

## Prof. Sabyasachi Sinha

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### SUMMARY

Prof. Sabyasachi did his PhD from IIM–Ahmedabad (Business Policy area). He is also an alumnus of IIT (ISM) - Dhanbad. Prior to joining academics he worked with multinational organizations viz., Nestle and 3M. His present research is focused on strategy and entrepreneurship, and strategic leadership, with specific focus on managing organizational ambidexterity, ambidexterity as a dynamic capability, corporate entrepreneurship, managing innovation, design thinking, role of top management teams in shaping these processes, and other aspects of business and corporate strategy. He teaches *strategic management core courses*, and a course on *strategic management of new ventures* in long-duration programs of IIM-Lucknow, and has coordinated several management development programs for senior executives from variety of organizations including government sector, public sector undertakings, and multinational companies. He is also a practicing consultant to several government and private organizations.

### PROFESSIONAL EXPERIENCE

#### ACADEMIC EXPERIENCE

**Associate Professor** in Strategic Management area, at **IIM – Lucknow**, (February 2017 – Till date).

**Assistant Professor** in Strategic Management area, at **IIM – Lucknow**, (October 2012 – February 2017).

Taught courses in PGPM (2-year full time MBA), IPMX (1-year full time regular MBA), WMP (3-year part-time working managers program), FPM (PhD Program), EFPM (Executive PhD Program), and several MDPs (Executive education). Courses taught are:

- Strategic Management – I, and Strategic Management – II in PGP and WMP
- Strategic Management of New ventures in PGP and IPMX
- Qualitative Research Methods for Strategic Management Research (Doctoral seminar course)

**Visiting Faculty** at **IIM Sirmaur** and **IIM Jammu**. Course: Strategic Management; Strategic Management of New ventures in PGP (2016-17; 2017-18)

**Visiting Faculty** at Faculty of Technology Management, CEPT University, Ahmedabad (August –September 2012). Course: *Technology Strategy* for MBA in Technology Management program

### INTELLECTUAL CONTRIBUTIONS

#### PEER-REVIEWED JOURNALS

1. *“Increasing resilience reservoir: Experience of senior corporate executives”* with Shailendra Singh and P. G. Raghuraman under preparation for submission to Leadership & Organization Development Journal [Emerald publication].
2. *“Managing an ambidextrous organization: balancing innovation and efficiency”* in Strategic Direction, Vol 32, issue 10, 2016 [Emerald publication, ABDC and Scopus Listed].
3. *“Aspire to build an ethical and sustainable organization? Renew thyself”* in Strategic Direction, Vol 33, issue 1, 2017 [Emerald publication, ABDC and Scopus Listed].
4. *“The Exploration-Exploitation Dilemma: A Review in the Context of Managing Growth of New Ventures”* in Vikalpa: The Journal for Decision Makers 40 (3), 313-323

5. *“Employment Generation Strategies: Review, Reflections, and Way Forward”*, in LMA convention journal, Nov 2016 issue.

**REGISTERED CASES AND TEACHING NOTES**

1. Educomp Solutions Limited. IIML Case Series No. 2014-15/02
2. Teaching Note for Educomp Solutions Limited. IIML Case Series No. 2014-15/02
3. Info Edge (India) Ltd. IIML Case Series No. 2014-15/03
4. Teaching Note for Info Edge (India) Ltd. IIML Case Series No. 2014-15/03
5. SIRJ Foods Pvt. Ltd. – (A). Case Series No. 2014-15/04
6. Teaching Note for SIRJ Foods Pvt. Ltd. – (A). Case Series No. 2014-15/04
7. Su-kam Power Systems Limited. Case Series No. 2016-17/01
8. Teaching Note for Su-kam Power Systems Limited. Case Series No. 2016-17/01

**TEACHING INNOVATIONS**

1. Designed an exercise “The Tower Challenge” for strategic management course (executed across multiple programs)
2. Developed and improvised exercises in knowledge management, and design thinking;

**REFEREED INTERNATIONAL PROCEEDINGS**

1. *“Ambidexterity by Serendipity: A Process Study”*, selected for presentation at 37th Annual International Conference of the Strategic Management Society, Houston, U.S.A., October 28 -31, 2017
2. *“The Emergent Process of Becoming an Ambidextrous Organization”* - selected for presentation at Special Conference of the Strategic Management Society, Hong Kong, December 10 –12, 2016.
3. *Balancing Exploration and Exploitation in New Ventures*, selected for presentation at 35th Annual International Conference of the Strategic Management Society, Denver, U.S.A., October 3 - October 6, 2015
4. *Using Experiential Exercises in the Strategic Management Classroom*, selected for presentation at Special Conference of the Strategic Management Society, Sydney, Australia, December 6 – December 8, 2014
5. *Managing Organizational Ambidexterity in New Firms: The Case of Info Edge (India) Ltd*, selected for presentation at Indian Academy of Management Conference, Ahmedabad, 12-14 December, 2013
6. *The Search for Mechanisms of Managing Ambidexterity in New Ventures*, selected for presentation at India Special Conference of the Strategic Management Society, Mohali, India, December 17 – December 19, 2013
7. *Resolving the Exploration and Exploitation Dilemma in Growth Phase of New Ventures*, selected for presentation at 33rd Annual International Conference of the Strategic Management Society, Atlanta, U.S.A., September 28 - October 1, 2013
8. *Managing Ambidexterity in Start-up Firms: Balancing Mechanisms and Role of Top Management Team*, selected for presentation at 32nd Annual International Conference of the Strategic Management Society, Prague, Czech Republic, October 7-9, 2012
9. *Mechanisms of Managing Ambidexterity in Growth Phase of Start-Up Firms*, selected for presentation at 32nd Annual International Conference of the Strategic Management Society, Prague, Czech Republic, October 7-9, 2012 (Co-authored)
10. *Entrepreneurship and Theories of the Firm*, selected for presentation at European Academy of Management 2012 conference, Rotterdam, Netherlands, June 6-8, 2012
11. *Managing Ambidexterity in Growth Phase of Start-Up Firms*, selected for presentation at European Academy of Management 2011 conference, Tallinn, Estonia, June 1-4, 2011

12. *Development of Dynamic Capability for Entrepreneurial Start-ups: an Inter- Organizational Network Perspective*, selected for presentation at 30th Annual International Conference of the Strategic Management Society, Rome, Italy, September 12-15, 2010 (Co-authored)

#### **OTHER SELECTED COFERENCE PAPERS**

1. *“The Growth Journey of a Consumer Internet Company”*, AMRC - 2016 conference held at Dubai, 16-18th January 2016.
2. *Enriching the Concept of Strategic Leadership Drawing Insights from Indian Views on Leadership*, selected for presentation at Inaugural Conference of the Indian Academy of Management, XLRI- Jamshedpur, India, December 28-30, 2009
3. *Inter-Organizational Network for Developing Dynamic Capabilities to Meet Environmental Uncertainty: Study of Innovation Based Entrepreneurial Start-Ups*, selected for presentation at 29th Annual International Conference of the Strategic Management Society held at Washington DC, USA, from 11-14 October, 2009 (Co-authored)

#### **CONSULTING ASSIGNMENT**

1. Evaluation of Livestock Insurance Scheme of Government of India. Client - Ministry of Agriculture, Government of India; in 2014 – 15. Report submitted to client in 2015.
2. Organizational renewal strategy for UP Handicrafts Development And Marketing Corporation Ltd. Report submitted to client in 2017.

#### **Thesis and Dissertation Guidance**

1. Thesis Advisory Committee Chair of Mr. Naveen Kumar Malik (Exec. Doctotal student, Corporate Exploration unit Head, HCL).
2. Thesis Advisory Committee member of Mr. Mr. P G Raghuraman (Exec. Doctoral student, & MD and COO for Financial Services, Asia Pacific, Accenture)
3. Thesis Advisory Committee member of Mr. Rajesh Nangia (Exec. Doctoral student, Director Sales and Marketing, General Motors India)
4. Dissertation Guide of Mr. Naveen Kumar Malik (Exec. Doctotal student, Corporate Exploration unit Head, HCL). Dissertation topic: *How do early stage ventures pursue Organizational Ambidexterity through external tie ups?*

#### **Course of Independent Study Guidance**

1. Feasibility Study of New Venture in Convenience Food

#### **HONOURS/ AWARDS**

1. **Best Thesis Proposal Award**, awarded by *Industrial Finance Corporation of India* – 2011
2. **Best Doctoral Thesis Proposal** award at IIM Ahemdabad Doctoral colloquium 2011
3. SMS Doctoral consortium fellow; awarded a scholarship sponsored by Society for the Advancement of Management Studies (UK) – 2011
4. AOM BPS division Doctoral consortium fellow - 2011
5. EGOS sponsorship grant for EGOS conference -2011, awarded by the EGOS (European Group of Organization Studies) board.
6. Received **Merit Scholarship** from *Coal India Limited* from 1995 to 2003
7. Received **University Merit Scholarship** from 1996 to 2000
8. Rotary Youth Leadership Award 1995

### **RESEARCH INTERESTS**

Exploration, exploitation, and mechanisms of managing ambidexterity; ambidexterity as a dynamic capability; managing start-up growth; strategic entrepreneurship; strategic leadership; and corporate entrepreneurship

### **TEACHING INTERESTS**

Strategic Management (core courses), Entrepreneurship; Corporate Entrepreneurship; Managing Start-up Growth; Design Thinking, creativity and Innovation; Case Study Research;

### **INTERNATIONAL WORKSHOPS ATTENDED/SELECTED**

1. Strategy Teaching Workshop, at 35th Annual International Conference of the Strategic Management Society, Denver, U.S.A., October 3 - October 6, 2015
2. Strategy Process Research Workshop, at 35th Annual International Conference of the Strategic Management Society, Denver, U.S.A., October 3 - October 6, 2015
3. Workshop on “**Design Thinking, Creative Thinking and Innovation**” at SPJIMR, Mumbai held on 18-20 July, 2013
4. 8th Annual **Doctoral Workshop at the Strategic Management Society (SMS)** Conference in Miami, USA, held on November 5, 2011
5. **Business Policy and Strategy Doctoral Consortium** at 2011 Academy of Management Meeting, San Antonio, August 11-13, 2011
6. **SMS research workshop on Strategy and Entrepreneurship** held at the Indian Institute of Management Bangalore (Dec 10-12, 2010), organized by Strategic Management Society
7. **PhD Pre-Colloquium Workshop** and **Pre-Colloquium Paper Development Workshop on Strategy-as- Practice** theme, as part of **EGOS conference** held at Gothenburg, Sweden from 4-9 July, 2011
8. 4th Annual **USASBE Doctoral Colloquium**, Hilton Head, USA, held on January 12, 2011

### **ACADEMIC ACTIVITIES**

#### ***Administrative Services***

1. **Member – Executive FPM (Doctoral Program) Committee**, IIM – Lucknow, 2016 – till date.
2. **Chairperson** of Strategic Management area. May 2014 – May 2016.
3. **Member - Library Committee**, IIM – Lucknow, 2015 – 2016.
4. **Member – PGP (Two year MBA) Committee**, IIM – Lucknow, May 2014 – May 2016.
5. **Member - PGPSM (Two year MBA in Sustainability Management) Committee**, IIM – Lucknow, May 2014 – May 2016.
6. **Member - WMP (Three year working managers program) Committee**, IIM – Lucknow, 2014 – May 2016.
7. **Member – Students Affairs Committee**, IIM – Lucknow, 2014 – 2016.
8. **Member - FPM (PhD. Program) Committee**, IIM – Lucknow, 2014 – 2015.
9. **Convener - Exhibition and Display Committee** during 2014 Annual Convocation at IIM-Lucknow
10. **Exhibition and Display Committee (faculty) member** during 2013 Annual Convocation at IIM-Lucknow

#### ***Editorial Activities***

1. Chief Editor – LMA Annual Convention Journal 2016 issue.
2. Reviewer for Vikalpa – The Journal for Decision Makers.
3. Reviewed for 2013 Strategic Management Society India Special Conference
4. Reviewed for 2012, 2013, 2014, 2015 Strategic Management Society Annual conference

5. Reviewed for European Academy of Management conference (2011 and 2012)
6. Reviewed for Academy of Management Annual Meeting for BPS (2010 and 2011) and ENT (2010, 2011, 2012, 2013, and 2014) Division
7. Reviewed for USASBE – 2011 conference
8. Nominated reviewer for Indian Academy of Management Conference 2013, 2015 for Strategic Management, and Entrepreneurship and Business Model Innovation track

### ***Invited Talks***

1. Invited as Chief Guest at Hindustan Aeronautics Limited for a lecture on "*Corruption and Organization Performance*", Nov 3, 2017.
2. Invited for Keynote speech in the Inaugural Session of the national conference on "Managing Uncertainty: Prospects, Challenges & Strategies", at School of Management Sciences - Lucknow, February 25, 2017.
3. Invited at PHD chamber of commerce & industry to chair a panel discussion on "*Demonetization: Impact on economy*", Dec 19, 2016.
4. Invited for a panel discussion on "*promoting growth of manufacturing and small business*" in LMA annual convention - 2016. Nov 19, 2016.
5. Invited at North-central railway headquarters for lecture on *Business Process Re-engineering: Innovation, Simplification, and Transparency* to their senior management on Nov 4, 2016.
6. Invited for coordinating a panel discussion on "*Imperatives for Success of Start - Up India Programme (as a part of Start-up India Initiative of Government of India)*" scheduled on 16 January, 2016 jointly organized by FICCI, Lucknow Management Association and The Indus Entrepreneurs.
7. Invited to talk on *Developing Scientific Entrepreneurs* at Central Drug Research Institute – Lucknow (jointly organized with Lucknow Management Association), Nov 20, 2015.
8. Invited as expert to talk on Case Study Research Methods at SMVD University, 2014.
9. Invited to talk at "2nd Annual Global Conference on Entrepreneurship & Technology Innovation (AGCETI)", SJMSOM, Indian Institute of Technology Bombay (IITB), December 1-3, 2011

### ***INDUSTRY EXPERIENCE***

1. Worked in **Nestle** in **sales and marketing** function
2. Worked with **3M** as Management Trainee.

### ***Professional Memberships***

1. Member of Strategic Management Society [2009 – Present]
2. Member of Indian Academy of Management [2009 – Present]
3. Life Member of Society of Fishery Technologists (India) [2001- Present]
4. Life Member of All India Management Association [2013 – Present]