

DALHIA MANI

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ACADEMIC POSITIONS

- Associate Professor, Entrepreneurship Area
IIMB, India (2016-Current).
- Assistant Professor, Business Policy and Strategy Department
HEC Paris, France (2010-2016)

EDUCATION

- PhD, Sociology Department, University of Minnesota (2010).
- Master of Arts in Personnel Management and Industrial Relations, Tata Institute of Social Sciences, Mumbai, India (May 1998 to May 2000).
- Bachelor of Arts in Psychology, Justice Basheer Ahmed Sayeed College, Chennai, India (May 1995 – May 1998)

PUBLICATIONS

- Bibek Bhattacharya, Ipsu Khadka, and Dalhia Mani, “Shaking up (and keeping Intact) the Old Boy’s Network: The Impact of the Gender Quota on Board of Directors in India”, *Journal of Business Ethics*, 177.4 (2022): 763-778.
- Mani Dalhia. 2021. “Who controls the Indian Economy: The Role of Families and Communities in the Indian Economy.” *Asia-Pacific Journal of Management*, 38, 21–149
- Mani, Dalhia and Durand, Rodolphe. 2018. “Family Firms in the Ownership Network: Clustering, Bridging, and Embeddedness.” *Entrepreneurship Theory & Practice*, 43 (2), 330-351
- Mani, Dalhia and James Moody. 2014. “Moving Beyond Stylized Network Structures: The Hybrid World of the Indian Ownership Network.” *American Journal of Sociology* 119 (6), 1629-1669
- Ansari, Sana and Mani, Dalhia, “Social Ties and Network Structure”, *Oxford Bibliographies*, 2019

- Mani, Dalhia and David Knoke. 2011. “On Intersecting Ground: The Changing Structure of U.S. Corporate Networks.” *Social Network Analysis and Mining* 1: 43-58
- Mani, Dalhia and David Knoke. 2011. “Strategic Alliance Networks: A Review.” *Encyclopedia of Social Networks*.

PAPERS UNDER REVIEW

- Sole-authored, 3rd Round R&R, “Prioritizing Peace: The Role of Family Harmony in Corporate Governance Choices in India”, *Administrative Science Quarterly*
- With Rejie George and Abu Rehan Abbasi, 2nd Round R&R, “Money Earns Money: Cultural Heuristics as an Entrepreneurial Method in India,” *IIMB Management Review*

WORKING PAPERS

- With Jay Uparna, “Boys don’t cry: Entrepreneurial Pitches in Crowd Financing”, Preparing for submission to *Journal of Business Venturing*
- With Ravi Shankar Pandey, “A Time to Create and A Time to Imitate: The 40 Year Evolution of the Indian Electric Vehicle Industry,” Accepted for AOM Conference 2021, Preparing for Submission to *Research Policy*
- With Anupama Kondaya, “From Criminals to Demigods: Status Recategorization of the Third Gender in India,” Accepted for EGOs 2021, Preparing for Submission to *American Journal of Sociology*
- With Abu Rehan Abbasi and Ipsu Khadka, “Men are from Mars and Women are from Venus: Start-up Team Configurations and Funding in India,” Rejected for presentation in SMS conference 2021, Preparing for Submission to *Journal of Business Venturing*
- With Sukanya Roy, “Going the Opposite Way: Diversification Strategies of Indian VCs 1990-2014,” Accepted for AOM Conference 2021, Preparing for Submission to *Management and Organization Review*

PEDAGOGY AND TEACHING AID DEVELOPMENT

- With Srivardhini Jha, “*Corporate Entrepreneurship Simulation*”, Multi-party multi-period game used in PGP, EPGP, and EEP, Indian Institute of Management Bangalore.
- With Aviral Marwal and Gopal Naik, “The Saboo Foundation Model of Philanthropy: How a Self-made Man Created Thousands More,” HBS Cases

TEACHING: MBA and EXECUTIVE EDUCATION

- “*Entrepreneurial Mindset and Action*”, Indian Institute of Management Bangalore, MBA Core Course, 2016 – Current.
- “*Strategic Management Core Course*”, HEC Paris, MBA and MSc Strategy Programs, 2010-2016
- “*Strategy & Business Policy Core Course*”, University of Minnesota, Carlson School of Management, Undergraduate Course (2009)
- *Management Program for Entrepreneurs and Family Businesses (MPEFB), Long Duration Executive Education Certificate Program (2018 – Current)*
- “*Leadership in Dynamic Times*”, *Executive Education*, Short Duration Open Program with Jay Uparna, IIMB, India
- “*Ecosystem and Entrepreneurship Development*”, *Executive Education*, 3-day Open Program for Kerala Startup Mission, India

TEACHING: DOCTORAL PROGRAM

- “*Network Theory and Analysis*”, Indian Institute of Management Bangalore, PhD Elective Course, 2016-Current.
- With Saras Sarasvati, “*Entrepreneurship Classics*”, Indian Institute of Management Bangalore, FPM Core Course, 2017-2018.
- “*Classical Sociology of Organizations*”, HEC Paris and IIMB, PhD Program, 2012-2016 & 2020-Current

PROFESSIONAL EXPERIENCE

- Manager, Human Resources and Development, ICICI Ltd., Mumbai, India (2000-2001).
- Board Member, 4th Main Software (2010-2016)

PROFESSIONAL MEMBERSHIP AND SERVICE

- *Executive Committee Member*, Organization and Management Theory Division, Academy of Management, 2018-2021
- *Invited Speaker*, India Research Forum, January 2021

- *Featured Speaker, Podcast, OMT Distinguished Scholar Series, Season 1 Episode 2 (May 2020)*
- *Invited Speaker, “Family Feuds: A Harmony Perspective on Corporate Governance,” SNU Korea, August 2020*
- *Co-Organizer, Job Market opportunities Around the World, Zoom Panel Session (June 2020)*
- *Co-Organizer, OMT Global Paper Development Workshop, Academy of Management, Vancouver (August 2020)*
- *Co-Organizer, OMT Global Paper Development Workshop, Academy of Management, Boston (August 2019)*
- *Co-organizer, ASQ-IIMB 2-day Research Workshop, Bangalore, 2018*
- *PhD Coordinator for the new PhD in Entrepreneurship, Indian Institute of Management Bangalore*
- *Invited Speaker, Network Science Conference, IIMA, 2019*
- *Session Chair on Networks and Change, Academy of Management, Boston (August 2019)*
- *Session Chair on Family Business in ICGS Conference, Shanghai (2018)*
- *Invited Speaker, CGIO Conference, NUS, Singapore (2015)*
- *Session Chair on Network Dynamics in Academy of Management (2013).*
- *Senior Editor, Management and Organization Review*
- *Reviewer, Administrative, Science Quarterly, American Journal of Sociology, Organization Science, Academy of Management Journal, Journal of International Business Studies, Entrepreneurship Theory and Practice, Asia-Pacific Journal of Management and Social Network and Mining Journal.*

THESIS SUPERVISION

- *Doctoral Thesis, Abu Rehan Abassi, 2020- Current, Committee Member, Indian Institute of Management*
- *Doctoral Thesis, Bibek Bhattacharya, 2021 – Current, Committee Chair, Indian Institute of Management*

- Doctoral Thesis, Anupama Kondaya, 2021- Current, *Committee Member*, Indian Institute of Management
- Doctoral Thesis, Caruna Bhat, 2018 - Current, *Co-Chair*, Indian Institute of Management
- Doctoral Thesis, Ravi Shankar Pandey, Defended Thesis in 2021, *Committee Member*, Indian Institute of Management
- Doctoral Thesis, Sachinanada, Defended Thesis in 2020, *Committee Member*, Indian Institute of Management
- Doctoral Thesis, Maartin Goosen, “Informal Networks and the Diffusion of Gossip within two Networks,” 2013, *Committee member*, HEC Paris
- Doctoral Thesis, João Albino Pimentel, “The Articulation of Market and Non-Market Strategies: Three Essays on the Impact of Home Country and Firm-Specific Political Resources on Corporate International Strategy,” 2012, *Committee member*, HEC Paris.

COMMUNITY ENGAGEMENT

- *Speaker*, Entrepreneurship Education Summit, Vizag Conclave of Educators, Policy Makers, Startups
- *Speaker*, IIMB Podcast Series, “Entrepreneurship in the age of Covid”
- 2016-2019: *Professional Consultancy*: GIZ and Totale
- 2021: *Government of Karnataka Project* to identify and improve customer-facing and internal processes for Police stations, RTO, Sub-registrar’s office, Tahsildar Office, Revenue Inspector/Nada Kacheri
- *Co-founder*, “Minority PhD Students Research Award”, *Department of Sociology, University of Minnesota*

NEWS ARTICLES

- With Sneetha Saji, “Nearly 74% of Founders Upbeat as Productivity Doubles During Lockdown,” Hindu Business Line, 12th May 2020
- “Can entrepreneurship be taught?” The Hindu. 31st August 2021. <https://www.thehindu.com/education/can-entrepreneurship-be-taught/article36197213.ece>
- “Women at Work: A Primer for Male Colleagues and Subordinates”, Deccan Herald, May 26, 2022, <https://www.deccanherald.com/opinion/panorama/a-primer-for-men-at-the-workplace-about-women-at-the-workplace-1112493.html>