

Radar Bios 2025

1. Gerry T. Tsoukalas

<Excerpt>

Specialist in AI, digital platforms and analytics, wash trading, and crypto.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> AWARD Cornell University Fintech Initiative – fellowship.

<3> AWARD The Luohan Academy – fellowship.

<Ideas>

As AI and Web3 revolutionise industries, companies are awash in data but many fail to extract its real value, relying on outdated strategies and obsolete business models. Gerry Tsoukalas' research integrates domain expertise, data, and advanced models to reshape management thinking. By unifying these three elements, he argues, leaders can unlock transformative results, turn disruption into opportunity, and ensure their organisation not only survives but thrives in uncertain times.

<Bio>

Associate professor at Boston University's Questrom School of Business, where he also serves as faculty director for Graduate Analytics, Gerry holds secondary appointments as a senior fellow at Wharton, visiting professor at IMD, and a fellow at the Luohan Academy (Alibaba Group) and Cornell's FinTech Initiative. He is also the co-founder of the Crypto and Blockchain Economics Research (CBER) Forum. Gerry holds a PhD in management science and engineering from Stanford University. Prior to academia, he worked on the trading floor at Morgan Stanley.

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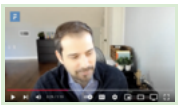
'[How PayPal Gets Employees Invested in Innovation](#)' (*Harvard Business Review*, July 2022); '[Hong Kong could become fintech leader](#)' (with Christopher Tang, *China Daily*, September 2021); '[Global supply chain revolution](#)' (with Christopher Tang, *China Daily*,

updated August 2021); '[Financing Inventory Through Initial Coin Offerings \(ICOs\)](#)' – contributing chapter to *Foundations and Trends in Technology, Information and Operations Management* (with J. Gan and S. Netessine, 2020); '[How to Design an Effective Initial Coin Offering](#)' (with Serguei Netessine, *Knowledge at Wharton*, October 2019).

<Nationality>
American?

<Website>
<https://gerrytsoukalas.com>

<Media Picks>



<https://www.youtube.com/watch?v=b8RHKoP7Vdo>



<https://hbr.org/2022/07/how-paypal-gets-employees-invested-in-innovation?ab=hero-subleft-2>

<Verdict>

"Gerry's award-winning work has made significant contributions to digital platforms and business analytics."

– IMD

2. Karthik Ramanna

<Excerpt>
Focusing on public sector leadership, business-government relations, and sustainable capitalism.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> AWARD Journal of Accounting and Economics Best Paper Prize.

<3> AWARD the Harvard Business Review McKinsey Award for “groundbreaking management thinking.”

<Ideas>

An expert on business-government relations, sustainable capitalism, and corporate reporting and auditing, Karthik Ramanna studies how organisations and leaders build trust with stakeholders. As well as receiving the Journal of Accounting and Economics Best Paper Prize and the Harvard Business Review McKinsey Award for “groundbreaking management thinking,” he has also been awarded the international Case Centre’s prize for “outstanding case-writing” three times. At Oxford’s Blavatnik School he established the Case Centre on Public Leadership and the Transformational Leadership Fellowship, the latter a bespoke, by-invitation programme for senior leaders looking to reimagine their public-service impact. In 2022, Karthik co-founded the non-profit E-liability Institute, where he serves as principal investigator, with a mission to drive decarbonisation processes through rigorous GHG accounting.

<Bio>

Karthik Ramanna is professor of business and public policy at the University of Oxford’s Blavatnik School of Government and a fellow at St John’s College. He teaches at the Blavatnik School on managing organisations in polarised times, which led to his 2024 book *The Age of Outrage*. From 2016 to 2023, Karthik was director of the Blavatnik School’s Master of Public Policy programme, which has educated over a thousand public leaders from about 120 countries. From July 2023, he is on partial public-service leave from Oxford to advise the US Public Company Accounting Oversight Board, an “auditor of auditors” in global markets. Previously, Karthik taught at Harvard Business School on both the MBA and senior executive-education programmes. He has a doctorate from MIT’s Sloan School of Management.

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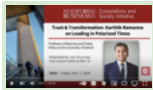
The Age of Outrage: How to Lead in a Polarized World (2024); ‘[Governments Should Be Effective, Not Efficient](#)’ (*Harvard Business Review*, December 2024); ‘[Bringing Down the Temperature During Polarizing Times](#)’ (*Harvard Business Review* online, July 2024); ‘[Managing in the Age of Outrage](#)’ (*Harvard Business Review*, Jan-Feb 2023); ‘[The](#)

[Metaphysics of Regulatory Capture](#)' (*Promarket*, August 2021); [The key to understanding the implosion of US conservatism](#)' (*Prospect*, February 2021); [Why do attempts at reforming capitalism fail?](#)' (*Fortune*, October 2020); [Why Huawei Lost Its Quest for World Domination](#)' (*The American Interest*, July 2020); *Political Standards: Corporate Interest, Ideology, and Leadership in the Shaping of Accounting Rules for the Market Economy* (2015).

<Nationality>
British?

<Website>
<https://karthikramanna.com>

<Media Picks>



<https://www.youtube.com/watch?v=SQdjMHooq64>



<https://www.amazon.com/Age-Outrage-Lead-Polarized-World-ebook/dp/B0CT6FX4SB>

<Verdict>

"In a world prone to outrage, leaders must navigate with grace, resilience, and strategic insight. 'The Age of Outrage' provides the tools for managing effectively amidst turmoil, ensuring your organization not only endures but thrives."

– [Frances Frei](#), co-author of *Move Fast and Fix Things*

3. Andrew Cooper

<Excerpt>

Associate GC, Strategic Transactions and Head of Patent Acquisition at Meta.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> RECOGNITION *The Ethical Imperative* nominated Best Business Book of the Year – *Financial Times*.

<3> FAST FACT The youngest and first African American to assume the role of GC at America's largest cargo airline.

<Ideas>

Andrew Cooper's career has been dedicated to building businesses rooted in ethical leadership, from serving as the first millennial and black GC at UPS Airlines to his current position at Meta. He is deeply committed to building a future where leadership prioritises social impact over profit and his new book, *The Ethical Imperative*, challenges business leaders to rethink their roles and responsibilities in a rapidly evolving world. In it, he exposes the critical threat of public disengagement from businesses and institutions, urging a departure from outdated, profit-only models that harm corporations, consumers, and communities alike and provides actionable strategies to transform organisations into beacons of trust and social responsibility.

<Bio>

Associate General Counsel, Strategic Transactions and Head of Patent Acquisition at Meta, Andrew was previously VP, Global Government Contracts Compliance Officer at UPS. He began writing after migrating with his parents from a single-wide trailer in the deep south to a small island off the coast of Japan. Born in Walterboro, South Carolina, Andrew's journey to Okinawa would spark a life-long interest in humanity, technology, and the intersection of the two. After receiving his doctorate from Emory University, he joined the legal leadership teams of multiple Fortune 500 companies, rising in responsibility to General Counsel of UPS – the youngest and first African American to assume the role.

<Content>

The Ethical Imperative: Leading with Conscience to Shape the Future of Business (2024); '[Overcoming Leadership Challenges in Highly Matrixed Organizations](#)' (Wiley Online Library, November 2024); '[Innovation for Highly Matrixed Teams](#)' (May 2024); '[5 Strategies for Successfully Incorporating Millennials](#)' (November 2019); '[How to Lead with Conscience](#)' (The Leadership Habit Podcast, August 2024); '[Three People Who](#)

'Will Help You Grow' (Coaching for Leaders Podcast, episode 700); 'Why Leadership Requires a Conscience: The Shift CEOs Can't Ignore' (Duct Tape Marketing Podcast).

<Nationality>

American

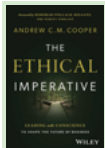
<Website>

<https://www.andrew-cooper.com>

<Media Picks>



<https://www.youtube.com/watch?v=cyeqWYUqkoI>



https://www.amazon.com/dp/1394274831/ref=tsm_1_fb_lk

<Verdict>

"'The Ethical Imperative' is a must-read for any individual who yearns to make this world a better place for everyone."

– John Murphy, Former Chair of Shook, Hardy & Bacon LLP

4. Vala Afshar

<Excerpt>

Chief digital evangelist at Salesforce.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> AWARD Twice been named the top social media influencer of chief marketing officers – Forbes.

<3> FAST FACT Hosted the Vatican's first ever hackathon.

<Ideas>

In his new book, *Boundless*, Vala Afshar and co-author Henry King introduce a transformative approach for businesses to succeed in the digital age. They outline seven core principles to break down organisational silos: connection, integration, decentralisation, mobility, continuity, autonomy, and shared success. By mapping these principles to emerging technologies like blockchain and AI, the authors provide strategic insights for business leaders seeking to create resilient, adaptive organisations that can thrive in an increasingly decentralised world.

<Bio>

Currently chief digital evangelist at Salesforce, which he joined in 2015, Vala's previous role was chief marketing officer (CMO) at Extreme Networks and CMO and chief customer officer (CCO) of Enterasys Networks, where he was responsible for global marketing and services. Considered a pioneer in cloud computing, social collaboration, business intelligence, and customer relationship management (CRM), Vala is regarded as one of the most influential voices in digital transformation and a top martech and social media influencer.

<Content>

Boundless: A New Mindset for Unlimited Business Success (with Henry King, 2023); *The Pursuit of Social Business Excellence: How to Compete, Win and Expand Through Collaborations* (with Brad Martin, 2012). Numerous articles across a range of publications including [‘25% of enterprises using AI will deploy AI agents by 2025’](#) (zdnet.com, Artificial Intelligence, December 2024); [‘Businesses must reinvent themselves in the age of agentic AI’](#) (zdnet.com, Artificial Business, November 2024); [‘Welcome to Business-to-Everyone’](#) (Inc., November 2024); [Six Tips for Tackling Digital Transformation](#) (Inc., November 2024). [DisrupTV weekly podcast](#).

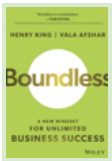
<Nationality>
Iranian-American.

<Website>
<https://www.salesforce.com/blog/author/vala-afshar/>

<Media Picks>



<https://www.youtube.com/watch?v=cxJl6ncXPQU>



<https://www.amazon.com/Boundless-Vala-Afshar/dp/139417179X>

<Verdict>
“*Boundless’ is a masterpiece.*”

– [Tom Peters](#), co-author of *In Search of Excellence*

5. Winnie Jiang

<Excerpt>
INSEAD professor studying the dynamics of meaning-making at work.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> AWARD The Goltz Fellowship in Business and Society, INSEAD, 2023 – present.

<3> AWARD Shortlisted for the Grigor McClelland Doctoral Dissertation Award, 2020.

<Ideas>

Winnie Jiang explores how individuals find and maintain work-meaning in dynamic environments. Her research examines the intricate relationships between personal career experiences, organisational effectiveness, and the ways professionals' meaning-making processes impact their career transitions and institutional landscapes.

<Bio>

Winnie is an assistant professor of organisational behaviour at INSEAD. Prior to joining INSEAD, she completed her PhD in management (organisational behaviour) at Yale University. Her research has been published in *Administrative Science Quarterly*, *Academy of Management Journal*, and *Organization Science*.

<Content>

[‘Your Most Passionate Employees May Not Be Your Top Performers’](#) (*Harvard Business Review*, October 2021); [‘The FIRE movement is soaring in popularity—but early retirees report feeling lost and unfulfilled’](#) (with Claire Harbour and Antoine Tirard, *Fortune*, August 2023); [‘From boundaryless to boundary-crossing: Toward a friction-based model of career transitions and job performance’](#) (with Gina Dokko, *Science Direct*, December 2024).

<Nationality>

Singapore? American?

<Website>

<https://www.insead.edu/faculty/winnie-jiang>

<Media Picks>



<https://www.youtube.com/watch?v=yjcv3YAnyhw>



<https://hbr.org/2021/10/your-most-passionate-employees-may-not-be-your-top-performers>

<Verdict>

“Meaning-making at work is a topic that clearly resonates with Gen Z.”

– Des Dearlove & Stuart Crainer, co-founders, Thinkers50

6. Alisa Sydow

<Excerpt>

Specialist in technology entrepreneurship and women entrepreneurship.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> AWARD Young Scholar 2022, ESCP Business School.

<3> FAST FACT “Nampelka” originates from a Mapuche word meaning “traveller.”

<Ideas>

Alisa Sydow’s research interests are in entrepreneurship, particularly in developing countries such as Kenya and Uganda, with a particular focus on technology entrepreneurship and women entrepreneurship. She is the author of articles published in top management journals including *Entrepreneurship Theory and Practice* and case studies and papers presented at international conferences including AOM, EGOS, and EURAM. Alisa mainly teaches entrepreneurship and corporate entrepreneurship, with a focus on new technologies and impact.

<Bio>

Alisa is an associate professor of entrepreneurship and innovation at ESCP Business School, London campus. She is also the founder of Nampelka, a startup that provides a platform to connect women entrepreneurs from developing countries with international experts to create a shared learning experience. She holds a PhD in management and innovation from the Università Cattolica del Sacro Cuore in Milan and is the academic director of the MSc in digital transformation management and leadership.

<Content>

'The new rise of artisanship in Kenya: evidence from artisan entrepreneurs' (chapter contribution to *The Artisan Brand: Entrepreneurship and Marketing in Contemporary Craft Economies* by Jon Mulholland, Alessandra Ricci and Marta Masi Edward Elgar, 2022); '[Crafting a Cultural Shift: Artisan Women Entrepreneurs Transforming Kenya's Landscape](#)' (blog, May 2024); '[Innovation, Women Entrepreneurship and Emerging Markets](#)' (The Sustainability Journey podcast, June 2024).

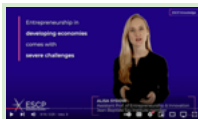
<Nationality>

German

<Website>

<https://www.alisasydow.com>

<Media Picks>



<https://www.youtube.com/watch?v=IGZOIIYnXh4>



<https://www.alisasydow.com/post/crafting-a-cultural-shift-artisan-women-entrepreneurs-transforming-kenya-s-landscape>

<Verdict>

“Alisa is on a mission to explore and contribute to the creation of a more sustainable future; we couldn’t agree with that more!”

– Des Dearlove & Stuart Crainer, co-founders, Thinkers50

7. Heather R. Younger

<Excerpt>

Workplace culture and employee engagement expert.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> AWARD Recognised as an award-winning leader in employee engagement by Inspiring Workplaces.

<3> FAST FACT Has personally read over 30,000 employee surveys.

<Ideas>

A workplace culture expert, Heather R. Younger is the creator of Caring Leadership®, a system of nine behaviours and essential skills to build an organisational culture where everyone feels valued and empowered. Research shows that when leaders care, employee effort increases along with productivity and profitability. Caring leadership, Heather explains, increases employee productivity 1.7x. In her new book, *The Art of Self-Leadership: Discover the Power Within You and Learn to Lead Yourself*, she provides practical strategies to develop an entirely new mindset around personal advocacy, self-leadership, and how to take control of the workplace experience.

<Bio>

Heather is one of the world’s leading experts on Caring Leadership® and active listening at work. She is the founder and CEO of Employee Fanatix, an employee engagement and workplace culture consulting firm to Fortune 100 companies. With over 25 years of successfully managing teams, she has worked in customer experience, sales, and large account management for multi-million-dollar accounts and multiple industries including tech, staffing, healthcare, professional services, the public sector, and the financial sector.

<Content>

The Art of Self-Leadership: Discover the Power Within You and Learn to Lead Yourself (2025); *The Art of Active Listening: How People at Work Feel Heard, Valued, and Understood* (2023); *The Art of Caring Leadership: How Leading with Heart Uplifts Teams and Organizations* (2021); *The 7 Intuitive Laws of Employee Loyalty* (2017); [The Radical Power of Caring Leadership](#) (TEDxManitouSprings, 2022). [Leadership with Heart](#) podcast. [LinkedIn Learning course modules](#).

<Nationality>

American

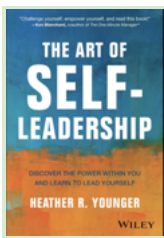
<Website>

<https://heatheryounger.com>

<Media Picks>



<https://www.youtube.com/watch?v=ZzhjGm99nNA>



<https://www.amazon.com/dp/1394283377?>

<Verdict>

“Heather’s work on compassionate leadership, and how caring leadership and ‘caring cultures’ can transform organizations, is what the world needs more than ever.”

– [April Rinne](#), Thinkers50 Radar Class of 2023, author of *Flux*

8. Hitendra Wadhwa

<Excerpt>

Mastering leadership from the inside out.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> AWARD Dean's Award for Teaching Excellence, Columbia Business School.

<3> AWARD Executive-MBA Commitment to Excellence Award, Columbia Business School.

<Ideas>

Hitendra Wadhwa brings a mathematician's rigour and a truth-seeker's spirit to today's most vexing questions about authenticity, success, leadership, and human potential. His article in the *Harvard Business Review*, 'Leading in the Flow of Work', shows how performance breakthroughs at work can be accelerated by approaching leadership as a state, not a trait, a model based on Hitendra's 15-year journey into researching and teaching scientific principles of success in life and leadership at Columbia Business School and the Mentora Institute.

<Bio>

Hitendra has been professor of practice at Columbia Business School since 2004, where he has been researching, codifying, and teaching leadership. He recently shifted to an adjunct professor role to focus on building his organisation, Mentora Institute. His 2022 book, *Inner Mastery, Outer Impact*, focuses on inner mastery as the foundation for high performance and exemplary leadership. And his cover-story HBR article (Jan-Feb 2024) on 'Leading in the Flow of Work' delivers a fresh approach to leadership, tailored for success in today's fast-changing and complex times.

<Content>

Inner Mastery, Outer Impact: How Your Five Core Energies Hold the Key to Success (2023). '[Leading in the Flow of Work](#)' (*Harvard Business Review*, Jan-Feb 2024); '[Learning leadership from the inside out](#)' (*Financial Times*, May 2023); '[Small Actions Make Great Leaders](#)' (*Harvard Business Review*, June 2022); '[Learn to Trust Your Inner Core to Make Tough Choices](#)' (Inc., May 2020); '[The greeting that could help get us](#)

through this' (CNN, March 2020). [Intersections Podcast](#). [Interview with the BBC World Service](#) (2020).

<Nationality>

Indian.

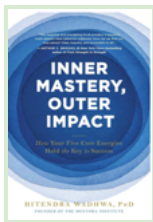
<Website>

<https://www.hitendra.com>

<Media Picks>



<https://www.hitendra.com>



<https://www.amazon.com/Inner-Mastery-Outer-Impact-Energies/dp/0306827875/>

<Verdict>

"I have been truly impressed by Hitendra's thoughtful perspective and integration of AI tools in leadership coaching."

- [Amy Edmondson](#), Thinkers50 #1 Ranked Thinker, author of *Right Kind of Wrong* and *A Fearless Organization*

9. Frank Martela

<Excerpt> Philosopher specialising in human motivation, wellbeing, and meaningfulness.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> FAST FACT Has presented 100+ keynotes at Finnish companies, ministries, and NGOs.

<3> FAST FACT Has spoken at universities on five continents.

<Ideas>

With a focus on the meaning of life, Frank Martela delves into what drives human motivation and fulfilment within organisational settings. His research provides managers and leaders with profound insights into how meaning, happiness, and purpose influence both individual performance and organisational success: by understanding the fundamentals of human needs and wellbeing, and moving beyond traditional management models, leaders can create environments that foster not only productivity but also a deep sense of purpose and satisfaction.

<Bio>

Assistant professor at Aalto University, Helsinki, Frank Martela's research has been published in numerous academic journals within psychology, philosophy, and organisational research. He is also co-founder of Filosofian Akatemia Oy, a company that measures engagement, motivation, and meaningfulness at work, which sold to Heltti in 2023. Frank is a key expert on the happiness of nations and why Finland and other Nordic countries are so happy. He has been interviewed by journalists across the world, including the BBC, *New York Times*, Fox News, *New Scientist*, *Le Monde*, *Der Spiegel*, and *The Times*.

<Content>

A Wonderful Life: Insights for Finding a Meaningful Existence (2020). '[The Outsized Benefits of "Minimalist" Leadership](#)' (*Harvard Business Review*, December 2023); '[Why AI Will Never Replace Managers](#)' (with Jukka Luoma, *Harvard Business Review*, September 2021); '[What to Do When Work Feels Meaningless](#)' (with Derin Kent, *Harvard Business Review*, June 2020); '[I'm a psychologist in Finland, the No. 1 happiest country in the world: 4 phrases we use every day](#)' (CNBC, March, 2024); '[Want a meaningful life? Just ask: "Who would I take to a remote island?"](#)' (TED Ideas, July 2020).

<Nationality>

Finnish

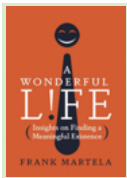
<Website>

<https://frankmartela.com>

<Media Picks>



<https://www.youtube.com/watch?v=XluPpUgldss>



<https://www.amazon.co.uk/Meaning-Life-Frank-Martela/dp/0062942778/>

<Verdict>

“The search for life’s meaning is perhaps the most important quest we can undertake... ‘A Wonderful Life’ is a book you can refer to again and again on your journey toward purpose.”

– [Daniel H. Pink](#), Thinkers50 Ranked Thinker, author of *When, Drive, To Sell Is Human*, and *A Whole Mind*

10.Mabel Abraham

<Excerpt>

Economic and organisational sociologist, studying the drivers of workplace inequality.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> AWARDS numerous prestigious awards and grants, including from The Kauffman Foundation and The Russel Sage Foundation.

<3> FAST FACT sister of [Tristan Botelho](#), Radar Class of 2024.

<Ideas>

Mabel Abraham's research focuses on identifying organisational and network processes that negatively amplify gender differences in economic outcomes. Specifically, she draws on research from multiple disciplines including psychology, sociology, and organisational theory to show why women and racial minorities continue to be disadvantaged. Her passion for pinpointing and addressing such social inequality translates to her teaching as well, as she brings in DEI concepts into her class on power and influence.

<Bio>

At Columbia Business School, Mabel is the Barbara and Meyer Feldberg Associate Professor of Business, a faculty affiliate of the Sanford C. Bernstein & Co. Center for Leadership and Ethics, and a member of the Academic Advisory Council for the Columbia Law School's Center for Gender and Sexuality Law ERA Project. She teaches the MBA elective course on power, influence, and networks, several PhD seminars on organisational theory, and courses across Columbia's executive education programs.

<Content>

'[Objective Performance Metrics Are Not Enough to Overcome Gender Bias](#)' (with Tristan Botelho, *Harvard Business Review*, October 2017); '[Double standards in evaluation](#)' (with Tristan Botelho, gender and the economy, February 2017); Mabel's research has been published in top peer-reviewed journals, including *Academy of Management Journal*, *Administrative Science Quarterly*, *Organization Science*, and *Psychological Science*, and her insights have also been featured in multiple media outlets, including the *Harvard Business Review* and *Wall Street Journal*.

<Nationality>

American

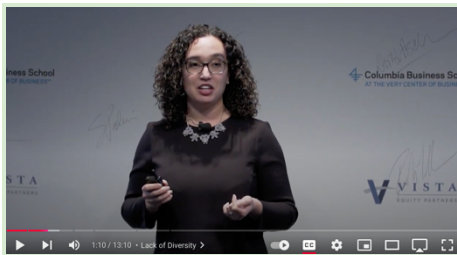
<Website>

<https://mabelabraham.com>

<Media Picks>



<https://www.youtube.com/watch?v=NFmSN7sgcsM>



<https://www.youtube.com/watch?v=yD0smVpYwiE>

<Verdict>

"Mabel's work helps cultivate future leaders focused on creating more equitable workplaces."

- [Basima Tewfik](#), Thinkers50 Radar Class of 2022

11. Matt Abrahams

<Excerpt>

A leading expert in communication.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> AWARD Stanford GSB's Alumni Teaching Award.

<3> FAST FACT A self-titled humbled martial artist.

<Ideas>

In his 2023 book, *Think Faster, Talk Smarter: How to Speak Successfully When You're Put on the Spot*, Matt Abrahams provides tangible, actionable skills to help even the most anxious of speakers succeed when speaking spontaneously, such as navigating Q&A sessions, shining in job interviews, providing effective feedback, making small talk, fixing faux pas, and persuading others. His previous book, *Speaking Up without Freaking Out: 50 Techniques for Confident and Compelling Presenting* has helped thousands of people manage speaking anxiety and present more confidently and authentically.

<Bio>

A leading expert in communication, Matt Abrahams is a lecturer in organisational behaviour at Stanford University's Graduate School of Business, where he teaches popular classes in strategic communication and effective virtual presenting. With decades of experience as an educator, author, podcast host, and coach, Matt is a sought-after keynote speaker and communication consultant. He has helped countless presenters improve and hone their communication, including some who have delivered IPO roadshows as well as TED, World Economic Forum, and Nobel Prize presentations.

<Content>

Think Faster, Talk Smarter: How to Speak Successfully When You're Put on the Spot (2023); *Speaking Up without Freaking Out: 50 Techniques for Confident and Compelling Presenting* (2016). '[A Simple Hack to Help You Communicate More Effectively](#)' (*Harvard Business Review*, January 2024); '[How to Shine When You're Put On the Spot](#)' (*Harvard Business Review*, Sep-Oct 2023); '[How to Make a Compelling Pitch](#)' (*Harvard Business Review*, August 2023); '[3 Ways to Keep Your Audience Focused During a Presentation](#)' (*Harvard Business Review*, July 2023). [Think Fast, Talk Smart Podcast](#).

<Nationality>

American

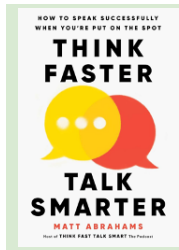
<Website>

<https://mattabrahams.com>

<Media Picks>



<https://www.youtube.com/watch?v=x6TsR3y5Qfg>



<https://mattabrahams.com/books/>

<Verdict>

"With this enormously practical book, Matt Abrahams demonstrates why he is the world's go-to communication coach. His ideas for spontaneous speaking will help you build trust, influence your organization, and empower everyone around you."

– [Frances Frei](#), Thinkers50 Ranked Thinker, author of *Unleashed* and *Move Fast and Fix Things*

12. Paolo Taticchi

<Excerpt>

A leading voice on sustainable business.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> AWARDS Stefan A. Riesenfeld Memorial Award, UC Berkeley Law School, 2024;
Most Influential Italian under 40 – *// Sole 24 Ore*, 2021.

<3> AWARDS Knight of the Order of Merit of the Italian Republic, 2018; World's Best 40 under 40 professors – *Poets & Quants*, *Forbes*, 2018.

<Ideas>

Paolo Taticchi's expertise lies in sustainability transformation, competitive strategy, consulting, and the future of cities. In his 2023 casebook, *Sustainable Transformation Strategy*, he demonstrates how companies can design and execute corporate sustainability strategies into their overall business strategy. In *Disruption*, he explains how the role of the CEO is undergoing significant transformation. No longer merely an executor of strategies, the CEO is evolving into a "chief equilibrium officer", capable not only of steering the organisation but also of interpreting changes with agility, identifying dissonance, and reshaping equilibrium.

<Bio>

Paolo is a professor of strategy and sustainability and the school deputy director (Executive Education, MBA and Global Engagement) at University College London (UCL) School of Management, where he is also co-director of the UCL Centre for Sustainable Business. Prior to his role at UCL, Paolo was academic director of MSc Management, Weekend MBA, and Global Online MBA at Imperial College London, where he also led the Global Student Experience. Highly active in executive education, Paolo has trained thousands of managers and executives of Fortune Global 500 companies and is regularly invited to teach at top business schools across the world.

<Content>

Sustainable Transformation Strategy: Casebook on Corporate Sustainability in Practice (with Melissa Demartini and Melina Corvaglia-Charrey, 2023); *Disruption: Guida Per Navigare I Cambiamenti Estremi* (with Alberto Mattiello, 2023); *Corporate Sustainability in Practice: A Guide for Strategy Development and Implementation* (with Melissa Demartini, 2021). [In Love with Business](#) podcast; [Chief Sustainability Heroes](#) podcast. Paolo has authored over 50 published academic journal articles and his projects, ideas, and opinions have been featured in various media outlets, internationally, including the BBC, *Financial Times*, *The Economist*, CNN, Sky News, *Forbes*, Rai, and *Il Sole 24 Ore*.

<Nationality>

Italian

<Website>

<https://www.paolotaticchi.com>

<Media Picks>



<https://www.paolotaticchi.com>



<https://www.paolotaticchi.com/books/>

<Verdict>

“Paolo is one of the most influential sustainability experts in the world. He has a unique ability to engage leaders and audiences, leveraging his scientific and practical experience in industry. His trainings and keynotes offer wonderful inspiration and do make an impact.”

– [Giuseppe Stigliano](#), Thinkers50 Radar Class of 2024

13. Philip Meissner

<Excerpt>

Leading voice in future technologies and AI-based decision making.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> AWARD A Young Global Leader – World Economic Forum, 2022.

<3> AWARD 40 under 40 – *Capital Magazine*

<Ideas>

Philip Meissner is a leading voice in future technologies and AI-based decision making. He focuses on strategy, technology, and psychology, and analyses how AI and executives can work together in strategic decisions, what companies can do to successfully transform their business, and how strategic decision-making processes in cooperations can be improved. In his work at the European Center for Digital Competitiveness, Philip focuses on highlighting the opportunities of digital technologies to solve major societal challenges and develops solutions for these challenges in the areas of green tech and digital democracy.

<Bio>

Chair of strategic management and decision making at ESCP Business School in Berlin, Philip is co-founder and director of the European Center for Digital Competitiveness. He also serves as academic director of ESCP's masters in strategy and digital business. A frequent keynote speaker on decision making and digital transformation, Philip advises companies on future trends, exponential technologies, and methods for improving strategic decisions. He is co-initiator of the French-German Leadership Discourse at ESCP and is a popular expert in international media.

<Content>

[‘Bold use of green tech can foster a new era of sustainable growth’](#) (WEF, April 2022); [‘The Human Factor in AI-Based Decision-Making’](#) (with Christoph Keding, *MIT Sloan Management Review*, October 2021); [‘The Hidden Values Driving Strategy’](#) (with Torsten Wulf, *MIT Sloan Management Review*, November 2020); [‘How AI will transform decision-making. Here’s how’](#) (with Yusuke Narita, WEF, September 2023). [Machine Meets World](#) podcast.

<Nationality>

German

<Website>

<https://www.philipmeissner.com>

<Media Picks>



<https://www.youtube.com/watch?v=v6b-YXfdYj8>



<https://www.amazon.co.uk/Entscheiden-ist-einfach/dp/B07N67XR4T/>

<Verdict>

“Philip Meissner’s work at the intersection of AI and strategy is timely and critical to the future success of businesses everywhere.”

– Des Dearlove & Stuart Crainer, co-founders, Thinkers50

14.Selina Neri

<Excerpt>

Future Readiness expert, focusing on human capital development and technology.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> AWARD 100 Women to Watch – *Financial Times*, 2016.

<3> AWARD Multiple accolades including Professor of the Year – Hult International Business School, 2021.

<Ideas>

Selina Neri researches and publishes in future readiness, leadership impact, board and investor engagement. A game-changing thinker, she champions future readiness beyond skills and across generations to focus on human capital development, technology, environment, and entrepreneurship. Selina spearheads the work of the UAE's Institute for Future Readiness (UAE), a capacity-building organisation that aims to prepare generations of youth and professionals through relevant educational programs, experiences, and research.

<Bio>

CEO, dean, and co-founder of the Institute for Future Readiness (UAE), Selina is a corporate academic with over 30 years of professional experience. An expert in leadership development and corporate governance, she is a senior fellow of the Center for Governance, Public Investment Fund (Saudi Arabia) and a professor of leadership and corporate governance at Hult Ashridge Executive Education. A resident of UAE since 2013, Selina started her academic journey at HEC Paris. From 2012 to 2023, she led Hult International Business School Dubai campus as dean and executive director.

<Content>

[‘Why the World Needs Game Changing Leadership Impact’](#) (*Higher Education Digest*, March 2023); [‘Tracing Corporate Governance to Its Roots’](#) (contribution, *Encyclopaedia of Sustainable Management*, pp, 3737-3742, 2023); [‘Corporate Purpose’](#) (contribution, *Encyclopaedia of Sustainable Management*, pp, 847-856, 2023); [‘Environmental, Social and Governance \(ESG\) and Integrated Reporting’](#) (contribution, *Global Challenges to CSR and Sustainable Development*, pp.293-302, 2021); [Women Leaders with Tech](#) (YouTube, 2024); [How Do We Become Future-Ready?](#) (YouTube, 2024); [Dr. Selina Neri: A Visionary Education Professional](#)(Worldsleaders.com).

<Nationality>

Resident of UAE

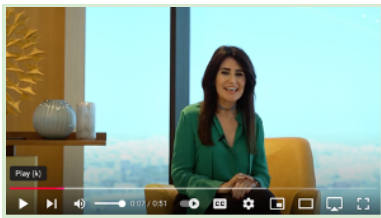
<Website>

<https://www.futurereadiness.institute/our-founders>

<Media Picks>



<https://www.youtube.com/watch?v=NbaxfJuOS40>



<https://www.youtube.com/watch?v=WvzAUN5QwH0>

<Verdict>

“Important contribution to leadership development and making generations future ready.”

– Des Dearlove & Stuart Crainer, co-founders, Thinkers50

15. Dolly Chugh

<Excerpt>

Social psychologist and management professor at New York Stern School of Business.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> AWARD Distinguished Teaching Award – New York University, 2020.

<3> FAST FACT One of the 25 most popular TED Talks of 2018.

<Ideas>

Dolly Chugh studies how and why most of us, however well-intended, are still prone to race and gender bias. She also focuses on “bounded ethicality,” which she describes as the “psychology of good people,” as well as bounded awareness, implicit bias, race and gender, and negotiations. In her 2022 book, *A More Just Future*, she explores how systems built in the past must be dismantled to create a more equal, just future, building on the work of her previous book, *The Person You Mean to Be*, which confronts the complexities of sexism, racism, inequality, and injustice.

<Bio>

A social psychologist, Dolly is the Jacob B. Melnick Term Professor in the Department of Management and Organizations at the New York University Stern School of Business. Prior to becoming an academic, Dolly worked at Morgan Stanley, Merrill Lynch, Sibson and Company, Scholastic, and Time Inc. Dolly has been named an SPSP Fellow, received the Academy of Management Journal Best Paper award, been named one of the top 100 Most Influential People in Business Ethics by *Ethisphere Magazine*, and has received many other research honours.

<Content>

A More Just Future: Psychological Tools for Reckoning with our Past and Driving Social Change (2022); *The Person You Mean to Be: How Good People Fight Bias* (2018). [How to let go of being a “good” person – and become better](#) (TED talk, November 2018). Dolly’s work has been covered by the TODAY Show, *The Wall Street Journal*, *New York Times*, *The Atlantic*, the 10% Happier Podcast, the goop Podcast, NPR, Dr. Phil, and other media outlets.

<Nationality>

American

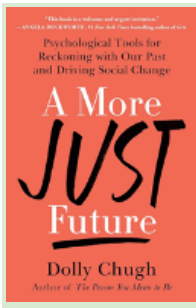
<Website>

<https://www.dollychugh.com>

<Media Picks>



<https://www.dollychugh.com/homepage-highlights/how-to-let-go-of-being-a-good-person-and-become-a-better-person>



<https://www.dollychugh.com/book/a-more-just-future>

<Verdict>

"This is one of the most moving and important behavioral science books of the last decade."

– [Katy Milkman](#), Thinkers50 Ranked Thinker, on *A More Just Future*

16. Jayshree Seth

<Excerpt>

Chief science advocate and corporate scientist for 3M, communicating the importance of science and the need for diversity in STEM fields to drive innovation
~~Corporate scientist and chief science advocate at 3M.~~

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> AWARD Highest Achievement Award – Society of Women Engineers (SWE), 2020.

<3> AWARD Female Thought Leaders of the Year – Gold Stevie® Winner ~~Award – Women in Business, 2021.~~

<Ideas>

~~Jayshree Seth studies the public perception of science and its impact on society and advocates for diversity in STEM fields to drive innovation. Her research includes work~~

on understanding how to retain women and underrepresented students in STEM to create a robust pipeline of diverse talent. Her second book, *The Heart of Science: Engineering Fine Print*, zooms in on the issues of science and leadership through the lens of personal and professional transitions, reflections, and actions. It offers perspective on the feelings, identities, needs, and experiences encountered through these major shifts while envisioning the equitable and sustainable aspects of an *improved normal* that we can all work towards.

Jayshree Seth studies the public perception of science and its impact on society and advocates for science and the need for diversity in STEM fields to drive innovation. Her research includes work on understanding how to retain women and underrepresented students in STEM to create a robust pipeline of diverse talent. Her third book, *The Heart of Science: Engineering Blueprint*, provides 40 actionable frameworks and memorable mental models on topics such as innovation, leadership, advocacy, culture and careers stemming from her experience as a corporate innovator, prolific inventor, keynote speaker and thought leader. The book also provides insights and strategies to put the models into practice with suggested reflection and actions to construct a personalized blueprint for self-discovery and growth. These draft blueprints can empower *real STEM* success as Jayshree calls it: *Skills, Talent, Expertise and Mindset*.

<Bio>

Corporate scientist and chief science advocate at 3M, which she joined in 1993, Jayshree currently holds 80 patents for a variety of innovations. She was appointed 3M's first ever chief science advocate in 2018 and works to advance science and communicate the benefits of science and the importance of diversity in STEM fields to drive innovation. The proceeds from her book trilogy, *The Heart of Science* go towards a scholarship for underrepresented minority women in STEM. Jayshree serves on the Board of Science Museum of Minnesota and the Industry Advisory Council of the American Association for the Advancement of Science (AAAS), Engineering Advisory Council (EAC) Clarkson University and The Aspen Institute's Our Future is Science (OFIS) program. She has been featured in the award-winning docuseries *Not the Science Type*, and in media including *The New York Times*, *Forbes*, and *Business Insider*.

Chief science advocate and corporate scientist at 3M, Jayshree currently holds 80 patents for a variety of innovations. She was appointed 3M's first ever chief science advocate in 2018 and works to advance science and communicate the benefits of science and the importance of diversity in STEM fields to drive innovation. All sales proceeds from her book trilogy, *The Heart of Science*, go towards a scholarship for underrepresented minority women in STEM administered by Society of Women Engineers (SWE). Jayshree serves on the Board of Science Museum of Minnesota and

the Industry Advisory Council of the American Association for the Advancement of Science (AAAS), Engineering Advisory Council (EAC) Clarkson University, Advisory Board for Innovation - The Conference Board, where she serves as Innovation Fellow, and The Aspen Institute's Our Future is Science (OFIS) program. She has been featured in the 3M docuseries *Not the Science Type*, and in media including *The New York Times*, *Forbes*, and *Business Insider*.

<Content>

The Heart of Science Series: Engineering Blueprint (2024); *Engineering Fine Print* (2022); *Engineering Footprints, Fingerprints, & Imprints* (2020). '[4 big morale-busting communication mistakes leaders should stop making](#)' (with Amy Edmondson, *Fast Company*, January 2024); '[A guide for managing innovation: 4 big mistakes technologists wish their business leaders would stop making](#)' (with Rita McGrath, *Fast Company*, September 2023); '[A kaleidoscope approach to leading: Five perspective shifts that can foster innovation](#)' (with Tony Martignetti, *Fast Company*, December 2023). '[Why I reframed my "why" – The context of purpose](#)' (TEDx, June 2023); '[The 3 C's of Sustainable Innovation](#)' and 'Public Perception of AI: Bridging the Gender Chasm' (Global Peter Drucker Forum, 2024); '[Purpose reflection benefits minoritized students' motivation and well-being in STEM](#)' (Scientific Reports, January 2024); '[Construyendo puentes para fomentar la innovación](#)' (Ex Executive Excellence, Jun-Aug, 2024).

<Nationality>

Native of India

<Website>

<https://www.linkedin.com/in/jayshree-seth-6287b45/>

<Media Picks>



<https://www.youtube.com/watch?v=00OXFWU28tA>



https://www.amazon.co.uk/Heart-Science-Engineering-Fine-Print-ebook/dp/B09TTC2P-GG?ref=ast_author_dp

<Verdict>

“Jayshree provides a unique and practical perspective on the topics of innovation, leadership, culture and careers.”

– [Vijay Govindarajan](#), Thinkers50 Hall of Fame

17.Aline Gatignon

<Excerpt>

Researching how companies can collaborate with NGOs and governments to solve societal challenges.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> AWARD ARCS Emerging Sustainability Scholar Award; Strategic Management Society Best PhD Paper Award; European Foundation for Management Development case study competition award.

<3> RECOGNITION Listed in INSEAD’s “50 Years, 50 Women, 50 Ideas” series.

<Ideas>

Aline Gagnon seeks to better understand how companies and nonprofits can jointly address strategic issues of mutual concern like weak regulations, insufficient education, and inadequate infrastructure. She focuses primarily on emerging market settings, where social problems significantly impact business development, government responses are often lacking, and organisations facing resource constraints have had to innovate through cross-sector collaboration. The empirical contexts for her research include cosmetics and banking in Brazil as well as logistics and healthcare partnerships in Africa, Latin America, and Asia.

<Bio>

Assistant professor of management at the Wharton School, Aline is also a member of the Penn Development Research Initiative (PDRI), a faculty affiliate with the Wharton Social Impact Initiative and Penn Center for Africana Studies, and a senior fellow with the Global Scope Lab (GLOB-S) at George Washington University. She completed her PhD in strategic management at INSEAD. Aline currently serves on the editorial boards of the *Strategic Management Journal* and *Organization Science*, sits on the executive committee of the STR division for the Academy of Management Association, and is a representative-at-large for the Stakeholder Strategy Interest Group of the Strategic Management Society.

<Content>

[‘When Few Give to Many and Many Give to Few: Corporate Social Responsibility Strategies under India’s Legal Mandate’](#) (with C. Bode, *Strategic Management Journal*, 44(9), 2099–21270, 2023); [‘The Returns to Nonmarket Strategies during Institutional Transitions: Investor Reactions to Actor and Tie Characteristics’](#) (with M. Gama, B. DeMello, *Organization Science*, 34(2):916-934, 2023); [‘The double-edged sword of boundary-spanning Corporate Social Responsibility programs’](#) (*Strategic Management Journal*, 43(10), 2156– 2184, 2022); [‘The firm as an architect of polycentric governance: Building open institutional infrastructure in emerging markets’](#) (*Strategic Management Journal*. 44:48-85, 2023).

<Nationality> French?

<Website>

<https://www.alinegagnon.com>

<Media Picks>



<https://www.youtube.com/watch?v=KLmwGO4bytc>



<https://www.youtube.com/watch?v=-wZrIVxz36Y&t=24s>

<Verdict>

"Aline is doing brilliant work demonstrating how firms collaborate with civil sector organizations for social impact, including through non-market strategies."

– [Weslynnne Ashton](#), Thinkers50 Radar Class of 2024

18. Brian Evergreen

<Excerpt>

Founder of The Future Solving Company, helping organisations position themselves for the future in an era of AI.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> SHORTLISTED Thinkers50 Breakthrough Idea Award, 2023.

<3> RECOGNITION Thinkers50 Top 10 Best New Management Book, 2023.

<Ideas>

In his 2023 book, *Autonomous Transformation: Creating a More Human Future in the Era of Artificial Intelligence*, Brian Evergreen weaves strategy, management thinking, economics, systemic design, and philosophy into actionable steps for managers seeking to harness AI for the betterment of their organisation and the world. As a keynote speaker, advisor, and guest lecturer at the Kellogg School of Management, Brian shares the unconventional and innovative methods and frameworks he's developed while leading digital transformation initiatives, recontextualising traditional management thinking for the modern era.

<Bio>

Former global head of Autonomous AI Co-Innovation at Microsoft Research, Brian is a leading authority on artificial intelligence strategy. With former roles at Accenture and Amazon Web Services as well as Microsoft, Brian guest lectures at Purdue University and the Kellogg School of Management. He is the founder of The Profitable Good Company, which advises leaders how to create a more human future in the era of AI, and advisor to over a dozen Fortune 500 companies. His work has featured on Bloomberg, Fast Company, CIO, VentureBeat, and the Next Big Idea Club.

<Content>

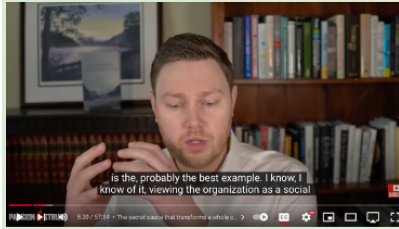
Autonomous Transformation: Creating a More Human Future in the Era of Artificial Intelligence (2023). '[How AI agents will help us make better decisions](#)' (with Philippe de Ridder, *Fast Company*, September 2024); '[ChatGPT is not your AI strategy](#)' (CIO, June 2023); '[Is it unscientific to be data-driven?](#)' (Substack, June 2024); '[Trust in AI is more than a moral problem](#)' (*VentureBeat*, May 2024); '[How to use LLMs to lose to your competitors: A mixology for enterprise leaders](#)' (*VentureBeat*, April 2024); '[The secret to making language models useful](#)' (*VentureBeat*, January 2024).

<Nationality> American?

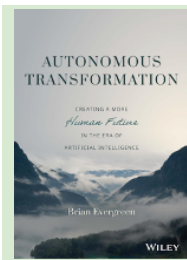
<Website>

<https://brianevergreen.com>

<Media Picks>



<https://www.youtube.com/watch?v=YWF2jjKcK7g>



<https://www.amazon.com/Autonomous-Transformation-Creating-Artificial-Intelligence/dp/1119985293>

<Verdict>

“('Autonomous Transformation' is) a thoughtful look at the urgent question of our time: How to bring humanity to work.”

– [Seth Godin](#), Thinkers50 Ranking 2019, author of *Song of Significance: A New Manifesto for Teams*

19.Christopher Marquis

<Excerpt>

Examining global challenges through a sociological lens.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> AWARD *Mao and Markets* – a *Financial Times* Best Book, 2022.

<3> AWARD Gold Medal, *Mao and Markets* – Axiom Business Book Awards, 2023.

<Ideas>

An expert on regenerative business, Christopher Marquis examines global challenges like climate change, inequality, and US-China relations through a sociological lens, focusing on how such issues are shaped by economics-driven assumptions, and exploring how cultural and social structures can be transformed to create a more sustainable and equitable world. His most recent book, *The Profiteers*, investigates the real costs of doing business today, challenging key operating assumptions of the corporate world. His 2022 book, *Mao and the Markets* examines the economic success of China and his 2020 book, *Better Business*, explores how the B-Corp movement is remaking capitalism.

<Bio>

Christopher is the Sinyi Professor of Chinese Management at the University of Cambridge. Previously, he was the Samuel C. Johnson Professor in Sustainable Global Enterprise at Cornell University, and before that spent 10 years as a professor at Harvard Business School and 18 months at Harvard Kennedy School as a professor of social innovation and public policy. He has a PhD in sociology from the University of Michigan and earlier, worked for six years in the financial services industry, most recently as a vice president and technology manager at JP Morgan Chase. Christopher has received numerous awards including Best Book 2022 by the *Financial Times*, for *Mao and Markets*.

<Content>

The Profiteers: How Business Privatizes Profits and Socializes Costs (2024); *The Communist Roots of Chinese Enterprise* (2022); *Better Business: How the B Corp Movement Is Remaking Capitalism* and *Mao and Markets* (2020). '[Don't be fooled by AI companies' "ethics washing"](#)' (*Fast Company*, October 2024); '[Greenwashing is rampant among many iconic brands. Here's how Allbirds avoids it](#)' (*Fast Company*, September 2024); '[How an abstract economics concept lets corporations off the hook](#)' (*The Hill*, August, 2024); '[Individual Investors Need to See Risks Differently](#)' (*Barron's*, July 2024); '[In Defense of Degrowth](#)' (*Harvard Business Review*, June 2024).

<Nationality>

American

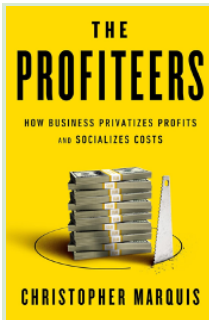
<Website>

<https://chrismarquis.com>

<Media Picks>



<https://www.youtube.com/watch?v=9shfQYTnN-w>



<https://chrismarquis.com/the-profiteers-how-business-privatizes-profit-and-socializes-cost/>

<Verdict>

“Christopher Marquis is one of the world’s leading experts on the dynamics of business and social innovation.”

– [Adam Grant](#), Thinkers50 #2 Ranked Thinker, author of *Hidden Potential*, *Think Again*, *Originals*, *Give and Take*

20. Cristina Alaimo

<Excerpt>

Unpicking the sociological effects of digital, business-related data.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> ENDORSEMENT “*DATA RULES* presents a refreshing and distinct analysis of the data economy” – Carmelo Cennamo, Copenhagen Business School.

<3> ENDORSEMENT “An explicit manifesto for an interdisciplinary approach to digital data” – Mike Power, LSE, on *DATA RULES*.

<Ideas>

Cristina's research focuses on innovation catalysed by data-based services and the consequences for organisations and society. She studies the broader ecosystem of data exchanges in which digital platforms are embedded and how these new platform ecosystems emerge and evolve. In her recently released book, *DATA RULES: Reinventing the Market Economy*, she discusses the history and role of data in our society, explaining how many of our social constructions are shaped and created by data. She also shares what business leaders need to know to seize new opportunities in the evolution of data and break away from traditional concepts of business.

<Bio>

Associate Professor at ESSEC Business School in France, Cristina was previously an assistant professor at LUISS University, Rome, and an assistant professor at Surrey Business School, UK. She holds a PhD in management, information systems, and innovation from the London School of Economics and Political Science. She is also a visiting fellow at the Centre for the Digital Economy at Surrey Business School, UK.

<Content>

Data Rules: Reinventing the Market Economy (with Jannis Kallinikos, 2024). Cristina's work has been published in journals such as *Organization Science*, *Organization Studies*, *The Information Society*, *Journal of Management Information Systems*, *Journal of Information Technology*, and *Research in the Sociology of Organizations*. She is senior editor of the *European Journal of Information Systems*, and she sits on the editorial board of *Organization Studies*.

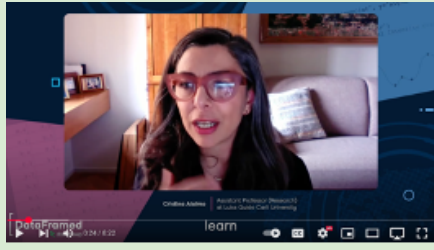
<Nationality>

Italian??

<Website>

<https://www.linkedin.com/in/cristinaalaimo/>

<Media Picks>



<https://www.youtube.com/watch?v=aQejI8BLcjA>



<https://www.amazon.co.uk/Data-Rules-Reinventing-Economy-Technology/dp/0262547937>

<Verdict>

“Cristina’s work is truly fascinating!”

– [Kaihan Krippendorff](#), shortlisted for the Thinkers50 Strategy Award, 2023

21. José Parra Moyano

<Excerpt>

Digital strategy expert focusing on how firms can create sustainable value.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> AWARD 30 under 30 list of outstanding young entrepreneurs in Switzerland – Forbes, 2018.

<3> AWARD Appointed to the World Economic Forum’s Global Shapers Community of young people driving change, 2024.

<Ideas>

José Parra Moyano is on a mission to help business leaders employ digital technology not just to enhance the value of their own firms but also to shape a positive future for society. His research focuses on the societal implications of technologies such as blockchain, data analytics, and privacy-preserving techniques. José explores the impact of digital innovation on economic performance, particularly on the role that data and AI can play in solving organisational as well as societal problems and how firms can create sustainable value in the digital economy. The captivating aspect of digital technology, he says, is its ability to foster novel interactions between companies and individuals and thereby facilitate previously unattainable relationships and transactions.

<Bio>

Professor of digital strategy at IMD and an award-winning teacher, José is also founder of his own successful startup, Lionstep, which developed data-driven algorithms for HR departments. He teaches in a variety of programs on the topic of AI, strategy, and innovation and is also a research fellow at the Centre for Blockchain Technologies at University College London. Previously he was a fellow at the Center of Excellence of The Digital Economist. Before joining IMD in 2023, José was assistant professor at Copenhagen Business School's Department of Digitalization. He also served as a guest professor at Mannheim Business School, the University of Bern, and Rochester-Bern Business School.

<Content>

'[Know Your Data to Harness Federated Machine Learning](#)' (with Karl Schmedders and Maximilian Werner, *MIT Sloan Management Review*, October 2024); '[How Data Collaboration Platforms Can Help Companies Build Better AI](#)' (with Karl Schmedders and Alex Pentland, *Harvard Business Review*, January 2024); '[Use GenAI to Uncover New Insights into Your Competitors](#)' (with Thomas H. Davenport, Karl Schmedders and Stephan Schulte, *Harvard Business Review*, November 2023); '[What Managers Need to Know About Data Exchanges](#)' (with Karl Schmedders and Alex Pentland, *MIT Sloan Management Review*, June 2020).

<Nationality>

Swiss

<Website>

<https://www.parramoyano.com>

<Media Picks>



<https://www.youtube.com/watch?v=mbFrjiGau8E>



<https://sloanreview.mit.edu/article/know-your-data-to-harness-federated-machine-learning/>

<Verdict>

“An outstanding entrepreneur and award-winning teacher helping firms create sustainable value and solve societal problems.”

— Mikko Leskelä, CEO. Thinkers50

22. Ting Zhang

<Excerpt>

Scholar of mentorship, intergenerational collaboration, and knowledge transfer.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> AWARD Dorothy Harlow/McGraw Hill Best Conference Paper, 2024.

<3> AWARD Charles M. Williams Award for Excellence in Teaching, 2020.

<Ideas>

Through her concept of 'downward learning,' Ting Zhang redefines the dynamics of mentorship by showing that knowledge can flow upward as well as downward. Her research encourages organisations to rethink the traditional hierarchical structure of knowledge transfer, promoting a culture where individuals across levels can learn from each other, enhancing both mentor engagement and mentee success.

<Bio>

Ting is an assistant professor of business administration and Hellman Faculty Fellow in the Organizational Behavior Unit at Harvard Business School. Prior to joining HBS she was a postdoctoral research scholar and adjunct assistant professor at Columbia Business School. She received her A.B. in economics and PhD in organisational behaviour from Harvard University.

<Content>

Ting's research has been published in journals including the *Academy of Management Journal*, *Management Science*, *Organizational Behavior and Human Decision Processes*, *Psychological Science*, *Journal of Experimental Psychology: General*, and *Research in Organizational Behavior*. She has also featured in media outlets including *The Atlantic*, *New York Times*, and *The Washington Post*.

<Nationality>

American?

<Website>

<http://www.ting-zhang.com>

<Media Picks>



https://www.youtube.com/watch?v=q_CEvTrfsAM



<https://www.hbs.edu/faculty/Pages/item.aspx?num=62440#:~:text=Although%20most%20mentors%20believe%20knowledge,they%20value%20insights%20from%20below.>

<Verdict>

“Ting Zhang’s research offers profound insights into mentorship, intergenerational collaboration, and knowledge transfer in organizations.”

– [Jon Jachimowicz](#), Thinkers530 Radar Class of 2024

23. Elaine Lin Hering

<Excerpt>

Advocate for a culture of voice – not silence – in organisations.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> FAST FACT Has worked across industries on 6 continents.

<3> FAST FACT: Made a wish for world peace on her 5th birthday. Still wishes – and works for – world peace.

<Ideas>

In her 2024 book, *Unlearning Silence*, Elaine Lin Hering explores the ways silence undercuts our teams, leadership, and lives and offers practical strategies for what we can each do instead. Pursuing her vision of a future in which each individual knows they have a voice, uses their voice, and gets to choose when and where they lend their voice, Elaine provides leaders and managers with the practical tools and tips for helping

employees speak up. Managers need to actively remove obstacles to speaking up, she argues, in order to create an organisational culture of voice rather than silence.

<Bio>

A former managing partner at a global leadership development firm, Elaine Lin Hering works with organisations and individuals to build skills in communication, collaboration, and conflict management. She has taught executive education at Harvard, Dartmouth, Tufts, UC Berkeley, and UCLA and served as the advanced training director for the Harvard Mediation Program and as a lecturer on law at Harvard Law School. Elaine has spoken at conferences ranging from the World Business Dialogue in Germany to the Auschwitz Institute on Peace and Reconciliation and the Global Leadership Summit.

<Content>

Unlearning Silence: How to Speak Your Mind, Unleash Talent, and Live More Fully (2024). '[How to Get Your Team to Actually Speak Up](#)' (*Harvard Business Review*, June 2024); '[These 3 factors can help you speak up at work](#)' (*Fast Company*, March 2024); '[Are You Unintentionally Silencing Your Employees?](#)' (*Chief Executive*); '[Silence Busting Strategies for Introverts](#)' (*Next Big Idea Club*, April 2024); '[Why Silence Is Bad For Our Well-Being](#)' (*Thrive Global*, April 2024); '[The magic of unmuting yourself](#)' (McKinsey & Company, May 2024); '[3 Strategies for Speaking Up at Work](#)' (*Chief*, March 20224). [The Science of Speaking Up For Yourself](#) (10 Percent Happier podcast).

<Nationality>

American

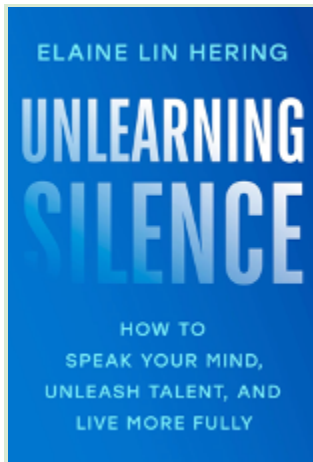
<Website>

<https://elainelinhering.com>

<Media Picks>



https://www.youtube.com/watch?v=xWAJaPt_ha4



<https://elainelinhering.com/book/>

<Verdict>

"'Unlearning Silence' is an excellent study of what causes us to stay silent / silence others."

– [Megan Reitz](#), Thinkers50 Ranked Thinker, author of *Speak out, Listen Up*

24. Jan-Emmanuel De Neve and George Ward

<Excerpt>

Bringing some much needed hard science to the topic of wellbeing at work.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> FAST FACT Jan-Emmanuel is co-founder of the World Wellbeing Movement.

<3> AWARD George received Best Paper Award, Oxford Wellbeing Conference, 2022.

<Ideas>

In their 2025 book, *Why Workplace Wellbeing Matters*, Jan-Emmanuel De Neve and George Ward examine the vital connection between work and happiness. Using

extensive data, including the world's largest employee wellbeing dataset, they explore how workplace satisfaction varies across jobs and industries. They offer a fresh, data-driven perspective to definitions of workplace wellbeing and their research demonstrates that improving wellbeing can boost productivity, aid in talent retention and recruitment, and ultimately improve financial performance.

<Bio>

Jan-Emmanuel is a professor of economics at Saïd Business School and director of the Wellbeing Research Centre at the University of Oxford. He has been a visiting professor at INSEAD and an assistant professor at UCL. His research, published in top academic journals, was included among "The Management Ideas That Mattered Most" by *Harvard Business Review*. George is a postdoctoral research fellow at the University of Oxford. He gained his master's and PhD from Massachusetts Institute of Technology.

<Content>

Why Workplace Wellbeing Matters: The Science Behind Employee Happiness and Organizational Performance (2025). Co-authors: *The Origins of Happiness: The Science of Well-Being over the Life Course* (2018); *Can We Be happier: Evidence and Ethics* (2020); *Wellbeing: Science and Policy* (2023). Jan-Emmanuel is an editor of the World Happiness Report and George has published widely on the topic of human wellbeing in leading academic journals.

<Nationality>

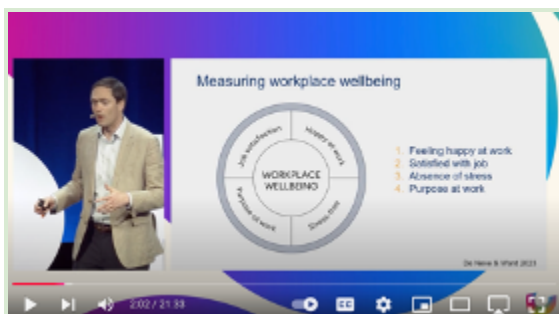
Belgian and American?

<Website>

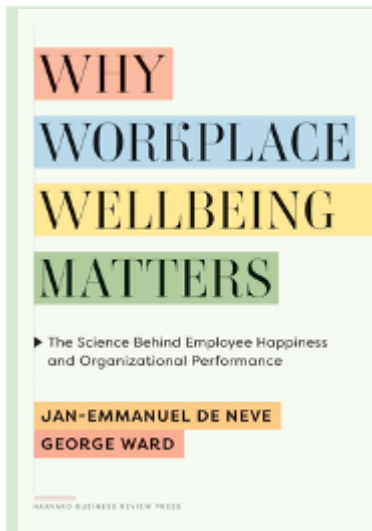
<https://wellbeing.hmc.ox.ac.uk/people/jan-emmanuel-de-neve/>

<https://www.economics.ox.ac.uk/people/george-ward>

<Media Picks>



<https://www.youtube.com/watch?v=COIjIHdB-no>



<https://www.amazon.co.uk/Why-Workplace-Wellbeing-Matters-Organizational/dp/1647826357>

<Verdict>

“Addressing one of the most important barriers to organisational and individual success.”

– Des Dearlove & Stuart Crainer, co-founders, Thinkers50

25. Eugenio Zuccarelli

<Excerpt>

AI and data science leader.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> AWARD 40 Under 40 – CDO Magazine and Boston Congress.

<3> AWARD Nova Talent of the Year – Italy, 2023.

<Ideas>

Eugenio Zuccarelli leads innovation efforts to develop AI technology in the health care sector. His interest in applying machine learning to practical solutions was sparked while completing his first master's degree, and his thesis entailed developing a robotic prosthesis, an engineered arm controlled by the thoughts of a user. His second master's – in business analytics at MIT – brought him to the intersection of data science and health care and his analyses were used to develop predictions for the White House during the COVID-19 pandemic

<Bio>

Eugenio is a data science leader working with companies ranging from Fortune 500 firms to startups. He is a Forbes 30 Under 30, Fortune 40 Under 40, TEDx Speaker, WEF Global Shaper and Davos Delegate, and studied at MIT, Harvard, and Imperial College. Eugenio teaches data science and machine learning at Columbia University and sits on the advisory board of Meta's Open Loop Program, The AI Summit, Carma Health, and is a member of the United Nations' AI for Health Focus Group. His awards and recognitions include the John McCarthy Award for contributions to AI, Aspen Fellow, the ISPI / BCG Future Leaders Award, LinkedIn Top Voice.

<Content>

Intelligenza Artificiale: Come usarla a favore dell'Umanità (2024). '[Performance Metrics in Machine Learning](#)' (*Towards Data Science*, January, 2021); '[3 AI Trends That Will Revolutionise Healthcare](#)' (*Towards Data Science*, December, 2020); '[The Dos and Don'ts of Imputation](#)' (*Towards Data Science*, November, 2020). Eugenio's work has been featured in multiple media including *Forbes*, *Fortune*, *The Washington Post*, *Bloomberg*, and *The Financial Times* as well as several TV programs, radio shows, and podcasts. He is also a regular contributor for several news outlets including the *Harvard Business Review*, *Forbes*, *Fortune*, *MIT Sloan Management Review*, and *Wired*.

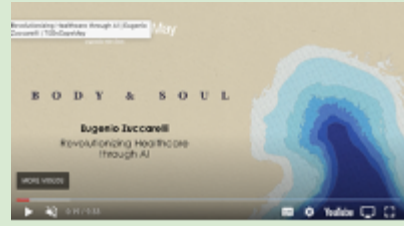
<Nationality>

Italian

<Website>

<https://eugeniozuccarelli.com>

<Media Picks>



[https://www.ted.com/talks/eugenio_zuccarelli_revolutionizing_healthcare_through_ai?subtle=en](https://www.ted.com/talks/eugenio_zuccarelli_revolutionizing_healthcare_through_ai?subtitle=en)



<https://www.amazon.com.be/-/en/Eugenio-Zuccarelli/dp/8891841056/>

<Verdict>

"Decoding machine learning to generate practical AI solutions for business and healthcare."

— Des Dearlove & Stuart Crainer, co-founders, Thinkers50

26. Dean Carignan and JoAnn Garbin

<Excerpt>

Leaders of some of Microsoft's most groundbreaking initiatives.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> ENDORSEMENT "A bookshelf-worthy choice for current and future innovation leaders" — Linda A. Hill on *The Insider's Guide to Innovation*.

<3> ENDORSEMENT “Don't deny yourself the joy of curling up with this one when contemplating your next big move.” — Rita McGrath on *The Insider's Guide to Innovation*.

<Ideas>

In their 2025 book, *The Insider's Guide to Innovation at Microsoft*, Dean Carignan and JoAnn Garbin draw on their decades of experience driving transformative projects to define easy-to-use principles that help people rethink what innovation means – especially when it comes to creating meaningful and lasting solutions. The book serves as a true call to action that showcases how anyone can develop habits to innovate with purpose and resilience, tackling challenges such as sustainability, adaptability, and impact. Aligning innovation with purpose, they share insights that show how innovation can align with deeper social missions and use Microsoft case studies to demonstrate how innovating can be distilled into four Innovating Patterns.

<Bio>

An alumnus of Georgetown University and INSEAD, Dean has guided new initiatives at Microsoft through their early critical growth phases to their first billion dollars in revenue, including the early internet division, Xbox, and multiple AI efforts. Most recently, he has focused on leading AI innovations within Microsoft Research and the Office of the Chief Scientist.

A sustainability and technology entrepreneur, as director of innovation at Microsoft's cloud business JoAnn led the development of billion-dollar initiatives, including the Regenerative Datacenter of the Future. In 2024, she founded Regenerous Labs, a collaboration committed to creating cross-sector transformations. JoAnn is an active alumnus of Villanova University, where she studied mechanical engineering and philosophy.

<Content>

The Insider's Guide to Innovation at Microsoft (2025). [Lessons from Microsoft's Responsible AI Journey with Dean Carignan](#) (The AI in Business podcast); [Navigating AI Innovation Ecosystems: Insights on Co-Innovation & Organizational Transformation](#) (INSEAD digital Tech Talk, October 2024); [A Big Step Forward to Empower Innovators Everywhere](#) (LinkedIn, November 2024); [The How Behind Microsoft's 50 Years of Dominance](#) (LinkedIn, November 2024).

<Nationality>

American

<Website>

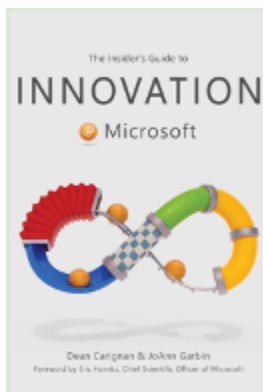
<https://www.linkedin.com/in/deancarignan/>

<https://www.linkedin.com/in/joanngarbin/>

<Media Picks>



<https://www.youtube.com/watch?v=gzn9MyUjH2w>



<https://www.amazon.com/Insiders-Guide-Innovation-Microsoft/dp/B0D5WLYZP6>

<Verdict>

"This isn't just a book—it's your golden ticket to Microsoft's factory of creativity and constant learning."

— [Whitney Johnson](#), Thinkers50 Ranked Thinker, author of *Disrupt Yourself*

27. Anastacia Mamabolo

<Excerpt>

Specialist in research methods and entrepreneurship.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> AWARD South African Women in Science Award for Distinguished Young Researcher – 2023.

<3> AWARD Best Paper Award for religion as an institution – Journal of World Business, 2022.

<Ideas>

Anastacia Mamabolo specialises in research methods and entrepreneurship. Her research identity is the role of faith and human capital in management and entrepreneurial activities. With a focus on South Africa as a developing market, Anastacia's work has helped to identify the entrepreneurship management skills required in emerging economies. She was involved in the GIBS Project Orbit that explored business and management in Africa and was part of a research team that interviewed more than 100 C-level executives in Botswana, Namibia, Zimbabwe, Kenya, and Nigeria.

<Bio>

An associate professor at the University of Pretoria's Gordon Institute of Business Science (GIBS), Anastacia qualified as an optometrist, which she practised for a few years before joining academia. During her doctoral studies at GIBS, Anastacia was appointed as the school's project manager for the AACSB accreditation. She teaches on the MBA, MPhil, and doctoral programs in the areas of entrepreneurship and applied research design. She also supervises master's and doctoral students.

<Content>

'Entrepreneurial activity trends' (chapter contribution in *Women entrepreneurship in South Africa: What does the future hold*, pp. 43-56, by N. Meyere, M. Samsani, A. Bowmaker-Falconer, 2024); 'Management and leadership development needs: The case of South Africa' (chapter contribution in *Business and society: Making management education relevant for the 21st century*, pp. 229-249, by D. Purg, A. Bracek Lalic & J. A. Pope, 2018). Anastacia has presented at international conferences and published articles in peer-reviewed journals.

<Nationality>

South African?

<Website>

<https://www.linkedin.com/in/anastacia-mamabolo-5a3baa31/?originalSubdomain=za>

<Media Picks>



<https://www.youtube.com/watch?v=U1M9vwr5qqQ>



https://www.youtube.com/watch?v=Uti6rRB_1vE

<Verdict>

“Important research on the nature of entrepreneurship and the specific management skills required in emerging economies.”

– Des Dearlove & Stuart Crainer, co-founders, Thinkers50

28. Sebastian Krakowski

<Excerpt>

Researcher of the organisational and behavioural implications of AI.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> FEATURED In the [Financial Times](#).

<3> FEATURED In [Al Majalla](#).

<Ideas>

Sebastian Krakowski's research focuses on the interplay of digital technology and organisational strategy, particularly the wide array of technologies collectively referred to as artificial intelligence (AI). His work draws on behavioural perspectives to explore how humans and AI interact and cooperate in organisational decision making, with a particular focus on what leads to the adoption of the technology and which factors contribute to its successful implementation. His current projects explore organisational contexts where AI is used to automate or augment human judgment in complex decision making.

<Bio>

With an educational background in economics and management, Sebastian is an assistant professor in the Department of Entrepreneurship, Innovation and Technology (House of Innovation) at the Stockholm School of Economics. He has been a visiting researcher at Warwick Business School and is affiliated with Stanford University and The Institute for Futures Studies, where he works mainly on the project Predicting the Diffusion of Artificial Intelligence, with the purpose of predicting the speed of AI applications to assess their social impact. He completed my dissertation on organisational AI adoption, earning his PhD. from the University of Geneva, Switzerland.

<Content>

'[The cold-start problem in nascent AI strategy: Kickstarting at network effects](#)' (co-author, *Journal of Business Research*, November 2023); '[Artificial intelligence and the changing sources of competitive advantage](#)' (with J. Luger and S. Raisch, Institute for Future Studies, 2022); '[Artificial Intelligence and Management: The Automation-Augmentation Paradox](#)' (with S. Raisch, *Academy of Management*, January 2021); [Human-algorithmic collaboration: What are we currently learning about AI hybridity in the workplace](#) (SSE, Hybrid Futures Conference, 2021); '[Don't Panic: A Human and Problem-Centric Approach to AI-Led Innovation](#)' (with Claire Ingram Bogusz and Christian Guttman, chapter contribution to *Sweden Through the Crisis*, 2021).

<Nationality>

Swedish

<Website>

<https://www.ponsmundi.com>

<Media Picks>



<https://www.youtube.com/watch?v=NwdnIHZuwBo>



<https://www.abruptfuture.com/post/the-human-aspect-of-ai-behavioral-and-organization-al-implications-s02e08>

<Verdict>

"Sebastian's research into the implications of new technologies on organisational strategy is a significant contribution to management thinking."

– Des Dearlove & Stuart Crainer, co-founders, Thinkers50

29. Beena Ammanath

<Excerpt>

Award-winning senior technology executive and AI leader.

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> AWARDS Women in Technology Hall of Fame – WITI, 2017; Most Influential Women in Bay Area Business – *San Francisco Times*, 2017.

<3> AWARD Fisher-WITI: Leading Women in Analytics – Haas School of Business, University of California, Berkeley, 2018.

<Ideas>

In her 2023 book, *Zero Latency Leadership*, Beena Ammanath establishes the skills and mindset for leaders to make informed and mindful decisions about technology. An expert in simplifying complex topics, she provides practical frameworks to decide what technology is relevant, and how to embed trust, sustainability, and equity in those decisions. *Zero Latency Leadership* builds on Beena's 2022 book, *Trustworthy AI*, which addresses the topic of ethics and trust in AI, providing practical guidelines for organisations developing or using AI solutions. As founder and CEO of Humans for AI, Beena spearheads the drive to demystify and bring diversity and inclusivity to AI.

<Bio>

A computer scientist by education, Beena is Global Head of Deloitte AI Institute and Global Trustworthy AI Leader and Technology Trust Ethics Leader, Deloitte. Her career so far has spanned leadership roles in finance, marketing, e-commerce, telecom, retail, software products, service, and industrial domains. Beena has also held technical and leadership roles with companies including Thomson Reuters, British Telecom, Bank of America, E*TRADE, and a number of Silicon Valley startups. She is also founder and CEO of Humans for AI, non-profit promoting diversity and inclusion in AI, and a board member of AnitaB.org, a nonprofit advancing women in STEM and supporting inclusive technology.

<Content>

[The value of human creativity in the AI era](#) (TEDx Talks, 2024). *Zero Latency Leadership: Driving Equity, Trust, and Sustainability with Emerging Tech* (2023); *Trustworthy AI: A Business Guide for Navigating Trust and Ethics in AI* (2022); *The Year in Tech 2023: The Insights You Need from Harvard Business Review* (2022). '[How AI will shape the future of Industrial IoT](#)' (CIO, November 2016); 'Uncover the Human Side of Data: 2016 Executive Summary' (Marketing Analytics and Data Science, January 2016); [My high heels don't make me any less high tech](#) (CIO, October 2016).

<Nationality>

American? Native of India?

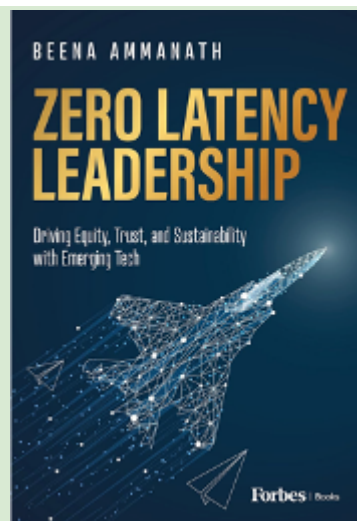
<Website>

<https://beenammanath.com>

<Media Picks>



https://www.youtube.com/watch?v=qV_L7YFVx9o



<https://beenammanath.com/books/>

<Verdict>

“Beena’s contribution to leadership in an era of AI is immense; by unpicking the thorny issues around the ethical implementation of technology, she provides practical guidance for leaders to incorporate trust, sustainability, and equity in their technology strategy.”

– Des Dearlove & Stuart Crainer, co-founders, Thinkers50

30. Christie Smith

<Excerpt>

Founder of The Humanity Studio

<3 boxes>

<1> RADAR THINKER Thinkers50 Radar Class of 2025.

<2> FUN FACT A former pro golfer.

<3> FUN FACT The youngest of eight children.

<Ideas>

Christie Smith's work draws on a deep personal belief that investing in people and creating a more equitable world is the key to unlocking growth for both business and society. If business is to thrive in the future, she contends, leaders will need to embrace a fundamental shift in mindset about how we engage and empower people at work, given today's myriad complex challenges and vast cultural, geopolitical, and technical change. Her book, *Essential*, explains how to unlock management transformation, adapt to the new business landscape, and achieve immediate, impactful change.

<Bio>

Christie is the founder of The Humanity Studio, a multi-media leadership advisory company that works to improve the way we live by revolutionising the way we work. She has also held roles including Global Lead for Talent & Organization at Accenture, as a senior executive at Apple, and Managing Principal at Deloitte. She has over 35 years' experience advising C-Suites of Fortune 500 companies and holds a PhD in social work and organisational psychology.

<Content>

Essential: How Distributed Teams, Generative AI, and Global Shifts Are Creating a New Human-Powered Leadership (with Kelly Monahan, Wiley, 2025). '[How to Election-Proof Your Leadership](#)' (*Chief Executive*, 2024); '[What's Essential?](#)' interview (with Michelle Weldon, *Take the Lead*, January 2025). [Pride at work](#) (LinkedIn News, 2022); [Beacon Street Interview](#) (TEDxBeaconStreet, 2014); [What is the future of work](#) (Accenture Future of Work Study, 2021).

<Nationality>
American.

<Website>
<https://www.christiesmith.phd>

<Media Picks>



<https://www.youtube.com/watch?v=bzs2QQubZs4>



<https://www.christiesmith.phd/thebook>

<Verdict>

"Smith and Monahan's concept of the 'emotionally mature leader' in Essential resonates deeply. We urgently need leaders who understand how to place the human individual at the centre of all we do."

– Marcus Buckingham, Thinkers50 Ranking 2007 - 2019

END