

SUKTI GHOSH

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EDUCATION

INSEAD (France & Singapore) PhD in Management (specializing in Strategy) MSc in Management Sciences	2019 - 2025 (expected) 3.83/4 (Mention: Bien)
London School of Economics and Political Science (UK) MSc Organizational Behavior	2017- 2018 Distinction
Tata Institute of Social Sciences (India) MA Human Resource Management and Labour Relations Erasmus Exchange Semester at WWU, Munster (Germany)	2008 - 2010 5.06/6 (Merit, top 5%)
National Institute of Technology (India) BTech Electrical Engineering	2002 - 2006 8.35/10 (Merit, top 10%)

RESEARCH INTERESTS

I consider firms (placeholder for business & organizations) as important decentralized tools for sustainable development and care deeply about the societal impact of firm strategies and actions. I am interested to understand how firms engage with diverse stakeholders to address important societal challenges and in my dissertation more specifically examine this in the context of climate action (adaptation and mitigation). I use mixed methodologies for my research, including in-depth field interviews to understand a research context, machine learning techniques to analyze large archival datasets and field experiments (RCTs) to conduct research embedded in real world contexts.

Keywords: Sustainability; Nonmarket Strategy; Decarbonization Strategy; Grand Challenges; Emerging Markets; Field Experiment; Strategic Human Capital

RESEARCH PROJECTS

- (1) **Ghosh, Sukti** and Singh, Jasjit. "Eliciting Supplier Cooperation for Value Chain Decarbonization: A Field Experiment with Smallholder Farmers in India". Job Market Paper (*Under Review*)
Nominated for 2023 SMS Annual Conference Best Responsible Research Paper Prize and PhD Paper Prize Competition.
- (2) **Ghosh, Sukti**, Marchetti, Arianna and Sevchenko, Victoria. "Organizational Culture, Firm-Specific Human Capital, and Employee Turnover: Evidence from a Large-Scale Study of Employer Reviews and Online Resumes". *Organization Science* (*Reject and Resubmit*)
Nominated for the 2021 SMS Annual Conference Research Methods Paper Prize and Best Paper Prize Competition.
- (3) Ilseven Ekin, **Ghosh Sukti**, Kinger-Hans Leena, Pape Naja, Vo Hoang-Minh, Zhao-Ding Amy, Helfat Constance E., Levinthal Daniel A., Szulanski Gabriel, Teece David J. "Exploring the Minds of Visionary Scholars: Evolution in Strategy and Strategy in Evolution". *Forthcoming in Strategic Management Review*
- (4) Warren Tierney et al. "Emotion Expression and Status Conferral: Who respects an angry woman?" A pre-registered reexamination of the relationships between gender, emotion expression, and status conferral". * *Under review at the Psychological Science* [*Crowdsourced project with 27 study designs created by +100 authors and conducted in +20 countries with adult and student samples. I contributed with conceptual replication design #19-20 for Study 2.]
- (5) Lippert Steffen et al. "Can Large Language Models (LLMs) help predict experimental results in the behavioral sciences?" * *Preparing for submission.* [*Crowdsourced project with 27 study designs created by +100 authors and conducted in +20 countries with adult and student samples. I contributed with conceptual replication design #19-20 for Study 2.]
- (6) **Ghosh, Sukti**. "Organizing for Artificial Intelligence (AI) technologies." Japan Social Innovation Journal 8, no. 1 (2019): 1-19. [link](#)

AWARDS AND HONORS

- **Outstanding Reviewer** award by the Strategic Management division in recognition for service as a reviewer for the 2023 AOM Annual Meeting, Boston 2023
- **Kurt Bjorklund MBA'96J research fund** for Entrepreneurship and Society (with Jasjit Singh), INSEAD, France & Singapore 2023
- **PhD Fellowship**, INSEAD, France & Singapore 2019-2024
- **Sustainability awards**, £3,500 funding for carbon footprint reduction initiatives, London School of Economics and Political Science, UK 2017
- **Merit scholarship (Erasmus exchange program)**, WWU, DAAD Germany 2009
- **Merit scholarship** for exemplary academic performance (top 5% of 500 students), National Institute of Technology, India 2006
- **Best Sportsperson** award among 500 students for exemplary performance across multiple categories, National Institute of Technology, India 2006
- **Senior Diploma** (with merit) in Indian classical dance and music, Prayag Sangeet Samiti, India
- **Certificate of excellence** (distinguished student), All India Talent Search Examination, India
- **Silver medal and certificate of merit**, National Talent Search Contest, India
- **Certificate of Social Service**, HelpAge India

CONFERENCES, INVITED PRESENTATION & WORKSHOPS

PDW:

- Co-organized PDW with Aparajita Agarwal on “Emerging markets and under-explored institutional settings” at AOM Annual Meeting (Chicago) 2024

Invited presentations:

- Alliance for Research on Corporate Sustainability (ARCS) Annual Conference (Los Angeles) 2024
- Non-market Strategy Research Community (NMSRC) Doctoral Conference (Virtual) 2024
- Strategy and the Business Environment (SBE) Conference (Virginia) 2024
- Asian Management Research Consortium (AMRC) (Singapore) 2024
- Sustainability panel discussion at the 35th INSEAD Alumni Reunion and Conference (France) 2024
- INSEAD Brownbag Series (Singapore) 2024
- SMS Annual Conference (Toronto); AOM 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); CSOL Conference (Virtual); Conference on Strategy, Organizational Design and Innovation (Vienna) 2022
- SMS Annual Conference (Virtual); People & Organizations Conference (Virtual); INSEAD Strategy Foundational Interview series, conversation with Prof. David Teece (link) 2021
- Academy of Human Resource Development (AHRD) Annual Conference (San Antonio) 2017

Workshops:

- NMSRC PhD Seminars (Virtual) 2024
- AOM (OMT) Doctoral Consortium (Boston); SMS Annual Conference Extension on New Directions in Stakeholder Theory (Toronto); BS4CL Financial Economics of Climate and Sustainability PhD Course (Virtual) 2023
- CSOL Academy (Virtual); New Perspectives on Stakeholder Governance (France) 2022
- AOM (STR) Doctoral Consortia (Virtual); Computational Organization Science Summer School (Virtual) 2021

TEACHING ASSIGNMENTS

- Teaching Assistant for Prof. Jasjit Singh, Strategy and Investing for Impact (INSEAD MBA elective) 2022|2024
- Teaching Assistant for Prof. Victoria Sevchenko, Org 2.0 (INSEAD MBA elective) 2023
Co-designed and developed material for 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 Preparation Programme (INSEAD teaching training programme for doctoral students) 2021

INDUSTRY EXPERIENCE

- Advisor, Age UK (Not for profit, UK)** 2014-2017
 - Worked closely with the senior management team and board, coaching and advising on people issues for implementation of organization-wide *Sustainable Transformation Programme* that helped achieve change in strategic direction and reduction of operational expenses for the organization.
 - Actively managed partnership working with local councils and 9 charities for workforce planning and development; contributing to successful launch of largest community wide (£2 mn) “Dementia Partnership Project” in England, subsequently shortlisted for 2017 Healthcare transformation awards
- Assistant Manager, ITC Limited (FMCG/Manufacturing, India)** 2010 - 2012
 - Youngest and only female member of the management team responsible for stabilizing and successfully operationalizing the newest production unit in the FMCG segment - contributing 15% of total business volume of the segment. End to end responsibility for manpower planning and organizational effectiveness improvement.
 - Recognized for effective collaboration with production/management teams and successful implementation of high-performance work systems enabling 30% increase in capacity utilization. As HR Business Partner for the unit, led an HR team of 4 and headed the unit HR function for 200 employees. Successfully led employee engagement initiatives supporting implementation of 310 improvement projects.
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- Assistant Systems Engineer, Tata Consultancy Services (IT, India)** 2006 - 2008
 - Designed service oriented architecture modules & provided technology consultation for client teams at British Telecom Plc.

SERVICE & OTHER ACTIVITIES

- Student member and reviewer, AOM 2021-2024
- Student member and reviewer, SMS 2021-2024
- Co-Organizer for Bocconi-INSEAD PhD Brownbag series 2021-2022
- Student Working Group, Theoretical Organizational Models Society 2021-2022
(Computational Organization Science)

SKILLS AND OTHER INTERESTS

- Programming Skills: Python, Stata, Matlab, SQL, Vensim, NVivo
- Indian classical dance and music (semi-professional), figure and speed skating (semi-professional), swimming, stitching and embroidery, up-cycling, nature conservation