



YEARBOOK 2023



[THINKERS50.COM](https://thinkers50.com)

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INTRODUCTION

Message to the Thinkers50 Community



What a year! We went into 2023 with the intent of practicing what we preach. Our aim was to reset, rethink and reconnect and we hope we have made progress on all three elements.

In February, we held our first event in partnership with the MIT Initiative on the Digital Economy. Another first followed in April, this time to Boston University's Questrom School of Business, with Thinkers50@BUQuestrom. There was also our Thinkers50@ online series, featuring IMD, INSEAD and Hult business schools. And new books — *Certain Uncertainty* with Wiley and *The Digital Transformation Playbook* with Brightline Project Management Institute. Plus we welcomed an exciting new cohort to the Thinkers50 Radar, announced a powerful line-up of new inductees to the Thinkers50 Hall of Fame, collated more invigorating booklists, and then ended the year with the Thinkers50 2023 Awards Gala held at London's iconic Guildhall.

Thank you to all of our event participants, webinar attendees, and to all those who made it to London for the Gala. Together you have generated a flood of positivity — new conversations, fresh thinking, surprising connections, fruitful collaborations. Most of all each and everyone involved is helping to build and sustain the Thinkers50 Community.

The Awards Gala also saw the launch of a new Thinkers50 Make-A-Difference Initiative (M.A.D.). Inspired by the late, great C.K. Prahalad, the idea is very simple, we are inviting members of the Thinkers50 community to give something back by donating their time and knowledge to a good cause. We call it knowledge philanthropy. Read more on [page 85!](#)

The Thinkers50 2023 Yearbook gives you a taste of what our Community is all about. We hope you enjoy it and look forward to making a difference in 2024.



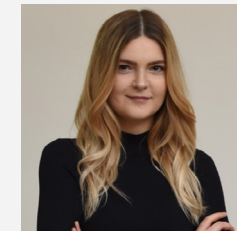
Stuart Crainer

Co-founder
of Thinkers50



Des Dearlove

Co-founder
of Thinkers50



Monika Kosman

Marketing and Communications
Director of Thinkers50

THANK YOU TO OUR PARTNERS



MEDIA PARTNERS





RADAR 2023

Every January, Thinkers50 announces a new Thinkers50 Radar: 30 up-and-coming thinkers to watch in the year ahead.

The result for 2023 is an impressive group of people who, we believe, will make an impact with their ideas, their campaigning, their research, and their passion. By spotlighting their ideas now, we hope they will be inspired to carry the torch for management thinking in the years ahead.

In collaboration with:

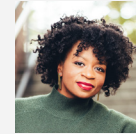
Deloitte.



**REID
BLACKMAN**



**EDWARD
BROOKS**



**JODI-ANN
BUREY**



**MARCUS
COLLINS**



**STEPHANIE
CREARY**



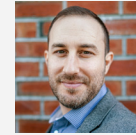
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FANG**



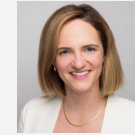
**ELISA FARRI &
PAOLO CERVINI**



**AMY
GALLO**



**MATT
JOHNSON**



**MICHAELA
KERRISSEY**



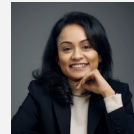
**MIKKO
KETOKIVI**



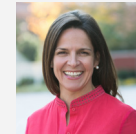
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LAURITZEN**



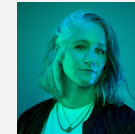
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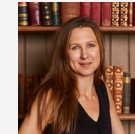
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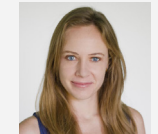
**FIONA
MACAULAY**



**LINDSEY
MCINERNEY**



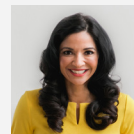
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MAZAR**



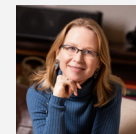
**CLAIRE
DIAZ-ORTIZ**



**DAVID
RAND**



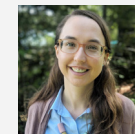
**SELENA
REZVANI**



**APRIL
RINNE**



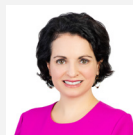
**PAULO
SAVAGET**



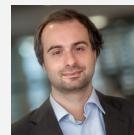
**LEAH
STOKES**



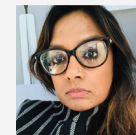
**RAFFAELLA
SADUN**



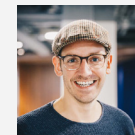
**MELISSA
SWIFT**



**STEFANO
TASSELLI**



**UMA
VISWANATHAN**



**MARK
VLETTER**



**MERETE WEDELL-
WEDELLSBORG**



**BRIAN
WONG**

RECAP

Thinkers50 curated LinkedIn Live sessions with the Radar Class of 2023

The Thinkers50 2023 Radar members were invited to participate in the Thinkers50 LinkedIn Live Radar series, in collaboration with Deloitte. These sessions provide a unique opportunity for our up-and-coming thinkers to showcase and explore the research, ideas, and insights that helped propel them into the sights of the Thinkers50 Community.

The Radar Class of 2023 proved to be brimming with new thinking and fresh perspectives, tackling the thorny issues facing management, business, and the world today. We look forward to following their work in 2024 and beyond.

MODERATORS



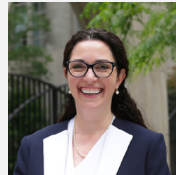
STUART CRAINER



DES DEARLOVE



SESSION OVERVIEW



RUTH GOTIAN



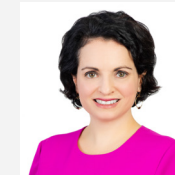
AMY GALLO



ELISA FARRI & PAOLO CERVINI



EDWARD BROOKS



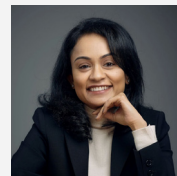
MELISSA SWIFT



APRIL RINNE



SELENA REZVANI



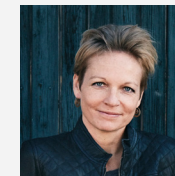
POORNIMA LUTHRA



NINA MAZAR



BRIAN WONG



PIA LAURITZEN



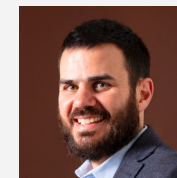
REID BLACKMAN



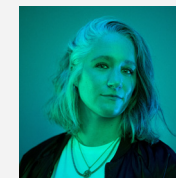
MIKKO KETOKIVI



MARCUS COLLINS



DAVID RAND



LINDSEY MCINERNEY



JODI-ANN BUREY

RECAP

Thinkers50 in collaboration with Deloitte presents:

The Provocateurs: Profiles in Leadership

podcast series

Provocateurs offer fresh insights, novel perspectives, and unique ways forward in the face of uncertainty. In a new series from Thinkers50 in collaboration with Deloitte, every month we present a Provocateur in conversation.

Inspired by the book **Provoke: How Leaders Shape the Future by Overcoming Fatal Human Flaws**; Wiley, 2021.

Deloitte.



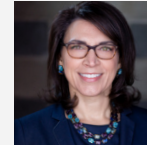
HOSTS



Stuart
Crainer



Des
Dearlove



Stacy
Janiak



Steve
Goldbach

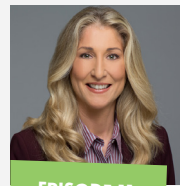


Geoff
Tuff



Kulleni
Gebreyes

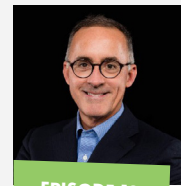
SESSION OVERVIEW



EPISODE 11

Tiffani
Bova

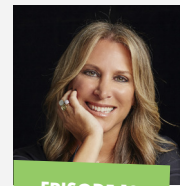
Hosts: Stuart Crainer
& Steve Goldbach



EPISODE 12

Jim
Stengel

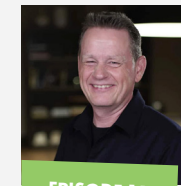
Hosts: Des Dearlove
& Stacy Janiak



EPISODE 13

Shelley
Zalis

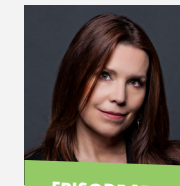
Hosts: Stacy Janiak
& Stuart Crainer



EPISODE 14

Martin
Lindstrom

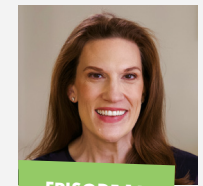
Hosts: Des Dearlove
& Geoff Tuff



EPISODE 15

Annie
Duke

Hosts: Stuart Crainer
& Steve Goldbach



EPISODE 16

Morra
Aarons-Mele

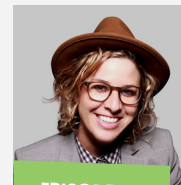
Hosts: Stuart Crainer
& Geoff Tuff



EPISODE 17

Kim
Scott

Hosts: Stuart Crainer
& Steve Goldbach



EPISODE 18

Sunny
Bonnell

Hosts: Des Dearlove
& Geoff Tuff



EPISODE 19

Chip
Bergh

Hosts: Des Dearlove
& Geoff Tuff



REFLECTIONS
EPISODE

RECAP

Thinkers50@HULT: LinkedIn Live webinar series

Hult International Business School proclaims its purpose as to create a better future for all by inspiring and challenging its community to make an impact that matters.

The Thinkers50@Hult webinar series showcased four Hult thinkers and explored how their work is making that impact.



SESSION OVERVIEW



Matt Gitsham



Amanda Nimon-Peters



Mark Esposito



Matt Johnson

RECAP

Thinker-Fest 2023

What is top of mind for the digital economy thought leaders? That was the question posed for *Thinker-Fest 2023*, a live virtual event co-sponsored by Thinkers50 and the MIT Initiative on the Digital Economy (IDE) held in Boston on 23 February 2023.

With a line-up of elite business innovators, including several Thinkers50 Ranked Thinkers and Distinguished Achievement Award recipients, Thinker-Fest examined the biggest issues in technology and society today.

"Thinker-Fest 2023 is about finding new ways to provide access to the very best new research and thinking, which is at the core of Thinkers50's work. We are thrilled to partner with MIT IDE to provide a live platform for some of the leading minds in digital thinking."

Des Dearlove,
co-founder, Thinkers50



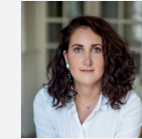
SESSION OVERVIEW

Session 1

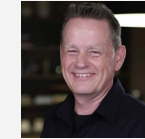
Fireside Chat: How to Fix the "Splinternet"



Des Dearlove
Cofounder, Thinkers50



Rahaf Harfoush
Executive Director, Red Thread
Institute of Digital Culture



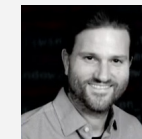
Martin Lindstrom
Founder and Chairman,
Lindstrom Co.



Marshall Van Alstyne
Professor of Information
Systems, Boston University

Session 2

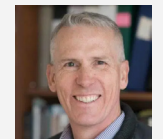
Panel Discussion: The Future of Hybrid Work and Remote Leadership



Jerry Carter
VP of Engineering, Dell
Technologies



John Horton
MIT Sloan School of
Management, and Research
Group Lead, MIT IDE



Geoff Parker
Professor, Dartmouth
College and Visiting
Scholar, MIT IDE

Session 3

Conversation: Can AI Put Humans First?



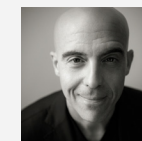
Renée Richardson Gosline
Senior Lecturer, MIT Sloan School of
Management, and Research Group Lead, MIT IDE



Sanjeev Vohra
Senior Managing Director & Global Lead,
Applied Intelligence, Accenture

Session 4

Keynote Address: For Job Seekers, Do Weak Ties Still Bind?



Sinan Aral
Director, MIT Initiative on the
Digital Economy

RECAP

Thinkers50@BUQuestrom: Passion & Purpose

What drives the work of the world's leading management thinkers? What motivates them and directs their research? What keeps them awake at night and gets them out of bed in the morning?

That was the agenda for Thinkers50@BUQuestrom: Passion & Purpose, a live streamed event held at Boston University Questrom School of Business on 20 April 2023.

Co-sponsored by Thinkers50, Passion & Purpose sought to uncover the motivation behind top management thinkers: How do they translate their passions into purpose and impact for business?

To challenge the thinkers a little further, each one had just 15 minutes to deliver their idea – including questions from the audience.



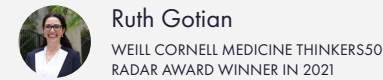
Boston University Questrom School of Business



SESSION OVERVIEW



"Failing Well" - Unlocking our relationship with failure so as to unleash more learning, innovation, and joy



Intrinsic motivation, approaches to challenges, strong foundation, and lifelong learning



Strategy, Governance, Social Innovation, Design Thinking



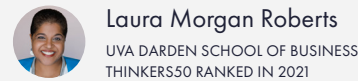
B2B platforms, compare B2B and B2C (where do they differ) and B2B platform framework



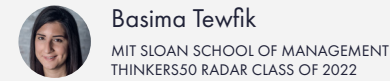
What it takes to successfully scale and translate research to the wild, real world



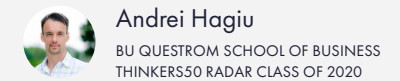
Platforms, Strategy, and Misinformation



The Alignment Quest: Unlocking the potential of our Best Selves at work



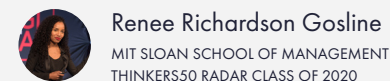
Rethinking "imposter syndrome / the imposter phenomenon" – downsides and upsides



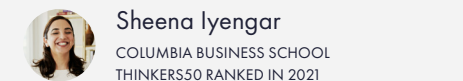
How platform research has informed and inspired angel investing, and vice versa



Democratizing education



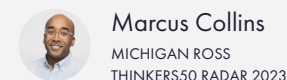
Curing our "fear of friction"



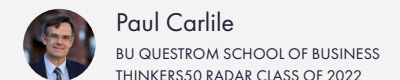
How the mind creates ideas, Think Bigger is a 6-step method for innovation



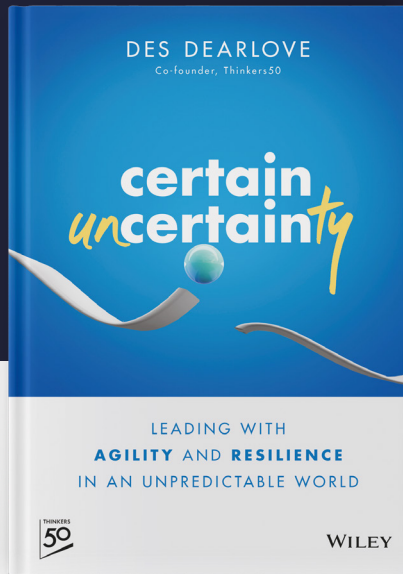
Curiosity as an underutilized superpower – we are born with it, we lose it, we can nurture it



The curious case of cultural consumption—the influence of culture and its sway on human behavior



Addressing the scarcity of graduate education through digital transformation



Certain Uncertainty

Leading with Agility and Resilience in an Unpredictable World

Improve your ability to adapt to an increasingly unpredictable world.

In *Certain Uncertainty*, renowned management theorist Des Dearlove delivers an exciting and illuminating discussion of how to build resilience and agility into our lives and businesses. As rapid and foundational change becomes ever more constant, a state of constant disruption increasingly becomes our new normal. *Certain Uncertainty* collects advice and fresh thinking from accomplished business leaders to help managers and executives navigate contemporary markets.

An engaging and insightful exploration of a dynamic and ambiguous world that's increasingly full of surprises, *Certain Uncertainty* will earn a place on the bookshelves of business leaders, entrepreneurs, and visionaries seeking ways to adapt to a world in which sameness and certainty are relics of the past.



The Human-Centric Enterprise

As the future of work rapidly evolves, we must urgently reassess our understanding of where, how and why we work.

In this thought-provoking and timely book developed by Mercer and Thinkers50, we journey through the seismic and inevitable shift toward a more human-centric enterprise. We see how this fundamental restructuring is revolutionizing not just how we perform work but also how we classify, organize, manage and are rewarded for it.

Using their own data and insights, an array of Mercer subject matter experts investigate important dimensions of this high-speed shift, from rethinking leadership roles and resetting work around human-centric values and innovating work experiences, to leveraging culture for transformation, approaching technology through the lens of empathy, redesigning pay and rewards, and the evolution of the HR function.

Developed by Mercer and Thinkers50, *The Human-Centric Enterprise* redefines our perspective on putting people at the center of modern workplaces.

BOOKS

The Human-Centric Enterprise

The Human-Centric Enterprise LinkedIn Live series marked the publication of *The Human-Centric Enterprise* ebook, a collaboration between Thinkers50 and Mercer.

Featuring the seven compelling contributors, these conversations map out a major power shift within organizations: from processes to people. Best practice, the authors explain, is being realigned to accord with the needs and aspirations of people, rather than the requirements of balance sheets, or restrictive notions of efficiency. While acknowledging the powerful evolution of amazing technologies, the authors place these advances in the human context, as enablers of human achievement rather than replacements for people.

The Human-Centric Enterprise: LinkedIn Live with Kate Bravery and Ravin Jesuthasan

The Human-Centric Enterprise: webinar



WATCH THE INTERVIEWS



Chapter 1

How relatable organizations are winning hearts and minds

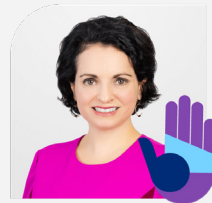
by Kate Bravery



Chapter 2

Redesigning work for greater human-centricity

by Ravin Jesuthasan



Chapter 3

Being human: The most transformational move of all

by Melissa Swift



Chapter 4

Transforming for a human-centric culture

by Kai Anderson



Chapter 5

The next generation of rewards are human-centered

by Shanthi Naresh



Chapter 6

Scaling empathy: A human-centric approach to being digital

by Jason Averbook



Chapter 7

Reinventing HR to deliver on human-centered transformation

by Armin von Rohrscheidt



Building Resilient Organizations

Best Practices, Tools, and Insights to Thrive in Ever-changing Contexts

In our tumultuous times, understanding and achieving resilience has never been more important. Some organizations have resilience in their DNA. They possess the agility of mind, culture, and organization to survive and thrive no matter what is put in their way.

Building Resilient Organizations is focused on identifying what sets these enterprises apart, exploring the nature of resilience for organizations. Along the way, we discover some inspiring global examples of resilient projects in practice and some novel thinking for leaders to consider about what it takes to be resilient over the long haul.

With contributions from leading thinkers and practitioners from throughout the world, *Building Resilient Organizations* will enable you and your organization to further develop resilience as a muscle at your organization.



The Digital Transformation Playbook

What You Need to Know and Do

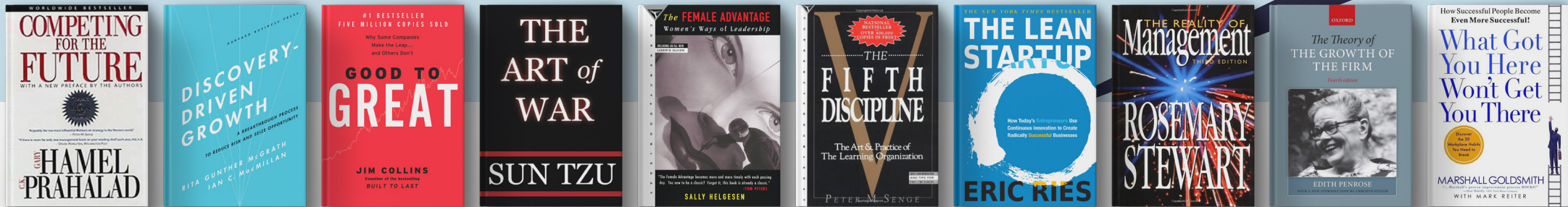
The Digital Transformation Playbook is an indispensable resource for you and your organization as you embark on the exciting and challenging journey of digital transformation. It features insightful ideas and best practices that drive digital transformation. Contributors include leading thinkers and practitioners drawn from around the world.

The stakes are high. As Project Management Institute President and CEO Pierre Le Manh writes: “Ultimately, digital transformation is about driving business growth and success through technology. It is about finding new and innovative ways to deliver value to your customers and stay ahead of the competition. With the right tools, strategies, and mindset, you can emerge stronger and more competitive than ever before.”

10 MANAGEMENT CLASSICS FOR 2023

What are the books every manager should read?

Every year we announce 10 more classic titles to create the ultimate management library, books which have stood the test of time and remain powerfully relevant today.



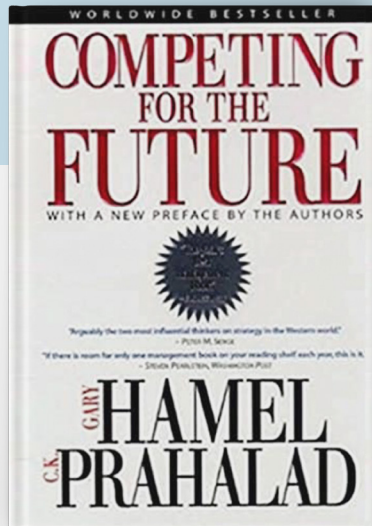
‘The classic management books are the ones that have had and continue to have a long-term impact on the way people think about and practice management,’ explains Thinkers50 co-founder Stuart Crainer. ‘They are the coping stones for modern management and remain essential reading for managers everywhere.’

As part of the selection process, Thinkers50 canvassed opinions from within the Thinkers50 community, garnering nominations from many of today’s most eminent business thinkers. Nominations were invited for books that influenced the way we think about and practice management, and which have left a lasting legacy that is still relevant today. The only rule was that participants were not allowed to nominate their own books.

SEE THE COMPLETE LIST IN THE FOLLOWING PAGES



10 MANAGEMENT CLASSICS FOR 2023 BOOKLIST

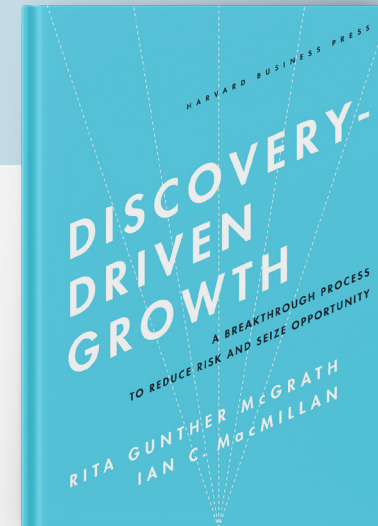


***Competing for the Future* (1994)**

C. K. Prahalad and Gary Hamel

‘Arguably the two most influential thinkers on strategy in the Western world.’

— Peter M. Senge, MIT Sloan

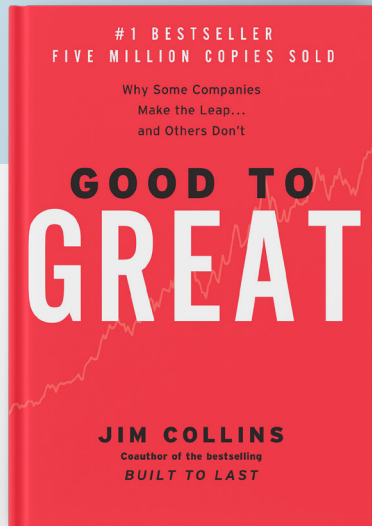


***Discovery Driven Growth* (2009)**

Rita McGrath and Ian C. MacMillan

‘These ideas are some of the most important tools of management and strategy that have ever been developed.’

— Clayton Christensen, author of *The Innovator’s Dilemma*

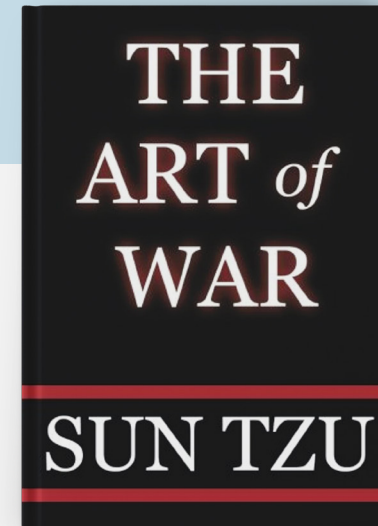


Good to Great (2001)

Jim Collins

'Good to Great is the business book of business books. It is the magic recipe for any leader looking to 10x. It is filled with more timeless wisdom than any book on the market today. As Jim's Chief of Staff, I had the opportunity to see first hand the power of these theories come to life with the world's greatest leaders and most prolific companies. It is a masterpiece.'

— Amy L. Humble, President and co-founder, Disruption Advisors



The Art of War (5th century BCE)

Sun Tzu

'Written 2,500 years ago, *The Art of War* has inspired strategists in the military and in business — and continues to do so. It combines hard-headed competitive wisdom with inspiring advice; stealth and cunning plus timeless humanity. It isn't the origin of strategy, but is one of its earliest and most practical manifestations.'

— Stuart Crainer, Thinkers50

10 MANAGEMENT CLASSICS FOR 2023 BOOKLIST

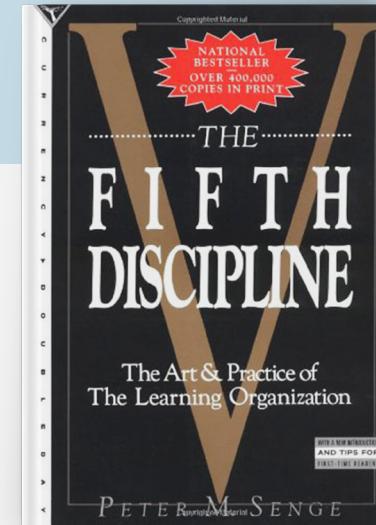


***The Female Advantage* (1990)**

Sally Helgesen

'The Female Advantage becomes more and more timely with each passing day. Too new to be a classic? Forget it, this book is already a classic!'

— Tom Peters, Thinkers50 Hall of Fame



***The Fifth Discipline* (1990)**

Peter Senge

'Forget your old, tired ideas about leadership. The most successful corporation of the future will be something called a learning organization.'

— Fortune Magazine

10 MANAGEMENT CLASSICS FOR 2023 BOOKLIST

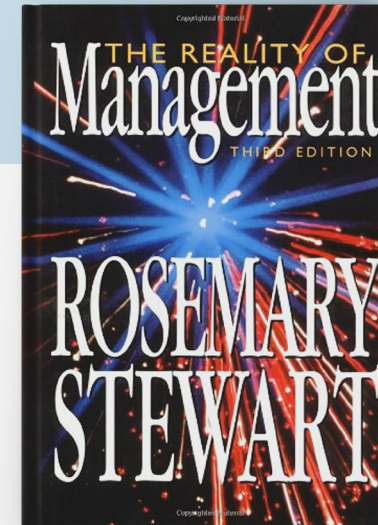


***The Lean Startup* (2011)**

Eric Ries

'Every so often a business book comes along that changes how we think about innovation and entrepreneurship ... *The Lean Startup* has the chops to join this exalted company.'

— Financial Times

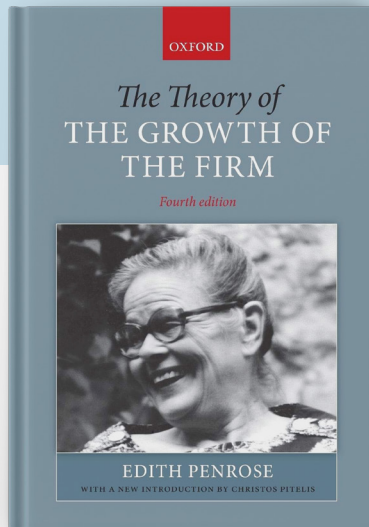


***The Reality of Management* (1963)**

Rosemary Stewart

'The most significant book seeking to round up the realities of management...since Peter Drucker's classic *The Practice of Management*.'

— *Scientific Business*

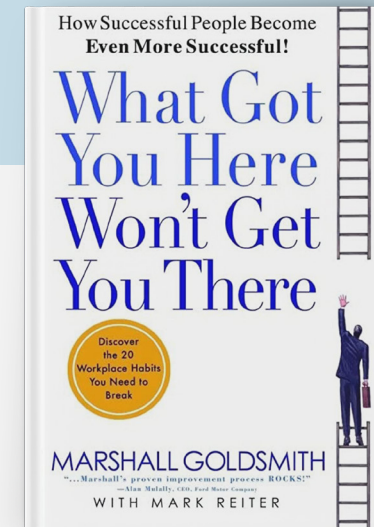


***The Theory of the Growth of the Firm* (1959)**

Edith Penrose

'The basic propositions that Edith Penrose put forth in her book *The Theory of the Growth of the Firm* were provocative and path breaking. That path has become crowded with scholars of firm behavior, some of whom have only the dimmest awareness that the ideas they are working with were first put forward by Penrose. Her insights, her arguments, still read fresh and right, and finally will get the attention they warrant.'

— Richard R. Nelson, Columbia University



***What Got You Here Won't Get You There* (2007)**

Marshall Goldsmith

'... Marshall's proven improvement process ROCKS!'

— Alan Mullaly, Former CEO, Ford Motor Company

THE BEST NEW MANAGEMENT BOOKS LIST 2023

'The Best New Management Books are the ones that have the potential to change the way people think about and practice management,' explains Thinkers50 co-founder Stuart Crainer. 'They offer a fresh perspective on how organizations are managed.'

As part of the selection process, Thinkers50 sought opinions from within the Thinkers50 community, gathering nominations from eminent business thinkers and practising managers.



Nominations were invited for books that excelled in the 3Rs:

RELEVANCE:

does the book address a current and pressing issue or challenge?

RIGOUR:

is it well-researched and based on real-world examples?

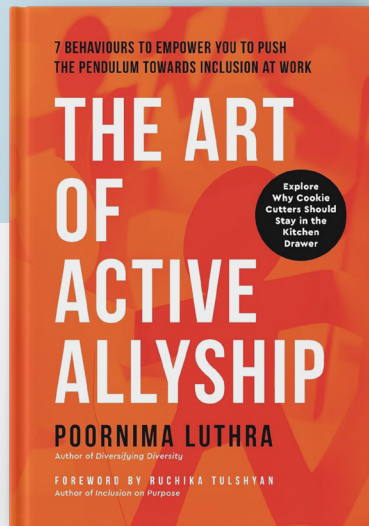
READABILITY:

is it accessible, insightful, and inspiring?

The only rules were that books had to be published after January 2022 and participants were not allowed to nominate their own books.

SEE THE COMPLETE LIST IN THE FOLLOWING PAGES



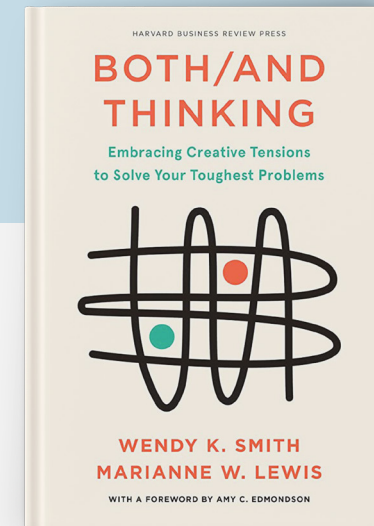


The Art of Active Allyship: 7 Behaviours to Empower You to Push the Pendulum Towards Inclusion At Work

Poornima Luthra

'What a powerful read! By presenting Active Allyship in the context of theory, 7 behaviours with practical actions and thought-provoking personal stories, Dr. Poornima manages to demystify this important topic. It may not be comfortable but active allyship is a highly necessary journey to achieve an inclusive working environment that we all deserve to be part of.'

— Winta Negassi, Head of HR, Northern Europe LCS, Google
at the University of Toronto.

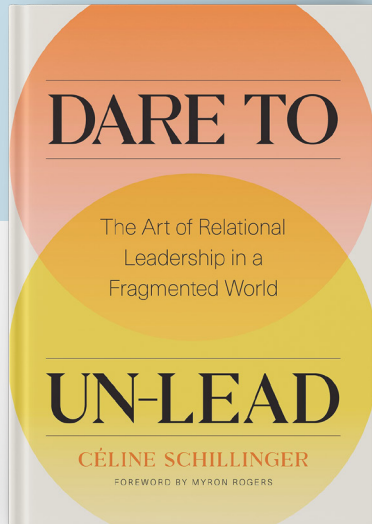


Both/And Thinking: Embracing Creative Tensions to Solve Your Toughest Problems

Wendy Smith and Marianne Lewis

'I can't exaggerate the importance and the originality of this book. And that is NOT hyperbole. Both/And provides us with a novel and unspeakably powerful and instantly usable way to reframe almost any problem. The argument is flawless. The case studies are engaging and powerful. And every significant point is backed up by unassailable research.'

— Tom Peters, recipient of the Thinkers50 Lifetime Achievement Award

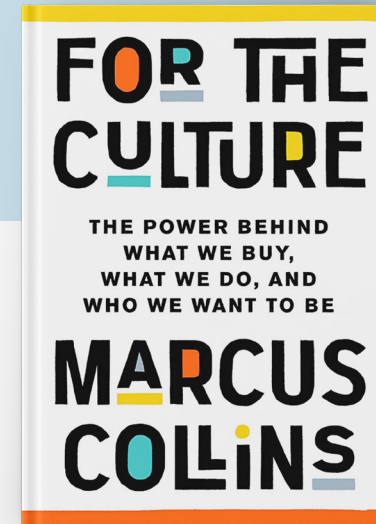


Dare to Un-Lead: The Art of Relational Leadership in a Fragmented World

Celine Schillinger

‘Sweeping and intelligent, this book is an extraordinary contribution, deeply researched and penetratingly insightful. Céline Schillinger puts broad societal trends into historical perspective to explain the present moment. She explains what’s at stake for the world and why it’s urgent that we act now.’

— Amy Edmondson, Professor, Harvard Business School and best-selling author of *The Fearless Organization* and *Teaming*

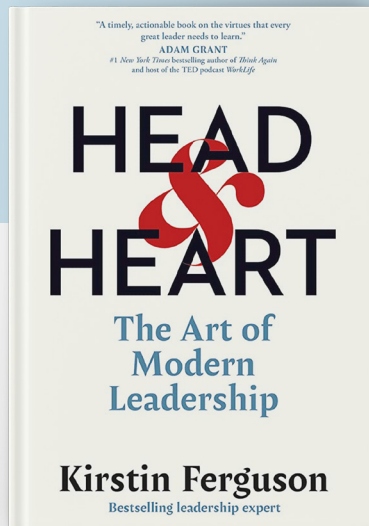


For the Culture: The Power Behind What We Buy, What We Do, and Who We Want to Be

Marcus Collins

‘Diving deeply into what moves real people, not personas and archetypes, Collins gives us a look into cultural nuances we can use to make meaningful connections and drive action. This book is insightful, enlightening, and sure to challenge any preconceived notions about communicating with the world. Talk the talk, walk the walk, and always do it for the culture.’

— Jay Norman, Global Head of Music Marketing, Spotify

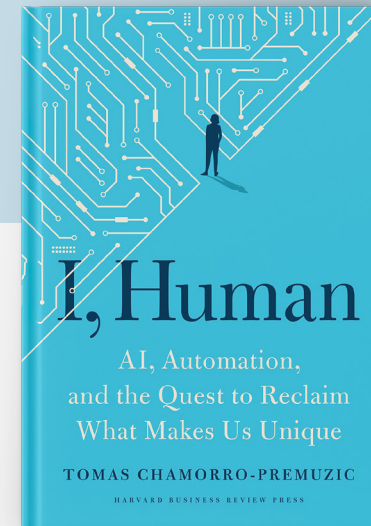


Head & Heart: The Art of Modern Leadership

Kirstin Ferguson

'Head & Heart is the indispensable companion for every leader seeking to lead effectively in this era. In it, Kirstin shared with us her wisdom as well as very practical approaches and tools to help us master the key attributes of modern wholesome leadership.'

— Hubert Joly, Former CEO of Best Buy and author of *The Heart of Business*

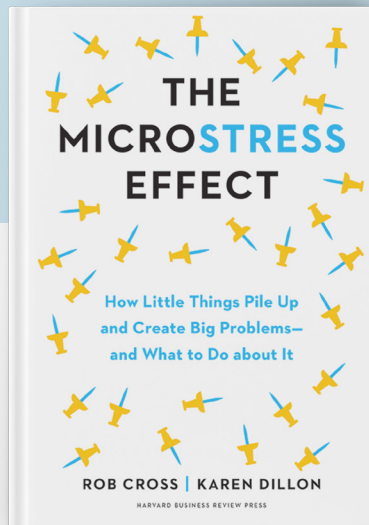


I Human: AI, Automation, and the Quest to Reclaim What Makes Us Unique

Tomas Chamorro-Premuzic

'At last, a book on AI that focuses on humans rather than machines. A powerful case for reclaiming some of our most valuable neglected virtues.'

— Dorie Clark, *Wall Street Journal* bestselling author of *The Long Game*

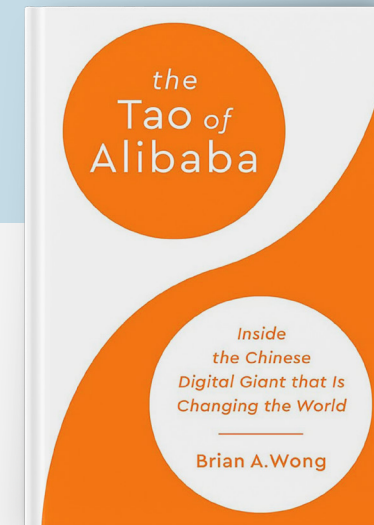


The Microstress Effect: How Little Things Pile Up and Create Big Problems—and What to Do About It

Rob Cross and Karen Dillon

‘Cross and Dillon provide fresh insight into one of the most important topics of our time – why so many high performers are at risk of burnout in both their careers and their lives. Based on solid academic research, *The Microstress Effect* offers not only hope but also practical guidance for fending off microstress and living a rich, fulfilling life.’

– Susan David, #1 *Wall Street Journal* bestselling author of *Emotional Agility*

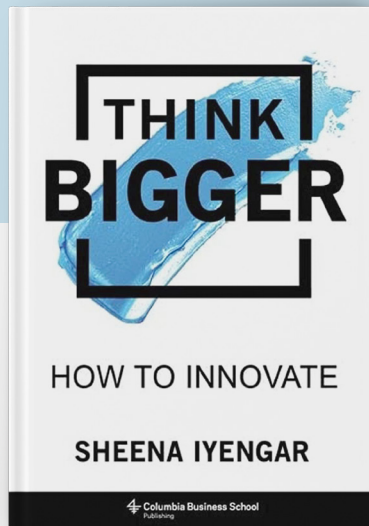


The Tao of Alibaba: Inside the Chinese Digital Giant That Is Changing the World

Brian Wong

‘In *The Tao of Alibaba*, Wong gives us a management philosophy rooted in true purpose and meaning, qualities urgently needed today. The book shows leaders how they can steer their organization toward maximizing performance while at the same time having a real impact on the world around them.’

– Arianna Huffington, Founder and CEO, Thrive Global

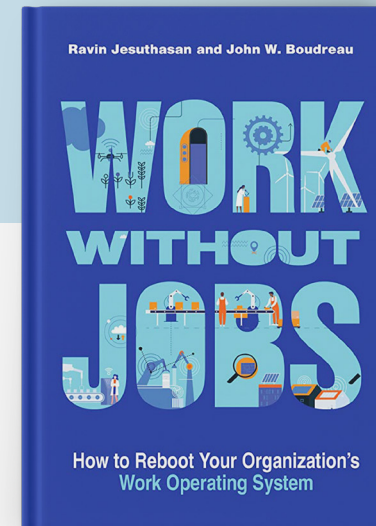


Think Bigger: How to Innovate

Sheena Iyengar

'Iyengar inspires the creative problem solver in all of us.'

— Michael Bloomberg



Work Without Jobs: How to Reboot Your Organization's Work Operating System

Ravin Jesuthasan and John W. Boudreau

'This timely book will help you radically rethink how to organize work.'

— Adam Grant, #1 *New York Times* best-selling author of *Think Again* and host of the TED podcast *WorkLife*



HALL OF FAME 2023

In partnership with **Haier**



**SUBIR
CHOWDHURY**



**CAROL
DWECK**



**STEW
FRIEDMAN**



**MARGARET
HEFFERNAN**



**MAGGIE LENA
WALKER
(1864-1934)**



**MICHAEL D.
WATKINS**



**AVIVAH
WITTENBERG-COX**



Meet some of the 2023 inductees into the prestigious Thinkers50 Hall of Fame



**SUBIR
CHOWDHURY**
author, The Quality Prophet



**STEWART D.
FRIEDMAN**
professor, Wharton School of Business, UPenn



**MARGARET
HEFFERNAN**
author, Uncharted: How to map the future



**MICHAEL
D. WATKINS**
author, The First 90 Days



**AVIVAH
WITTENBERG-COX**
author, Why Women Mean Business



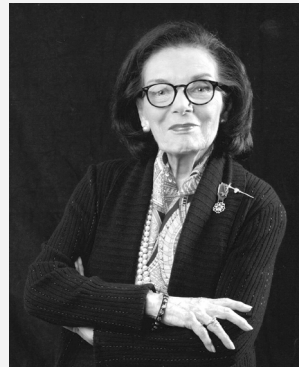
Moderated by:
**STUART
CRAINER**
co-founder, Thinkers50

THINKERS
50

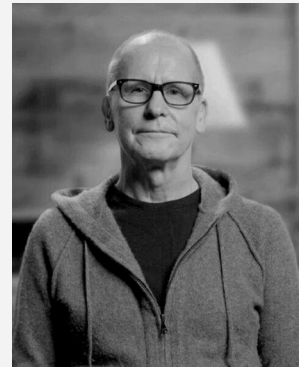
COACHING
LEGENDS

The Thinkers50 Coaching Legends, in partnership with 100 Coaches and BetterUp, honours executive coaches that have made a significant and lasting contribution to the field of coaching.

Since the start of Thinkers50 as a global ranking of management thinkers, the discipline of coaching has grown exponentially. Behind the success of many iconic companies you will find the influence of great coaches and mentors. Coaching Legends highlights the legacy of those that have brought fresh thinking and created real impact on businesses, their people, and the practice of coaching.



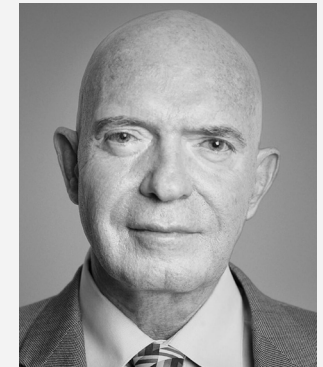
**FRANCES
HESELBEIN**
(1915 – 2022)



**DAVID
PETERSON**
(1956 – 2023)



**BILL
CAMPBELL**
(1940 – 2016)



**GARY
RANKER**
(1943 – 2019)



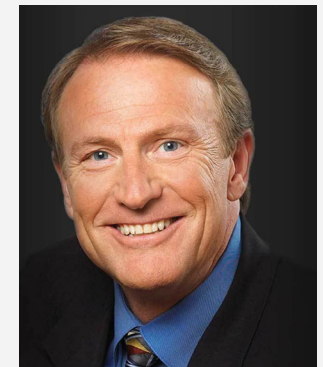
**RICHARD
BOYATZIS**



**SANYIN
SIANG**



**NANKHONDE
KASONDE-VAN DEN
BROEK**



**MARK
THOMPSON**



BUSINESS ECOSYSTEM ALLIANCE



BUSINESS
ECOSYSTEM
ALLIANCE

The founding belief of the Business Ecosystem Alliance (BEA) is that ecosystems are an important and growing phenomena in the life of organizations of all types, in all locations and in all sectors of activity.

Ecosystems represent potentially the best organizational model for the future of organizations.

The Business Ecosystem Alliance aims to bring together researchers, practitioners and others who are interested in better understanding how ecosystems work and how they can have a positive impact on organizations, society and the world.

In doing so, the Business Ecosystem Alliance aims to create a mutually supporting ecosystem of knowledge, research and best practice.



DOWNLOAD THE **BUSINESS ECOSYSTEMS: THE LEARNING RESOURCE**

A valuable resource for all who are working to know more about ecosystems as educators, practitioners and students.



BEA EVENTS

Inside Ecosystems

MONTHLY LINKEDIN LIVE SERIES WITH GUESTS

Every month the Business Ecosystem Alliance brings you a taster of the latest thinking in the field from world leading researchers and stellar practitioners.

Each of these 45-minute sessions are available free of charge.



SESSION OVERVIEW

Building a Product Portfolio as an Ecosystem

Simone Cicero
CEO, Boundaryless

Pradeep Ramachandra
Chief Product Officer,
Digital Mobility Platforms,
BOSCH Group

Emanuele Quintarelli
Partner & 3EO
Micro-Enterprise
Lead, Boundaryless

Moderated by
Stuart Crainer

Inside Workforce Ecosystems

Moderated by
Stuart Crainer

Elizabeth Altman
Professor, University
of Massachusetts
Lowell

David Kiron
Editorial Director,
MIT

Building Sustainable Ecosystems: Strategies for Inclusive Business Growth

L. Beril Toktay
Georgia Tech

Jay Bailey
CEO of
Russell Innovation
Center for
Entrepreneurs

Moderated by
**Leon C. Prieto &
Simone Phipps**
Thinkers50 Breakthrough Idea
Award recipients

How to Measure Network Effects

Marshall Van Alstyne
professor at Boston
University, research
associate at MIT IDE

Delia Wada-Gill
conducting study on
network effects, Questrom
School of Business

Elisa Farri
Co-Lead of
Cappgemini Invent's
Management Lab

Paolo Cervini
Co-Lead of Cappgemini
Invent's Management Lab

Why 21st century visionaries lead ecosystems, not organizations

Greg Bernarda
co-author of Value
Proposition Design

Moderated by
Stuart Crainer

High Impact Ecosystems. Three Flavors. Three Strategies. Three Success Stories.

Andrea Kates
Innovation advisor, former
tech CEO, and author of
Find Your Next

Moderated by
Stuart Crainer

ABOUT THE AWARDS

In 2020 the Business Ecosystem Alliance (BEA) launched the Zero Distance Awards.

The awards identify and celebrate the work of organizations throughout the world in eliminating the distance between their employees, their operations and their customers. The BEA believes that ecosystems are a dynamic means of bridging the gap between organizations and their customers. Each year, BEA acknowledges the groundbreaking work of ten organizations in seeking to achieve Zero Distance.

ABOUT ZERO DISTANCE

The concept of Zero Distance was introduced by the Haier Group. It emphasises the connection between the business and the end-user or customer. This has become central to the management model of the Internet of Things era.



Watch the Zero Distance Awards' ceremony of 2023:

Contributing live:

Representatives of the Zero Distance Award winning organisations of 2023.



Moderator:

Stuart Crainer
Thinkers50



ZERO DISTANCE

A W A R D

2023 WINNERS:



”

“What we understand by Zero Distance is having no barriers for our team and front-line staff to interact directly with clients and being able to respond as they wish without needing any approval. Our Zero Distance Award confirms that we are making this a reality and encourages us to sustain this fundamental belief.”

Alper Utku

Amsterdam Tech President



Thinkers50 Awards Gala

IDEAS PREMIERE

VIRTUAL PRE-EVENT • 4-5 OCTOBER

Over two days of virtual discussion and debate, we showcased some of the world's leading business thinkers as they set the scene for the future of business by questioning outdated assumptions and challenging the status quo.

SMARTER COLLABORATORS



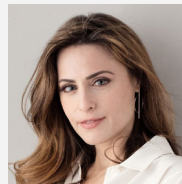
Heidi K. Gardner

Harvard Law School, author of *Smart Collaboration*, Thinkers50 Leadership Award 2023 Shortlist



Kent Blazy

Hall of Fame songwriter



Abigail Posner

Director, Creative Works at Google

QUESTIONS OF PERSPECTIVE

LED BY:



Hal Gregersen

Leadership Center at MIT



Pia Lauritzen

Thinkers50 Radar



Nicholas Janni

Author of *Leader as Healer*

WORK IN 2030

MODERATED BY:



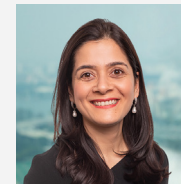
Stuart Crainer

Co-founder of Thinkers50



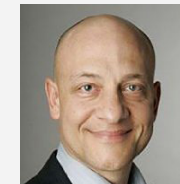
Ravin Jesuthasan

Thinkers50 2023 Talent Award Shortlist



Tanuj Kapilashrami

Chief Human Resource Officer, Standard Chartered Bank



John Boudreau

Professor and Research Director at USC's Marshall School of Business

B SCHOOLS FOR BETTER?

LED BY:



John Byrne

Founder and editor in chief, Poets & Quants

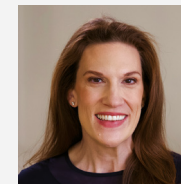


Ann Harrison

Haas School of Business, Poets & Quants Dean of the Year

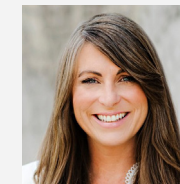
MINDS@WORK

MODERATED BY:



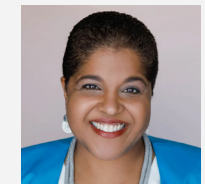
Morra Aarons-Mele

Author, *The Anxious Achiever*, Thinkers50 2023 Leadership Award Shortlist



Jennifer Moss

Author, *The Burnout Epidemic*, Thinkers50 Radar



Laura Morgan Roberts

Professor of Practice at the University of Virginia's Darden School of Business, Thinkers50 Radar

THE CHARACTER OF LEADERSHIP

MODERATED BY:



Stuart Crainer
Co-founder of Thinkers50



Elisa Farri
Thinkers50 Radar, Caggemini



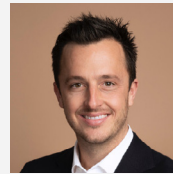
Paolo Cervini
Thinkers50 Radar, Caggemini



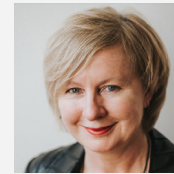
Edward Brooks
Thinkers50 Radar, Oxford Character Project

ECOSYSTEM LEADERSHIP: FROM DISRUPTION TO UP-RUPTION

LED BY:



Greg Bernarda
Thinkers50 Strategy Award Shortlist

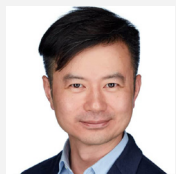


Josie Gibson
Director at CatalystFX



Eva-Lotta Sjöstedt
Founder, Kuno, and Board Director

FUTURE FIT



Howard Yu
Professor of Management and Innovation, IMD, Thinkers50 Strategy Award Shortlist



Mark Greeven
Professor of Innovation and Strategy, CEO of IMD China

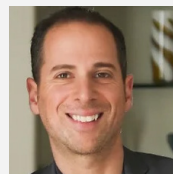
LIVING WITH CERTAIN UNCERTAINTY

in partnership with WILEY

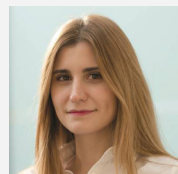
LED BY:



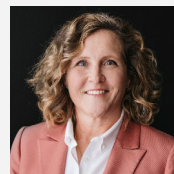
Des Dearlove
Co-founder of Thinkers50



Ori Brafman
Thinkers50 Radar



Maja Korica
Thinkers50 Radar



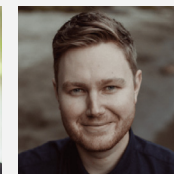
Marianne Lewis
Thinkers50 2023 Breakthrough Idea Award Shortlist

CREATING SUSTAINABLE GROWTH

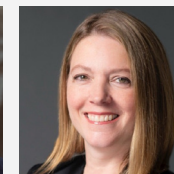
MODERATED BY:



Steve Goldbach
Sustainability, Climate & Equity Leader, Deloitte



Brian Evergreen
Founder of The Profitable Good Company, Thinkers50 2023 Breakthrough Idea Shortlist



Michelle Dunstan
Chief Responsibility Officer, Janus Henderson



Elizabeth Altman
Thinkers50 2021 Breakthrough Idea Shortlist



Awards Gala

5-6 November, London

A network diagram consisting of a central hub of small white and yellow dots connected by thin white lines. Several lines radiate from this hub towards the top right corner of the image, ending in larger yellow dots. The diagram is set against a dark blue background with a large, faint, semi-transparent circle behind it.

CONNECT
THINK
SET

DAY 1 SESSIONS

LEADERSHIP STARTS AT SCHOOL



Julie Carrier

Founder, Leadership Development Institute for Young Women

WHY EVERYONE NEEDS A MENTOR



Ruth Gotian

Chief Learning Officer and Associate Professor of Education, Weill Cornell Medicine

STAND OUT NETWORKING



Dorie Clark

Professor of Executive Education, Columbia Business School

INTRODUCING COACHING LEGENDS



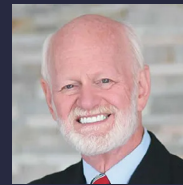
Stuart Crainer

Thinkers50 co-founder



Des Dearlove

Thinkers50 co-founder



Marshall Goldsmith

Thinkers50 Hall of Fame, author of *Becoming Coachable*



Awards Gala

5-6 November, London

Watch also:

INSIDE THINKERS50
Season 2

Take a look behind the scenes of Thinkers50, as co-founders Stuart and Des share some illuminating insights on their own ideas of management. With their unique approach on what it takes to run an organisation, you'll be left in no doubt that they should continue their mission of spotlighting the best management and business ideas of others.

Inside Thinkers50: Series 2, debuted at the 2023 Thinkers50 Awards Gala at London's Guildhall.

(To be enjoyed with a generous pinch of salt.)

DAY 2 SESSIONS



DARING TO DO

GETTING TO THE HEART OF LEADERSHIP



Amy Edmondson
Novartis Professor of Leadership and Management, Harvard Business School

Sheena Iyengar
S.T. Lee Professor of Business, Columbia Business School



Sanyin Siang
Executive Director, Duke University's Coach K COLE



Kirstin Ferguson
Author of Head & Heart and Adjunct Professor, Queensland University of Technology



Alyson Meister
Professor of Leadership and Organizational Behavior, IMD

Awards Gala

5-6 November, London

START WITH RESPECT

LISTENING UP

THE GHOST AND THE MACHINE

LED BY:



Ruchika Tulshyan
CEO and Founder, Candour



Modupe Akinola
Barbara and David Zalaznick Professor of Business, Columbia Business School



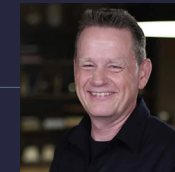
Rukasana Bhajjee
Global Head of Diversity and Inclusion, Financial Times



Megan Reitz
Associate Fellow, Saïd Business School, University of Oxford and Adjunct Professor of Leadership & Dialogue, Hult International Business School



Jim Detert
John L. Colley Professor of Business Administration, University of Virginia Darden School of Business



Martin Lindstrom
Founder and Chairman, Lindstrom Company



Sinan Aral
Director of the MIT Initiative on the Digital Economy

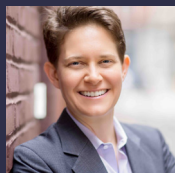


Kate O'Neill
Founder and CEO and Chief Tech Humanist, KO Insights

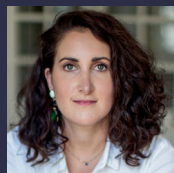
REINVENTING YOURSELF IN THE AGE OF AI

SUSTAINABLE SPECIES

EYES WIDE OPEN



Dorie Clark
author, *The Long Game*



Rahaf Harfoush
Executive Director, Red Thread Institute of Digital Culture



Andrew Winston
Founder, Adviser, Speaker, and Driver of Change, Winston Eco-Strategies



Scott Anthony
Partner at Innosight, professor of Tuck school of Business



Scott Milsten
Senior VP, General Counsel & Chief People Officer at e.l.f. Beauty, Inc.



Rita McGrath
Professor of Strategy, Columbia Business School and Founder, Valize



Amy Webb
Professor of Strategic Foresight, NYU Stern School of Business and CEO, Future Today Institute

THINKERS50 AWARDS GALA 2023 ATTENDEES



Awards Gala

5-6 November,
London



Aaron Knowlton
Abe Mahfar
Alec Egan
Alex Lazarus
Alex Osterwalder
Alex Pascal
Alexandra Steele
Alexis Redding
Alicia Butler Pierre
Allison Briceño
Alper Utku
Alyson Meister
Amanda Gibson
Amber Li
Amii Barnard-Bahn
Amy Edmondson
Amy Gallo
Amy Humble
Amy Webb
Ana Oliveira
Anar V. Aligulov
Anders Indset
Andrea Cohn
Andrew Blau
Andrew Gray
Andrew White
Andrew Winston
Andy Parker
Angela Burgess
Angie Qiao He
Ania Trzepizur
Anil K Gupta

Anjana Nathwani
Anna Valle
Annalisa Gigante
Annalyn Kurtz
Anne McGrath
Anne Sugar
Annette Mason
Annie Knight
Annika Steiber
Antonio Nieto Rodriguez
April Rinne
Artem Gonopolskiy
Asheesh Advani
Asli Atam
Asli Kurgan Üstüner
Audrey Evergreen
Augustin Luneau
Augustin Solioz
Avivah Wittenberg-Cox
Begum Nalci
Behnam Tabrizi
Ben M Bensaou
Benjamin Wright
Beverly Wright
Bill H Carrier
Bill Zeeb
Bob Judd

Boris Kostura
Brenda Bence
Brian Evergreen
Burcin Mavituna
Cali Williams Yost
Camilla Kring
Carol Fishman Cohen
Carol M Kauffman
Carol McGrath
Carolina Pinto
Caroline Stokes
Caroline Webb
Catherine Foliot
Celine Schillinger
Celine Teoh
Charlotte Saulny
Chester Elton
Chris Huff
Chris Moore
Chris Rainey
Christa Gyori
Christian Orsted
Christian Rangen
Christian Stadler
Christina von Messling
Christoph Senn
Christopher Rosenthal

Claire Diaz Ortiz
Claude El Nakhel Khalil
Claudia Crummenerl
Claus Mossbeck
Cong Shang
Connie Dieken
Corey Hardiman
Corinne Dombroski
Corrie Block
Cristiano Bellucci
Cristina Violeta Muntean
Dan Pontefract
Danah Zohar

Daniel Trabucchi
Darren Menabney
Dave Wondra
David Eurich
David Kenny
David L Verrill
David Lancefield



THINKERS50 AWARDS GALA 2023 ATTENDEES

David Liddle
David Noble
David Nour
David Paja
Debbie Bayntun-Lees
Debra Parker
Deepa Prahalad
Delia Fischer
Des Dearlove
Diana Wu David
Diane Hamilton
Dina Smith
Diago Lobo Carvalho

Dorie Clark
Douglas Choo
Firas Ali Al-Abduwani
Eddie Turner
Eduardo Briceño
Edward Brooks
Eleanor Bell
Elena Diaz
Elena Graciela Espinal
Elisa Farri
Eliza Staples
Elizabeth Baldwin
Elizabeth Shi

Ellen Taaffe
Ellie Rich Poole
Emanuele Quintarelli
Emel Abaci Adalioglu
Emil Andersson
Emily Kanders Goldfischer
Emma de Blok
Enaam Ahmed Al-Lawati
Eng. Saïd Saïf Al-Maskari
Eng. Siddiqa Faiq Al-Lawati
Erika Lucas
Erin Meyer
Esmond Harmsworth
Evguenia ("Jeny") Stoichkova
Faisal Hoque
Faris Khodr
Federico Fernandez de Santos Ortiz
Felix Valdivieso
Filip Lauritzen
Filiz Utku
Fiona Macaulay
Flaminia Trentino
Francois Candelon
Francois Farjallah
Francoise Orlov
Frank Congiu

Frank Dillon
Frank R Wagner
Franzi Sessler
Frederic Eftemblem
Frven Lim
Fuxing Jin
Gabriele Rosani
Gary Crotaz
Gary Hamel
Gautam Ganglani
Gayatri Prahalad
Gena Cox
Geoffrey Parker
George Daley
Geraldine Collard
Gozde Berber Ozbalaban
Grace Marlin
Graham Hutt
Gregers Wedell-Wedellsborg
Grégoire Eloï Leresche
Gregory Bernarda
Gregory Williams
Gwenaëlle Hennequin
Hadassa Degani
Haesun Moon
Hal Gregersen
Hans-Peter Siefen

Harsha Boralessa
Hassan Al-Lawati
Heather Hansen
Helene Roberts
Henna Inam
Henrik Lauridsen
Henrik Waitz McLean
Henry Stewart
Herminia Ibarra
Hiroshi Nishikawa
Howard Yu
Hubert Bannel
Hugo De La O
Hussain Muqaibil
Ichiro Aoyagi
Ike Nwankwo
Íryna Tykhomyrova
Isaac Getz
J.R. Lowry
Jaanus Poder
Jacora Kiser
Jacquelyn Lane
Jahnvi Gurjer
James Cheng-Morris
James Gregg
James Millen
James Moore



Awards Gala

5-6 November,
London



James Saoulli
Janane Haddad-Moretti
Jeanette Ray
Jeanette Bronee
Jeff Gelb
Jeff Hull
Jeffrey Shaw
Jenn Spykerman
Jennifer Fondrevay
Jennifer Kenny

THINKERS50 AWARDS GALA 2023 ATTENDEES



Awards Gala

5-6 November,
London

Jennifer McCollum

Jenny Fernandez

Jim Detert

Jim Wilson

Jo Smith

Joachim Box

Joan Wetzler

Jodi Birkett

Johannes Coloma-Flecker

John Gill

John Higgins

John Leary-Joyce

John McGrath

John Metselaar

John Munro

John Reed

John Sanfey

Jon Hugo Ungar

Jon Shipley

Jonathan Brill

Jonathan Low

Jonathan Wang

Jorge Tejada

Joy Batra

Julia Alexander

Julia Binder

Julia Phelan

Julie Carrier

Julie Davis-Colan

Julie Kratz

Kaihan Krippendorff

Kamran Razmdoost

Karen Thomas-Bland

Karen Wagner

Karen Walker

Karlheinz Schwuchow

Karlijn van den Boomen

Kashani Wijetunga

Katarina Leger

Katarzyna Fonseca

Kate Mills

Kate O'Neill

Kathryn Landis

Katia Vlachos

Keith McCormick

Ken Gavranovic

Ken Yoshizawa

Kerry Ghize

Kerry Parke

Kevin Millan

Kimberley Rayman

Kirstin Ferguson

Ladan Davarzani

Laura Fernandez

Laura Gassner Otting

Lee J. Colan

Leon Prieto

Liane Davey

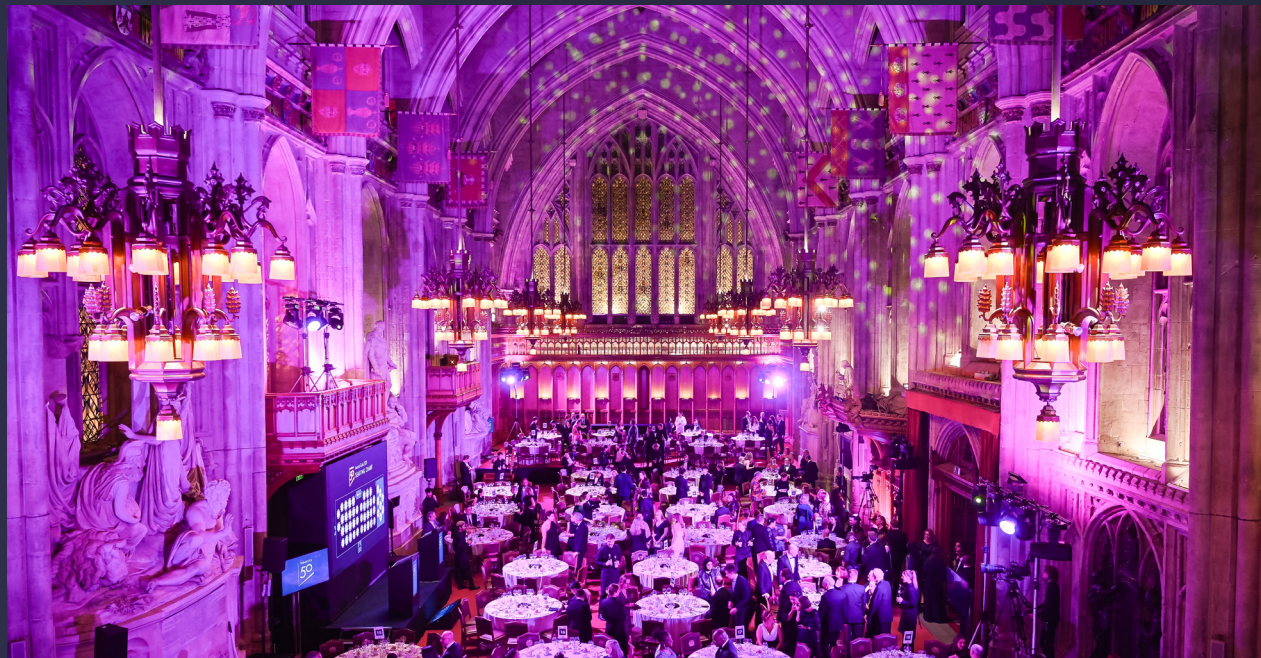
Lindsay Kohler

Lisa Earle McLeod

Lisa Humphries

Lisa Neuberger Fernandez

Lisa Nirell



Liz Wiseman

Louise van Rhyn

Ludovic Robert

Luis De Miguel

Lyda Goldsmith

Lynda Gratton

Magdalena Nowicka Mook

Maja Zelihic

Mamta Kapur

Manuel Sosa

Marco Espinheira

Marcus Collins

Maria Jose Guallar

Maria Panayiotou

Marissa Eigenbrood

Mark Esposito

Mark Fortier

Mark Jones

Mark Lillie

Mark Thompson

Marshall Goldsmith

THINKERS50 AWARDS GALA 2023 ATTENDEES



Awards Gala

5-6 November,
London



Marshall Van Alstyne

Martin Lindstrom

Matt Gitsham

Matthew Robinson

Matthias Knaur

May Busch

Megan Reitz

Melissa Swift

Merete Gottlieb

Merete Wedell-Wedellsborg

Michael Anderson

Michael Bungay Stanier

Michael Friedberg

Michael G. Jacobides

Michael Kern

Michael Neigaard

Michael Sikorsky

Michael Watkins

Michaela Kerrissey

Michelle K. Johnston

Michol Munns

Miika Riikonen

Miki Feldman Simon

Miori Saegusa

Mirsad Uruci

Modupe Akinola

Mohan Subramaniam

Mohi U. Ahmed

Monika Kosman

Monika Lapanja

Morag Barrett

Morra Aarons-Mele

Moustafa Alhamwi Festok

Nankhonde Kasonde-van den
Broek

Naren Aryal

Natalie Detert

Natalie Nixon

Natalie Norton

Navi Radjou

Naysan Firoozmand

Neil Lewis, Jr

Neil Tunstall

Neri Sillaman

Nicholas Hamilton-Archer

Nicholas Janni

Nick Owen

Noemie Le Pertel

Oleg Konovalov

Oleksii Vynogradov

Olga Lucia Magnusson

Oliver Busch

Oliver Hemming

Olivier Terrée

Omar Kamal

Ömer Dormen

Ori Brafman

Öykü Isik

Padma Coram

Patricia De Aristegui

Patrick Steichen

Patrick Viguerie

Paul Cobban

Penelope Kenny

Peng Zhang

Per Lorange

Peter Hawkins

Peter Jurik

Peter Wortsman

Philippe Vlaeminck

Pia Lauritzen

Pinar Kalay

Poornima Luthra

Pradeep Jethi

Rachel Marsh

Rahaf Harfoush

Rajani Katta

Raul V Rodriguez

Ravin Jesuthasan

Rebecca Newton

Rebecca Zucker

Reeta Nathwani

Rhett Power

Ricardo Viana Vargas

Rich Wetzler

Richard Bistrong

Richard Frizberg

Richard Medcalf

Richie Norton

Ridima Wali

Rita McGrath

Riza Kadilar

Robin Speculand

Robin Weninger

Rosie Compton

Ruchika Tulshyan

Ruimin Zhang

Rukasana Bhajjee

Ruth Gotian

Saahil Mehta

Sabine Renner

Saku Tuominen

Salla Seppä

Sally Ashworth

Sally Helgesen

Sam Baker



THINKERS50 AWARDS GALA 2023 ATTENDEES



Awards Gala

5-6 November,
London



Sam Isaacson	Sergio Jardim
Sandy Poirier Smith	Shahriar (Shari) Parvarandeh
Sandy Seeber-Quayle	Shangyun Zhao
Sanyin Siang	Shannon Vargo
Sarah Godard	Sheena Iyengar
Sarah Green Carmichael	Shelley Dolley
Sarah McArthur	Simon Caulkin
Sarah Moore	Simona Botti
Sarah Toms	Sinan Aral
Scott Anthony	Soon Loo
Scott Milsten	Sophie Bacq
Scott Osman	Stefano Pardi
Selena Rezvani	Stephanie Creary

Stephanie Lin
Stephen Bailey
Stephen Loughnane
Steven Goldbach
Stuart Crainer
Su-Mei Thompson
Subir Chowdhury
Sunita Merriman
Surya Mukherjee
Susan Li
Susan Steele
Susannah Chambers
Susie Kennedy
Suzi Gregersen
Suzy Burke
Svetlana Mironyuk
Tahirou Assane
Tamsen Webster
Tanuj Kapilashrami
Tanuj Luthra
Tanya Slingsby
Tariq Qureshi
Tasha Leigh Eurich
Tashara Leak
Terence Tse
Thomas Wedell-Wedellsborg
Tiffani Bova

Tiffany Gaskell
Tobias Thaning
Tom Harris
Tom Webster
Tom Williams
Tommaso Buganza
Tony Martignetti
Udo Lange
Umberto Lago
Valerie Hughes Oosterhoff
Valerie Keller
Veronique Tran
Violeta Grigorieva
Vitaliy Gayduk
Wen Yang
Wendy Nour
Wendy Smith
Whitney Johnson
William Eggers
Xander Kranenburg
Xiaochuan Cao
Xiaomu Zhou
Ying Yu
Yu Deng
Yves Pigneur
Zhang Ruimin





THINKERS
50

**DISTINGUISHED ACHIEVEMENT
AWARDS 2023 RECIPIENTS
AND SHORTLISTS**



THINKERS **50** **BREAKTHROUGH IDEA**
AWARD RECIPIENTS

dedicated to the legacy of C.K. Prahalad

Wendy K. Smith & Marianne W. Lewis

for Both/And Thinking

BREAKTHROUGH IDEA AWARD 2023 SHORTLIST



Eduardo Briceño



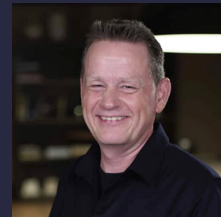
Karen Dillon and Rob Cross



Brian Evergreen



William D. Eggers and Donald F. Kettl



Martin Lindstrom



Tina Opie and Beth A. Livingston



April Rinne



Wendy K. Smith & Marianne W. Lewis



MARSHALL GOLDSMITH AWARD FOR COACHING & MENTORING

in partnership with  coaching.com

Michael Bungay Stanier

for How to Work With (Almost) Anyone and How to Begin

THINKERS50 MARSHALL GOLDSMITH AWARD FOR COACHING & MENTORING 2023 SHORTLIST



Robert Biswas-Diener



Michael Bungay Stanier



Jennifer Garvey Berger



Peter Hawkins



Haesun Moon



David Noble and Carol Kauffman



Jonathan Passmore



Marcia Reynolds

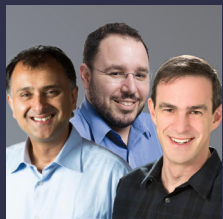


THINKERS
50
DIGITAL THINKING
AWARD RECIPIENTS

Paul R. Daugherty & H. James Wilson

for Radically Human

DIGITAL THINKING AWARD 2023 SHORTLIST



Ajay Agrawal,
Joshua Gans and
Avi Goldfarb



Reid
Blackman



Tomas
Chamorro-
Premuzic



Paul Daugherty
and H. James
Wilson



Paul Leonardi
and Tsedal
Neeley



Lindsey
McInerney



Kate
O'Neill



David
Rand



THINKERS
50 IDEAS INTO PRACTICE
AWARD RECIPIENT

Julie Carrier

*for promoting leadership development
for girls and young women*

IDEAS INTO PRACTICE AWARD 2023 SHORTLIST



Blue Ocean
Student
Entrepreneur
Competition



Julie
Carrier



Carol Fishman
Cohen



Christa Gyori
and Tatiana
Kazakova



Gijsbert
Koren



Tashara Leak
and Neil Lewis



Fiona
Macaulay



Shelley
Zalis



THINKERS
50
INNOVATION
AWARD RECIPIENT

in partnership with **FUJITSU**

Sheena S. Iyengar
for Think Bigger

INNOVATION AWARD 2023 SHORTLIST



Ben
Bensaou



Julia
Binder



Sheena
Iyengar



Jennifer
Kenny



W. Chan Kim
and Renée
Mauborgne



Perry Klebahn
and Jeremy Utley



Atif Rafiq



Behnam
Tabrizi



THINKERS
50 LEADERSHIP
AWARD RECIPIENT
in partnership with **exeo**online

Kirstin Ferguson

for Head & Heart

LEADERSHIP AWARD 2023 SHORTLIST



Morra
Aarons-Mele



Kirstin
Ferguson



Frances Frei &
Anne Morriss



Heidi
K. Gardner



Ranjay
Gulati



Céline
Schillinger



Sally
Susman



James
D. White



THINKERS
50 **RADAR**
AWARD RECIPIENT

sponsored by **Deloitte.**

Marcus Collins

for For the Culture

RADAR AWARD 2023 SHORTLIST



Jodi-Ann
Burey



Marcus
Collins



Stephanie
Creary



Lily
Fang



Mehran
Gul



Michaela
Kerrissey



Pia
Lauritzen



Poornima
Luthra



THINKERS
50 STRATEGY
AWARD RECIPIENT

in partnership with



Howard Yu

for future readiness

STRATEGY AWARD 2023 SHORTLIST



Greg
Bernarda



Olaf Groth,
Mark Esposito
and Terence Tse



Faisal
Hoque



Kaihan
Krippendorff



Tammy L.
Madsen



Mohan
Subramaniam



Stephanie
Woerner, Peter
Weill and Ina
Sebastian



Howard
Yu



THINKERS
50 TALENT
AWARD RECIPIENT

Zeynep Ton

for The Case for Good Jobs

TALENT AWARD 2023 SHORTLIST



Modupe
Akinola



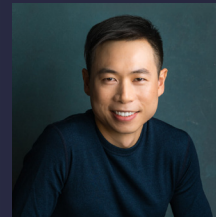
Amy
Gallo



Ravin
Jesuthasan



Michelle
P. King



Gorick
Ng



Zeynep
Ton



Ruchika
Tulshyan



Liz
Wiseman



THINKERS
50 LIFETIME ACHIEVEMENT
AWARD RECIPIENT

Zhang Ruimin



THINKERS
50 FOUNDERS'
AWARD RECIPIENT

**Iryna
Tykhomyrova**



2023 RANKING

The Thinkers50 global ranking of management thinkers is published every two years and is the essential guide to which thinkers and which ideas matter now.

The new Thinkers50 Ranking places the top 10 thinkers in order from 1 to 10, with the remaining 40 thinkers listed alphabetically. *“Although we used to assign all 50 a number, arranging the Thinkers50 in this way fits with the way our organisation has evolved,”* explains Thinkers50 co-founder, Stuart Crainer. *“Events over the past few years have made it clear that collaboration and community lie at the heart of the Thinkers50. Which prompted the theme for this year’s Thinkers50 Awards Gala: Reconnect, Rethink, Reset.”*



#1

Amy C. Edmondson

Pioneer and champion of psychological safety, studies people, projects and organizations to uncover the secrets of successful teaming.

Edmondson's work on psychological safety has been groundbreaking. Her blueprint on creating a fear-free culture is essential, she argues, for organizations to be able to thrive in today's knowledge economy in which new ideas and critical thought are essential to success. She has also explored the concept of teaming in dynamic work environments, and demonstrated how cross-organizational teaming can impact the building of smart cities.



#2

Adam Grant

Grant studies how we can find motivation and meaning and lead more generous and creative lives. He has identified three groups of people – givers, takers, and matchers. Givers are inclined to give their favours generously, while matchers look for a quid pro quo and takers help others only if there is something in it for them. Grant's continuous research focuses on personality traits, leadership, collaboration, culture, and organizational change.



#3

Andrew Winston & Paul Polman

With climate change and inequality needing an increasingly urgent response, it's time for business to step up. To thrive today and tomorrow, companies must become net positive - giving more to the world than they take. A net positive company improves the lives of everyone it touches, takes ownership of its social and environmental impacts, and partners with competitors, civil society, and governments to drive transformational change.



#4

Amy Webb

Her last book was a call-to-arms about the broken nature of artificial intelligence, and the powerful corporations that are turning the human-machine relationship on its head. AI's destiny is in the control of nine big corporations. The American portion of the Big Nine—Amazon, Google, Apple, IBM, Microsoft and Facebook—have big ideas about how to solve some of humanity's greatest challenges, but they're beholden to the whims of Wall Street and have only a transactional relationship with Washington. Meanwhile, China's portion—Baidu, Alibaba and Tencent—are very much tethered to Beijing and the demands of the Chinese Communist Party. All of us are caught in the middle, as our data is mined and refined in service of building the future of AI.



#5

W. Chan Kim & Renée Mauborgne

Inventors of the ground-breaking “blue ocean strategy”, paving the way for organizations to break out of fixed market boundaries and create a whole new space.

Kim and Mauborgne’s blue ocean strategy pioneered a way to create and capture new, uncontested market space. They coined the terms “red ocean” – the known, competitive market within industry boundaries – and “blue ocean” – the unknown and uncontested market space, where demand is created, spawning new opportunities and growth. Kim and Mauborgne also developed the concept of “non disruptive creation”, challenging the notion that innovation must be disruptive.



#6

Sheena Iyengar

Iyengar examines the many facets of choice: how and why people make choices, how other factors and powerful forces – such as bias and culture – influence the choices we make, how we can minimise those influences, and how choice and meaning are intertwined. Her aim is to better equip people to cope with the overwhelming variety of choice in everyday life.

Iyengar's latest research looks at authenticity, including how the increasing use of social media is shaping our constructions of reality and identity, how human genetic modification will change our definitions of and approaches to being human, and how robots and AI could alter our conceptions and practices of authenticity.



#7

Rita McGrath

Globally recognized expert on strategy, innovation, and entrepreneurship; champion of harnessing disruptive influences for competitive advantage.

McGrath's focus is on developing innovation and growth strategies during times of uncertainty. She argues that the traditional reliance of businesses on competitive advantage is no longer relevant in today's boundary-free markets. McGrath's research into disruptive inflection points – the “overnight shifts that disrupt a market” – reveals how smart leaders can learn to anticipate them.



#8

Alex Osterwalder & Yves Pigneur

Osterwalder and Pigneur created the Business Model Canvas, an innovative strategy management and entrepreneurial tool. By visualising all the building blocs of starting a business, the canvas is used to describe, design, challenge, and pivot a business model. They followed up with the Value Proposition Canvas, a tool that helps to position a product or service around customer values and needs.



#9

Scott Anthony

A leading voice on innovation, strategy and growth, Anthony draws on stories from his research and field work to demystify innovation and provides practical tools to help innovators get their ideas into the market place. He co-developed the concept of “dual transformation” – a blueprint on leveraging disruptive change that shows organizations how to reposition their current businesses, while simultaneously creating tomorrow’s engine for growth.



#10

Tsedal Neeley

Regularly advises top leaders who are embarking on virtual work and large scale-change that involves global expansion, digital transformation, and becoming more agile. Recent work provides remote workers and leaders with the best practices necessary to perform at the highest levels in their organizations.



Marshall Van Alstyne & Geoff Parker

Originators of the concept of the inverted firm, which argues that value is increasingly created outside the organization rather than internally, Van Alstyne and Parker are the authors of the book *Platform Revolution*, a comprehensive analysis of how platforms use technology to match producers and consumers in a multi-sided marketplace. *Platform Revolution* includes guidance on how businesses can thrive in the era of platform technology.



Sinan Aral

Drawing on two decades of research and business experience, Aral goes under the hood of the biggest, most powerful social networks to tackle the critical question of just how much social media actually shapes our choices, for better or worse. Aral shows how the tech behind social media offers the same set of behaviour-influencing levers to both Russian hackers and brand marketers—to everyone who hopes to change the way we think and act—which is why its consequences affect everything from elections to business, dating to health.



Rachel Botsman

Acclaimed for her work on how trust is built, lost and restored in the digital age, Botsman studies how technology transforms human relationships. Her theory of collaborative consumption, as defined in her 2010 book, *What's Mine is Yours*, was named by TIME as one of the "Ten Ideas That Will Change the World". In her 2017 book, *Who Can you Trust*, she explains why trust is collapsing in all kinds of institutions and yet, at the same time, the rise of new technologies is enabling "distributed trust" across networks of people, organizations, and intelligent machines.



Tiffani Bova

Considered one of the pioneers of cloud-based indirect channel programmes, Bova reinvented indirect "go-to-market" tactics in several hardware and services businesses. She is a global influencer in customer experience, digital transformation, business model innovation, and the future of work. In her 2019 book, *Growth IQ*, Bova explores and explains 10 paths to business growth.



Erik Brynjolfsson & Andrew McAfee

Leaders of research into the implications of digital technology – in particular machine intelligence, big data, and the sharing economy – Brynjolfsson and McAfee assert that competition and labour are less important than collaboration, creativity, and networks, and their analysis shows how to rethink the integration of minds and machines, of products and platforms, and of the core and the crowd.



Tomas Chamorro-Premuzic

Using science and technology to help organizations predict human performance, Chamorro-Premuzic's most recent work looks at two questions: Why is it so easy for incompetent men to become leaders? And why is it so hard for competent people – especially competent women – to advance? Although men make up a majority of leaders, they underperform when compared with female leaders. When competent women – and men who don't fit the stereotype – are unfairly overlooked, we all suffer the consequences. The result is a deeply flawed system that rewards arrogance rather than humility, and loudness rather than wisdom.



Jin Chen

Champion of open innovation, indigenous innovation and total innovation, Chen has developed the idea of holistic innovation (HI), which takes a systemic perspective to tech innovation. The holistic innovation paradigm reflects wisdom from the Chinese context and Eastern culture and includes four core elements: strategic, total, open and collaborative, which are inter-related in an organic integration with the helix of HI. Chen's theory of management argues that knowledge innovation and value rationality lie at management's heart.



Dorie Clark

Champion of personal branding, and the importance of creating an authentic, personal narrative, Clark's latest book *Entrepreneurial You* provides a blueprint for professional independence, including insights and advice on brand-building and monetizing your expertise. She explains the necessary elements and concrete tactics for entrepreneurial success and shows how to liberate yourself financially, by building a portfolio of revenue streams.



Susan David

David studies the role of emotions in our everyday lives, and describes the psychological skills critical to thriving in times of complexity and change. She identifies four key concepts in emotional agility: showing up – discovering what our negative emotions can tell us what we care about; stepping out – recognising who is in charge, the thinker or the thought; walking your why – what it is that enables us to have our own compass; and moving on – infusing value into your mindset: “I want to” rather than “I have to”.



Erica Dhawan

Champion of connective intelligence and provides insights into digital body language. The world of business is increasingly digital and work practices have changed at a blistering rate. Dhawan shares innovative strategies to unlock the collective power of teams, build a culture of trust across any distance and create authentic engagement to ensure competitiveness. She decodes the new signals and cues that have replaced traditional body language across genders, generations, and culture.



Kirstin Ferguson

One of Australia's most prominent leadership experts, Ferguson is a highly sought-after executive coach, author, and public speaker. An adjunct professor at the QUT School of Business at the Queensland University of Technology, she is co-author of *Women Kind* and author of *Head & Heart: The Art of Modern Leadership*, which propelled her to the Thinkers50 2023 Leadership Award. *Head and Heart* also featured on the Thinkers50 2023 Best New Management Booklist. The book draws on Ferguson's three decades of experience and research to explain the eight key attributes of a head and heart leader.



Frances Frei & Anne Morriss

Popular leadership advice glosses over the most important thing you do as a leader: Build others up. Leadership isn't about you. It's about how effective you are at empowering other people—and making sure that this impact endures even in your absence. In *Unleashed*, Morriss and Frei argue that the origins of great leadership are found, paradoxically, not in worrying about your own status and advancement, but in the unrelenting focus on other people's potential.



Heidi K. Gardner

A distinguished fellow at Harvard Law School and former professor at Harvard Business School, Gardner is a leading authority on the principles and practices of agile cross-silo collaboration. She has authored or co-authored over 100 books, chapters, case studies, and articles, including the *Washington Post* 2017 bestseller, *Smart Collaboration: How Professionals and Their Firms Succeed by Breaking Down Silos*, Her 2022 follow-up, *Smarter Collaboration: A New Approach to Breaking Down Barriers and Transforming Work*, (co-authored with Ivan A. Matviak), lays out a pragmatic action plan for companies to collaborate effectively.



Heidi Grant

Grant's goal is to help organizations and individuals achieve theirs. With simple strategies rooted in scientific research she empowers leaders with proven tools for maximising commitment, resisting distraction, devising effective strategic plans, seizing opportunities to act, and persisting in the face of setbacks or challenges. From her exhaustive study of achievement and motivation she pinpoints the keys to mastering the art (and science) of execution: focus less on past failures and more on what really matters, such as commitment, planning, effort, strategy, self-control, and persistence. Grant offers practical and immediately actionable strategies that actually increase the chances of successfully meeting business and personal goals. By emphasising things successful people do consistently and effectively, she shows organisations and their employees a clear path to accomplishing whatever they set out to do.



Lynda Gratton

Gratton explores the changing patterns of work and their effects worldwide, and provides unique insights into the movement of business from a competitive to a more collaborative work space. She studies technological and societal trends that will shape the future of work and living, and maps out how to bring resilience to a fragile world, starting with what happens inside an organization. She explains how a corporation's unique capabilities of innovation, scaling, mobilising, and alliance-building can help solve global problems.



Mark Greeven

Professor of innovation and strategy at IMD, Greeven is also CEO of IMD China and co-director of IMD's Building Digital Ecosystems program. A renowned China expert, he explores how to organise innovation in a turbulent world, with a focus on novel ways of accelerating corporate innovation, enabling digital transformation, and designing ecosystems to thrive on uncertainty. His 2018 book, *Business Ecosystems in China*, provides insights and practical lessons on leading, creating and disrupting markets and in *The Future of Global Retail* (2021), he unpicks the lessons from China's retail revolution for the rest of the world.



Hal Gregersen

Inspired by Peter Drucker's insights into the power of questions, Gregersen's work on innovative leadership focuses on how leaders can ask the right questions – the catalytic questions, the questions that change the world. He explores how senior leaders can ask better questions to unlock what they don't know they don't know – before it's too late. Developer of the "question burst" methodology, an alternative to traditional brainstorming, Gregersen is also the creator of a unique executive development experience "leadership and the lens", which draws on photography and innovation to teach leaders how to ask radically better questions.



Ranjay Gulati

Professor of business administration at Harvard Business School, Gulati's 2022 book, *Deep Purpose: The Heart and Soul of High-Performance Companies*, delivers an in-depth examination of corporate purpose. "Deep purpose" companies, he argues, energise their enterprise by inspiring employees and fostering greater trust with customers and partners. *Deep Purpose* was listed in the Thinkers50 2022 10 Best New Management Books. Gulati's recent work explores leadership and strategic challenges for building high-growth organisations in turbulent markets.



Linda Hill

Hill's focus is on leading change and innovation, developing innovation ecosystems, the role of boards in governing innovation, talent development and implementing global strategies. She studies collective genius – the way great leaders empower creativity – and examines the challenges of being in charge. To become a better boss, Hill advocates mastering three disciplines – managing yourself, managing networks, and managing teams.



Herminia Ibarra

Renowned for her research and innovative insights into leadership and career management, Ibarra turned the “think first, then act” mantra on its head: to be able to think like a leader, you first have to act like one; leaders are formed by their by learning experiences, not from introspection. Knowledge, she says, is the result of doing and experimenting, and the most effective way to change is through action, not analysis. For Ibarra, career change is not a onetime event, but a psychological process of transition. More recently, Ibarra has been investigating the impact of cognitive technologies in established organizations.



Michael Jacobides

Jacobides studies industry evolution, new business models, value migration, and structural change in firms and sectors, and looks at how digital ecosystems transform the business context. He asserts that success is as much about helping other firms to innovate as it is about being innovative yourself, and that customer-centric products that cross boundaries will create new firms and new types of competition.



Whitney Johnson

Johnson's research and work in disruptive innovation start with the understanding that the framework of disruption is – at a very high level – a framework for managing change, which begins with the individual. She developed her proprietary framework and diagnostics after having co-founded the Disruptive Innovation Fund with Harvard Business School's Clayton Christensen. Whether scaling a business or trying to get your people to be more innovative, Johnson's research helps people to harness, rather than merely cope, with change.



Hubert Joly

As the former CEO of Best Buy, Joly is credited with the philosophy behind the company's transformation: pursue a noble purpose, put people at the center of business, create an environment where every employee can blossom, and treat profit as an outcome, not the goal. An approach that is easy to understand, less easy to put into practice.



Martin Lindstrom

Lindstrom pioneered the introduction of brands on the internet, and has explored how we use our five senses in branding. He has championed the role of the subconscious mind in how we make decisions to buy things, and used small data to uncover hidden desires, with a view to turning them into breakthrough products.



Roger L. Martin

Martin's influence on business strategy and thinking has been immense. He championed the idea of integrative thinking, arguing that 'and' rather than 'or' thinking yields better solutions, and showing how combining elements from seemingly opposing models can pave the way for innovation and problem solving. He also developed the theory of design thinking, demonstrating how to balance the exploration of new knowledge (innovation) with the exploitation of existing expertise (efficiency). Martin's work also focuses on corporate social responsibility and country competitiveness.



Nilofer Merchant

A master at turning seemingly wild ideas into reality, Merchant illuminates the future of work and reveals relevant strategies to meet that future. She coined the term "onlyness" to describe the unique spot in the world that only you stand in, which is the source of your power and ideas. Merchant explains how to unleash undiscovered talent, ideas, and innovation lying within an organization and argues that, in the face of new, transformative technologies, organizations need to re-invent themselves, which means opening themselves up to the new social era.



Erin Meyer

Meyer's work looks at how leaders can initiate effective collaboration within teams that span regional, national and ethnic divides. She brings together findings from her own analytic research with insights from leading psychologists and anthropologists to provide a framework with which leaders can manage this growing challenge. Meyer's article "Getting to Si, Ja, Oui, Hai, and Da" was the most read article in the *Harvard Business Review* in 2015.



Katy Milkman

Milkman's research explores ways that insights from economics and psychology can be harnessed to change consequential behaviours for good, such as savings, exercise, vaccination take-up and discrimination. Strategic methods for identifying and overcoming common barriers to change, such as impulsivity, procrastination, and forgetfulness.



Tina Opie

Founder of Shared Sisterhood, Opie explores the connections between diversity, inclusion, and equity along with identity, culture, fashion, authenticity, and professionalism. Her 2022 book, *Shared Sisterhood* (co-authored with Beth Livingston), explains how to use vulnerability, trust, empathy, and risk-taking to build 'shared sisterhood' in the workplace and breaks this process down into three key parts: dig into your own assumptions around race ethnicity, gender, and power; bridge the divide between women of all backgrounds through authentic relationships; and advance all women across the organisation and beyond.



Gianpiero Petriglieri

Petriglieri's award-winning research and teaching focus on what it means, and what it takes, to become a leader. His work bridges the domains of leadership, adult development and experiential learning. He has trained particular focus on leadership and learning in the age of "nomadic professionalism," in which people have deep bonds to work but loose affiliations to organizations, and authenticity and mobility are more important than loyalty and climbing the career ladder.



Dan Pink

Pink's provocative ideas draw on research in behavioural and social sciences. He examines the mismatch between what science knows, and what business does. His work on human motivation explains that the secret to high performance is not monetary reward, but the need to direct our own lives, to learn and create new things. His theory on timing is not that it is an art, but a science, and we can use the hidden patterns of the day to build the ideal schedule. The "when", he argues, is just as important as the "why" and the "what", when we make decisions.



Navi Radjou

The ideas of frugal innovation and jugaad innovation show how companies can innovate faster, better, and sustainably in today's customer-driven, resource-constrained tech-driven global economy shaped by climate change. The Age of Convergence: first-world and third-world issues like climate change, escalating pollution, social inequality, chronic illnesses converge to create problems without borders. The human race needs to transcend its superficial differences and converge toward unity so that all can join forces to co-create solutions without borders.



Megan Reitz

Working at the intersection of leadership, change, dialogue and mindfulness, Reitz's research focuses on how we meet, see, hear, speak, learn with and encounter one another in organisational systems and how we might encourage dialogue which is more humane and which enables us, our colleagues and our society to flourish. Current focus is on the rise of 'employee activism'.



Laura Morgan Roberts

Her research and consulting focuses on the science of maximizing human potential in diverse organizations and communities – "Women of color are a motivated, engaged group of high-potential future leaders. Companies and individual managers who want to create more diverse and ultimately more successful teams need to do more to ensure that diverse female talent isn't left behind."



Antonio Nieto-Rodriguez

Project management maestro, Nieto-Rodriguez is on a quest for every individual, student, and leader to learn the basics of leading projects successfully. Founder of a global movement that has transformed a tactical topic – project management – into one of the central issues in the CEO’s agenda, Nieto-Rodriguez argues that project management is the lingua franca of the business and personal worlds, from the C-suite to managing careers or relationships. He is the creator of concepts such as the Project Economy and the Hierarchy of Purpose.



Sanyin Siang

Driven by the belief that today’s complex challenges require collaboration across public, private and social sectors, a theme through her work is convening interdisciplinary, diverse think tank gatherings towards defining complex problems and implementing new approaches for solving them. Sanyin Siang helps leaders launch and create value by focusing on mindset, behavioural change, and team and culture building.



Simon Sinek

Sinek's work focuses on leaders and companies with the capacity to inspire. He identifies patterns to how they think, act and communicate, and the environments in which people operate at their best, to transform corporate culture. His concept of "why," as first popularized through his 2009 TED Talk, is based on inspiring people to do the things that inspire them so that, together, each of us can change the world for better. Sinek has more recently explored the difference between finite and infinite games, and how organizations struggle when their leaders play with a finite mindset in an infinite game.



Zeynep Ton

Professor of the practice at the MIT Sloan School of Management, Ton explores how companies can design and manage their operations in a way that satisfies customers, employees, and investors simultaneously. In her 2023 book, *The Case for Good Jobs: How Great Companies Bring Dignity, Pay, and Meaning to Everyone's Work*, she delivers a compelling argument for high-quality jobs being essential for competitive advantage and company success and provides practical steps for organisations to implement the necessary changes. Ton is the recipient of the Thinkers50 2023 Talent Award.



Liz Wiseman

A prolific researcher into leadership, Wiseman distinguishes two types of leader. The first is the leader that considers him or herself to be the smartest person in the room. The second type of leader uses his or her intelligence to amplify the ideas and capabilities of the people around them – this leader is a “multiplier”. She explores the different leadership styles to demonstrate how multipliers can have a resounding positive and profitable effect, by developing talent and cultivating ideas and energy to create value and drive organizational change.



Howard Yu

A former Hong Kong banker, Yu is the LEGO® professor of management and innovation at IMD and director of IMD’s Center for Future Readiness, which produces the Future Readiness Indicator. The secret to being future ready and staying ahead isn’t speed, explains Yu: it is to prepare. Yu specialises in technological innovation, strategic transformation, and change management. He is the author of the 2018 best-seller *Leap: How to Thrive in a World Where Everything Can Be Copied* and the recipient of the Thinkers50 2023 Strategy Award.



MAKE A DIFFERENCE

In November, at the Awards Gala, we also announced the launch of the Thinkers50 Make-A-Difference Initiative (M.A.D.).

C.K. Prahalad, who was a mentor to Thinkers50, once shared with us something he learned when he was a young boy growing up in India. His father told him that there is only one resource that becomes more abundant when you give it away. And that resource is knowledge. 'The more you give,' C.K. explained, 'the more you get back.' C.K. lived his life by that principle.

Inspired by C.K.'s example, we invited members of the Thinkers50 Community to give something back by donating their time and knowledge to two good causes we highlighted at the Gala.

Julie Carrier inspired us all with her work bringing leadership development to teenage girls at high school through the Leadership Development Institute for Young Women. And Tanya Slingsby and Corey Hardiman shared how the support of the Herrendorf Family Foundation enables the Oprah Winfrey Leaders Scholarship (OWLS)

program to support academically gifted students who demonstrate leadership in their communities.

We asked the Thinkers50 Community to donate to what we like to call knowledge philanthropy. And you didn't let us down!

The response was truly remarkable, with world-leading management thinkers reaching out to offer their time and expertise. One university professor went so far as to say she is planning to rewrite her syllabus away from teaching about leadership to helping students develop their leadership skill sets and cultivate a leadership identity. And a leadership consulting firm made the decision to donate their team's time to a girls' school network in England to provide free coaching and leadership strengths assessments for high school girls.

We are grateful to all of those who pledged their support and look forward to more Thinkers50 knowledge philanthropy in 2024.

**Please get in touch if you would like to join the
M.A.D.ness!**

WHAT NEXT?

That's a wrap for 2023, and 2024 promises to be even more exciting! The future is unwritten but tackling the big issues facing the world will require humanity's greatest superpowers: ingenuity and collaboration.

As Leon Prieto and Simone Phipps, recipients of the 2021 Thinkers50 Breakthrough Idea Award describe it: 'This is the age of co-operative advantage.'

We believe that the wicked problems facing the world – from tackling climate change and global poverty, to fostering ethical AI and social justice – are management challenges as much as they are leadership challenges.

So, we sign off with our three beliefs – that ideas can change the world; that management is essential to human affairs; and that fresh thinking can create a better future for all.

Join us in 2024 as we put more great ideas to work!

Thank you, from everyone at Thinkers50.



We hope you have enjoyed finding out more about the work of Thinkers50 and exploring the exciting content that our community has produced this year.

We will be adding lots more in 2024 and 2025 as we continue our mission to identify, rank, and share the leading management ideas – ideas that can make a real difference in the world.

If you would like to collaborate with us and participate in Thinkers50 activities, please get in touch.

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