



PRESS RELEASE

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## **BUSINESS GURUS SHORTLISTED FOR THINKERS50 DISTINGUISHED ACHIEVEMENT AWARDS**

LONDON. Thinkers50, the premier ranking of global business thinkers, today announced the shortlisted nominees for this year's Distinguished Achievement Awards, which have been described as the "Oscars of management thinking".

The 2019 awards will be made in the following categories: Innovation; Digital Thinking; Strategy; Leadership; Talent; Breakthrough Idea; the Radar Award for the best up-and-coming new thinker; and the Lifetime Achievement Award. In addition, Thinkers50 2019 will see the inauguration of two new awards: the Marshall Goldsmith Coaching Award, and the Thinkers50 Founders' Award, which will be given to a business thinker who has made a broad and exceptional contribution to the field of management ideas.

"Thinkers50 is a celebration of the very best new business thinking as well as those ideas that stand the test of time," says Des Dearlove, who, with Stuart Crainer, created Thinkers50 in 2001. "This year we are seeing an exciting new generation of ideas that impact the business world, and often go further to address issues ranging from reducing poverty to building a sustainable model of capitalism."

This year's award shortlists highlight thinkers whose ideas have the potential to change the world. The shortlists include, for example, Harvard professor Amy Edmondson's concept of "the fearless organization", lean start-up entrepreneur Eric Ries' Long-Term Stock Exchange, and LinkedIn founder Reid Hoffman's "blitzscaling".

On November 18, 2019, thinkers and business leaders from around the world will convene in London to discover who has won the prestigious awards. The shortlists feature business experts from across the globe, including Australia, China, India, the Netherlands, France, Italy, Germany, Bangladesh, Finland, Paraguay, Portugal, the UK, and the US. The full shortlists follow.

"The theme of Thinkers50 2019 is *Breaking Boundaries*, and it is great to see such diversity on the shortlists," says Stuart Crainer. "For too long business thinking could be characterized as male, pale, and stale. That's no longer the case. We have a record number of women on this year's shortlist. And, as management becomes more global

and people move around the world, it is increasingly difficult to pinpoint exactly which country a thinker comes from.”

Thinkers50 partners include the Brightline Initiative, Accenture, Fujitsu, Haier Group, India’s Institute for Competitiveness, Management Centre Turkey, the UK’s National Centre for Leadership & Management, and the Oman Business Forum.

Thinkers50 has established Ideas Labs in Odense, Denmark, which is home to Thinkers50 Europe; and in Qingdao, China, where the Haier Group hosts the Thinkers50 Hall of Fame.

### **About Thinkers50**

Thinkers50 identifies, ranks, and shares the very best in management ideas. Its definitive global ranking of the 50 most influential business thinkers is published every two years. The 2017 top-ranked thinker was Roger L. Martin of the Rotman School of Business at the University of Toronto. Previous winners include Clayton Christensen, CK Prahalad, Michael Porter, and Peter Drucker.

In 2019, more than 5,000 people participated in the Awards nomination process.

### **About Stuart Crainer & Des Dearlove**

Des Dearlove and Stuart Crainer are the founders and directors of Thinkers50. Internationally recognized experts on business ideas, they are the authors of more than 15 books available in 20 languages. Former columnists to *The Times*, they are editors of *The Financial Times Handbook of Management*. They advise thinkers and organizations worldwide.

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## THINKERS50 2019 AWARDS SHORTLISTS

*Presented in alphabetical order*

### BREAKTHROUGH IDEA AWARD

*Dedicated to the legacy of CK Prahalad*

#### 1. Tiffani Bova for Growth IQ

Bova is the growth and innovation evangelist at the US cloud-based software company Salesforce. Her breakthrough concept (and debut book), *Growth IQ: Get Smarter About the Choices that Will Make or Break Your Business* (Portfolio, 2018), contends there are ten simple paths to growth. She demonstrates the opportunities and pitfalls of each one, and shows that a successful growth strategy relies on choosing the right sequence and combination.

#### 2. Clayton Christensen, Karen Dillon & Efosa Ojomo for the Prosperity Paradox

In their book *The Prosperity Paradox: How Innovation Can Lift Nations Out of Poverty* (HarperBusiness, 2019), Harvard professor Christensen and his co-authors Dillon and Ojomo tackle the vexing problem of global poverty and reveal why so many investments in economic development fail to generate sustainable prosperity. They identify the limits of common economic development models, which tend to be top-down efforts, and offer a new framework for economic growth based on entrepreneurship and market-creating innovation.

#### 3. Paul R. Daugherty & H. James Wilson for Human+Machine

Daugherty and Wilson are at the cutting edge of AI research and development at the global consulting firm Accenture. In *Human+Machine: Reimagining Work in the Age of AI* (HBR Press, 2018), they demonstrate that the essence of the AI paradigm shift is the transformation of all business processes within an organization, and they provide a leader's guide to success in the new age of AI.

#### 4. Richard D'Aveni for the Pan-Industrial Revolution

A professor at the Tuck Business School, D'Aveni won the 2017 Thinkers50 Strategy Award. He coined the term "hypercompetition" and is the author of a series of books which have shaped modern strategy. D'Aveni's 2018 book, *The Pan-Industrial Revolution: How New Manufacturing Titans Will Transform the World* (Houghton Mifflin Harcourt, 2018), describes the rise of 3D printing technology, and the dramatic effect it will have on business, the world economy, and the way we live.

#### 5. Amy Edmondson for the Fearless Organization

Harvard Business School professor Edmondson is best known for her pioneering work on teaming, innovation, and psychological safety. Her latest book, *The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation and Growth* (Wiley, 2018), explores the link between psychological safety and high

performance, and demonstrates the importance of engagement and candour in today's knowledge economy. Edmondson won the 2017 Thinkers50 Talent Award.

#### **6. Isaac Getz for the Altruistic Corporation**

Getz, a professor at the ESCP Europe School of Business in Paris, is the co-author of *Freedom, Inc.* (Crown Business, 2010) and author of *L'entreprise Altruiste* (Albin Michel, 2019). He has conceptualized the notions of the freedom-based company, and of the liberating leader – one who believes that a workplace based on respect and freedom is a more natural environment for employees than one based on mistrust and control. His latest thinking champions what he describes as “the altruistic corporation”. His book with that title will be published in English in 2020.

#### **7. Jeremy Heimans & Henry Timms for New Power**

Heimans and Timms' book, *New Power: How Anyone Can Persuade, Mobilize and Succeed in Our Chaotic, Connected Age* (Macmillan, 2018) confronts the changing nature of power, as it moves from being leader-driven, self-protected, and inaccessible, to open, participatory, and peer-driven. Heimans, co-founder and CEO of Purpose, a public-benefit corporation and Timms, president of New York's Lincoln Center, argue that the battle between old and new power is determining every aspect of our lives in an age of ubiquitous participation.

#### **8. Anders Indset for the Q Economy**

Indset argues that if we want to understand society, we must rethink the economy, and create a post-materialist, holistic “quantum economy”, or “Q economy”. Taking its name from quantum physics, where every subatomic particle is at the same time both energy and matter, the Q economy, he says, overcomes the opposition between material and immaterial. Indset's *Quanten-wirtschaft* (Econ, 2019) is a German bestseller.

### **COACHING & MENTORING AWARD**

*In partnership with Marshall Goldsmith*

#### **1. Carol Kauffman**

Founder of the Institute of Coaching at McLean Hospital and an assistant professor at Harvard Medical School. Founder and editor in chief of the first academic journal in coaching and a regular contributor to the *Harvard Business Review* where her article “What coaches can do for you” is the most frequently cited article on coaching.

#### **2. Tom Kolditz**

Founding director of the Doerr Institute for New Leaders at Rice University. A former brigadier in the US army, Kolditz served on four continents in his 34 years of military service and was founding director of the West Point Leadership Center. Author of *In Extremis Leadership: Leading as if your life depended on it* (Jossey Bass, 2007).

### **3. Magdalena Mook**

CEO and executive director of the International Coach Federation which she joined in 2005. Under Mook's leadership its membership has grown from 9,000 to more than 36,000 in 142 countries. Previously worked at the Council of State Governments where she was Assistant Director of National Policy and Director of Development.

### **4. Jonathan Passmore**

Director of the Henley Centre for Coaching in the UK and a professor at the University of Evora, Portugal. Passmore's books include *Excellence in Coaching* (Kogan Page, 2015), *Mastery in Coaching* (Kogan Page, 2014), and an eight-volume series on industrial and occupational psychology. He previously worked in local government, as chief executive of a charity and as a consultant at PWC and IBM Business Consulting.

### **5. Sanyin Siang**

Founding executive director of the Coach K Leadership and Ethics Center at Duke University's Fuqua School of Business. As a leadership coach, Siang works with CEOs and generals. She is an advisor to Google Ventures and Duke Corporate Education. She is the author of *The Launch Book* (LID, 2017).

### **6. Michael Bungay Stanier**

Founder of Box of Crayons, a company that champions coaching as a force for manager excellence, leadership development and culture change. Author of the bestseller *The Coaching Habit* (Box of Crayons Press, 2016) and *Do More Great Work* (Workman Publishing, 2010). Stanier is a former Rhodes scholar.

### **7. Gabriela Teasdale**

President of Fundación Transformación in Paraguay which partners with the John Maxwell Leadership Foundation and aims to train 10 percent of the people of Paraguay in leadership values and principles. Teasdale is CEO of the Paraguay Leadership Team, a training, coaching and communication business.

### **8. Mark C. Thompson**

A four-time CEO who focuses on coaching global C-level executives. Co-founder of the Stanford University Realtime Venture Design Lab, along with Sir Richard Branson's Entrepreneurship Centres and the JFK Institute for Entrepreneurial Leadership. Co-chairs the Institute of Coaching Leadership Forum at Harvard McLean School of Medicine. Thompson's books include *Success Built to Last* (with Jerry Porras and Stewart Emery, FT Press, 2006).

## **DIGITAL THINKING AWARD**

*In partnership with Accenture*

### **1. Marshall Van Alstyne & Geoff Parker**

Van Alstyne and Parker originated the concept of the inverted firm which argues that value is increasingly created outside rather than inside the firm. They are also the

authors (with Sangeet Paul Choudary) of the international bestseller *Platform Revolution: How Networked Markets are Transforming the Economy* (WW Norton, 2016). Along with a number of influential *HBR* articles, the book provides a comprehensive analysis of the platform-driven, multi-sided marketplace, and guidance on how businesses can thrive in the era of platform technology.

## **2. Rachel Botsman**

Recognized for her work on how trust is built, lost, and restored in the digital age, Botsman's book, *Who Can You Trust: How Technology Brought Us Together and Why it Might Drive Us Apart* (Public Affairs, 2017), examines why, on the one hand, trust is collapsing across different institutions, while at the same time, the rise of new technologies is enabling "distributed trust" across networks of people, organizations, and intelligent machines.

## **3. Malcom Frank, Paul Roehrig & Ben Pring**

Frank, Roehrig, and Pring are the authors of *What to Do When Machines Do Everything: How to Get Ahead in a World of AI, Algorithms, Bots, and Big Data* (Wiley & Sons, 2017). Consultants and researchers at the technology firm Cognizant, they outline the way forward for organizations at a time when new technologies are changing the future of work.

## **4. Joshua Gans, Ajay Agrawal & Avi Goldfarb**

In their book *Prediction Machines: The Simple Economics of Artificial Intelligence* (HBR Press, 2018), Gans, Agrawal, and Goldfarb address the mystery and hype surrounding the impact of AI on business. By framing AI as a simple commodity – prediction – they show how basic economic tools can be applied to reveal the enormous potential of AI, and how that potential can be harnessed.

## **5. Ayanna Howard**

A former senior robotics researcher at NASA, Howard is the Linda J. and Mark C. Smith professor and chair of the School of Interactive Computing at the Georgia Institute of Technology. An award-winning innovator and engineer, she is founder and Chief Technology Officer of Zyrobotics, an education technology startup that designs artificial intelligence-powered STEM (science, technology, engineering, and mathematics) tools and learning games for early childhood education.

## **6. Jeanne W. Ross**

Based at MIT's Center for Information Systems Research, Ross is co-author of four books, including *Designed for Digital: How to Architect Your Business for Sustained Success* (MIT Press 2019), which explains how established organizations can re-equip themselves for the digital world. Critical to their success, she argues, are a fluid business strategy, and the critical management responsibility of business design.

## **7. Amy Webb**

Professor of strategic foresight at New York University's Stern School of Business, Webb describes herself as a quantitative futurist. The winner of the Thinkers50 2017 Radar Award, her latest book *The Big Nine: How The Tech Titans and Their Thinking Machines Could Warp Humanity* (PublicAffairs, 2019) fires a warning shot about the implications of artificial intelligence, and the overwhelming power of the “big nine” corporations in the US and China that are turning the human-machine relationship on its head.

## **8. Shoshana Zuboff**

Zuboff's career has been devoted to the study of the rise of digital technology, its individual, organizational, and social consequences, and its relationship to capitalism. Her latest book, *The Age of Surveillance Capitalism: The Fight for a Human Future at the New Frontier of Power* (Public Affairs, 2019) explores the emergence of surveillance capitalism and its implications for individuals, society, and democracy in the 21<sup>st</sup> century.

## **IDEAS INTO PRACTICE AWARD**

*In partnership with the Oman Business Forum*

### **1. Jos de Blok**

De Blok is the founder of Buurtzorg, a pioneering healthcare organization in the Netherlands that has expanded into over 20 countries. The Buurtzorg model is based on revolutionary nurse-empowered holistic care that has the highest client satisfaction in its segment, and employee engagement that far outstrips any Dutch organization of its size. Cost savings to the Dutch health care system have been estimated at 40 percent. Buurtzorg scaled quickly, from one to 850 teams in just 10 years, and collaboration has been key to its global success. The self-managed model has applications beyond healthcare.

### **2. Christian Busch**

Co-founder of Leaders on Purpose, an organization convening high-impact leaders, and Sandbox Network, a global community of young innovators active in over 20 countries. Busch's upcoming book, *The Serendipity Factor* (Penguin, 2020) looks at how individuals and organizations can help facilitate serendipity. Busch argues there are tangible ways to develop the conditions for serendipity to occur, and he provides a science-based framework to help trigger, and then leverage, positive accidents.

### **3. Subir Chowdhury**

Quality prophet and best-selling author on six-sigma philosophy, Chowdhury asserts that quality must be the responsibility of every individual in every organization. His work has been credited with savings major organizations billions of dollars. Individuals, companies, and societies can only achieve greatness, he contends, when quality becomes a mindset shared by all members of a community. And that we can all lead a

quality life by practicing three simple rules: listen, enrich, and optimize. His most recent bestseller is *The Difference* (Penguin Random House, 2017).

#### **4. Mary Gentile**

Gentile, a professor at the University of Virginia's Darden School of Business, is the founder and director of Giving Voice to Values, which has been piloted in over 995 business schools and organizations worldwide. The curriculum offers practical tools for putting values into practice in the workplace. She is also author of the award-winning book *Giving Voice to Values: How to Speak Your Mind When You Know What's Right* (YUP, 2010).

#### **5. Soulayma Gourani**

Born in Morocco, raised in Denmark, and now based in California, Gourani is the author of *Ignite your Career: The New Grads Bible* (Bookboon, 2013), which has been downloaded more than 300,000 times. She is the founder of tradeconductor.com, which connects manufacturers to distributors or end users, and womenreignite.com, a go-to community for life and career development.

#### **6. Reid Hoffman**

Co-founder of LinkedIn and partner at Greylock, Hoffman is the author (with Chris Yeh) of *Blitzscaling: The Lightning-Fast Path to Building Massively Valuable Companies* (Crown, 2018), which argues that a speed-to-scale strategy – “blitzscaling” – is the secret to capturing the market. Hoffman offers a specific set of practices for startups to create and manage dizzying growth, by prioritizing speed over efficiency in an environment of uncertainty. He is also co-author of *The Start-up of You* (with Ben Casnocha, Random House, 2013) and *The Alliance* (with Ben Casnocha and Chris Yeh, HBR Press, 2014).

#### **7. Leena Nair**

Nair is the first female, first Asian, youngest ever chief HR officer of Unilever and member of the Unilever Leadership Executive. She has embedded performance culture as a way of life and transformed employee relations into a proactive employee-centric function. She also introduced a programme to help women rejoin the workforce and spearheaded the creation of a world-class leadership centre in Singapore.

#### **8. Eric Ries**

Best known for his highly influential lean startup methodology, Ries has continued his mission to help companies thrive in the 21<sup>st</sup> century by creating the Long-Term Stock Exchange (LTSE). Designed to provide modern companies with the tools and investment for long-term success, the LTSE aims to disrupt US stock exchanges, and blaze a new trail for companies to build their businesses and generate value for decades to come.



## INNOVATION AWARD

*In partnership with Fujitsu*

### 1. Simone Ahuja

Author of *Disrupt-It-Yourself – Hacking the Corporation to Make it Fast, Fluid and Frugal* (HarperCollins, 2019), Ahuja has created a DIY (“disrupt it yourself”) system to help organizations sustain innovation, and retain what she calls the DIY-ers – the intrapreneurs committed to solving the problems of the future. Ahuja is also founder of Blood Orange, an innovation consultancy, which focuses on emerging markets.

### 2. Safi Bahcall

A trained physicist and former CEO of a biotech company, Bahcall’s work provides a completely new and previously unexplored take on innovation through the lens of physics. In *Loonshots: How to Nurture the Crazy Ideas That Win Wars, Cure Diseases, and Transform Industries* (St. Martin’s Press, 2019) he sets out new ways of thinking – and a new kind of science – around group behaviour, distilling these insights into lessons for organizations, entrepreneurs, and visionaries everywhere.

### 3. Jeff Dyer, Nathan Furr & Curtis Lefrandt

Dyer, Furr, and Lefrandt are the authors of *Innovation Capital: How to Compete – and Win – Like the World’s Most Innovative Leaders* (HBR Press, 2019). Dyer, a Wharton and Brigham Young professor, Furr, a professor at INSEAD, and Lefrandt, co-founder of the innovation consulting firm Innovators’ DNA, contend that successful innovation is about more than creativity – an idea needs to be “commercialized” – and outline the techniques and tools for developing “innovation capital”.

### 4. Vijay Govindarajan

Govindarajan has been innovating his way out of problems since he was a child in India. The Coxe Distinguished Professor at Dartmouth College’s Tuck School of Business, he introduced the concept of “reverse innovation”, where an innovation is adopted first in the developing world and then brought into developed countries. *HBR* selected reverse innovation as one of the Great Moments in Management in the Last Century. He is the author of *The Three Box Solution* (HBR Press, 2016) and the forthcoming *The Three Box Solution Playbook* (with Manish Tangri, HBR Press, 2020).

### 5. Kaihan Krippendorff

Krippendorff is the author of *Driving Innovation from Within: A Guide for Internal Entrepreneurs* (Columbia University Press, 2019), and founder of the consulting firm, Outthinker. Outthinker boasts that the growth strategies and innovations it has created have energized countless organizations, teams, and individuals and generated over \$2.5 billion in revenue for *Fortune* 500 companies.

### 6. Gary Pisano

Pisano is the author of *Creative Construction: The DNA of Sustained Innovation* (Public Affairs, 2019), which examines how larger enterprises can nurture capabilities for

transformative innovation. While innovation is traditionally associated with disruptive startups, Pisano, a Harvard Business School professor, argues, there are ways for larger, established firms to gain advantage by innovation, too.

### **7. Alf Rehn**

One of Europe's most outspoken voices on innovation, Rehn's work focuses on issues of power, exclusion, creativity, and innovation, and builds on counter-intuitive analyses of core assumptions within management thinking. He is a professor at the University of Southern Denmark. His book, *Innovation for the Fatigued: How to Build a Culture of Deep Creativity* (Kogan Page, 2019) offers an antidote to the empty promises that pervade the innovation industry and provides a practical model for getting innovation back on track.

### **8. Howard Yu**

Professor of strategic management and innovation at IMD in Switzerland, Yu specializes in technological innovation, with a focus on how established firms can transform themselves to sustain new growth. He is the author of *Leap: How to Thrive in a World Where Everything Can Be Copied* (Hachette, 2018). In it, Yu explains how companies can and should avoid copycat competition.

## **LEADERSHIP AWARD**

*In partnership with the National Centre for Leadership & Management*

### **1. Peter Bregman**

The most critical challenge of leadership, Bregman argues, is emotional courage, which bridges the gap between the theory and practice of leadership. Author of *Leading with Emotional Courage: How to Have Hard Conversations, Create Accountability, and Inspire Action on Your Most Important Work* (Wiley & Sons, 2018), Bregman, CEO of consulting firm Bregman Partners, offers practical advice for building the skills of emotional courage.

### **2. Laura Empson**

Empson, a professor at Cass Business School in the UK, developed the idea of "collective leadership" when examining why conventional leadership principles so often fail in professional service firms. In her 2019 *HBR* article, "How to Lead Your Fellow Rainmakers", she contends that the leadership dynamics are different in professional service firms, because the power relationships differ from other organizations, which means that a managing partner needs to keep reflecting the leadership challenge back onto their peers.

### **3. Heidi Grant**

A social psychologist at Columbia University, Grant focuses on the science of human performance, motivation, and decision-making. Leadership, she asserts, is all about getting people to pitch in. Her book *Reinforcements: How to Get People to Help You*

(HBR Press, 2018), explains how leaders can elicit helpful behaviour from others, in a way that leaves both satisfied.

#### **4. Hal Gregersen**

Catalytic questioner and global innovator, MIT-based Gregersen explores how asking the right questions builds leadership and innovation, and drives purposeful change. Developer of the “question burst” methodology, an alternative to traditional brainstorming, his latest book is *Questions are the Answer: A Breakthrough Approach to Your Most Vexing Problems at Work and in Life* (HarperCollins, 2018). Gregersen was the winner of the Thinkers50 Leadership Award in 2017.

#### **5. Rasmus Hougaard**

Hougaard, the Danish founder of Potential Project, a leadership training firm, conducted a three-year study with HBR of 35,000 leaders across 120 countries and 10,000 companies. The findings were published in his book, co-authored with Jacqueline Carter, *The Mind of the Leader: How to Lead Yourself, Your People and Your Organization for Extraordinary Results* (HBR Press, 2018). Based on his research, Hougaard concluded that the three most important qualities for leaders in the 21<sup>st</sup> century are: mindfulness, selflessness, and compassion.

#### **6. Whitney Johnson**

In her book *Disrupt Yourself: Putting the Power of Disruptive Innovation to Work* (Routledge, 2016) Johnson took the idea of disruptive innovation and applied it to individuals. More recently she authored *Build an “A” Team: Play to Their Strengths and Lead Them Up the Learning Curve* (HBR Press, 2018), a practical guide to becoming the sort of innovative leader people want to work with.

#### **7. Terence Mauri**

Entrepreneur in residence at London Business School, Mauri is the author of *The Leader’s Mindset: How To Win in The Age of Disruption* (Morgan James Publishing, 2016). An expert on the future of leadership, he coined the term Mindset 2.0, which he describes as “a future-proof leadership mindset and set of behaviours, that turn disruptors into opportunities”. Future leadership, he says, is the ability to reinvent the future today, and embrace early trends and weak signals as opportunities.

#### **8. Liz Wiseman**

Best-selling author of *Multipliers: How the Best Leaders Make Everyone Smarter*, (HarperBusiness, 2017), Wiseman champions talent development through leadership, and advocates harnessing collective intelligence. Leaders who amplify the ideas and capabilities of the people around them – the “multipliers” – create value, she says, and drive organizational change.

## **RADAR AWARD**

### **1. Kriti Jain**

Assistant professor at IE Business School in Madrid, Jain's research explores judgment and decision-making, with a focus on how individuals and groups make assessments about future uncertainty and how personality traits, emotions, and decision-frames influence judgments. She also researches negotiation and conflict management.

### **2. Jennifer Jordan**

Jordan is a rising star in the field of leadership and organizational behaviour, and was named by *Poets & Quants* in its "Best 40 Under 40 Professors". Her recent research on leadership in the context of the digital environment has been featured on HBR.org and in the *New York Times*. She also focuses on how the instability of power affects people's cognition and behaviour.

### **3. Alexandra Levitt**

A former columnist for the *Wall Street Journal* and writer for the *New York Times*, *Fast Company*, and *Forbes*, Levitt has authored several books, including *They Don't Teach Corporate in College* (Career Press, updated 2019) and *Humanity Works* (Kogan Page, 2019). Her research focuses on the future of work, technology adoption, the millennial generation, gender differences and bias, and the skills gap.

### **4. Joost Minnaar & Pim de Morree**

Self-styled Corporate Rebels, Minnaar and de Morree are on a mission to make work more fun. In 2016, they quit their frustrating corporate jobs and set out to travel the globe to visit the world's most inspiring organizations, from Spotify to Patagonia, sharing their insights via their blog and speaking engagements, and inspiring a movement to make positive changes in the way people work.

### **5. Aneeta Rattan**

Assistant professor of organizational behaviour at London Business School, Rattan's work focuses on mindsets and intergroup relations, including stereotyping, prejudice, and inequity. Her research examines how minorities and women can cope with bias at work more effectively. She is the author of the HBR blog, "Confronting a Biased Comment Can Increase Your Sense of Belonging At Work" (May 2018).

### **6. Megan Reitz**

Reitz's latest book, *Speak Up: Say what needs to be said and hear what needs to be heard* (FT Publishing International, 2019) follows on from her research into the impact of mindful leadership and "speaking truth to power". Associate professor of leadership and dialogue at Ashridge Hult International Business School, Reitz's work focuses on the intersection of leadership, change, dialogue, and mindfulness.

## **7. Michael Smets**

Associate professor in management and organization studies at Saïd Business School at Oxford University, Smets is the lead author of *The CEO Report*. An up and coming voice on leadership, he offers new insights into how the role and the attributes of CEOs have changed in a rapidly evolving global environment. His other research focuses on professional service firms, especially their internationalization, innovation and regulation.

## **8. Ruchika Tulshyan**

The author of *The Diversity Advantage* (CreateSpace, 2016) and a contributor to HBR, Tulshyan is an expert on diversity and founder of the advisory firm Candour. She helps organizations drive difficult, but necessary workplace conversations around dismantling barriers to building inclusive cultures. Her work focuses on designing equitable organizations and elevating the voices of professional women of colour.

## **STRATEGY AWARD**

*In partnership with the Brightline Initiative*

### **1. Omar Abbosh, Paul Nunes & Larry Downes**

The authors of *Pivot to the Future: Discovering Value and Creating Growth in a Disrupted World* (Public Affairs 2019), Abbosh, Nunes, and Downes use insights from a two-year Accenture study to introduce the concept of the “wise pivot” – a replicable strategy for perpetual reinvention. Based on Accenture’s own experience of reinvention in the face of disruption in its markets, they offer a new methodology to unlock trapped value.

### **2. Chris Clearfield & Andras Tilscik**

Clearfield and Tilscik are the authors of the award-winning book, *Meltdown: Why Our Systems Fail and What We Can Do About It* (Penguin Press, 2018). They explore the complexity and risks of organizations’ increasing reliance on computer-based systems, and propose different sets of solutions, such as designing more transparent and loosely coupled systems, encouraging dissent, and using structured decision tools.

### **3. Steve Goldbach & Geoff Tuff**

Too many organizations have developed bad habits, contend Deloitte Consulting duo Goldbach and Tuff in their incendiary book, *Detonate: Why - And How - Corporations Must Blow Up Best Practices (and bring a beginner's mind) To Survive* (Wiley, 2018). They propose concepts such as Shunryu Suzuki’s “beginner’s mind” to create four strategic “detonate” principles, and challenge seven existing best practice beliefs.

### **4. Anil Gupta & Haiyan Wang**

Gupta, a professor at the University of Maryland and Wang, managing partner at the China India Institute, are the co-authors of *The Quest for Global Dominance; Getting China Right* (Wiley, 2008), and *The Silk Road Rediscovered* (Wiley, 2014). Their work

focuses on the transformational rise of emerging markets, in particular China and India. Their current research looks at Asia's digital future and digital protectionism.

### **5. Michael Jacobides**

A professor at London Business School, a visiting scholar at the New York Fed and academic adviser to the Boston Consulting Group, Jacobides is leading research into the rise of business ecosystems. He co-authored the World Economic Forum's 2019 briefing paper on digital platforms and ecosystems. Seven of the world's largest companies now depend on such ecosystems. With digital platforms ushering in a new era of collaboration and partnership, he contends, the firms that want to succeed must think ecosystem, not egosystem.

### **6. Rita McGrath**

McGrath is a globally recognized expert on strategy, innovation, and entrepreneurship. On the faculty at Columbia Business School, she champions the harnessing of disruptive influences for competitive advantage. Her latest book *Seeing Around Corners: How to Spot Inflection Points in Business Before They Happen* (Horton, Mifflin and Harcourt, 2019), examines the "overnight" shifts that disrupt a market – and reveals how smart leaders can learn to anticipate them.

### **7. Nicolaj Siggelkow & Christian Terwiesch**

Wharton professors, Siggelkow and Terwiesch are the authors of *Connected Strategy: Building Continuous Customer Relationships for Competitive Advantage* (HBR, 2019), in which they identify four pathways (respond-to-desire; curated offering; coach behaviour; and automatic execution) for turning episodic customer interactions into continuous relationships, and thereby creating competitive advantage.

### **8. Ming Zeng**

Zeng is the author of *Smart Business: What Alibaba's Success Reveals About the Future of Strategy* (HBR Press, 2019). Chief Strategy Officer at Alibaba, he provides insights from the strategies and tools used by leaders at the Chinese digital giant and other firms to provide a framework to guide strategy formulation and execution. The book explains the revolutionary practices he developed at Alibaba to meet the challenges of today's data-rich and highly interactive environment. He was previously a professor of strategy at the Cheung Kong School of Business in Beijing and a faculty member at INSEAD.

## **TALENT AWARD**

### **1. Dan Cable**

Cable's research focuses on employee engagement and organizational culture. In *Alive at Work: The Neuroscience of Helping Your People Love What They Do* (HBR Press, 2018) the London Business School professor argues that the reason for unhappiness at work is biological: organizations are shutting off the part of our brain that craves exploration

and learning, and he identifies the small changes can make a meaningful impact, and restore zest for work.

## **2. Dorie Clark**

A former US presidential campaign spokeswoman turned consultant, author, and sometime Duke University professor, the *New York Times* described Clark as an “expert at self-reinvention and helping others make changes in their lives”. Her book *Entrepreneurial You: Monetize Your Expertise, Create Multiple Income Streams, and Thrive* (HBR Press, 2017) outlines the necessary elements and concrete tactics for entrepreneurial success. Clark’s other books include *Reinventing You* and *Stand Out*.

## **3. Francesca Gino**

A professor at Harvard Business School, Gino has spent over a decade identifying and studying rebels in organizations worldwide, arguing that the cultivation of rebel talent plays a key role in how businesses evolve and prosper in the face of fierce competition, and turbulent markets. Her latest book is *Rebel Talent: Why it Pays to Break the Rules in Work and Life* (Day Street Books, 2018).

## **4. Morten Hansen**

Hansen’s research focuses on how to succeed at work. In *Great at Work: How Top Performers Do Less, Work Better, and Achieve More* (Simon & Schuster, 2018) he draws from an extensive original study to provide a new theory of professional productivity. The Berkeley professor outlines “seven work smarter practices” that can be adopted by anyone looking to maximize their time and performance.

## **5. William R. Kerr**

A professor at Harvard Business School, Kerr’s research focuses on how businesses and economies grow, typically through connections to innovation, entrepreneurship, and globalization. His publications have looked at global ventures, immigration, and talent clusters. His book *The Gift of Global Talent: How Migration Shapes Business, Economy & Society* (SUP, 2018), argues that global talent flows are fundamentally reshaping business and society, and that American policies toward high-skilled immigration need substantial reform.

## **6. Jennifer Petriglieri**

Petriglieri is the author of *Couples That Work: How to Thrive in Love and at Work* (Penguin Life, 2019), in which she reframes career advice: to balance ambition at work with ambition for relationships. Drawing on five years of research, the INSEAD professor identifies common triggers and traps working couples face, and offers a range of tools to help them resolve their work and home life issues.

## **7. Daniel Pink**

Pink is the author of six provocative books, including *When: The Scientific Secrets of Perfect Timing* (Canongate, 2018), in which he argues that the “when” is just as important as the “why” and the “what”, when we make decisions. Former journalist and

recognized expert on the science of motivation, timing, and the business zeitgeist, Pink writes and creates at the intersection of work, psychology, and society.

### **8. Dan Pontefract**

Formerly the Chief Envisioner and Chief Learning Officer of TELUSA, Pontefract is the author of *Flat Army* (Wiley, 2013), *The Purpose Effect* (Elevate, 2016) and, most recently, *Open to Think: Slow Down, Think Creatively and Make Better Decisions* (Figure 1, 2018). Pontefract proposes moving away from the habit of quick decisions and quick actions which, he says, leads more to failure than success. His solution is “open thinking”, a cyclical process in which creativity is encouraged, critiquing leads to better decisions, and thoughtful action delivers positive and sustainable results.