

THINKERS50 RADAR 2020

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

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

INTRODUCING
THINKERS50 RADAR 2020

As we were compiling our selection of 30 thinkers to watch in 2020, we heard the sad news of the death of Clay Christensen. Clay was number one in the Thinkers50 rankings of 2011 and 2013 and, more recently, was inducted into the Thinkers50 Hall of Fame. He was without doubt one of the most intellectually gifted thinkers we have ever met. He was also a genuine and humble man.

In his office at Harvard Business School he had a sign that said "anomalies welcome". When we asked him about it, he explained that he wanted people to challenge his theory of Disruptive Innovation with data that didn't fit or couldn't be explained by it. It was only through anomalies he said that a theory could be improved. Clay cared about anomalies because he wanted to make his work more robust and more useful. At a time when many of those in high positions prefer to ignore difficult truths, Clay welcomed them with an open mind.

We hope that in their very different ways our Thinkers50 Radar class of 2020 carry on the truth-telling, world-enhancing, open-minded work of Clay Christensen. They are very big footsteps to follow in.

The objective of the Thinkers50 Radar is to bring an eclectic and compelling group of thinkers to the attention of the broader audience of managers and leaders in organizations worldwide.

The 30 thinkers are truly global in reach and aspiration. And they are tackling the big issues of our times with rigour and energy. We salute them, look forward to watching their ideas develop and hope that they succeed in putting a dent in the universe.



Stuart Crainer & Des Dearlove
Thinkers50 Founders

THINKERS 50

MICHAEL ARENA



Affiliation:	VP talent and development, Amazon Web Services.
Ideas:	Champion of making traditional companies agile. Four key network roles in creating adaptive organizations: brokers, connectors, energizers, and challengers.
Content:	Adaptive Space: How GM and Other Companies Are Positively Disrupting Themselves and Transforming into Agile Organizations (McGraw Hill, 2018).
Bio:	Responsible for global talent practices, leadership development and learning at Amazon Web Services. Previously, he was chief talent officer for GM. At GM launched GM2020, a grassroots initiative to enable employees to positively disrupt the way they work. At Bank of America, launched the Center for Future Banking, to positively disrupt consumer banking. Visiting scientist with MIT's Media Lab. PhD in organizational dynamics from the Union Institute and University.
Verdict:	"Agility champion on a mission to transform companies into truly agile organizations." Thinkers50
Website:	adaptivespace.net
Social:	linkedin.com/in/michael-arena-21b6164 • @mjarena

THINKERS 50

HELEN BEVAN



Affiliation:	Leader of large scale change, improvement activist, thought leader and innovator within the English National Health Service (NHS), the largest public healthcare system in the world.
Ideas:	Seeks out and blends new ideas on change with a deep understanding of implementing change in complex systems.
Content:	The New Era of Thinking and Practice in Change and Transformation: A Call to Action for Leaders of Health and Care (with Steve Fairman); Leading Large Scale Change: A Practical Guide; The School for Change Agents (massive open online community).
Bio:	A thirty year career as an internal change agent in the NHS. Set up NHS Change Day, the largest ever day of action for improvement in healthcare, 60,000 people have been through the virtual School for Change Agents which she established, She reaches more than a million people each month through her social media connections, virtual presentations, curation of ideas and commentaries.
Verdict:	"Tackling change in such a mammoth organization demands skills and energy of the highest order." Thinkers50
Website:	horizonsnhs.com
Social:	linkedin.com/in/helenbevan • @HelenBevan

THINKERS 50

AMY BRADLEY



Affiliation:	Senior faculty member at Hult Ashridge International Business School.
Ideas:	"'Shades of Grey', her three-year study into employee engagement, concluded there were four zones of engagement: contentment, disengagement, pseudo-engagement, and engagement. Developed a diagnostic tool to measure engagement in organizations. Her book *The Human Moment* argues that organizations must find ways of becoming more compassionate in an age where work is increasingly de-humanized. Her decade of research concludes that compassion is the key to business performance.
Content:	The Human Moment (LID, 2020); "Shades of Grey: An exploratory study of engagement in work teams," "How Engaged Is Your Team, Really?" with Sharon Olivier (HBR, 2019).
Bio:	Has a PhD from Aston University and is a keen triathlete.
Verdict:	"The clarion call for the humane management of people to raise performance." Thinkers50
Website:	hult.edu/en/executive-education/insights/team-engagement-which-zone-are-you-in-/
Social:	linkedin.com/in/dr-amy-bradley-851255

THINKERS 50

SIMONE CICERO



Affiliation:	Creator of the Platform Design Toolkit
Ideas:	Champion of platform design. Interested in co-design, design thinking and innovation, with a special interest in open business models both in software and hardware. In 2013, Cicero created the Platform Design canvas as a derivative of the Business Model Canvas. It subsequently evolved into the Platform Design Toolkit.
Content:	Blogs medium.com/@meedabyte
Bio:	Italian designer, speaker and entrepreneur. The Platform Design Toolkit aims to help organizations of all kinds create shaping strategies, leveraging ecosystems, transforming themselves and the world in the process. Italian connector of entrepreneurial network Ouishare (ouishare.net)
Verdict:	"The inspirational face of open thinking." Thinkers50
Website:	platformdesigntoolkit.com
Social:	linkedin.com/in/simonecicero • @meedabyte

THINKERS 50

ALEX EDMANS



Affiliation:	Professor of finance at London Business School and academic director of the Centre for Corporate Governance.
Ideas:	Research in corporate finance; behavioural finance; corporate social responsibility; and practical investment strategies. Plus World Cup-onomics – the effects of the soccer World Cup on stock markets.
Content:	TED "What to Trust in a Post-Truth World", and the TEDx talk "The Social Responsibility of Business". *Grow the Pie: How Great Companies Deliver Both Purpose and Profit*, forthcoming, 2020.
Bio:	Graduated from Oxford and then worked for Morgan Stanley. After a PhD from MIT Sloan, joined Wharton in 2007 and was tenured in 2013. Serves on the steering group of The Purposeful Company, which encourages companies to pursue long-run purpose over short-run profit.
Verdict:	"Fresh voice on finance and investment strategies – and much more." Thinkers50
Website:	www.alexedmans.com
Social:	linkedin.com/in/aedmans • @aedmans

THINKERS 50

LISA GILL



Affiliation:	Founder of Reimaginaire and trainer with Tuff Leadership Training.
Ideas:	Liberating working structures; purposeful leadership; creating self-managed teams.
Content:	Leadermorphosis podcast; *Moose Heads on the Table: Stories about self-managing organizations from Sweden* (with Karin Tenelius, 2020). leadermorphosis.co; Medium blog.
Bio:	Leadership coach with a passion for self-managed teams. Born in the UK, Gill grew up in Southeast Asia. Founded Reimaginaire to support organizations interested in new ways of working. Leads courses globally with Tuff Leadership Training. Host of the Leadermorphosis podcast. In 2019 launched Better Work Together Academy, an online learning platform, with Greaterthan.
Verdict:	"Turning self-managed teams from a good idea into reality is a big challenge and Lisa Gill is leading the way in making it happen." Thinkers50
Website:	reimaginaire.com
Social:	@disruptandlearn

RENÉE RICHARDSON GOSLINE



Affiliation:	Senior lecturer in the Management Science group at the MIT Sloan School of Management and a principal research scientist at MIT's Initiative on The Digital Economy.
Ideas:	Focuses on the intersection between behavioural science and technology. Research includes how consumers determine "real" from "fake" products; how customers perceive value in platforms; and the effects of storytelling in social media on trust.
Content:	TEDx talk, "The Outsourced Mind"; *The Human Algorithm* (MIT Press, 2020).
Bio:	Named one of the World's Top 40 Professors under 40 by Poets and Quants. Prior to academia, she worked in marketing at LVMH Moet Hennessy and Leo Burnett. Holds a doctorate from Harvard Business School.
Verdict:	"An emerging and persuasive thought leader on the new digital reality.'" Thinkers50
Website:	mitsloan.mit.edu/faculty/directory/renee-richardson-gosline
Social:	@reneegosline

THINKERS 50

SOULAIMA GOURANI



Affiliation:	Founder, Women Reignite.
Ideas:	The obstacles we encounter in life can transform our career paths. "My life is spent constantly communicating my vision – to change the world to the better and to build a more tolerant place through trade – and through better and stronger relations between countries and people."
Content:	*Ignite your Career: The New Grads Bible* (Bookboon, 2013), downloaded more than 300,000 times.
Bio:	Born in Morocco and raised in Denmark. While pregnant and the family breadwinner, she was fired from her job as a global sales director. Vowing that would never happen again, she started her own consulting business. Founder of tradeconductor.com and womenreignite.com, a go-to community for life and career development. Also, co-owner of NerdySpeakers and former CEO in the company CetCapitalAid as well as the current co-founder of "At Lykkes Aps". MBA from Copenhagen Business School, where she taught supply chain management. Now based in Palo Alto, California.
Verdict:	"Entrepreneurial trailblazer of connectivity and community." Thinkers50
Website:	womenreignite.com • soulaima.com
Social:	www.linkedin.com/in/soulaima-gourani-8a77b • @soulaimagourani

THINKERS 50

LINDRED GREER



Affiliation: Associate professor of management and organizations and faculty director of the Sanger Leadership Center at the Stephen M. Ross School of Business at the University of Michigan.

Ideas: "Power struggles and conflicts can destroy teams. Power struggles between founders can cause a start-up to go under. Emotional conflicts can lead management teams to make disastrous decisions for their firm. I seek to understand why these darker aspects of team dynamics arise and how they can be circumvented." How to design and lead effective organizational teams, with specific interests in intra-group hierarchy, conflict, diversity, leadership, and emotion. Her research focuses on start-ups.

Content: Academic articles, included in the *Handbook of Team Dynamics* (Wiley, 2017), and also *Fast Company* articles – "What Mountain Climbing Expeditions Tell Us About Teamwork"; "Proof that Experience and Skills Matter More than Charisma", and "How Emotionally Intelligent Bosses Resolve Conflicts – Fast".

Bio: Greer previously taught at Stanford, Erasmus and the University of Amsterdam. She has a BSc from Wharton; and a PhD in social and organizational psychology from Leiden University in the Netherlands.

Verdict: "A rising star in the field of leading teams." Thinkers50

Website: sites.google.com/umich.edu/greerll

Social: @lindredG

THINKERS 50

MARIA GUADALUPE



Affiliation:	Professor of Economics and holds the Goltz Fellowship in Business and Society at INSEAD. Academic Director of the INSEAD Randomized Control Trials (RCT) Lab
Ideas:	Research on the nature, role and effectiveness of agile organizations and other forms of structures centred around self-managed, empowered teams, "extreme flattening". Also interested in the role of personal and social identity within organizations. Studies the drivers and consequences of mergers and acquisitions.
Content:	Video Strategy, Structure and Incentives, How to Make Your Organization More Agile. Co-created and co-produced "Her Opponent" (2017), a documentary theatre re-creation of the 2016 American presidential debates with genders inverted.
Bio:	PhD in economics from the London School of Economics. Prior to joining INSEAD in 2012, she was an associate professor at Columbia Business School. Has also been a visiting scholar at MIT and Princeton and is currently a research fellow at the Center for European Policy Research (CEPR), the IZA and a member of the Strategy Research Initiative.
Verdict:	"A creative and stimulating researcher who gets to the heart of agility." Thinkers50
Website:	faculty.insead.edu/maria-guadalupe
Social:	Not active

THINKERS 50

ANDREI HAGIU



Affiliation:	Associate professor of Information Systems at Boston University's Questrom School of Business.
Ideas:	Multi-sided platform businesses (Airbnb, Alibaba, Amazon, Google, PlayStation, Uber et al) and their unique strategic challenges.
Content:	Recent cover story of *Harvard Business Review* on when data creates competitive advantage (with Julian Wright).
Bio:	Previously, an associate professor in the Strategy group at Harvard Business School and in the Technological Innovation, Entrepreneurship and Strategic Management group at MIT Sloan. In 2012, he took a leave of absence from Harvard in order to work full-time at Intuit, helping with its strategic transformation from a product-focused company into a platform company. Holds a PhD in economics from Princeton University and did his undergraduate studies at the Ecole Polytechnique in France. He is a citizen of Romania, France, and the United States.
Verdict:	"Hagiu is leading the next generation of thinking on platforms." Thinkers50
Website:	andreihagiu.com
Social:	linkedin.com/in/andrei-hagiu-0646751 • @theplatformguy

THINKERS 50

DIANE HAMILTON



Affiliation:	Founder and CEO of Tonerra, a US-based leadership and management consulting company.
Ideas:	Creator of the Curiosity Code Index, an assessment that determines the factors that inhibit curiosity.
Content:	*Cracking the Curiosity Code* (2019); *The Online Student's User Manual; How to Reinvent Your Career*; and *It's Not You, It's Your Personality*.
Bio:	Author and host of the nationally syndicated radio programme, *Take the Lead*. She has experience in software, computers, corporate training, pharmaceuticals, real estate, mortgage lending, social media, education, and publishing. Former MBA programme chair at the Forbes School of Business.
Verdict:	"A force of nature and a rising star." Thinkers50
Website:	drdianehamilton.com • curiositycode.com
Social:	linkedin.com/in/drdianehamilton • @drdianehamilton

THINKERS 50

MORELA HERNANDEZ



Affiliation:	Associate professor of business administration at the Darden School of Business, University of Virginia, and academic director of Behavioral Research at Darden (BRAD).
Ideas:	Her research focuses on the ethics of leadership. How and why do leaders act to protect the long-term welfare of others? Also studies the role of diversity in organizational systems and decision-making practices. How do biases unfold within an organizational system designed to influence decision-making and behaviour?
Content:	Frequent contributor to MIT Sloan Review.
Bio:	"I'm a nerd. I've always been one." Originally from Brazil and Honduras, she has a PhD from Duke University. Prior to academia, she worked in finance at Enron - experiencing the roller-coaster ride of this now infamous business case.
Verdict:	"Ethical expert with real world experience." Thinkers50
Website:	morelahernandez.com
Social:	Not active

THINKERS 50

RAVIN JESUTHASAN



Affiliation:	Managing director and global practice leader of the global advisory, broking and solutions company Towers Watson's Talent Management Practice.
Ideas:	The four step approach for applying automation to work.
Content:	Coauthor with John Boudreau of Reinventing Jobs: A 4 Step Approach for Applying Automation to Work (HBR, 2018); *Transformative HR* and *Lead to Work*. Also numerous articles on work, automation, and human capital.
Bio:	Jesuthasan is an *HBR* contributor and member of the World Economic Forum's Steering Committee on Work and Employment. Having originally trained as a CFA, he has been recognized as one of the 25 most influential consultants in the world.
Verdict:	"Making sense of the new world of talent." Thinkers50
Website:	willistowerswatson.com
Social:	@ravinjesuthasan

STEFANIE K. JOHNSON



Affiliation:	Associate professor of management at the University of Colorado Boulder's Leeds School of Business.
Ideas:	Studies the intersection of leadership and diversity, focusing on how unconscious bias affects the evaluation of leaders and on how to develop strategies to mitigate bias.
Content:	*Inclusify: The Power of Uniqueness and Belonging to Build Innovative Teams* (forthcoming June 2020); "What Amazon's Board was Getting Wrong About Diversity," *HBR* (14 May 2018); "What the Science Actually Says About Gender Gaps in the Workplace," *HBR* (17 August 2017); "Has Sexual Harassment at Work Decreased Since #MeToo?" (with K. Keplinger, J. Kirk, & L. Barnes), *HBR* (18 July 2019).
Bio:	Published 40 journal articles and book chapters in HBR and academic journals. Has presented her work at over 50 meetings around the world including at the White House for a 2016 summit on diversity in corporate America on National Equal Pay Day and the 2016 Harvard Negotiation and Leadership Conference.
Verdict:	"Authoritative voice on inclusivity and diversity." Thinkers50
Website:	drstefjohnson.com
Social:	@InclusifyBook

THINKERS 50

BEREND VAN DER KOLK



Affiliation:	Assistant professor at IE Business School, Madrid
Ideas:	What gets measured gets done is only part of a complex story. Getting to the truth about measuring performance. Research addresses questions such as "How can employees be motivated?", "How is performance measurement used in public hospitals?" and "Which factors affect the ethical behaviour of employees?" Draws on ideas from accounting, psychology, organization studies and philosophy.
Content:	Various publications on the social implications of performance measurement.
Bio:	Studied accounting (BSc, MSc), business administration (MSc) and philosophy (BA) at the University of Groningen, where he also defended his PhD thesis in 2016. Has held visiting positions at the London School of Economics and Political Science and the University of Sydney.
Verdict:	"Van der Kolk offers a unique and unusual take on the realities and implications of how we measure performance." Thinkers50
Website:	berendvanderkolk.com
Social:	linkedin.com/in/berendvanderkolk • @berendvdkolk

THINKERS 50

KLODIANA LANAJ



Affiliation:	Associate professor at the Warrington College of Business at University of Florida.
Ideas:	Main areas of research are leadership, team processes and performance, and motivation and self-regulation. Current research investigates leader engagement and wellbeing, and self-managing teams.
Content:	Her research has been published in a number of leading academic journals and in *HBR* – "The Cost of Being a Caring Manager," (with Remy E. Jennings), 6 January 2020.
Bio:	She received a PhD in business administration from Michigan State University in 2013. Prior to graduate school, worked for a large European bank as a project manager of risk and as a credit analyst for small and medium enterprises.
Verdict:	"Combines research rigour with human and humane insights." Thinkers50
Website:	site.warrington.ufl.edu/lanaj
Social:	@Klodianalanaj

THINKERS 50

MICHAEL Y. LEE



Affiliation:	Assistant professor of organizational behaviour at INSEAD.
Ideas:	Studies novel and innovative approaches to organizing. His research explores the dynamics and consequences of radically decentralised systems. How can organizations thrive without conventional hierarchies?
Content:	Academic articles and blogs.
Bio:	Prior to entering academia, he worked at the management consulting firm Parthenon Group, and the technology industry at Google, as well as in the social sector where he helped clients measure and increase their social impact. He holds a DBA in management from Harvard Business School, and an MBA from U.C. Berkeley's Haas School of Business. An advanced student of Vipassana meditation.
Verdict:	"In the world beyond hierarchy, Lee's work will be a key navigational tool." Thinkers50
Website:	michaelylee.co
Social:	@yanche

THINKERS 50

SIOBHAN McHALE



Affiliation:	Executive general manager people, culture & change at the Dulux Group.
Ideas:	Culture isn't just something that's nice-to-have. From disengaged employees to underserved customers, business failures invariably stem from a culture problem.
Content:	The Insider's Guide to Culture Change: Creating a workplace that delivers, grows and adapts (Harper, 2020)
Bio:	Australia-based and originally from Ireland, McHale led a seven-year change programme at the Australia and New Zealand Banking Group that transformed it from the lowest-performing bank in the country into one of the highest-performing and most admired banks in the world. Previously worked at PriceWaterhouse Coopers and Accenture.
Verdict:	"The most groundbreaking thinking on how to change workplace culture that I have seen in many years." Carolyn Taylor, author of *Walking the Talk*.
Website:	insidersguidetoculturechangebook.com • siobhanmchale.com
Social:	@siobhanmchale2

THINKERS 50

EFOSA OJOMO



Affiliation:	Leads the Global Prosperity research group at the Clayton Christensen Institute for Disruptive Innovation; and the Global Prosperity Group and Forum for Growth at Harvard Business School.
Ideas:	Helping to figure out how entrepreneurs and innovators create inclusive economic prosperity. How can business tap into unrealized sources of growth and prosperity – all while making the world a better place.
Content:	Co-author The Prosperity Paradox: How Innovation Can Lift Nations Out of Poverty (HarperBusiness, 2019). Ojomo's TED talk, 'Reducing Corruption Takes a Specific Kind of Investment"' has more than 1.4 million views and has been translated into 13 languages.
Bio:	Graduated from Vanderbilt University with a degree in computer engineering and has an MBA from HBS.
Verdict:	"Champion of inclusive prosperity." Thinkers50
Website:	efosaojomo.com
Social:	@efosaojomo

THINKERS 50

KATE O'NEILL



Affiliation:	Founder and CEO, KO Insights.
Ideas:	Technology drives the future we create. But are we steering that technology in directions that create that future in the best way, for the most people? O'Neill's response is tech humanism: helping humanity prepare for an increasingly tech-driven future by teaching business how to make technology that's better for humans.
Content:	Tech Humanist (2018), *Pixels and Place and Lessons from Los Gatos: How working at a startup called Netflix made me a better entrepreneur (and mentor)*. Blog.
Bio:	Author and keynote speaker, O'Neill was one of the first 100 employees at Netflix, where she created the content management role. She developed Toshiba America's first intranet; and was founder and CEO of [meta]marketer, an analytics and digital strategy agency.
Verdict:	"The tech humanist. Period." Thinkers50
Website:	koinsights.com
Social:	linkedin.com/in/kateoneill • facebook.com/kateoneillpage • @kateo

THINKERS 50

LINDSEY POLLAK



Affiliation:	Independent.
Ideas:	Expert on millennials and the multigenerational workplace.
Content:	*The REMIX: How to lead and succeed in the multigenerational workplace* (Harper, 2019); *Becoming the Boss*; and *Getting from College to Career*. Blog.
Bio:	*New York Times* bestselling author, a graduate of Yale University. Has been an official ambassador for LinkedIn and chair of *Cosmopolitan* magazine's Millenial Advisory Board.
Verdict:	"Provides a unique and smart perspective on how all generations can and must get along in order to create, and excel in, a thriving workplace, together." Whitney Johnson
Website:	lindseypollak.com
Social:	linkedin.com/in/lindseypollak • @lindseypollak

THINKERS 50

BEN PRING



Affiliation:	Cognizant.
Ideas:	Don't be a bad robot (be a smart human). If we try to compete with technology on its terms, we will lose. It's better to play to our human strengths.
Content:	Co-author of the best-selling and award winning books, *What To Do When Machines Do Everything* (2017) and *Code Halos; How the Digital Lives of People, Things, and Organizations are Changing the Rules of Business* (2014).
Bio:	Co-founded and leads Cognizant's Center for the Future of Work. He joined Cognizant in 2011, from Gartner, where he spent 15 years researching and advising on areas such as cloud computing and global sourcing. In 2007, he won Gartner's prestigious annual Thought Leader Award. He sits on the advisory board of the Labor and Work Life program at Harvard Law School, and in 2018, he was a Bilderberg Meeting participant. He has a degree in philosophy from Manchester University in the UK.
Verdict:	"Ben Pring has the rare ability to see around corners before the rest of us recognise there's a curve in the road." Thinkers50
Website:	futureofwork.com • cognizant.com
Social:	@benjaminpring

THINKERS 50

IYAD RAHWAN



Affiliation:	Director at the Max Planck Institute for Human Development, where he founded the Center for Humans & Machines. The AT&T Career Development Professor and an associate professor of Media Arts & Sciences at the MIT Media Lab, where he leads the Scalable Cooperation group.
Ideas:	Rahwan's work lies at the intersection of the computer and social sciences, with a focus on collective intelligence, large-scale cooperation, and the social aspects of AI.
Content:	He led the winning team in the US State Department's Tag Challenge, using social media to locate individuals in remote cities within 12 hours using only their mug shots. Recently, he crowdsourced 40 million decisions from people worldwide about the ethics of AI systems.
Bio:	Rahwan is a native of Aleppo, Syria. He holds a PhD from the University of Melbourne, Australia, and is an affiliate faculty at the MIT Institute of Data, Systems and Society (IDSS).
Verdict:	"Important voice on the ethics of AI." Thinkers50
Website:	rahwan.me
Social:	@iyadrahwan

THINKERS 50

KAISA SNELLMAN



Affiliation:	Assistant professor of organizational behaviour at INSEAD.
Ideas:	Her work examines inequality based on gender, race, and class in the domains of education, employment, and health. Her research on the diffusion of the shareholder model in Finland received the Louis R. Pondy Best Dissertation Award from the Academy of Management in 2012.
Content:	HBR contributions as author and co-author include "Why Investors React Negatively to Companies That Put Women on Their Boards?" (November, 2019); "The Social Disparity Behind America's Growing Obesity Gap" (January, 2014) and "The Pope's "War on Capitalism" and Why Rich Kids Stay Rich" (December, 2013).
Bio:	Holds a PhD in sociology from Stanford University, an MA in sociology from Stanford University, and an MSc degree in economics from Swedish School of Economics in Helsinki, Finland. Prior to joining INSEAD, she was a postdoctoral fellow at Harvard Kennedy School of Government.
Verdict:	"Rising star in the equality debate." Thinkers50
Website:	faculty.insead.edu/kaisa-snellman/home
Social:	@kaisasnellman

THINKERS 50

ANNA TAVIS



Affiliation:	Clinical associate professor and academic director of the Human Capital Management Department at NYU School of Professional Studies, senior fellow with the Conference Board, and the academic in residence with Executive Networks.
Ideas:	The reinvention of HR for the agile age.
Content:	Co-authoring a book *The Future of HR*, forthcoming in 2020. Her *Harvard Business Review* articles include "HR Goes Agile" (2018) and "The Performance Management Revolution" (2016). Two volumes of edited essays *Point/Counterpoint: The New Perspectives on People and Strategy* (SHRM 2013 and 2017).
Bio:	Previously on the faculty at Williams College, Fairfield University and Columbia University. She was the head of Motorola's EMEA OD function based in London, Nokia's global head of talent management based in Helsinki, chief learning officer with United Technologies Corp and global head of talent and organizational development with AIG Investments based. Has a PhD in comparative literature from Princeton University and Executive MBA in international business from the University of South Carolina.
Verdict:	"The future of HR is in safe hands." Thinkers50
Website:	sps.nyu.edu/homepage/academics/faculty-directory/13205-anna-a-tavis.html
Social:	linkedin.com/in/annatavis • @annatavis

THINKERS 50

GABRIELA TEASDALE



Affiliation:	President and founder of Foundation Transformation Paraguay.
Ideas:	To train 10% of the people of Paraguay (700 thousand people) in leadership values and principles as part of the Transformation Begins with Me initiative.
Content:	Transformation Begins with Me programme.
Bio:	Foundation Transformation Paraguay partners with the John Maxwell Leadership Foundation. Both organizations have the mission to implement the Transformation Begins with Me initiative. There are currently more than 1000 organizations and institutions in Paraguay that are going through the round table process at no cost to them. She is also a coach and speaker founding one the most important coaching and training companies in the country known as Paraguay Leadership Team. She studied marketing, business and leadership at Duke, Thunderbird, Lee University and the Universidad Americana.
Verdict:	"Transforming a country." Thinkers50
Website:	transformacion.org
Social:	@gabyteasdale

THINKERS 50

DAN TOMA



Affiliation:	Independent.
Ideas:	Puzzled by why innovative products are mainly launched by startups, Toma focuses on the changes blue-chip organizations need to make to allow for new ventures to be built in a corporate setting. Now working on how to account for innovation.
Content:	Co-author of *The Corporate Startup* (Vakmedien, 2017), which won the Management Book of the Year for Innovation and Entrepreneurship, from the Chartered Management Institute and The British Library in 2018.
Bio:	A certified (Columbia University) lean startup acceleration specialist, Toma helps large companies such as Deutsche Telekom, Bosch, Jaguar Land Rover, Bayer, John Deere and Allianz to master lean startup techniques. A proponent of the ecosystem approach to innovation, he also works with government bodies to develop national innovation ecosystems, including the Finnish Ministry of Foreign Affairs in Vietnam.
Verdict:	"The lean startup expert for big business." Thinkers50
Website:	innovationaccountingbook.com
Social:	@danto_ma

THINKERS 50

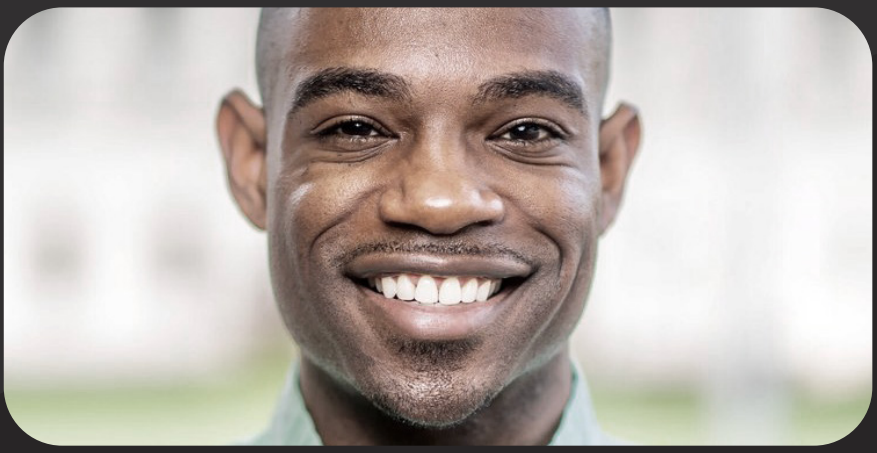
ANDREW WINSTON



Affiliation:	Independent.
Ideas:	Globally recognized sustainability expert on how companies can navigate and profit from humanity's biggest challenges.
Content:	*Green to Gold*, with Daniel Esty, (2009); *Green Recovery*, (2009) *The Big Pivot* (2014); *HBR* cover story, "Resilience in a Hotter World, and the *HBR* feature "Energy Strategy for the C-Suite," *The Big Pivot* Podcast.
Bio:	Winston worked as a consultant at Boston Consulting Group followed by management positions in strategy and marketing at Time Warner and MTV. His views on strategy have been sought after by the likes of 3M, DuPont, HP, PepsiCo, PwC, and Unilever. He received his BA in economics from Princeton, an MBA from Columbia, and a masters of environmental management from Yale.
Verdict:	"The go-to-guru on all things green. Absolutely essential reading for us all." Thinkers50
Website:	andrewwinston.com • eco-strategies.com
Social:	linkedin.com/in/andrewwinston • @andrewwinston

THINKERS 50

KAI D WRIGHT



Affiliation:	Lecturer at Columbia University and global consulting partner at Ogilvy.
Ideas:	Surviving in the digital age requires a new approach to brand building and a different set of tools. Successful branding depends on a deep understanding of consumer psychology, combined with an appreciation for how technology has impacted and re-shaped human behaviour.
Content:	Follow the Feeling: Brand Building in a Noisy World (Wiley, 2019) provides a framework – LAVEC – for building a powerful brand that capitalizes on human responses to lexicon, audio cues, visual stimuli, experience and culture.
Bio:	Specializing in big launches, he has worked on the management team for a $100 million media platform founded by Sean Diddy Combs, started a tech accelerator for Atom Factory, developed strategy for album launches and managed strategic planning for $100 million integrated marketing campaigns. In 2016, he launched Harlem Tech Village to apply scalable solutions to closing the tech access and education gap for young adults. He has a masters in strategic communication from Columbia University and a bachelors in economics from the University of Chicago.
Verdict:	"A must-have resource for anyone from C-Suite executives to aspiring entrepreneurs seeking to unleash the full potential of their brand." GoodReads
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