



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 truly global. Nationalities represented include the Netherlands, South Africa, America, India, China, Spain, Germany, Hungary and the UK. For the second year running it includes Chinese thinkers – this time Weiru Chen and Jian Han of CEIBS as well as the China-based Mark Greeven.

In 2017, for the first 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 Susan David’s emotional agility to Antonio Nieto Rodriguez’s hierarchy of purpose,” 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 scans, ranks and shares the very best in management ideas. Its definitive global ranking of management thinkers is published every two years. The 2015 winner was Professor Michael Porter of Harvard Business School. Previous winners include Clayton Christensen (2011 and 2013); CK Prahalad (2009 and 2007); and Peter Drucker (2001 and 2003).

The 2017 Thinkers50 and the winners of the Thinkers50 Awards will be announced in London on 13 November.

About Stuart Crainer and Des Dearlove

Des Dearlove & 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.

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Thinkers50 Radar 2017

Listed alphabetically

1: Noah Askin (@naskin; noahaskin.com)

Assistant professor of organizational behaviour at INSEAD, Askin's research interests include social and cultural networks, status, the production and consumption of music, and higher education. Askin received a joint PhD from the University of Chicago's Sociology department and the University of Chicago Booth School of Business. His TED talk, "The recipe of a hit song" examined what makes a song reach the top 100 billboard chart.

2: Marco Bertini (marcobertini.com)

Associate professor at ESADE business school in Barcelona, Spain, Bertini focuses on the issue of monetisation, especially the psychology of pricing decisions. Among other things his work has looked at when customers help set prices and how managers can ignite price wars. Formerly at London Business School, the Italian Bertini has been nominated for the Business Professor of the Year award, administered by the Economist Intelligence Unit.

3: Alexander Betts (@alexander_betts; alexanderbetts.com)

Betts is Professor of Forced Migration and International Affairs and director of the Refugee Studies Centre at the University of Oxford. His research focuses on the politics and economics of refugees. He is the author of a number of books, including *Mobilising the Diaspora: How Refugees Challenge Authoritarianism* (Cambridge University Press, 2016) and *Refugee Economies: Forced Displacement and Development* (Oxford University Press, 2016). His recent TED talk "Our refugee system is failing; here's how we can fix it" has over 740,000 viewings.

4: Ayse Birsal (@aysebirselseck; birsalpluseck.com; aysebirsal.com)

Co-founder and creative director of the award winning design and innovation studio, Birsal + Seck. The Turkey-born, New York-based designer is the creator of *Design the Life You Love* (Ten Speed Press, 2015), a book and coursework that teaches non-designers how to create a meaningful life using her design process. This process is labeled Deconstruction: Reconstruction (DE:RE). Birsal was identified by *Fast Company* as one of the world's most creative people.

5: Zoë Chance (@zoebchance)

A professor at the Yale School of Management, Chance examines persuasion and decision-making through the lens of behavioural economics. Her research findings have been published in top academic journals and her 4Ps Framework for Behaviour Change is the foundation for Google's global food guidelines, helping 60,000 people make healthier choices every day. Her TEDx talk on influencing behavioural change is called "How to make a behaviour addictive." She formerly worked in marketing for Mattel, creators of Barbie.

6: Michael Chaskalson (@mindfulnessguy; mbsr.co.uk)

One of the pioneers of mindfulness teaching and research in Europe, Chaskalson is the author of *The Mindful Workplace* (Wiley, 2011) and *Mindfulness in Eight Weeks* (Harper Thorsons, 2014). He has also been a successful social entrepreneur, founding a fair-trade company that came to have annual sales of £10 million and 200 employees. He is founder and CEO of Mindfulness Works and a professor of practice at Ashridge Business School. His forthcoming book entitled *10 Minutes to Change Your Mind* (co-authored with Megan Reitz) is based on their research into the impact of mindfulness training.

7: Weiru Chen (ceibs.edu/chen-weiru)

Weiru Chen is an associate professor of strategy at the China Europe International Business School (CEIBS). He teaches industry and competitive analysis, business model innovation, and strategy. Prior to joining CEIBS, Chen taught at INSEAD in France and Singapore, Peking University, the National University of Singapore, and the Abu Dhabi government Civil Service department. His research focuses on firms' technological search behaviours, strategic dynamics, and cross-border business model adaptation. He is the co-author (with Cho-Hsuan Yu) of *Platform Strategy: Business Model Revolution*, a Chinese bestseller based on a study of 40 Chinese firms and 20 global companies.

8: Carol Fishman Cohen (@iRelaunch; irelaunch.com)

CEO of iRelaunch, Fishman Cohen consults to corporations on career reentry strategy and programming. Her return to work at Bain Capital after 11 years out of the full-time workforce is documented in a Harvard Business School case study. Her article "The 40-year old intern" was selected for *HBR's* 90th anniversary celebration of articles that made the biggest difference to readers' lives. Her TED talk "How to get back to work after a career break" has been viewed over 1.4 million times and translated into 27 languages.

9: Kate Darling (@grok_; katedarling.org)

An expert in robot ethics, Darling is a researcher at the Massachusetts Institute of Technology (MIT) Media Lab. Her work explores the emotional connection between people and life-like machines and anticipates difficult questions that lawmakers, engineers, and the wider public will need to address as human-robot relationships evolve. She is the intellectual property policy advisor to the director of the MIT Media Lab.

10: Susan David (@susandavid_PhD; susandavid.com)

David is on the faculty of Harvard Medical School, and is co-founder of the Institute of Coaching at McLean Hospital. She is the author of *Emotional Agility* (Penguin, 2016), which *Harvard Business Review* rated as one of its Management Ideas of the Year. Originally from South Africa, David has worked with senior leaders in a variety of organizations, including the United Nations, Ernst & Young, and the World Economic Forum.

11: Heidi K. Gardner

Author of *Smart Collaboration: How Professionals and Their Firms Succeed by Breaking Down Silos*, (HBR Press, 2017) Gardner's work focuses on leadership and collaboration in professional service firms. She is a distinguished fellow at Harvard Law School's Center on the Legal Profession and faculty chair of the school's Accelerated Leadership Program. Previously she was a professor at Harvard Business School. She has lived and worked on four continents, including as a Fulbright Fellow, and for McKinsey & Co. and Procter & Gamble.

12: Anindya Ghose (@aghose)

Ghose is an Indian-born professor at New York University's Stern School of Business. His work focuses on economic issues and consumer behaviour as it relates to the internet, mobile, digital marketing, big data, and business analytics. In his forthcoming book, *TAP: Forces that Shape the Mobile Economy* (MIT Press), Ghose discusses the opportunities created by the global prevalence and dependence on smartphones.

13: Francesca Gino (@francescagino; francescagino.com)

An award-winning teacher and researcher, Gino is a professor of business administration in the Negotiation, Organizations & Markets

Unit at Harvard Business School. Her research focuses on judgment and decision-making, negotiation, ethics, motivation, productivity, and creativity. She is the author of *Sidetracked* (HBR Press, 2013) which examines how decisions are derailed.

14: Mark Greeven

A Dutch academic based in Hangzhou, China, with a ringside seat on fast evolving developments in Chinese management and leadership. He is an associate professor at Zhejiang University's School of Management. In addition, he is a research fellow at China's National Institute for Innovation Management and the International Institute for Asia Studies. He is co-founder of the ERIM China Business Research Centre. According to Greeven: "Innovation does not come from guidelines or subsidies; it comes from creativity, entrepreneurial spirit and experimentation with allowance of mistakes and failures."

15: Jian Han (ceibs.edu/han_jian)

Jian Han is an associate professor of management and co-director of the Centre on China Innovation at CEIBS (the China-Europe International Business School). Cornell-educated, Han is a member of the World Economic Forum Global Agenda Council. Her work focuses on managing people especially in the context of fast emerging markets. "If you focus too much on growth, you ignore the relationship side of the team, the softer side of people. Many companies are trying to adjust to this problem," she observes.

16: Mona Hammami Hijazi

Former US President Jimmy Carter describes Hammami Hijazi as "a leading voice on global giving." The author of *The Giving World* (Thinkers50, 2016), she is a director at the Office of Strategic Affairs, Abu Dhabi Crown Prince Court. Previously, she was a lead associate at the consulting firm Booz & Company and also worked as an economist with the International Monetary Fund and the UN Economic and Social Commission for Western Asia. She has authored several articles and policy papers published by the IMF.

17: Alex Hill (@profalexhill)

Hill is the co-founder and director of The Centre for High Performance (a collaboration between senior faculty at the Universities of Oxford and Kingston) dedicated to helping high-performing organizations to develop a stronger and more robust UK economy, society and environment. The Centre has worked with organizations including

British Boxing, Eton College, the Royal Academy of Music, the Royal Shakespeare Company, NASA and the New Zealand All Blacks. He was coauthor of the influential 2016 *HBR* article “How to turn round a failing school”.

18: Aaron Hurst (@aaron_hurst; imperative.com)

Author of *The Purpose Economy* (Elevate, 2016), Hurst is the CEO of Imperative, a technology platform that helps people to discover what gives them purpose in their work. He advises global brands and is a frequent speaker and writer on the development of what he describes as the purpose economy. He is the founder of the Taproot Foundation where he helped develop the \$15 billion pro bono service market. A regular blogger for the *Huffington Post*, *Stanford Social Innovation Review* and LinkedIn, previously he worked in Silicon Valley developing the precursors to social media.

19: Soren Kaplan (@sorenkaplan; leapfrogging.com)

Author of *Leapfrogging* (Berrett Koehler, 2012), Kaplan is an innovation expert based in California’s Bay Area. An affiliated professor at the Center for Effective Organizations at USC’s Marshall School of Business, he is the founder of the consulting firm Innovation Point. He previously led the internal strategy and innovation group at Hewlett-Packard and was a co-founder of iCohere, a web collaboration platform for online learning and social networking. His new book, *The Invisible Advantage*, (Greenleaf, 2017) looks at how firms create and sustain a culture of innovation.

20: Maja Korica (@drkorica)

Croatian born Korica is an associate professor at Warwick Business School. Her research focuses on understanding the nuances of complex and rarely seen organizational settings, particularly at the top of organizational hierarchies, and has appeared in leading practitioner publications including *MIT Sloan Management Review* (“Staying in the know: overhauling your personal knowledge structure”, 2015). A recent study involved close observation of NHS trust chief executives to better understand their decision-making, and the nature of their everyday work.

21: Margarita Mayo (@margaritamayo; margaritamayo.com)

Mayo is professor of leadership and organizational behaviour at IE Business School in Madrid. A Fulbright Alumni of Harvard University, her work has appeared in leading academic journals as well as international

media. A research award winner at the Center for Creative Leadership, she was selected as one of the world's next generation thought leaders in the *Next Generation Business Handbook*. Her forthcoming book looks at the shifting nature of authenticity in leadership roles.

22: Antonio Nieto-Rodriguez (@anietorodriguez; antonionietorodriguez.com)

Nieto-Rodriguez is director of the Program Management Office at the pharmaceuticals giant GlaxoSmithKline Vaccines and chair of the Project Management Institute. He was head of post-merger integration at Fortis Bank, leading the largest takeover in financial service history: the acquisition of ABN AMRO. He also worked for 10 years at PricewaterhouseCoopers, becoming the global lead practitioner for project management. He is the author of *The Focused Organization* (Routledge, 2012), creator of the hierarchy of purpose concept, and a contributor to the *Harvard Business Review*.

23: Lauren Noël (@her_quest; herquest.org) & **Christie Hunter Arscott** (@chunterarscott; christiehunterarscott.com)

Noël is managing director of QUEST, a global leadership institute for early career women. Her work focuses on engaging, advancing and inspiring women in the first decade of their careers.

Christie Hunter Arscott is a principal at QUEST. She is an expert on gender and generational strategies. Formerly deputy leader of Deloitte Consulting's US Diversity & Inclusion Service Offering, Hunter Arscott broke new ground as one of the first Rhodes Scholars to pursue a Master's Degree in Women's Studies at the University of Oxford, where she researched women and gendered leadership styles.

They are the authors of "What executives need to know about millennial women" (ICEDR, 2015).

24: Megan Reitz (@meganreitz1)

Reitz is an associate professor of leadership and dialogue at Ashridge Business School. Her work focuses on the intersection of leadership, change, dialogue and mindfulness. She is the author of *Dialogue in Organizations* (Palgrave Macmillan, 2015). Before joining Ashridge, Reitz was a consultant with Deloitte; surfed the dot-com boom with boo.com; and worked in strategy consulting for The Kalchas Group (now the strategic arm of Computer Science Corporation). Her groundbreaking research into the impact of mindfulness training (with

Michael Chaskalson) has been featured in blogs for HBR and is the basis for the forthcoming book *10 Minutes to Change Your Mind*.

25: Deborah Rowland (@deborahrowland; deborahrowland.com)

Co-author of *Sustaining Change: Leadership That Works* (Wiley, 2008), and now, *Still Moving: How to Lead Mindful Change* (Wiley, 2017), Deborah is a leading light thinker, speaker, writer, coach and practitioner in the field of leading large complex change. Rowland has personally led change in major global organizations including Shell, Gucci Group, BBC Worldwide and PepsiCo. She also founded and grew a consulting firm that pioneered original research in the field, the latest efforts of which were accepted as a paper at the 2016 Academy of Management. She has a double first in archaeology and anthropology from Cambridge University, and, alongside her change consulting work around the world to CEO's and their teams from across all industries, she is also a member of the Archbishop's Review Group into leadership development in the Church of England.

26: Nils Rudi

Professor of technology and operations management at INSEAD, Rudi's research focuses on supply chain management and sports analytics. After high school, he worked as a computer programmer. Aged 21, he formed Minard, a firm specialising in decision support systems for forecasting and inventory management, which went public on the Oslo Stock Exchange in 1996. He has consulted for firms in a variety of industries, and negotiated professional football contracts. He is currently involved in the startups Bravo Lucy and analy7ics, specialising in analytics for supply chain/retail and sports, respectively.

27. Kate Sweetman (SweetmanCragun.com)

Kate Sweetman is a founding principal at the consulting firm SweetmanCragun, and teaches at MIT's Legatum Institute for Entrepreneurship. A former editor at *Harvard Business Review*, she worked in Malaysia as director of research and curriculum at the Iclif Centre for Leadership and Governance, and authored a study of Asian Leadership. Sweetman's book credits include *The Leadership Code: Five Rules to Lead By* (Harvard Business Press, 2009), coauthored with Dave Ulrich and Norm Smallwood. Her latest book, with Shane Cragun, is entitled *Reinvention: Accelerating Results in the Age of Disruption* (Greenleaf Book Group Press, 2016).

28: András Tilcsik (rethinkrisk.net)

Hungarian-born Tilcsik is an assistant professor of strategic management at the Rotman School of Management and a faculty fellow at the Michael Lee-Chin Family Institute for Corporate Citizenship. His research explores the organizational aspects of work, employment, and occupations and has been recognized with awards from the American Sociological Association. In 2015, he received the Rotman Graduate Business Council Teaching Award and he and Chris Clearfield won the Bracken Bower Prize from McKinsey and the *Financial Times*, given to the best business book proposal by scholars under 35. Tilcsik teaches a MBA course on catastrophic failure in organizations.

29: Yuri van Geest (@vangeest; exponentialorgs.com)

Co-author of *Exponential Organizations* (Diversions, 2014), van Geest is the Dutch ambassador of Singularity University and managing director of the Singularity University Summit Europe. A triple alumnus of the Singularity University, Exponential Medicine and Exponential Finance, he founded Singularity University Netherlands, and was co-founder/lead organizer of a number of corporate hackathons and non-profit events.

30: Amy Webb (@amywebb; futuretodayinstitute.com)

Amy Webb is an author, futurist and founder of the Future Today Institute, a future forecasting and strategy firm that researches technology. She is a lecturer on emerging technology and media at Columbia University and was a visiting fellow at Harvard University. Her third book, *The Signals Are Talking* (PublicAffairs, 2016) is about what the future holds—and what you can do about it in the present. Her TED talk, about the future of algorithms, has been viewed five million times and has been translated into 31 languages.

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