



## **PRESS RELEASE**

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### **BUSINESS GURUS SHORTLISTED FOR OSCARS OF MANAGEMENT THINKING**

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

Awards will be made in ten categories: Innovation; Digital Thinking; Strategy; Ideas into Practice; Leadership; Talent; Social Enterprise; the CK Prahalad Breakthrough Idea Award (named after the innovative business thinker who twice topped the Thinkers50 ranking); the Radar Award for the thinker most likely to shape the future; and the Lifetime Achievement Award.

“Thinkers50 is a celebration of the very best new management thinking as well as those ideas which stand the test of time,” says Des Dearlove, who created Thinkers50 with Stuart Crainer in 2001. “We are looking for ideas with a potential impact that extends beyond the business world to address issues ranging from reducing poverty to building a sustainable model of capitalism.”

This year’s awards highlight thinkers whose ideas have the potential to change the world. The shortlist for the Breakthrough Idea Award, for example, includes Robin Chase, the co-founder of Zipcar, for her incorporation of the peer-to-peer economy into the business world. Also nominated for the Breakthrough Idea Award are Rachel Botsman for the concept of ‘collaborative consumption’; Dave Ulrich for his Leadership Capital Index; as well as Brain Robertson for ‘holacracy’, the antidote to hierarchy.

On November 9<sup>th</sup> 2015, thinkers from around the world will convene in London for what has been described as the Oscars of management thinking to discover who has won the prestigious awards. The shortlists include business experts from more than 12 nationalities, including India, Korea, Cuba, Austria, France, India, Italy, Canada, the UK and the US. The shortlists also include more women than ever before. (The full shortlists are below.)

“It is great to see such diversity on the shortlists,” says Stuart Crainer, who co-created the Thinkers50 with Dearlove. “For too long business thinking could be characterized as male, pale and stale. That’s no longer the case. As management becomes more global, too, and people move around the world it is increasingly difficult to pinpoint exactly which country a thinker comes from. The theme of Thinkers50 2015 is our own global footprint and the increasingly global nature of

management ideas.”

Thinkers50 2015 sponsors include Fujitsu, Speakers Associates, the European Centre for Strategic Innovation, and *Talent Quarterly*. Thinkers50 affiliates now cover the world and include: the Nordic Business Forum; Future Ideas (Netherlands); The Growth Faculty (Australia); India’s Institute for Competitiveness; and MCT (Turkey).

### **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 2013 winner was Professor Clayton Christensen of Harvard Business School. Previous winners include CK Prahalad (2009 and 2007); Michael Porter (2005) and Peter Drucker (2001 and 2003).

For Thinkers50 2015, more than 20,000 people suggested their favored thinkers at the Thinkers50 website and 1,200 nominated thinkers for the awards.

Thinkers50 2015 advisers, drawn from America, Asia, and Europe, include Mohi Ahmed, Fujitsu; Alper Utku, European Leadership University; Mark Allin, CEO of John Wiley & Sons; Amit Kapoor, Institute for Competitiveness, India; Deepa Prahalad, author, business strategist and consultant; Cosimo Turroturro of Speakers Associates; Danny Stern of Stern Associates and Adi Ignatius of the *Harvard Business Review*.

### **About Stuart Crainer and Des Dearlove**

Des Dearlove & Stuart Crainer are the founders and directors of Thinkers50. They are the authors of more than 15 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 AWARDS 2015

### SHORTLISTS

#### BREAKTHROUGH IDEA AWARD

The T50 Breakthrough Idea Award celebrates a Eureka moment in management. It is given to a radical idea, which has the potential to change the way we think about business forever. From Taylorism to the Fortune at the Bottom of the Pyramid, new ideas have challenged what we know about the world. This award is dedicated to the legacy of CK Prahalad who proved there is nothing so practical as a great idea.

Previous winners: The Ellen MacArthur Foundation for the circular economy; and Vijay Govindarajan for the \$300 house.

2015 Shortlist:

**1. Collaborative Consumption/Rachel Botsman**

Co-author of *What's Mine is Yours: How Collaborative Consumption is Changing the Way We Live* (HarperCollins) and a visiting lecturer at Oxford University, Saïd Business School, Botsman's TED talk on the collaborative economy has been watched by more than 2 million people.

**2. Peers Inc./Robin Chase**

The incorporation of the peer-to-peer economy into the business world, championed by co-founder of Zipcar and transportation entrepreneur. Book published by Public Affairs (2015).

**3. Exponential Organizations/Salim Ismail, Michael Malone and Yuri van Geest**

Ismail is an entrepreneur, former VP of Yahoo, founding executive director of Singularity University; Malone a leading journalist and author; and van Geest a digital consultant and speaker based in the Netherlands. Authors of *Exponential Organizations* (Diversions, 2014).

**4. Blue Ocean Leadership/W Chan Kim & Renée Mauborgne**

INSEAD professors and authors of global bestseller *Blue Ocean Strategy* (HBR, 2005), turn their attention to leadership and re-constitute it as a service.

**5. Collaborative Intelligence/Dawna Markova and Angie McArthur**

Markova (ex-MIT) and McArthur of Professional Thinking Partners champion the concept of CQ in 2015 book *Collaborative Intelligence* (Random House).

**6. Behavioral Fitness/Lee Newman**

Workplace behaviors can be fine-tuned and improved in similar ways to how we improve our bodies. Positive psychology meets leadership courtesy of consultant turned b school professor, and dean of IE School of Human Sciences & Technology.

**7. Holacracy/Brian Robertson**

Philadelphia-based entrepreneur and former CEO, author of *Holacracy* (Portfolio, 2015) which provides an antidote to hierarchy.

**8. Leadership Capital Index/Dave Ulrich**

Prolific author from the University of Michigan's Ross School, provides an index by which investors can gauge leadership strength of an organization. Book out later this year (Berrett Koehler).

## DIGITAL THINKING

Digital technology has transformed the world of work. It has also changed the way we understand ourselves as human beings. But which thinker's research and insights shed the newest and most original light on the new digital reality? The T50 Digital Thinking Award celebrates the thinker who has done the most to convert the digital language of the 0 and 1 into useful human insights.

This is a new award.

2015 Shortlist:

**1. Erik Brynjolfsson & Andrew McAfee**

MIT co-authors of *The Second Machine Age* (Norton, 2014) and *Race Against the Machine* (Digital Frontier Press, 2011).

**2. Enrique Dans**

Professor at IE Business School, blogger at enriquedans.com, one of most followed global tech opinion formers with more Twitter followers than any other professor.

**3. Peter Diamandis**

Founder X Prize Foundation, co-author of *Abundance* (Free Press, 2012) and *Bold* (Simon & Schuster, 2015), and co-founder Singularity University.

**4. Umair Haque**

Commentator, HBR blogger, author of *The Lamp and the Light* (ebook, 2015).

**5. Nilofer Merchant**

Silicon Valley-based ex-exec, author *11 Rules for Creating Value in the Social Era* (HBR, 2012).

**6. Alex 'Sandy' Pentland**

Director Human Dynamics Lab at MIT, author of *Social Physics* (Penguin, 2014).

**7. Don Tapscott**

Author of *Digital Capital*, *Wikinomics* and other bestsellers including *Radical Openness* (TED, 2013).

**8. Jim Whitehurst**

Ex-Delta CEO and now CEO of Red Hat, author *The Open Organization* (HBR, 2015).

## **IDEAS INTO PRACTICE**

There is nothing so practical as a great idea. At Thinkers50 we value new thinking that makes a valuable contribution in the real world. Equally, we admire organizations that are open to new ideas no matter what their source. The T50 Ideas into Practice Award celebrates an organization putting new ideas to work.

This is a new award.

2015 Shortlist:

### **Haier & Zhang Ruimin**

Relentless change, teamworking, destruction of middle management layers, combined with long-term dynamic leadership.

### **Red Hat & Jim Whitehurst**

The open source movement applied to management of a modern corporation. Ideas captured in Whitehurst's book *The Open Organization* (HBR, 2015).

### **Singularity University & Peter Diamandis, Ray Kurzweil & Robert Richards**

Think tank meets educational institution and more. Silicon Valley-based benefit corporation seeking to change the shape of education.

### **Zipcar & Robin Chase**

The incorporation of the peer-to-peer economy into the business world made real by Chase, co-founder of Zipcar.

## INNOVATION

If necessity is the mother of invention, then innovation is its nurturing father. The word innovate comes from the Latin to “make new”. It has never been more pressing – in society as well as in organizations. The T50 Innovation Award recognizes the thinker who has contributed the most to our understanding of innovation over the last two years.

Previous winners: Navi Radjou and Clay Christensen

2015 Shortlist:

**1. Scott Anthony**

Managing partner of Innosight, coauthor with Clay Christensen and solo of *The First Mile* (HBR, 2014).

**2. Alexa Clay & Kyra Maya Phillips**

Innovation comes from the fringe. How to hustle like a gangster, think like a pirate and more alternative takes revealed in *Misfit Economy* (Simon & Schuster, 2015).

**3. Rowan Gibson**

Co-founder of Innovation Excellence and author, most recently, of *Four Lenses of Innovation* (Wiley, 2015).

**4. Vijay Govindarajan**

Creator of reverse innovation. Tuck Business School professor and author of forthcoming *The Three Box Solution* (HBR, 2016).

**5. Linda Hill**

Harvard Business School professor and co-author *Collective Genius* (HBR, 2014).

**6. Gary Pisano**

Harvard Business School professor, co-author *Producing Prosperity* (HBR, 2012) and most recently author of “You Need an Innovation Strategy” in *Harvard Business Review*.

**7. Alf Rehn**

Finnish academic, speaker and author of *Dangerous Ideas* (Marshall Cavendish, 2011) and coauthor of *Trendspotting* (ebook, 2013).

**8. Juan Pablo Vazquez Sampere**

Professor at IE Business School and frequent HBR blogger applying disruptive innovation concepts to current managerial challenges.

## LEADERSHIP

Teams, corporations, and organizations of every kind, demand and require leadership. Yet the nature of that leadership and how we understand the role of the leader is constantly being reappraised. The T50 Leadership Award acknowledges thinkers who shed powerful and original new light onto this perennial and still vital subject.

Previous winners: Herminia Ibarra and Marshall Goldsmith

2015 Shortlist:

**1. Amy Cuddy**

Harvard Business School social psychologist, author of *Presence* (later in 2015).

**2. Marshall Goldsmith**

One of the world's leading executive coaches and author, most recently of *Triggers* (Crown, 2015).

**3. Hal Gregersen**

Executive director MIT Leadership Center; and co-author of *The Innovator's DNA* (HBR, 2011).

**4. Heidi Grant Halvorson**

Social psychologist based at Columbia Business School and the NeuroLeadership Institute. Author of *No One Understands You and What to do About It* (HBR, 2015).

**5. Herminia Ibarra**

INSEAD professor and author of bestselling *Think Like a Leader, Act Like a Leader* (HBR, 2015).

**6. Fred Kiel**

Co-founder and principal of KRW International. Author of *Return on Character* (HBR, 2015).

**7. Gianpiero Petriglieri**

Psychiatrist, INSEAD professor and prolific HBR blogger.

**8. Liz Wiseman**

Former Oracle exec and author of *Multipliers* (Harper, 2010) and co-author of *The Multipliers Effect* (Corwin, 2013). *Rookie Smarts: Why Learning Beats Knowing in the New World of Work* (HarperBusiness, 2014).

## **SOCIAL ENTERPRISE**

Capitalism can be a force for good. Social enterprises – businesses, which aim to do good as well as making a profit – challenge the way we think about business and its role in society. The T50 Social Enterprise Award celebrates the business thinker who has done the most to further our understanding of these nascent organizations.

This is a new award.

2015 Shortlist:

### **1. Liam Black**

One of the UK's best-known social entrepreneurs, having led successful social enterprises, most recently Fifteen with chef Jamie Oliver. Author of *There's No Business Like Social Business* (The Cat's Pyjamas, 2004), and the *Social Entrepreneur's A to Z* (2014).

### **2. Bill Drayton**

Founder and CEO of Ashoka, a non-profit organization dedicated to finding and fostering social entrepreneurs worldwide.

### **3. Pamela Hartigan**

Director of Skoll Centre for Social Entrepreneurship at Saïd Business School; managing director of the Schwab Foundation for Social Entrepreneurship; and co-author *The Power of Unreasonable People* (HBR, 2011).

### **4. Rebecca Henderson**

Professor at Harvard University, research fellow at National Bureau of Economic Research, joint editor of *Leading Sustainable Change* (OUP, 2015), leads 'Reinventing capitalism' course at Harvard Business School, and HBR blogger.

### **5. Leila Janah**

Social entrepreneur, founder of the Sama Group, youngest recipient of the Club de Madrid Leadership Award. Named Social Entrepreneur of the Year by the Social Enterprise Alliance, one of *Fortune's* Most Powerful Women Entrepreneurs, and one of the seven most powerful women in tech in 2014 by *Entrepreneur*.

### **6. Johanna Mair**

Professor at the Hertie School of Governance in Berlin and visiting scholar at the Stanford Center on Philanthropy and Civil Society. Academic editor, *Stanford Social Innovation Review*.

### **7. Alex Nicholls**

Professor of social entrepreneurship at Saïd Business School, Oxford. Author of *Changing the Game: The Politics of Social Entrepreneurship* (forthcoming).

### **8. Sally Osberg & Roger Martin**

Osberg is President and CEO of the Skoll Foundation, and Martin is a best-selling author and director of the Martin Prosperity Institute at the Rotman School of

Management. Osberg and Martin are co-authors of 'Two Keys to Sustainable Social Enterprise' (HBR, May 2015) and *Getting Beyond Better* (Harvard, 2015).

## STRATEGY

Where you are going and how you intend to get there lies at the heart of management and leadership. Strategy is the intellectual and inspirational lifeblood of organizations. The T50 Strategy Award celebrates the very best of strategic thinking. If you were running a corporation who would you turn to for strategic advice?

Previous winners: Rita McGrath, W Chan Kim and Renée Mauborgne

2015 Shortlist:

### 1. Richard D'Aveni

Tuck Business School professor, creator of "hypercompetition". Most recent work on impact of 3D-printing revolution. Books include *Strategic Capitalism* (McGraw Hill, 2012).

### 2. Niraj Dawar

Ivey Business School professor, author of *Tilt: Shifting Your Strategy from Products to Customers* (HBR, 2013).

### 3. Pankaj Ghemawat

Professor of Management and Strategy and Director of the Center for the Globalization of Education and Management at the Stern School of Business. Author of *World 3.0* (HBR, 2011).

### 4. Benjamin Gomes-Casseres

Professor of International Business at the Brandeis International Business School. Author of *Remix Strategy: The Three Laws of Business Combinations*, (HBR, 2015).

### 5. Rita G McGrath

Professor at Columbia Business School and author of *The End of Competitive Advantage* (Harvard, 2013).

### 6. Alex Osterwalder & Yves Pigneur

Authors of *Business Model Generation* (Wiley, 2010). Invented the "Business Model Canvas," used by companies worldwide. The original book followed by *Business Model You* (Wiley, 2012) and *Value Proposition Design* (Wiley, 2014).

### 7. Michael E Porter & James E. Heppelmann

Harvard strategy guru and Heppelmann, CEO of PTC, authored influential November 2014 *Harvard Business Review* article, 'How Smart Connected Products are Transforming Competition'.

### 8. Martin Reeves, Knut Haanaes, & Janmejaya Sinha

Boston Consulting Group strategy experts and co-authors of *Your Strategy Needs a Strategy* (HBR, 2015).

## TALENT

In ancient Greece the talent was a unit of currency. Today, human talent has become *the* global currency, with organizations competing for the very best people from around the world. With the changing attitudes to work and new generations entering the workforce, the challenge now is to better understand how talented individuals work best and they can be effectively attracted, motivated and retained. Research into talent has never been so important and practically useful.

This is a new award.

2015 Shortlist:

**1. Tomas Chamorro-Premuzic**

University College, London and Columbia academic as well as head of assessment company. Author of the book *Confidence* (Profile, 2013).

**2. Robin Ely**

Harvard Business School professor and expert on gender and race issues.

**3. Claudio Fernandez-Araoz**

Senior adviser at Egon Zehnder. Author of *It's Not the How or the What but the Who: Succeed by Surrounding Yourself with the Best*, (HBR, 2014).

**4. Stew Friedman**

Practice professor at Wharton. Books include *Total Leadership* (HBR, 2008) and *Baby Bust: New Choices for Men and Women*, (Wharton Digital Press, 2013), and *Leading the Life You Want* (HBR, 2014).

**5. Adam Galinsky & Maurice Schweitzer**

The Columbia and Wharton professors are authors of *Friend and Foe* (Crown, 2015) which argues that the foundation of all human interaction lies in cooperation and competition. The key is to balance the tension between the two.

**6. Whitney Johnson**

Founder and Managing Director of Springboard Fund, and co-founder of Rose Park Advisors along with Clayton Christensen. Author of *Dare, Dream, Do* (Bibliomotion, 2012); and *Disrupt Yourself*, (Bibliomotion, 2015).

**7. Doug Ready**

Author of Harvard Business Review articles, Senior Lecturer in Organization Effectiveness at the MIT Sloan School of Management and founder of the International Consortium for Executive Development Research.

**8. Zeynep Ton**

Adjunct associate professor in the operations management group at MIT Sloan School of Management. Before MIT Sloan, she spent seven years on the faculty at Harvard Business School. Author of *The Good Jobs Strategy* (New Harvest, 2014).

## THINKERS50 RADAR AWARD

Which of the new generation of business thinkers is most likely to shape the future of business and business thinking? Whose work has the potential to challenge the way we think about management? With the T50 Radar Award we identify and celebrate the thinker-most-likely-to.

Previous winners: Nilofer Merchant and Lucy Marcus.

2015 Shortlist:

### 1. David Burkus

Oral Roberts University professor and author of *The Myths of Creativity* (Jossey-Bass, 2013).

### 2. Steven D'Souza

Director of Programs at the FT/IE Corporate Learning Alliance and co-author of the award winning, *Not Knowing: The Art of Turning Uncertainty into Possibility* (LID, 2014).

### 3. Erica Dhawan

Formerly with Lehman Brothers, Barclays Capital and Deloitte, now champion of idea of connectational intelligence. Co-author *Get Big Things Done* (St Martins Press, 2015).

### 4. Erin Meyer

INSEAD professor and author of *The Culture Map* (Public Affairs, 2014) and articles in *Harvard Business Review*.

### 5. Jennifer Petriglieri

INSEAD professor, rated as one of best business school professors under the age of 40.

### 6. Erin Reid

Questrom School of Business, Boston University professor. Attention grabbing 2014 HBR blog "Why some men pretend to work 80 hour weeks".

### 7. Lauren Rivera

A professor at Kellogg, Northwestern University, Rivera is a cultural sociologist who previously worked for Monitor.

### 8. Arun Sundararajan

Professor at Stern School of Business NY. His research has been recognized by six Best Paper awards, and been supported by organizations including Yahoo!, Microsoft, Google and IBM.

### 9. Anirban Dutta

Student at Indian Institute of Engineering Science and Technology, Shibpur. Winner of the Future Ideas Young Thinker's Award for research into transport systems.

## **LIFETIME ACHIEVEMENT AWARD**

The T50 Lifetime Achievement Award acknowledges an exceptional individual whose work has made an important contribution to global thought leadership over an extended period. This person has brought insights that challenge the way we think about management. Their work must be global, original and embraced by practitioners.

Previous winners: Ikujiro Nonaka and Charles Handy.

The 2015 recipient will be announced on October 1.

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