

# SUKTI GHOSH

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## ACADEMIC POSITION

### Lee Kong Chian School of Business, Singapore Management University

- Assistant Professor of Strategy & Entrepreneurship

July 2025

## EDUCATION

### INSEAD (France & Singapore)

2025

- PhD in Management (Strategy)

Dissertation: *The Complexity of Doing Good: Essays on Firms, Nonmarket Strategies & the Multiple Dimensions of Sustainability*

Committee: Jasjit Singh (co-chair), Victoria Sevchenko (co-chair), Ilze Kivleniece, Vikas Aggarwal

- MSc in Management Sciences

3.83/4 (Mention: Bien)

### London School of Economics and Political Science (UK)

2018

- MSc Organizational Behavior

Distinction

### Tata Institute of Social Sciences (India)

2010

- MA Human Resource Management and Labor Relations
- Merit scholarship (Erasmus Exchange Semester), WWU, DAAD Germany

5.06/6 (Merit, top 5%)

### National Institute of Technology (India)

2006

- BTech Electrical Engineering
- Merit scholarship for exemplary academic performance (top 5% of 500 students)
- Best sportsperson award among 500 students for exemplary performance across multiple categories

8.35/10 (Merit, top 10%)

## RESEARCH AND TEACHING INTERESTS

**Dissertation Research:** My research lies at the intersection of firm strategy and sustainability. In my dissertation, I study the multiple dimensions within sustainability (social and environmental), the interdependencies across these dimensions at the firm level and the implications of such interdependencies for firm strategy as well as for societal impact. I explore this empirically as well as theoretically in the context of firms' decarbonization strategies and climate action. Methodologically, I employ a mix of approaches, including field experiments set in real-world contexts, large-scale data analysis and field interviews to gain in-depth insights.

**Research Interests:** Sustainability; Nonmarket Strategy; Grand Challenges; Decarbonization Strategy; Emerging Market Strategy; Societal Impact

**Teaching Interests:** Core Strategy; Global Strategy; Sustainability Strategy

## RESEARCH

### Working Papers

- Ghosh S, Singh J (2025).** Eliciting Supplier Cooperation for Value Chain Decarbonization: A Field Experiment with Smallholder Farmers in India. [*Revise and resubmit, **Management Science***].
  - Nominated for SMS Annual Conference (2023) Best Responsible Research Paper Prize & PhD Paper Prize Competition.*
- Ghosh S, Sevchenko V, Singh J (2025).** Interdependent Agendas in Sustainability: Examining Trade-off between Decarbonization and Workforce Diversity. [*First draft, target journal **Strategic Management Journal***].
- Ghosh S, Kivleniece I (2025).** It Takes a Village to...: Firms, Collectives and Firm-Community Governance Forms for Addressing Grand Challenges. [*First draft, target journal **Academy of Management Review***]

### Research in Progress

- Effectiveness of a Digital Strategy for Scaling Up Corporate Sustainability Initiatives: A Field Experiment in an Agricultural Value Chain in India [with Arzi Adbi (NUS) and Jasjit Singh (INSEAD), *field experiment design phase*].

Updated: 15, July, 2025

- Evaluating the Role of Digital Tools in Scaling-up Women Owned Micro-entrepreneurial Ventures in Rural India. [with Leena Kinger Hans (ISB) and Jasjit Singh (INSEAD), *field experiment design phase*].
- The Role of Technology Interventions in Driving Sustainability in Agricultural Value Chain [with Rupali Kaul (INSEAD), *early stage stakeholder interviews phase*].

### Other Research

- Ilseven E, **Ghosh S**, Kinger Hans L, Pape N, Vo M, Zhao-Ding A, Helfat C, Levinthal D, Szulanski G, Teece D. Exploring the Minds of Visionary Scholars: Evolution in Strategy and Strategy in Evolution. ***Strategic Management Review*** (Forthcoming).
- **Ghosh S.** (2019). Organizing for Artificial Intelligence (AI) technologies. *Based on the masters dissertation thesis completed at London School of Economics. Japan Social Innovation Journal*, 8 (1), 1-19.

### RESEARCH AWARDS AND HONORS

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|------------------------------------------------------------------------------------|-----------|
| • Outstanding reviewer award, STR division, Academy of Management Annual Meeting   | 2023      |
| • INSEAD's Kurt Björklund Research Funding of €20,000 (with Jasjit Singh), INSEAD  | 2023      |
| • PhD Fellowship, INSEAD                                                           | 2019-2024 |
| • Sustainability award of £3,500, London School of Economics and Political Science | 2017      |

### TEACHING EXPERIENCE AND TRAINING

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|----------------------------------------------------------------------------------------------------------|-----------|
| • Teaching assistant for Prof. Jasjit Singh, Strategy & Investing for Impact (INSEAD MiM & MBA elective) | 2022,2024 |
| • Teaching assistant for Prof. Victoria Sevchenko, Org 2.0 (INSEAD MBA elective)                         | 2023      |
| Co-designed new module on “no-code ML” for organizational data analytics                                 |           |
| • Teaching assistant for Prof. Lite Nartey, Introduction to Strategy (hybrid) (INSEAD MBA core)          | 2022      |
| • Teaching assistant for Prof. Karel Cool, Industry & Competitive Analysis (INSEAD MBA elective)         | 2022      |
| • Teaching training program for doctoral students, INSEAD                                                | 2021      |
| • Lead for learning & development programs on organizational effectiveness improvement (ITC Ltd.)        | 2012      |

### INVITED PRESENTATIONS

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|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|
| • Strategic Management Society (SMS) Special Conference (Palermo); Strategic Management Society (SMS) Annual Conference (San Francisco); Academy of Management Annual Meeting (Copenhagen); Alliance for Research on Corporate Sustainability (ARCS) Annual Conference (Paris); SGFIN Annual Research Conference on Sustainability (Singapore) <sup>1</sup> ; INFORMS International Meeting (Singapore)                                            | 2025 |
| • Sustainability panel discussion, 35th Alumni Reunion and Conference, INSEAD (Fontainebleau); Alliance for Research on Corporate Sustainability (ARCS) Annual Conference (Los Angeles); Nonmarket Strategy Research Community (NMSRC) Doctoral Conference (Virtual); Strategy and the Business Environment (SBE) Conference (Virginia); Asian Management Research Consortium (AMRC) <sup>1</sup> (Singapore); INSEAD Brown Bag Series (Singapore) | 2024 |
| • Strategic Management Society Annual Conference (Toronto); Academy of Management Annual Meeting (Boston); Conference on Field Experiments in Strategy (Boston); INSEAD STR/EFE Research Seminar (Virtual); NMSRC Doctoral Conference (Virtual)                                                                                                                                                                                                    | 2023 |
| • Conference on Field Experiments in Strategy (London); Conference on Strategy, Organizational Design and Innovation (Vienna)                                                                                                                                                                                                                                                                                                                      | 2022 |
| • Strategic Management Society (SMS) Annual Conference (Virtual); People & Organizations Conference (Virtual)                                                                                                                                                                                                                                                                                                                                      | 2021 |

<sup>1</sup>Presented by co-author

## WORKSHOPS

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- Strategic Management Society Annual Conference Doctoral Workshop (Istanbul); Academy of Management (STR) Dissertation Consortium (Virtual) & PDW on Research Frontiers in Nonmarket Strategy (Chicago); Nonmarket Strategy Research Community PhD Seminars (Virtual) 2024
- Academy of Management (OMT) Doctoral Consortium, PDW on Research Frontiers in Nonmarket Strategy (Boston); Strategic Management Society Annual Conference Extension on New Directions in Stakeholder Theory (Toronto); BS4CL Financial Economics of Climate and Sustainability PhD Course 2023
- Carnegie School of Organizational Learning (CSOL) Conference & Academy (Virtual); New Perspectives on Stakeholder Governance (Fontainebleau) 2022
- Academy of Management (STR) Doctoral Consortium (Virtual); Computational Organization Science Summer School (Virtual) 2021
- Academy of Human Resource Development (AHRD) Annual Conference (San Antonio) 2017

## ACADEMIC SERVICE

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- Co-organizer, PDW on “Emerging Markets and Understudied Institutional Contexts: Theoretical and Methodological Frontiers” at Academy of Management Annual Meeting (Chicago); Served as student mentor in Strategic Management Society Annual Conference (Fontainebleau) 2024
- Reviewer, Academy of Management & Strategic Management Society 2021-2024
- Co-organizer, Bocconi-INSEAD PhD Brown Bag series 2021-2022
- Co-organizer, INSEAD Strategy Foundational Series for invited speaker Prof. David Teece (link) 2021

## INDUSTRY EXPERIENCE

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- **Co-founder**, *Climate Collective* 2023-present
  - Facilitate research-practice partnerships for experimentation and rigorous impact assessment of firm climate strategy and localized solutions.
- **Advisor**, *Age UK (Not for profit, UK)* 2014-2017
  - Coaching and advising senior management team and board for Sustainable Transformation Program, to achieve change in strategic direction and reduction of operational expenses.
- **Assistant Manager**, *ITC Limited (FMCG/Manufacturing, India)* 2010-2012
  - Youngest member of management team leading strategic interventions for new business unit on organizational effectiveness improvement.
- **Assistant Systems Engineer**, *Tata Consultancy Services (IT, India)* 2006-2008
  - Service oriented architecture design and technology consultation for British Telecom Plc.

## PERSONAL

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- **Language Skills**: English, Bengali, Hindi
- **Immigration Status**: Indian citizen with UK indefinite leave to remain
- **Interests**: Nature conservation, training for frozen lake marathon, figure and speed skating (semi-professional), Buddhist teachings & Indian classical dance (formally trained with senior diploma)