Spotify, Google, and Patagonia to lesser-known organizations – they share everything they learn.

"By visiting these pioneers, we learn about many alternative ways of working that fully unleash the potential of employees," they explain. "By doing this, we have created a movement of like-minded individuals

and organizations who are ready to make a positive change in the way they work.”

More: [corporate-rebels.com](http://corporate-rebels.com); [@corp\\_rebels](https://twitter.com/corp_rebels)

#### **7: PAUL DAUGHERTY**

Accenture’s chief technology and innovation officer, Daugherty joined Accenture in 1986 and became a partner in 1999. He has a degree in computer engineering from the University of Michigan. He founded and oversees Accenture Ventures, which is focused on strategic equity investments and open innovation to accelerate growth. He also leads the company’s certified technology architects, is responsible for managing Accenture’s alliances, partnerships and senior-level relationships with leading and emerging technology companies, and runs Accenture’s Global CIO Council and annual CIO and Innovation Forum.

Daugherty was named as one of Computerworld's Premier 100 Technology Leaders for 2017 and was recognized by The Institute for Women’s Leadership with the “Guys Who Get It Award” which honours business leaders who have supported diversity in the workplace and advancement of women. He is co-author of *Human + Machine: Reimagining Work in the Age of Artificial Intelligence* (Harvard Business Review Press, 2018).

More: [accenture.com](http://accenture.com); [@pauldaugh](https://twitter.com/pauldaugh)

#### **8: JEFF GOTHELF AND JOSH SEIDEN**

Lean thinking and design evangelists, founders of the global Lean UX movement, and authors of *Sense & Respond: How Successful Organizations Listen to Customers and Create New Products* (HBR Press, 2017). They argue that becoming a sensing organization requires shifting from managing outputs to what they call “outcome focused management.” Shortlisted for the 2017 Thinkers50 Innovation Award.

Gothelf and Seiden were experienced digital product design leaders when they met in 2008. They became business partners. Their first book was *Lean UX: Applying Lean Principles to Improve User Experience*, widely regarded as one of the most important user experience books in recent years.

More: [senseandrespond.com](http://senseandrespond.com); [@jboogie](https://twitter.com/jboogie); [@jseiden](https://twitter.com/jseiden)

#### **9: RASMUS HOUGAARD**

Founder and managing director of Potential Project, Hougaard has practiced and taught mindfulness since the early 1990s and has many

years of experience working with leaders and individuals in bringing mindfulness and mental effectiveness into their organizations and lives. He is the author of *One Second Ahead – Enhance Your Performance with Mindfulness* (Palgrave Macmillan, 2015).

Previously he worked at Sony Corporation as well as a researcher in organizational development. He has a master's degree in Organizational Development & Adult Learning and degrees in Philosophy and Human Resources.

More: [potentialproject.com](http://potentialproject.com); [@rasmusTPP](https://twitter.com/rasmusTPP)

#### **10: ANDERS INDSET**

“Our leaders of today need the philosophy of the past, paired with the scientific knowledge and technology of tomorrow,” says Anders Indset, described by one publication as a “rock and roll Plato”.

Norwegian-born occasional tech-investor based in Frankfurt, Germany and a visiting lecturer at leading international business schools, founding partner of Frankfurt International Alliance (FIA) and an advisory board member of German Tech Entrepreneurship Center (GTEC) as well as an advisor to CEOs and politicians. He is author of *Wild Knowledge: Outthink the Revolution* (LID, 2017).

More: [businessphilosopher.com](http://businessphilosopher.com); [@andersindset](https://twitter.com/andersindset)

#### **11: KRITI JAIN**

An assistant professor at IE Business School, Jain's research focuses on judgment and decision making. She is particularly interested in developing an understanding on how individuals and groups make assessments about future uncertainty and how personality traits, emotions, and decision frames influence judgments. She also maintains interest in areas of negotiation and conflict management.

“When students start designing organizational interventions and test for their consequences, say with experiments, the classes become more meaningful,” she says. “Developing a critical understanding of how their actions, as managers, translate into consequences for the organizations is crucial. I continuously push students to look for evidence before believing any theories.”

More: [ie.edu](http://ie.edu); [@drkritijain](https://twitter.com/drkritijain); [kriti-jain.com](http://kriti-jain.com)

#### **12: SUJIN JANG**

As a student of the late Richard Hackman, Insead professor Sujin Jang continues the tradition of engaged scholarship that addresses real

world problems and points to practical solutions. She is an Assistant Professor of Organisational Behaviour at INSEAD. Her research focuses on the dynamics of global collaboration. Her dissertation, titled “Bringing Worlds Together: Cultural Brokerage in Multicultural Teams”, won the INFORMS/Organization Science Best Dissertation Proposal Award in 2013 and the J. Richard Hackman Award for the Dissertation that Most Significantly Advances the Study of Groups from INGRoup in 2015.

She holds a PhD in Organizational Behavior from Harvard University, an AM in Social Psychology from Harvard University, and a BBA in Business Administration with Highest Honours from Yonsei University.

More: [insead.edu](http://insead.edu)

### **13: RANA EL KALIOUBY**

Computer scientist, technologist, entrepreneur and business leader, el Kaliouby believes that “humanizing technology gives us a golden opportunity to re-imagine how we connect with machines, and, therefore, how we connect with each other.” Co-founder and CEO of Affectiva, the pioneer of Emotion AI, she invented the company’s award-winning emotion recognition technology. The Emotion AI platform combines facial expression and tone of voice to infer how a person is feeling, using deep learning and the world’s largest emotion data repository of more than five million faces, analyzed from 75 countries.

Prior to founding Affectiva, el Kaliouby was a research scientist at the MIT Media Lab where she spearheaded applications for facial coding to benefit mental health, autism and other research areas. Born and raised in Cairo, she received degrees in computer science from the American University in Cairo and a Ph.D. from the computer laboratory, University of Cambridge.

More: [affective.com](http://affective.com); [@affective](https://twitter.com/affective); [@kaliouby](https://twitter.com/kaliouby)

### **14: NEHA NARULA**

Narula is Director of the Digital Currency Initiative, part of the MIT Media Lab, focusing on cryptocurrencies and blockchain technology. While completing a PhD in computer science at MIT, she built fast, scalable distributed systems and databases. She is a member of the World Economic Forum's Global Futures Council on Blockchain and has given a TED talk on the Future of Money.

Previously, Neha helped relaunch the news aggregator Digg and was a senior software engineer at Google. There, she designed Blobstore, a system for storing and serving petabytes of immutable data, and worked on Native Client, a way to run native code securely through a browser.

More: [nehanarula.org](http://nehanarula.org); @neha

#### **15: TSEDAL NEELEY**

An associate professor in the Organizational Behavior unit at Harvard Business School, Neeley is the author of *The Language of Global Success: How a Common Tongue Transforms Multinational Organizations* (Princeton University Press, 2017). Her research focuses on the challenges that global collaborators face when they work across national boundaries. Successful global collaboration can enable firms to capitalize on the promise of their global reach. The scale and complexity of global collaboration, however, makes its promise often hard to realize. Companies now span more languages, geographies, and cultures than ever before, making it more imperative and more difficult for workers to communicate effectively if they are to meet performance targets.

Prior to her academic career, Neeley spent ten years in industry working for companies including Lucent Technologies and The Forum Corporation. She has a Ph.D. from Stanford University's Department of Management Science and Engineering specializing in organizational studies. Neeley was a Stanford University School of Engineering Lieberman award recipient for excellence in teaching and research as well as the Stanford Distinguished Alumni Scholar.

More: [tsedal.com](http://tsedal.com); [hbs.edu](http://hbs.edu); @tsedal

#### **16. PINAR OZCAN**

An associate professor of strategic management at Warwick Business School, she specializes in strategy, entrepreneurship, and the emergence of new markets. Her research focuses on the emergence and evolution of markets from the perspective of entrepreneurs, their strategies and interactions with the environment. Her recent work has examined the sharing economy and open banking.

Ozcan has a Ph.D from the Stanford Technology Ventures Program at Stanford University and also has a masters from Stanford. Originally from Istanbul, Turkey, she speaks English, German, Spanish, Turkish and Dutch.

More: [wbs.ac.uk](http://wbs.ac.uk); [pinarozcan.com](http://pinarozcan.com)



### **17: KATHERINE PHILLIPS**

Phillips joined the faculty at Columbia Business School as the Paul Calello Professor of Leadership and Ethics in 2011. Previously, she was Associate Professor of Management and Organizations at the Kellogg School of Management, Northwestern University and Co-Director and Founder of Northwestern's Center on the Science of Diversity. She has also been a Visiting Professor at the Stanford Graduate School of Business and Visiting Scholar at the Center for Advanced Studies in Behavioural Sciences. She has a Ph.D in Organizational Behavior from Stanford University's Graduate School of Business.

Phillips' research addresses the value of diversity and the barriers that prevent society, organizations and especially work teams from capturing the knowledge, perspectives and unique backgrounds of every member.

More: [gsb.columbia.edu](http://gsb.columbia.edu); [@profkwphillips](https://twitter.com/profkwphillips)

### **18. DAN PONTEFRACT**

An adjunct professor at the Gustavson School of Business at the University of Victoria, in Canada, Dan Pontefract is the author of *The Purpose Effect: Building Meaning Yourself, Your Role and Your Organization* (2016); and *Flat Army: Creating a Connected and Engaged Organization* (2013). He has presented at multiple TED events and writes for *Forbes*, the *Harvard Business Review* and the *Huffington Post*.

He is chief envisioning officer at the Canadian telecommunications company TELUS, where he advises leaders and organizations on the future of work, including employee engagement, leadership development, collaborative behaviours, organizational purpose, digital transformation and corporate culture. His third book is called *Open to Think* (Figure.1 Publishing, forthcoming in September 2018).

More: [danpontefract.com](http://danpontefract.com); [@dpontefract](https://twitter.com/dpontefract)

### **19: LAKSHMI RAMARAJAN**

Lakshmi Ramarajan is the Anna Spangler Nelson and Thomas C. Nelson Associate Professor of Business Administration in the Organizational Behaviour Unit at Harvard Business School. Her research examines how people can work fruitfully across social divides, with a particular emphasis on identities and group boundaries. Her research addresses two broad questions: 1) How does the work environment shape people's experiences as members of particular groups and of their multiple identities? 2) What are the consequences of multiple identities and group differences in organizations?

Prior to her academic career, Ramarajan worked in international development, managing conflict resolution programmes in West Africa with a focus on gender and workforce development. She was also a professional dancer for several years.

More: [hbs.edu](http://hbs.edu)

## **20: LOUISE VAN RHYN**

Louise van Rhyn is a social entrepreneur who believes the worlds' biggest problems can be solved through cross-sector collaboration and an understanding of complex social change. In 2010 she started the School at the Centre of Community Social Change Process and the Partners for Possibility Leadership Development Process to change education in South Africa through collaborative partnerships between business leaders and school principals.

With a doctoral degree in organisational change, van Rhyn has 25 years' experience as a change practitioner with a focus on large scale change in complex social systems. She has worked with diverse local and global organisations, across all sectors, in many countries. In 2008, she founded Symphonia – a group of organisations committed to sustainable transformation in people, teams, companies, organisations and communities throughout the world.

Through Symphonia for South Africa, Louise is committed to mobilising citizens to become actively involved in addressing the education crisis facing South Africa. Since 2009, she has been working with Peter Block to equip citizens and leaders in South Africa with the skills to be social architects.

More: [pfp4sa.org](http://pfp4sa.org); [@louisevanrhyn](https://twitter.com/louisevanrhyn)

## **21: LAURA MORGAN ROBERTS**

Co-founder and Principal of R-PAQ Solutions, an Atlanta-based research and consulting firm that brings strength-based practices to leaders who seek extraordinary performance and personal fulfilment. Roberts has served on the faculties of Harvard Business School, University of Michigan, Wharton School, Simmons School of Management, and Georgia State University. She is also a faculty affiliate of the Center for Gender in Organizations at the Simmons School of Management in Boston, and a faculty affiliate of the Center for Positive Organizational Scholarship at the University of Michigan's Ross School of Business.

She has published her work on authenticity, identity, diversity, strengths, and value creation in her edited book, *Exploring Positive Identities and Organizations* (Roberts & Dutton, Eds.) and in over 30 articles, book chapters, and case studies. She has a book coming out in 2019 with HBR Press.

Roberts has a BA in Psychology from the University of Virginia. She then received her MA and Ph.D. in Organizational Psychology from the University of Michigan.

More: [lauramorganroberts.com](http://lauramorganroberts.com); @alignmentquest

## **22: SANYIN SIANG**

Sanyin Siang is the Executive Director of the Fuqua/Coach K Center on Leadership and Ethics at Duke University. She focuses on collaborative leadership, mentorship and strategic partnerships. She is the author of *The Launch Book* (LID, 2017). Siang received her MBA and BSE from Duke University where she was an AB Duke Scholar.

A theme through her career is convening interdisciplinary, diverse and counterintuitive gatherings towards defining complex problems and implementing new approaches for solving them. Her life's work has been about driving innovation, reinvention and transformation through breaking down silos and bridging divides.

More: [linkedin.com/in/sanyin](https://www.linkedin.com/in/sanyin); @sanyinsiang

## **23. IRENE YUAN SUN**

Irene Yuan Sun leads McKinsey & Company's research and client work on Africa-China business and economic development. Her thinking is focused on deeply understanding developing countries' own experiences in order to remake global development.

Born in China, raised in the US, and working in Africa, Sun brings a truly global perspective that crosses boundaries between East and West, developing and developed countries. She is the author of *The Next Factory of the World: How Chinese Investment is Reshaping Africa*, (Harvard Business Review Press, 2017), which was shortlisted for the Bracken Bower Prize for the best business book proposal.

More: [mckinsey.com](http://mckinsey.com)

## **24: ANITA KROHN TRAASETH**

Anita Krohn Traaseth is the managing director of Innovation Norway, the Norwegian Government's most important instrument for innovation and development of Norwegian enterprises and industry.

Previously, she was CEO of Hewlett-Packard Norway. Traaseth has also had leading positions in Simula Innovation, Intelligent Quality, and Det Norske Veritas.

In August 2012, she began to publish a personal blog on leadership, titled *tinteguri* and went on to publish her first book, *Good enough for the bastards – courage, vulnerability and credibility* (Kindle, 2014).

More: [tinteguri.com](http://tinteguri.com); [innovasjon Norge.no](http://innovasjon Norge.no); @tinteguri; @krohntraaseth

#### **25: TENDAYI VIKI**

The founder and principal consultant at Benneli Jacobs, a strategy and innovation consultancy firm that helps companies develop their internal ecosystems to innovate like startups, Viki co-designed and helped implement Pearson's Product Lifecycle, an innovation framework that won Best Innovation Program 2015 at the Corporate Entrepreneur Awards. He is the co-author with Dan Toma and Esther Gons of *The Corporate Startup: How Established Companies Can Develop Successful Innovation Ecosystems* (Vakmedianet, 2017).

He was shortlisted for the 2017 Thinkers50 Innovation Award, is an honorary senior lecturer at the University of Kent and was previously a research fellow at Stanford University.

More: [tendayiviki.com](http://tendayiviki.com); @tendayiviki

#### **26: DAI WEI**

There is nothing so practical as a great idea. Putting the sharing economy to work is the Chinese bike-sharing startup ofo. It began life two years ago with its founders pooling private savings of 150,000 yuan (\$21,800). CEO Dai Wei, the 26-year-old entrepreneur, named the firm ofo as the letters look like a bike. Its value was recently calculated as more than \$3 billion. Over 6 million of the company's bright yellow bikes can be found in more than 150 Chinese cities, and are now moving into London and Singapore with a planned expansion to 20 countries, including Japan, Spain, France, Netherland, Germany and the Philippines.

More: [ofocom.com](http://ofocom.com); @ofobicycle

#### **27: AMY WRZESNIEWSKI**

Professor of Organizational Behaviour at the Yale School of Management, Yale University, her research explores how people make meaning of their work, with a focus on the impact meaning has on employees and the organizations in which they work. These meanings have implications for how employees shape their tasks, interactions

and relationships with others in the workplace to change the meaning of the job.

She earned an BA in psychology from the University of Pennsylvania and has a PhD in organizational psychology from the University of Michigan.

Her research on the meaning of work has been published in a wide range of top academic journals and highlighted in several best-selling books such as *Drive* by Daniel Pink, *The Happiness Advantage* by Shawn Achor, *Authentic Happiness* by Martin Seligman, and *The Art of Happiness* by the Dalai Lama and Howard Cutler.

More: [som.yale.edu](http://som.yale.edu)

### **28: HU YONG**

A professor at Peking University's School of Journalism and Communication, Hu Yong's publications include *Internet: The King Who Rules*, the first book introducing the Internet to Chinese readers, and *The Rising Cacophony: Personal Expression and Public Discussion in the Internet Age*, documenting major transformations in Chinese cyberspace. He is also co-author of *Haier Purpose*, which examines the innovative management philosophy of the global Chinese white goods company, Haier. He is co-founder of the Digital Forum of China, a nonprofit organization that promotes public awareness of digitization and advocates a free and responsible Internet. His blog has a readership of seven million.

More: [huyong.blog.sohu.com](http://huyong.blog.sohu.com); @huyong

### **29: CALI YOST**

For more than two decades, Yost has helped organizations build high performance, flexible work cultures that increase productivity, optimize resources, attract and retain top talent and improve work+life fit.

Called "one of the most sophisticated thinkers" on work, life and flexibility by *The New York Times*, Yost is a graduate of Columbia Business School. Yost's flexible work+life fit advice for individuals can be found in her book, *Tweak It: Make What Matters to You Happen Every Day* (Center Street/Hachette, 2013), and in *Work+Life: Finding the Fit That's Right for You* (Riverhead/Penguin Group, 2004).

More: [flexstrategygroup.com](http://flexstrategygroup.com); @caliyost

**30: HOWARD YU**

Professor of Strategic Management and Innovation at IMD in Switzerland, Yu specializes in technological innovation, with a focus on why and how some firms can sustain new growth while others cannot. His award-winning paper, “Leopards sometimes change their spots: How established firms can transform themselves,” argues that as well as being vulnerable to disruption from new start-ups, incumbent companies can also leverage their advantages.

Yu received his doctoral degree in management from Harvard Business School. Prior to his doctorate, he worked in the banking industry in Hong Kong.

More: [imd.org](http://imd.org); [@howardhyu](https://twitter.com/howardhyu)

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