

**THINKERS**

**50**

**THINKERS50  
RADAR 2019**

Thinkers50 identifies,  
ranks, and shares the very  
best in management ideas.

Every January we publish  
our list of 30 thinkers  
to watch out for in the  
coming year.

# INTRODUCING THINKERS50 RADAR 2019

The world of management ideas is fast moving. Ideas emerge, change, and evolve. And now they do so on the global stage.

No business school, company, or region can claim to have a monopoly on management insights. Bright ideas to run organizations, inspire people, manage more efficiently, come up with entrepreneurial ideas and much more, are as likely to emerge in Silicon Wadi as Silicon Valley; Shenzhen as Chicago. Ideas are universal.

And some ideas grab your attention. You think they might just work in your organization. They provide an illuminating shaft of light when you have been floundering in organizational darkness. They address the issue you are grappling with right now.

Some ideas and some thinkers resonate. This is the basis of our annual selection of 30 thinkers to watch in the coming year. These are the people whose work we have encountered in our physical and intellectual travels. These are the people who have piqued our interest.

We have been helped along the way by a steady stream of suggestions from our website of thinkers we should be paying attention to. Many established thinkers have also suggested names and steered us in the direction of people who have inspired them.

The result, we think, is as powerful a group as we have ever identified in our annual selection. These 30 thinkers cover enormous ground – from AI to employee engagement, from cognitive diversity to immigration. The 30 are the most diverse group we have ever assembled, a dream team of researchers, advisers, entrepreneurs, and organizational leaders. They are the people to watch in 2019.

They are the Thinkers50 Radar Class of 2019.

Stuart Crainer & Des Dearlove  
*Thinkers50 Founders*



# TIFFANI BOVA



## Nationality

American

## Affiliation

Global customer growth and innovation evangelist at Salesforce.com Inc.

## Content

Growth IQ: Get Smarter About the Choices that Will Make or Break Your Business (Portfolio, 2018).

## Bio

Before working with Salesforce, Bova was a VP, Distinguished Analyst and Research Fellow at Gartner. She has also worked for start-ups and Fortune 500 companies including Sprint, Inacom, Interland (web.com) and Gateway Computers.

## Ideas

Considered one of the pioneers of cloud-based indirect channel programmes. Now champions ten paths to grow your business.

## Verdict

"Smart growth is sustainable growth and Tiffani Bova shows us how to maintain it by building a purpose-led culture and leveraging, instead of sacrificing, the dedication of your people."  
Arianna Huffington

## Website

tiffanibova.com

## Twitter

@tiffani\_bova

# PETER BREGMAN



**Nationality** American

**Affiliation** Founder Bregman Partners, consulting firm.

**Content** Leading with Emotional Courage; 18 Minutes; Four Seconds and Point B.

**Bio** BA from Princeton University and MBA from Columbia University.

**Ideas** Works with leaders to help create accountability and inspire collective action on their most important work. Creator of the Big Arrow process, which aims to align people and gets them working together to accomplish an organization's most important work. The Bregman Acceleration Model (BAM) quantifies the leadership and organizational gaps that get in the way of successful execution.

**Verdict** "There has never been a more pressing need for courageous leaders. Peter Bregman's contribution is powerful and timely," Thinkers50

 **Website** [bregmanpartners.com](http://bregmanpartners.com)

 **Twitter** [@peterbregman](https://twitter.com/peterbregman)

# LEONARD BRODY



## Nationality

Canadian

## Affiliation

Co-founder and chairman of Creative Labs, a joint venture with Creative Artists Agency. Also co-owner of Coventry City Football Club.

## Content

Co-author of Innovation Nation: Canadian Leadership from Jurassic Park to Java, and Everything I Needed to Know About Business...I Learned from a Canadian. Currently writing a new book called The Great Rewrite.

## Bio

A venture capitalist and author Brody is a serial entrepreneur. A two-time Emmy nominated media visionary, he has helped raise millions of dollars for startups, been through one of the largest internet IPOs and involved in founding and the successful exit of numerous companies. He has a BA from Queens University; a law degree from Osgoode Hall; and is a graduate of Harvard Business School's Private Equity Program.

## Ideas

Brody says the world changed in 2009 as people moved from talking about the future to a moment when the future arrived. At that moment we started rewriting the planet from the ground up.

## Verdict

"Leonard Brody is unusual in that he is a digital visionary who has consistently and successfully put his money where his mouth is – and continues to do so." Thinkers50

## Website

<https://www.forbes.com/kpmg/the-great-rewrite>

## Twitter

@lbrody

# CHRISTIAN BUSCH

**Nationality**

German

**Affiliation**

London School of Economics and co-founder Leaders on Purpose and Sandbox Network, a community of young innovators active in over 20 countries.

**Content**

The Serendipity Factor (forthcoming, Penguin, 2020).

**Bio**

Educated at the University of Hagen, LSE, Furtwangen University and Moscow Business School. Previously worked in business globally. Served as Senior Advisor at the National Entrepreneur's Association, on Ashoka's Selection Panel, and the African Entrepreneurship Award. Finalist in the FT's 2018 Bracken Bower Prize for work on "the impact organization".

**Ideas**

Focuses on the purpose-driven business, entrepreneurship, and social innovation. The serendipity factor: how the science of coincidence can be harnessed in life and work.

**Verdict**

"Making sense of the role of serendipity in business and showing it to be something we can influence is a potentially important contribution to our understanding of management." Thinkers50

** Website**

[leadersonpurpose.com](http://leadersonpurpose.com); [sandbox.is](http://sandbox.is)

** Twitter**

@chrisLSE

# GABRIELLA CACCIOTTI



**Nationality** Italian

**Affiliation** Professor in Entrepreneurship, Warwick Business School.

**Content** Harvard Business Review blog "How fear helps (and hurts) entrepreneurs" with James Hayton.

**Bio** Doctorate from Warwick Business School followed by research at Aalto University School of Business, Helsinki. Has degrees from Bocconi University and Fudan University, China.

**Ideas** Cacciotti's research looks at cognition and emotions in entrepreneurship; fear of failure and entrepreneurial motivation.

**Verdict** "Failure is blindly venerated as an important part of the entrepreneurial learning process. Cacciotti's research provides a useful and interesting new lens to look at the reality of failure."  
Thinkers50

**Website** <https://www.wbs.ac.uk/about/person/gabriella-cacciotti>

**Twitter** @gcacciotti

# BRIANNA CAZA

**Nationality**

American

**Affiliation**

Associate Professor of Business Ethics, the Asper School of Business, University of Manitoba.

**Content**

HBR articles include "How to make room in your work life for the rest of yourself", "The hardest thing about working in the gig economy?", and "When work satisfaction comes from having four jobs".

**Bio**

Ph.D in Organizational Psychology from the University of Michigan and previously held faculty positions at the University of Illinois, Wake Forest University and the Center for Creative Leadership.

**Ideas**

Research focuses on when and how people do well in seemingly difficult work situations involving unexpected events, ethical dilemmas, daily tensions, and challenging interpersonal dynamics. Interested in identity and interpersonal dynamics relating to the gig economy, multiple job holding, and high stakes professional work.

**Verdict**

"An up-and-coming researcher who has written multiple HBR pieces on the new realities of work." Thinkers50

**Website**[http://umanitoba.ca/faculties/management/faculty\\_staff/academic\\_professors/brianna-caza.html](http://umanitoba.ca/faculties/management/faculty_staff/academic_professors/brianna-caza.html)**Twitter**

@briannacaza



# SAMEER DUA



**Nationality** Indian

**Affiliation** Founder of the Institute for Generative Leadership, India.

**Content** Declaring Breakdowns and Become.

**Bio** Founder of Gift Your Organ Foundation and founder and Chief Curator, of the Indian Business Literature Festival ([www.iblf.in](http://www.iblf.in)). Faculty member of the Naval Higher Command Course, a program for senior officers of the Indian armed forces at the Naval War College, Goa. TEDx speaker.

**Ideas** In contrast to academic degree programmes, the Institute for Generative Leadership focuses on developing embodied skills on the job through practices that enhance and complement the skills you already have, not just on understanding concepts.

**Verdict** "This is powerful stuff and Sameer makes it accessible to anyone. I suggest you try it – for the sake of your colleagues, your family, your friends and yourself." Marshall Goldsmith

**Website** [sameerdua.com](http://sameerdua.com); [generativeleadership.in](http://generativeleadership.in)

**Twitter** @duasameer

# EMMANUELLE DUEZ



**Nationality** French

**Affiliation** Founder and president, WoMen'Up, which focuses on topics related to male/female diversity; creator of The Boson Project.

**Content** Speaks on entrepreneurship, the youth of today and achieving gender balance in organizations.

**Bio** Serial entrepreneur, educated at X, Sciences Po, ESSEC and Bocconi University. Worked in strategy (SFR), social media marketing (Spring), politics (Ministry of Finance) and at a management consultancy (Deloitte). In 2013, launched The Boson Project, a consulting firm, which harnesses the power of the young. Also an Ensign in the Citizens Reserve of the Navy, a body of 300 lobbyists charged with defending the interests of the sea and the Navy.

**Ideas** The name of the Boson Project comes from the Higgs boson elementary particle. "We operate on the elementary particles of companies, that is to say: human resources," says Duez. Young people entering the workforce now – 'Y', 'Z', 'Millennial', or 'digital native' generation – will be the catalyst of a major societal transformation, a third anthropological revolution. "This young generation rings the death knell of yesterday's world, and prepares our entering of the world of tomorrow," she says.

**Verdict** "Emmanuelle Duez, the flagship entrepreneur of the Y generation." Le Figaro

**Website** [thebosonproject.com](http://thebosonproject.com)

**Twitter** @manou-boson

# TIFFANY DUFU



## Nationality

American

## Affiliation

Catalyst-at-large in the world of women's leadership.

## Content

Drop the Ball.

## Bio

Founder and CEO of The Cru, a peer coaching service for women looking to accelerate their professional and personal growth. She was a launch team member to Lean In and was Chief Leadership Officer at Levo, one of the fastest growing millennial professional networks. Named to Fast Company's League of Extraordinary Women, Dufu has raised nearly \$20 million toward the cause of women and girls. Previously, President of The White House Project, a Major Gifts Officer at Simmons College in Boston, and Associate Director of Development at Seattle Girls' School. On the board of Girls Who Code and Simmons College.

## Ideas

Drop the Ball is about why mothers should expect less of themselves, and more of their partner. Dufu advocates a rebalancing of the domestic chores and expectations that make work life balance so difficult for working women to achieve.

## Verdict

Drop the Ball is "important, path-breaking, intimate and brave."  
Gloria Steinem

## Website

tiffanydufu.com; droptheball.com

## Twitter

@tdufu

# TASHA EURICH



**Nationality** American

**Affiliation** Principal of The Eurich Group, an executive development firm.

**Content** Bankable Leadership and Insight.

**Bio** With a PhD in Industrial-Organizational Psychology, her primary areas of expertise are executive coaching, leadership development programmes, and executive team development. Her TEDxMileHigh talks have been viewed nearly three million times and she is a member of Marshall Goldsmith's 100 Coaches.

**Ideas** Eurich explores the connection between self-awareness and success, and the mechanics of becoming more self-aware.

**Verdict** "Has a unique combination of scientific rigour, business savvy and passion for making a positive difference in the world."  
Alan Mulally, former Ford CEO

 **Website** [tashaeurich.com](https://tashaeurich.com)

 **Twitter** [@tashaeurich](https://twitter.com/tashaeurich)

# JAVIER GOYENECHE



## Nationality

Spanish

## Affiliation

CEO EcoAlf.

## Content

Sold his first company in 2012, the clothing and accessories chain Fun & Basics, and is now putting his efforts into Ecoalf, a project he began in 2009 and which is becoming a global benchmark for sustainability and fashion. His vision involves recycling waste plastic in order to turn it into fabrics and materials that are of the same quality as conventional products and are both attractive and ethical.

## Bio

Born in Madrid, studied in Spain, London and Paris, while also taking part in international equestrian competitions. Goyeneche has a degree from the European Business School and did post-graduate work at Northwestern University in Chicago. In 1995, founded Fun & Basics, specializing in contemporary fashion handbags and accessories. In 2012, he sold the business to concentrate on Ecoalf, B Corp named after his son Alfredo.

## Ideas

We are entering a new era in which consumers will demand that companies represent values that they identify with. This challenge requires a new generation of entrepreneurs who respect the three-way balance between people, the planet and profit.

## Verdict

"Inspirational and thoughtful entrepreneur addressing one of the world's biggest issues." Thinkers50

## Website

[ecoalf.com](http://ecoalf.com)

## Twitter

[@ecoalf](https://twitter.com/ecoalf)

# JEREMY HEIMANS



## Nationality

Australian

## Affiliation

Co-founder and CEO of Purpose; co-founder of Australian political organization GetUp!; and Avaaz, the world's largest online citizens' movement (nearly 50 million members).

## Content

New Power (with Henry Timms).

## Bio

Child activist in his native Australia, he ran media campaigns and lobbied leaders on issues like children's rights and nuclear non-proliferation. One of Fast Company's Most Creative People in Business. Educated at Harvard University and the University of Sydney, and began his career with McKinsey & Company. Heimans and Timms' thinking on new power has been featured as the Big Idea in Harvard Business Review, as one of CNN's "ideas to change the world" and his TED talk on the topic has been viewed more than 1.4 million times.

## Ideas

Purpose is a global organization headquartered in New York that builds and supports movements for a more open, just, and habitable world. "The future will be won by those who can spread their ideas better, faster and more durably."

## Verdict

"Might be the most influential Australian in the world". The Monthly

## Website

Purpose.com; avaaaz.org; thisisnewpower.com

## Twitter

@jeremyheimans

# MARGA HOEK



## Nationality

Dutch

## Affiliation

Board member of Dutch Sustainable Business, chairman of Green Minds and partner at Chairman Mentors International.

## Content

Author of *The Trillion Dollar Shift* and *New Economy Business*; Huffington Post columnist.

## Bio

MBA from NCOI and a Masters from the University of Amsterdam and Erasmus University Rotterdam. CEO, non-executive, and supervisory board experience.

## Ideas

The United Nations' Sustainable Development Goals (SDGs), 17 goals to achieve by 2030, identify important challenges facing the world such as overcoming poverty and combating climate change. To accelerate and scale-up the solutions to these challenges, business and capital must play a leading role.

## Verdict

"If sustainability is to be more than empty and ironic rhetoric, it needs to bridge the gap between words and actions. By making the link between the UN's Sustainable Development Goals and sustainable business, Hoek is its worthy champion," Thinkers50.

## Website

[www.businessforgood.world](http://www.businessforgood.world)

## Twitter

@margahoek

# AYANNA HOWARD



## Nationality

American

## Affiliation

Professor and chair of the School of Interactive Computing at Georgia Institute of Technology.

## Content

13 academic book chapters, 46 journal publications and 200 conference publications.

## Bio

Educated at the University of Southern California, Brown University and Claremont University. Began developing robots while working in NASA's Jet Propulsion Laboratory. Founded the educational technology company Zyrobotics in 2013, and now its chief technology officer. AI advisor on the YouTube Future of AI documentary series produced by Robert Downey Jr. and evaluator for the Google \$25 million AI for Social Good Challenge.

## Ideas

As robots become more commonplace, the answer to the question of how we control them will be to make them more human. Specializes in specific applications of the technology, including use in pediatric and general health care, and education. Also how human biases – including racial and gender discrimination – can be unwittingly programmed into robots and AI.

## Verdict

"An intelligent voice on artificial intelligence." Thinkers50

## Website

<http://howard.ece.gatech.edu>

## Twitter

@robotsmarts



# WILLIAM KERR

**Nationality**

American

**Affiliation**

Professor at Harvard Business School, co-director of the Managing the Future of Work Project.

**Content**

The Gift of Global Talent: How migration shapes business, economy and society (Stanford, 2018).

**Bio**

Educated at the University of Virginia and then MIT where he became a lecturer. Worked in the executive office of the President. A recipient of the Ewing Marion Kauffman Prize for Distinguished Research in Entrepreneurship.

**Ideas**

Explores impact of immigrants on business, the economy and society.

**Verdict**

“There’s a revolution taking place in entrepreneurship as powerful new technologies allow startups to pursue global business opportunities. Kerr dives deep into the pool of global talent behind this transformation.” Eric Ries

**Website**[www.hbs.edu/managing-the-future-of-work/research/Pages/global-talent.aspx](http://www.hbs.edu/managing-the-future-of-work/research/Pages/global-talent.aspx)**Twitter**

@william\_r\_kerr

# OLEG KONOVALOV



## Nationality

Russian

## Affiliation

Consultant.

## Content

Author of *Corporate Superpower* (2018) and *Organizational Anatomy* (2016). *The Trinity of Business* is forthcoming.

## Bio

Doctoral degree from the Durham University Business School and his MBA from the Open University Business School. Based in UK and Moscow.

## Ideas

Pioneered research on organizations' typology and identified relevant properties, effective structures and roles of external organisational relationships, synergy of functions and organizational metabolism; and advanced culture management through the enhancement of such metaphysical resources as trust, professionalism, creativity, accountability, teamwork, and shared vision. Social forms and informal social relations are also in the area of his interest as having a huge impact on how businesses act and access resources in different contexts and conditions.

## Verdict

"Great coaching on culture from a great thinker." Marshall Goldsmith

## Website

<http://olegkononov.com>

## Twitter

@olkonol\_oa

# KAIHAN KRIPPENDORFF



## Nationality

American

## Affiliation

Founder of the growth strategy and innovation consulting firm Outthinker.

## Content

Books include *The Way of Innovation*, *Outthink the Competition* and *The Employee Innovator* (forthcoming in 2019)

## Bio

With a mother from Bangladesh and a father from Germany, his work has brought him to 58 countries. Began his career as a strategy consultant with McKinsey & Company. A consultant with Wharton Executive Education, faculty member of Florida International University, teacher of design strategy at Parsons School of Design, and lecturer at business schools throughout the US and internationally. He has an MBA from Columbia Business School and London Business School, and degrees from Wharton Business School, and the University of Pennsylvania, as well as a Doctorate of Science in economics.

## Ideas

Strategy for the digital age. Founded the Outthinker Roundtables – quarterly meetings bringing together senior strategists and innovators for large global organizations.

## Verdict

“Kaihan shows that with a compelling idea anyone can change the world.” Nobel Peace Prize winner Muhammad Yunus

## Website

kaihan.net

## Twitter

@kaihan

# BEN LAKER



## Nationality

British

## Affiliation

Dean of the UK's National Centre for Leadership and Management. Also Professor of Leadership at Henley Business School and leads the Centre for High Performance alongside Alex Hill, a research institute that works with British Cycling, Eton College, NASA, the New Zealand All Blacks, Royal Academy of Music, Royal College of Art and Royal Shakespeare Company.

## Content

The Salesman's Secret Code (co-author); The Leader's Secret Code (forthcoming). Influenced by the 'Weinstein effect' in Hollywood his second book, *Hubris Inc.* examines the impact of hubris on leadership and how to reduce workplace harassment and inequality.

## Bio

Began his career in Moscow advising executives from Gazprom and Lukoil. Appointed to the Russian Presidential Academy of National Economy in 2010. Five years later he made Partner at a global advisory firm. In 2018 he joined Henley Business School.

## Ideas

Studied more than 400 UK school leaders over seven years to identify five different leadership styles: Surgeons, Soldiers, Accountants, Philosophers, and Architects. Of these the Architects were the only ones to improve long-term examination results, yet they are the least rewarded, least recognized and most rarely appointed.

## Verdict

"There can be no more pressing leadership challenge than that of shaping future generations. Ben Laker's contribution to the leadership debate in education is rigorous, insightful and very, very timely." Thinkers50

## Website

<https://www.henley.ac.uk/people/person/professor-benjamin-laker>

## Twitter

@drbenlaker

# ALEXANDRA LEVIT



**Nationality** American

**Affiliation** Partner at organizational development firm PeopleResults.

**Content** They Don't Teach Corporate in College and Humanity Works: Merging People and Technologies for the Workforce of the Future.

**Bio** Graduate of Northwestern from where received the Emerging Leader award. A member of Business Roundtable's Springboard Project, which advised the Obama administration, the U.S. Department of Labor, and the U.S. Department of Defense on employment issues.

**Ideas** Research on the future of work, technology adoption, the millennial generation, gender differences and bias, and the skills gap. Prepares organizations and employees for meaningful careers in the future workplace.

**Verdict** "Alexandra's own career story is both inspiring and empowering. She has had experiences with companies both large and small and a firm grasp of what it takes to create positive employer-employee relationships." Aspasia Apostolakis, Northwestern University.

**Website** [alexandralevit.com](http://alexandralevit.com)

**Twitter** @alevit

# TERENCE MAURI



**Nationality** American

**Affiliation** Independent.

**Content** The Leader's Mindset: How To Win in The Age of Disruption and The 3D Leader (forthcoming in 2019).

**Bio** Inc. Magazine Top 100 Future Leadership Expert, London Business School's Entrepreneur Mentor In Residence, Singularity University Advisor. His Inc. column, Future Proof has over 1 million followers.

**Ideas** Mindset 2.0 – a future-proof leadership mindset and set of behaviours to turn disruptors into opportunities. Future leadership is the ability to reinvent the future today and embrace early trends and weak signals as an opportunity. It's about having an eye on the future so that we might make better leadership decisions in the present.

**Verdict** "Influential and outspoken expert on the future of leadership." Thinkers50.

**Website** [www.terencemauri.com](http://www.terencemauri.com)

**Twitter** @terencemauri

# LEENA NAIR



**Nationality** Indian

**Affiliation** Chief HR Officer and member of the Unilever Leadership Executive.

**Content** Active social media commentator on issues around gender equality. Forthcoming book. LinkedIn Top Voice 2018.

**Bio** Joined Unilever as management trainee of Hindustan Lever in 1992 and has risen through the ranks. She is the first female and youngest ever CHRO of Unilever. Also served as Global Senior Vice President for Leadership and Organisational Development and Global Head of Diversity and Inclusion.

**Ideas** Diversity in practice and the future of work. Embedded performance culture and transformed employee relations into a proactive employee-centric function in India and Asia; other innovations include the Career by Choice programme, which helps women who have fallen off the career ladder to rejoin the workforce. Unilever has 48 percent women in management positions even in countries such as Saudi Arabia and Japan.

**Verdict** "Leena Nair is a practical evangelist for getting more woman into senior management roles. She is living proof that gender equality is good for business." Thinkers50

**Website** <https://www.linkedin.com/in/nairleena/>

**Twitter** @LeenaNairHR

# ANEETA RATTAN



## Nationality

American

## Affiliation

Assistant Professor of Organisational Behaviour at London Business School.

## Content

Co-author of HBR case on Microsoft's Satya Nadella and author of HBR blog "Confronting a biased comment can increase your sense of belonging at work".

## Bio

BA at Columbia University and then PhD and postdoctoral fellowship at Stanford University.

## Ideas

Focuses on mindsets and intergroup relations (stereotyping, prejudice, and inequity). In one programme of research, she studies mindsets that promote belonging, commitment, and achievement among minorities and women in the face of stereotypes and implicit bias. In another study, she investigates the mindsets that help individuals, organisations, and societies foster positive interactions among diverse group members (across gender, race/ethnicity, and sexual orientation status), even after incidents of explicit bias.

## Verdict

"Aneeta Rattan's work is important: it examines how minorities and women can cope with biased comments at work more effectively. It is practical, rigorous and timely." Thinkers50

## Website

[aneetarattan.com](http://aneetarattan.com)

## Twitter

[@aneetarattan](https://twitter.com/aneetarattan)



# ALISON REYNOLDS & DAVID LEWIS



## Nationality

British

## Affiliation

Ashridge-Hult Business School and London Business School.

## Content

HBR articles include, "Teams solve problems faster when they are more cognitively diverse" and "The two traits of the best problem-solving teams". Book *The Qi Effect* (forthcoming).

## Bio

Reynolds is a member of faculty at Ashridge Business School where she works with executive groups in the field of leadership, strategy execution and organization development. She has a background working in UK government, Big Four consulting and is an advisor to small businesses and charities. Lewis is the Director of London Business School's Senior Executive Programme and the School's Executing Strategy for Results programme.

## Ideas

Cognitive diversity is key to successful teamworking and innovation. Developing tools to enhance individual, team and organization performance through better interaction.

## Verdict

"Quality of interaction is an intriguing and highly practical concept, compellingly explored by this academic duo." Thinkers50

## Website

N/A

## Twitter

@alreynO

# FABRIZIO SALVADOR



## Nationality

Italian

## Affiliation

Professor of Operations Management at IE. Founding member of the MIT Smart Customization Group, Adjunct Professor at the MIT-Zaragoza Logistics Program and serves as senior scientific advisor for the IE Foundation.

## Content

Co-authored articles in the Sloan Management Review include: 'Cracking the Code of Mass Customization' and 'When Communication Should Be Formal'.

## Bio

Has been visiting professor at the Massachusetts Institute of Technology as well as adjunct Faculty Research Associate at Arizona State University. He received a Ph.D in Operations Management from the University of Padova, where he also graduated in Industrial Engineering.

## Ideas

Focuses on the mechanisms through which organizations recombine or reuse their resources (product and service components, people, business processes and organizational units) to respond to uncertainty in their operational environments. Has investigated these problems in the context of project-based and professional service organizations (e.g. consulting, engineering, health care and software services) as well as manufacturing organizations (e.g. industrial equipment, fast-moving consumer goods, mass customized goods).

## Verdict

"An outstanding conceptual thinker and passionate champion of operations."  
Thinkers50

## Website

[www.ie.edu/business-school/faculty-and-research/faculty/fabrizio-salvador/](http://www.ie.edu/business-school/faculty-and-research/faculty/fabrizio-salvador/)

## Twitter

N/A

# MICHAEL SMETS



## Nationality

German

## Affiliation

Associate Professor at Saïd Business School, Oxford University.

## Content

He is lead researcher and author of the CEO Report. Launched in 2015, this is the culmination of an in depth study of over 150 CEOs who collectively had over 880 years of CEO experience. His other research focuses on professional service firms (PSFs), especially their internationalization, innovation and regulation.

## Bio

Obtained the equivalent of a BA in Business and Economics from Cologne University in Germany before obtaining an MSc in Management Research and a DPhil in Management at Saïd Business School. Post-doc position jointly held by Saïd Business School and the School of Management at the University of Alberta, Canada. He was a lecturer in strategy at Aston Business School, before re-joining Saïd Business School full-time in 2013. Named as one of the global 'top 40 under 40' MBA professors in 2016 and won the 2012 Academy of Management Journal 'Best Paper'.

## Ideas

New insights into how the role and the attributes of CEOs have changed in a rapidly-changing global environment.

## Verdict

"Up and coming voice of leadership." Thinkers50

## Website

<https://www.sbs.ox.ac.uk/about-us/people/michael-smets>

## Twitter

@michael\_smets

# LARS THINGGAARD



**Nationality** Danish

**Affiliation** President & CEO Milestone Systems.

**Content** Business Magnetism.

**Bio** Bachelor in Corporate Finance and Accounting, Copenhagen Business School. Co-founder and CFO at Mondosoft; COO and CFO at Beologic, acquired by Baan; CFO at In2itive, acquired by SPSS; auditor at Arthur Andersen; and auditor at Price Waterhouse.

**Ideas** Co-author of the Copenhagen Letter, which makes the case for a more ethical and sustainable technology sector and one of the leaders of the growing Tech4Life movement in Denmark. "I build my own compass," he says and has championed authenticity in practice as CEO of the video technology company Milestone (now part of Canon). His beer crate speeches are part of the company folklore.

**Verdict** "Voice of conscience for the technology sector, offering a compelling Scandinavian alternative to Silicon Valley." Thinkers50.

**Website** [milestonesys.com](https://milestonesys.com)

**Twitter** @larstthinggaard

# RUCHIKA TULSHYAN

**Nationality**

Singaporean

**Affiliation**

Her company, Candour, advises companies on diversity and inclusion strategy and communications. Inaugural Distinguished Professional-In Residence for Seattle University's Communication Department.

**Content**

The Diversity Advantage: Fixing Gender inequality in the Workplace.

**Bio**

Holds degrees from the London School of Economics and Columbia University and is an alumnus of the Young American Leaders Program at Harvard Business School. Also serves on the Seattle Women's Commission. On the founding editorial team of women-run-and-funded media website, The Establishment.

**Ideas**

Helps workplaces drive difficult, but necessary, conversations around dismantling barriers to access and how to build inclusive cultures. Her work focuses on designing equitable organizations and elevating the voices of professional women of colour.



**Verdict**

"An expert on diversity who is making ever bigger waves with her research and actions." Thinkers50

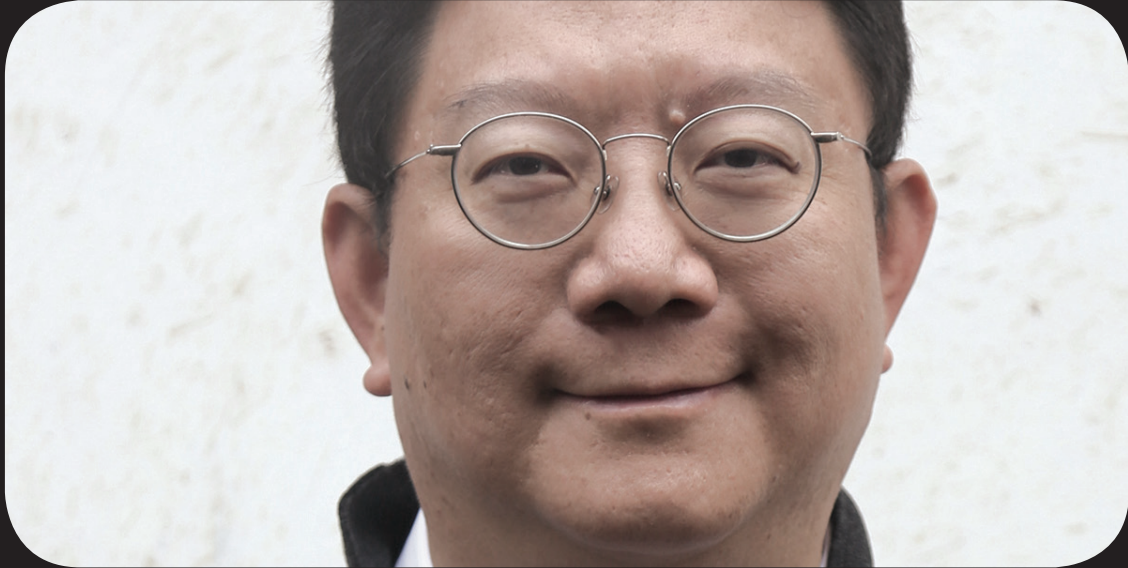
** Website**[rtulshyan.com](http://rtulshyan.com)** Twitter**[@rtulshyan](https://twitter.com/rtulshyan)

# OTEGHA UWAGBA



<b>Nationality</b>	British
<b>Affiliation</b>	Founder of Women Who.
<b>Content</b>	Little Black Book: A Toolkit For Working Women; and We Need to Talk About Money (forthcoming, 2020).
<b>Bio</b>	Writer and brand consultant. Previously worked at media company Vice and creative agency AMV BBDO before founding Women Who, a network for creative working women.
<b>Ideas</b>	The Little Black Book turned into a surprise bestseller, the modern career guide for women. What you need to build a successful self-made career: from how to negotiate a pay rise to building a killer personal brand, via a crash course in networking like a pro, and tips for overcoming creative block.
<b>Verdict</b>	"One of Europe's leading commentators and advocates for the feminine economy." Thinkers50
 <b>Website</b>	womenwho.co; otegha.com
 <b>Twitter</b>	@womenwho; @otegha

# MING ZENG



**Nationality** Chinese

**Affiliation** Chief Strategy Officer of Alibaba Group.

**Content** Smart Business: What Alibaba's success reveals about the future of strategy (2018).

**Bio** Ph.D in International Business and Strategy from University of Illinois at Urbana-Champaign in 1998 and a Bachelor's of Arts degree in Economics from Fudan University in 1991. Strategy advisor for Alibaba Group since 2002, before joining full time in 2006. Was previously Professor of Strategy at Cheung Kong Graduate School of Business, Beijing from 2002 to 2006, and a faculty member at INSEAD prior to 2002.

**Ideas** The organization of the future will look more like a network. The old, diversified conglomerate was like a complex machine of the old industrial age. It collapsed when it reached a certain complexity. But the future of business is more biological rather than mechanical. A company like Alibaba is growing organically.

**Verdict** "Insightful commentator on the impact of Chinese entrepreneurs on the changing strategy landscape." Thinkers50.

**Website** N/A

**Twitter** N/A

# YING ZHANG



## Nationality

Chinese

## Affiliation

Associate Dean for China Business & Relations, a tenured Professor of Entrepreneurship and Innovation; and the Founder and the Head of Erasmus-Huawei Collaboration Program at RSM Business School in Holland.

## Content

<http://www.drzhangying.com/professional/>; Entrepreneurship Development in China (2013).

## Bio

Founder of the New Silk Road group and the Erasmus China Business Centre. She has been a visiting professor and research fellow at Harvard University, as well an Honorary Professor at Beijing Jiaotong University. She is also the co-founder of the ZPA Mindbody Institution in Boston.

## Ideas

Her research spans corporate entrepreneurship, the globalization-localization paradox, China's belt and road initiative, sharing value, fintech to techfin, wellness, happiness, and business education.

## Verdict

"A thoughtful commentator on China's emerging entrepreneurial class." Thinkers50

## Website

[drzhangying.com](http://drzhangying.com)

## Twitter

N/A



**THINKERS**

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