

SUKTI GHOSH

Lee Kong Chian School of Business, Singapore Management University, 50 Stamford Road, Singapore 178899
suktighosh@smu.edu.sg | <https://www.linkedin.com/in/suktighosh> | www.suktighosh.com

ACADEMIC POSITION

Lee Kong Chian School of Business, Singapore Management University

- Assistant Professor of Strategy & Entrepreneurship

July 2025 - present

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 Sevcenko (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. 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 strategies to incorporate societal priorities in their business, as well as the implications for societal impact. I explore this empirically as well as theoretically in the context of firms' decarbonization strategies, climate action, and societal grand challenges. Methodologically, I employ a combination of approaches, including field experiments conducted in real-world contexts, as well as large-scale data analysis complemented by field interviews, to gain in-depth insights and facilitate theory development.

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

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

Research in Progress

- [4] Effectiveness of a Digital Strategy for Scaling Up Corporate Sustainability Initiatives: A Field Experiment in an Agricultural Value Chain in India [*field experiment design phase*].
- [5] Inclusive Digital Platforms: Engaging Resource-Constrained Supplier Farmers in India [*data analysis in progress*, with Habin Jung and Rupali Kaul (INSEAD)]

Other Research

- Ilseven, E., **Ghosh, S.**, Kinger-Hans, L., Pape, N., Vo, H. M., Zhao-Ding, A., ... & Szulanski, G. (2024). Exploring the Minds of Visionary Scholars: Evolution in Strategy and Strategy in Evolution. *Strategic Management Review*, 1-45.
- **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 €19,860 (with Jasjit Singh), INSEAD | 2023 |
| • PhD Fellowship, INSEAD | 2019-2024 |
| • Sustainable Projects Funds award of £2000, London School of Economics and Political Science | 2018 |

TEACHING EXPERIENCE AND TRAINING

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| • Instructor for PhD Pro-Seminar, Corporate Sustainability Research – theory and methods (SMU) | 2025 |
| • 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)
Co-designed new module on “no-code ML” for organizational data analytics | 2023 |
| • 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 |

INVITED PRESENTATIONS

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| • Strategic Management Society (SMS) Annual Conference (San Francisco); Academy of Management (AoM) Annual Meeting (Copenhagen); Alliance for Research on Corporate Sustainability (ARCS) Annual Conference (Paris); SGFIN Annual Research Conference on Sustainability (Singapore) ¹ ; INFORMS International Meeting (Singapore) | 2025 |
| • Sustainability panel discussion, 35th Alumni Reunion and Conference, INSEAD (Fontainebleau); 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) ¹ (Singapore); INSEAD Brown Bag Series (Singapore) | 2024 |
| • SMS 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 (CFXS) (London); Conference on Strategy, Organizational Design and Innovation (Vienna) | 2022 |
| • SMS Annual Conference (Virtual); People & Organizations Conference (Virtual) | 2021 |
| • Academy of Human Resource Development (AHRD) Annual Conference (San Antonio) | 2017 |

¹Presented by co-author

INVITED WORKSHOPS

- Wharton Global Faculty Development Program (Virtual) 2025
- SMS Annual Conference Doctoral Workshop (Istanbul); AoM (STR) Dissertation Consortium & PDW on Research Frontiers in Nonmarket Strategy (Chicago); NMSRC PhD Seminars (Virtual) 2024
- AoM (OMT) Doctoral Consortium, PDW on Research Frontiers in Nonmarket Strategy (Boston); SMS Annual Conference Extension on New Directions in Stakeholder Theory (Toronto); BS4CL Financial Economics of Climate and Sustainability PhD Course (Virtual) 2023
- Carnegie School of Organizational Learning (CSOL) Conference & Academy (Virtual); New Perspectives on Stakeholder Governance (Fontainebleau) 2022
- AoM (STR) Doctoral Consortium (Virtual); Computational Organization Science Summer School (Virtual) 2021

ACADEMIC SERVICE

- Reviewer for AoM & SMS Annual Conference, ad hoc reviewer for Organisation Science 2021-2025
- Co-organizer, PDW on “Emerging Markets and Understudied Institutional Contexts: Theoretical and Methodological Frontiers” at AoM Annual Meeting (Chicago); Served as a student mentor for CFXS Annual Conference (Fontainebleau) 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

- 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

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