



H A R V A R D | B U S I N E S S | S C H O O L

October 15, 2020

Prithwiraj (Raj) Choudhury

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EDUCATION

- 2010 DBA Strategy, Harvard Business School, Boston, MA
Dissertation: Innovation in Emerging Markets
Committee: Tarun Khanna, Chair; Lee Fleming; Josh Lerner; Guido Imbens
- 1998 MBA Strategy and Finance, Indian Institute of Management, Calcutta
- 1995 Bachelor of Technology in Computer Science, Indian Institute of Technology, Kharagpur

TEACHING EXPERIENCE

Harvard Business School

Lumry Family Associate Professor (Technology and Operations Management) 2019 – present
Assistant Professor (Technology and Operations Management) 2013 – 2019

(Extensions received to tenure clock in 2014-2015 and 2015-2016 due to personal reasons)

The Wharton School, University of Pennsylvania

Assistant Professor (Management Department) 2010 – 2013

HARVARD UNIVERSITY

Appointments

Harvard Business School
Lumry Family Associate Professor (Technology and Operations Management) 2019 – present
Assistant Professor (Technology and Operations Management) 2013 – 2019

Assignments

Harvard Business School Managing Global Operations (to be offered in 2021)
Technology and Operations Management, MBA Course
Program for Leadership Development (PLD)

Harvard University – Teaching Fellow for econometrics course (with Professors Guido Imbens
Economics Department and Donald Rubin)
Teaching Fellow for microeconomics course (with Professor Jeffrey Miron)

PEER-REVIEWED PUBLICATIONS AND WORKING PAPERS

Published and Forthcoming Papers

1. Choudhury, Prithwiraj, Cirrus Foroughi, and Barbara Larson. "Work from Anywhere: Productivity Effects of Geographic Flexibility." *Strategic Management Journal* (forthcoming).
 - a. Winner, 2020 Distinguished Paper Award from the Strategic Management Division (STR) of the *Academy of Management*.
 - b. Research mentioned in *New York Times*, *Washington Post*, *CBS*, *BBC*, *CNBC*, *Inc*, *NPR*, *Bloomberg Businessweek*, *Bloomberg*, *Boston Globe*, *Yahoo! Finance*, *Forbes*, *San Diego Union-Tribune*, *Built.in*, *Benefits Magazine*, *Wired*, *Axios*, *Nikkei Asian Review*, among other outlets.
2. Bahar, Dany, Prithwiraj Choudhury, and Hillel Rapoport. "Migrant Inventors and the Technological Advantage of Nations." *Research Policy* 49, no. 9 (November 2020).
3. Choudhury, Prithwiraj, Ryan Allen, and Michael G. Endres. "Machine Learning for Pattern Discovery in Management Research." *Strategic Management Journal* (forthcoming).
4. Choudhury, Prithwiraj. "Intra-firm Geographic Mobility: Value Creation Mechanisms and Future Research Directions." Special Issue on Employee Inter- and Intra-Firm Mobility. *Advances in Strategic Management* 41 (July 2020).
5. Choudhury, Prithwiraj, Evan Starr, and Rajshree Agarwal. "Machine Learning and Human Capital Complementarities: Experimental Evidence on Bias Mitigation." *Strategic Management Journal* 41, no. 8 (August 2020): 1381–1411.
 - a. Winner, Best Conference Paper Award, *Strategic Management Society* (SMS) Annual Conference, Minneapolis, 2019.
 - b. Winner, Best Interdisciplinary Paper Award, Strategic Human Capital Track, Strategic Management Society (SMS) Annual Conference, Minneapolis, 2019.
6. Choudhury, Prithwiraj, Tarun Khanna, and Christos A. Makridis. "Do Managers Matter? A Natural Experiment from 42 R&D Labs in India." *Journal of Law, Economics & Organization* (forthcoming).
7. Choudhury, Prithwiraj, Dan Wang, Natalie A. Carlson, and Tarun Khanna. "Machine Learning Approaches to Facial and Text Analysis: Discovering CEO Oral Communication Styles." *Strategic Management Journal* (November 2019).
 - a. Lead article.
8. Choudhury, Prithwiraj, and Do Yoon Kim. "The Ethnic Migrant Inventor Effect: Codification and Recombination of Knowledge Across Borders." *Strategic Management Journal* 40, no. 2 (February 2019): 203–229.
 - a. Featured on *Strategic Management Society Blog*, 2018.
9. Choudhury, Prithwiraj and Martine Haas. (2018) "Scope versus Speed: Team Diversity, Leader Experience, and Patenting Outcomes for Firms." *Strategic Management Journal*. DOI: 10.1002/smj.2753.
10. Choudhury, Prithwiraj. (2017) "Innovation Outcomes in a Distributed Organization: Intra-Firm Mobility and Access to Resources." *Organization Science*.
 - a. Winner, Richard N. Farmer Award for Best Dissertation.

- b. Finalist for the Douglas Nigh Memorial Best Paper Award, *Academy of Management*.
 - c. Awarded Haynes Prize by *Academy of International Business*.
 - d. Research profiled by *Wall Street Journal*, 2017.
11. Chattopadhyay, Shinjinee and Prithwiraj Choudhury. (2017) "Sink or Swim: The Role of Workplace Context in Shaping Career Advancement and Human-Capital Development." *Organization Science*.
 12. Choudhury, Prithwiraj. (2015) "Return Migration and Geography of Innovation in MNEs: A Natural Experiment of On-the-job Learning of Knowledge Production by Local Workers Reporting to Return Migrants." *Journal of Economic Geography*: lbv025.
 13. Choudhury, Prithwiraj, and Tarun Khanna. (2014) "Toward Resource Independence - Why State-owned Entities Become Multinationals: An Empirical Study of India's Public R&D Laboratories." *Journal of International Business Studies*. 45.8: 943-960.
 14. Choudhury, Prithwiraj and Tarun Khanna. (2014) "Charting Dynamic Trajectories: Multinational Firms in India." Special Issue on Business, Networks, and the State in India. *Business History Review* 88.1: 133-169.
 15. Choudhury, Prithwiraj, James Geraghty, and Tarun Khanna. (2012) "A 'Core-periphery' Framework to Navigate Emerging Market Governments—Qualitative Evidence from a Biotechnology Multinational." *Global Strategy Journal* 2.1:71-87.
 16. Siegel, Jordan and Prithwiraj Choudhury. (2012) "A Reexamination of Tunneling and Business Groups: New Data and New Methods." *Review of Financial Studies* 25.6: 1763-1798.

Papers Under Review

17. Choudhury, Prithwiraj and Ohchan Kwon. "Homesick or Homerun: How Distance from Hometown and Visitation Flexibility Affects Job Performance." Revise and Resubmit at *Administrative Science Quarterly*.
 - a. Winner, Best Paper Award, Strategic Human Capital Track, Strategic Management Society (SMS) Annual Conference, Houston, 2017.
18. Choudhury, Prithwiraj, Sevchenko, Victoria and Tarun Khanna. "Should Firms Move Talent to the Hubs? A Strategic Human Capital Perspective." Revise and Resubmit at *Management Science*.
19. Allen, Ryan and Prithwiraj Choudhury. "Expertise as a double-edged sword: The inverted-U relationship between worker expertise and decision quality using machine learning decision tools." Revise and Resubmit at *Organization Science*.
20. Choudhury, Prithwiraj. "Geographic Mobility and Immobility: Mobility Frictions and Value Creation." Revise and Resubmit at *Academy of Management Annals*.
21. Choudhury, Prithwiraj, Wesley Koo, Xina Li, Nishant Kishore, Satchit Balsari, and Tarun Khanna. "Food Security and Human Mobility During the COVID-19 Lockdown." Under review.
22. Chauvin, Jasmina, Prithwiraj Choudhury, Tommy Pan Fang. "Temporal Distance and Communication Patterns in a Large Multinational: Evidence from Changes to Daylight Savings Time." Under review.

Working Papers and Research in Progress

23. Bahar, Dany, Prithwiraj Choudhury and Do Yoon Kim. "Geographic Connectivity and Innovation: Evidence from Direct Flights." (Being prepared for submission).
24. Choudhury, Prithwiraj, Sunasir Dutta, Hise Gibson and Eric Lin. "Going to Extremes: Crucible Locations, Sensitive Periods and Human Capital." (Being prepared for submission).

25. Bahar, Dany, Prithwiraj, Choudhury, James Sappenfield and Sara Signorelli. "Migration Policy Reform and Global Collaborative Patenting Within Multinational Firms: Causal Multi-country Evidence." Working Paper.
26. Choudhury, Prithwiraj, Kirk Doran and Chungun Yoon. "Productivity Effects of H1B Visa Extension Rejections." Manuscript under preparation.
27. Choudhury, Prithwiraj, Ina Ganguli and Patrick Gaule. "Elite Education and Migration: Evidence from IITs." Manuscript under preparation.
28. Choudhury, Prithwiraj and Thorsten Grohsjean. "All-Remote and Hybrid-Remote Organizations: Knowledge Codification And Stigmergy." Manuscript under preparation.
29. Bahar, Dany, Prithwiraj, Choudhury, and Britta Glennon. "Immigrant CEOs." Early stage project.
30. Choudhury, Prithwiraj, Wesley Koo and Xina Li. "Forced to Work at Home: Productivity Effects of Coronavirus Shutdown." Early stage project.
31. Choudhury, Prithwiraj, Mike Horia Teodorescu and Tarun Khanna. "Knowledge Flows within Multinationals - Estimating Relative Influence of Headquarters and Host Context Using a Gravity Model." Working Paper.
32. Choudhury, Prithwiraj and Tarun Khanna. "Information Provision and Innovation: Natural Experiment of Herbal Patent Prior Art Adoption at the EPO and USPTO." Harvard Business School Working Paper, No. 14-079.

OTHER PUBLICATIONS

Practitioner Articles Published and Forthcoming

Choudhury, Prithwiraj. "Our Work-from-anywhere Future." *Harvard Business Review*, forthcoming.

Choudhury, Prithwiraj. "Make the Most of Your Relocation." *Harvard Business Review* 98, no. 4 (July–August 2020): 104–113.

Choudhury, Prithwiraj, Barbara Larson and Cirrus Foroughi. (2019) "Is It Time to Let Employees Work from Anywhere?" *Harvard Business Review* (online).

Policy Articles

Choudhury, Prithwiraj, and Tarun Khanna. "Prime Minister's Scientist Return to India (SRI) Program: Proposal." Report submitted to Indian Government, September 2019.

Invited Articles

Minervini, Marco, Kevin Crowston, Prithwiraj Choudhury, Linus Dahlander, Sumita Raghuram. "Gitlab: Work Where You Want, When You Want." *Journal of Organization Design*, forthcoming.

Best Papers Proceedings Published

Choudhury P, Foroughi C, Larson BZ. Work-from-anywhere: The productivity effects of geographic flexibility. In *Academy of Management Proceedings 2020* (Vol. 2020, No. 1, p. 21199). Briarcliff Manor, NY 10510: Academy of Management.

Choudhury, Prithwiraj, and Tarun Khanna. "Physical, Social, and Informational Barriers to Domestic Migration in India." In *Institutions and Comparative Economic Development*, pp. 173-183. Palgrave Macmillan, London, 2012.

Choudhury, Prithwiraj. "Knowledge Creation in Multinationals and Return Migration: Evidence from Micro Data." In *Academy of Management Proceedings*, vol. 2010, no. 1, pp. 1-6. Academy of Management, 2010.

Book Chapters

Choudhury, Prithwiraj, and Tarun Khanna. "Physical, Social, and Informational Barriers to Domestic Migration in India." In *Institutions and Comparative Economic Development*, pp. 173-183. Palgrave Macmillan, London, 2012.

CASES AND TEACHING MATERIALS

Choudhury, Prithwiraj, William R. Kerr, and Susie L. Ma. "MobSquad." Harvard Business School Case 821-010, July 2020. (Revised September 2020.) [View Details](#)

Choudhury, Prithwiraj, and Emma Salomon. "Tulsa Remote: Moving Talent to Middle America." Harvard Business School Case 621-048, September 2020. [View Details](#)

Choudhury, Prithwiraj, Tarun Khanna, and Shreya Ramachandran. "Super 30: Educating the Elite Poor." Harvard Business School Case 621-004, July 2020. [View Details](#)

Choudhury, Prithwiraj, and Emma Salomon. "GitLab and the Future of All-Remote Work (A)." Harvard Business School Supplement 620-117, April 2020.

Choudhury, Prithwiraj, and Emma Salomon. "GitLab and the Future of All-Remote Work (B)." Harvard Business School Supplement 620-117, April 2020.

Elkins Caroline, Prithwiraj Choudhury and Tarun Khanna. "Kenya Railways: China's Belt and Road in Africa," September 2019.

Choudhury, Prithwiraj. "McKinsey & Company - Early Career Choices (A)," Harvard Business School case 618-034 (2018) [6].

Choudhury, Prithwiraj. "McKinsey & Company - Early Career Choices (B)," Harvard Business School case 618-038 (2018) [3].

Choudhury, Prithwiraj. "McKinsey & Company - Early Career Choices A and B," Harvard Business School teaching note 618-050 (2018) [14].

Choudhury, Prithwiraj, Tarun Khanna, and Sarah Mehta. "The Future of Patent Examination at the USPTO," Harvard Business School case 617-027 (2017) [26].

Choudhury, Prithwiraj, and Sarah Mehta. "The Future of Patent Examination at the USPTO," Harvard Business School teaching note 618-035 (2018) [16].

Choudhury, Prithwiraj, Karim Lakhani Tarun Khanna and Rachna Tahilyani. "ISRO: Flying to Space Economy Class," Harvard Business School case 617-062 (2017) [18].

Choudhury, Prithwiraj. "ISRO: Flying to Space Economy Class," Harvard Business School teaching note 618-049 (2018) [10].

Choudhury, Prithwiraj, and Vincent M. Servello. "Integrating Avocent Corporation into Emerson Network Power," Harvard Business School case 616-032 (2015) [18].

Choudhury, Prithwiraj, and Vincent M. Servello. "Integrating Avocent Corporation into Emerson Network Power," Harvard Business School teaching note 616-033 (2015) [10].

Khanna, Tarun, and Prithwiraj Choudhury. "Microsoft in China and India, 1993-2007," Harvard Business School Case 708-444 (2007) [19].

Khanna, Tarun, and Prithwiraj Choudhury. "Microsoft in China and India, 1993-2007," Harvard Business School teaching note 708-471 (2008) [11].

Bartlett, Christopher A., Tarun Khanna, and Prithwiraj Choudhury. "Genzyme's CSR Dilemma: How to Play its HAND," Harvard Business School Case 910-407 (2009. Revised 2012) [23].

SELECTED ACADEMIC PRESENTATIONS AND CONFERENCE PARTICIPATION

Cornell EMI Conference (Nov 2020 forthcoming)	NEUDC Conference (November 2016)
UCL Strategy and Entrepreneurship Seminar (Nov 2020)	SMS Strategic Human Capital Extension (September 2016)
GSSI Conference (October 2020)	LBS Sumantra Ghoshal Conference (June 2016)
Wharton Innovation Remote Conference (June 2020)	Wharton Technology Conference (April 2016)
Bocconi Migration Conference Keynote (May 2020)	USPTO, Washington D.C. (August 2015)
BYU-Utah Winter Strategy Conference (January 2020)	Smith Entrepreneurship Research Conference (May 2015)
Temple University Seminar (November 2019)	NBER Productivity, Innovation, and Entrepreneurship Spring Meeting (March 2015)
Crete Innovation and Creativity Workshop (July 2019)	KNOMAD/ DECPG Seminar at the World Bank, Washington D.C. (April 2014)
Stanford OB Department Seminar (March 2019)	Academy of Management, Philadelphia (August 2014)
University of Wisconsin Madison Seminar (March 2019)	Migration Conference, Oxford (July 2014)
Boston University Strategy & Innovation Seminar (Feb 2019)	International Economic Association, Jordan (May 2014)
Bocconi University Seminar (September 2018)	IIM, Bangalore (January 2014)
Strategy Science Conference (June 2018)	Strategy Research Institute (June 2013)
Rice University (May 2018)	HBS Business History Seminar (June 2013)
Wharton Innovation Conference (April 2018)	George Washington University (November 2012)
Insead Inventor Mobility Conference (April 2018)	Duke University (October 2012)
BYU Winter Strategy Conference (March 2018)	SMS Conference Prague (October 2012)
Stanford Social Science and Technology Seminar (November 2017)	Academy of Management (August 2012)
World Bank Migration Conference (June 2017)	Academy of International Business (July 2012)
DRUID conference (June 2017)	Rice University (April 2012)
NBER Productivity Seminar (September 2016)	

Wharton School Bowman Series (March 2012)
Washington University St. Louis (October 2011)
World Bank Seminar Series (September 2011)
AIB Conference Farmer Dissertation Award Presentation (June 2011)
Northeastern University (October 2010)
Global Strategy Journal Conference (July 2010)
NBER Summer Institute (June 2010)
Wharton Technology Conference (April 2010)
Carnegie Mellon University (February 2010)
London Business School (January 2010)
American Economic Association (AEA) (January 2010)

Strategic Management Society Conference (October 2009)
Academy of Management Conference, Chicago (August 2009)
NBER Entrepreneurship Research Boot Camp (July 2009)
CCC Doctoral Colloquium, Copenhagen (May 2009)
MIT Innovation and Entrepreneurship Seminar (April 2009)
Strategy and Business Environment Conference, UCLA (March 2009)
Strategy Unit Brown Bag, Harvard Business School (February 2009)
NBER Productivity Seminar (December 2008)

SELECTED LIST OF INVITED TALKS FOR PRACTITIONERS

- Keynote speech on “Work-from-anywhere”, International Conference for Banking Supervisors, Oct 2020.
- LinkedIn Live talk on “Work-from-anywhere”, hosted by Axis Bank India, Oct 2020.
- Presentation on “Work-from-anywhere”, Future of Work conference hosted by Microsoft, July 2020.
- Podcast on “Work-from-anywhere”, hosted by Matt Mullenweg (founder of WordPress), July 2020.
- Keynote presentation on “Work-from-anywhere”, Ashoka University, June 2020.

ACADEMIC AWARDS AND HONORS

- 2020 Winner of the 2020 Distinguished Paper Award from the Strategic Management Division (STR) of the *Academy of Management*.
- 2019 Winner, Best Conference Paper Award, *Strategic Management Society (SMS) Annual Conference*, Minneapolis.
- 2019 Winner, Best Interdisciplinary Paper Award, Strategic Human Capital Track, *Strategic Management Society (SMS) Annual Conference*, Minneapolis.
- 2018 2018 Emerging Scholar Award awarded by the *Academy of Management (IM Division)*, AOM Annual Conference, Chicago.
- 2017 Winner, Best Paper Award, Strategic Human Capital Track, *Strategic Management Society Annual Conference* held in Houston.
- 2011 Richard N. Farmer Award for Best Dissertation, *Academy of International Business*. Conference held in Nagoya Japan.
- 2010 Haynes Prize for the Most Promising International Business Scholar, *Academy of International Business*. Conference held in Rio de Janeiro, Brazil.
- 2010 Finalist for the Douglas Nigh Memorial Best Paper Award, *Academy of Management*, IM Division, Montreal Canada.
- 2010 Finalist for the IMD Skolkovo Best Paper on Emerging Markets Award, *Academy of Management*, IM Division, Montreal Canada.

- 2010 Wyss Award for Excellence in Doctoral Research, Harvard Business School.
- 2009 Best Doctoral Dissertation Proposal Award at the *Academy of Management* Doctoral Consortium (IM Division), Chicago.
- 2009 Best Doctoral Dissertation Proposal Award (AIB/Sheth award) at the *Academy of International Business* (AIB) Doctoral Consortium, San Diego.
- 2008 Runner up for 'Best Doctoral Dissertation Proposal Award' at the *Strategic Management Society* (SMS) Doctoral Consortium, Hyderabad.
- 2006 High Pass on the Harvard Business School Doctoral General Exam.
- 1998 Ranked within top 2% of MBA class at the Indian Institute of Management.
- 1991 Ranked within top 0.1% of applicants at IIT entrance examination.

ACADEMIC AND PROFESSIONAL SERVICE

Academic Community Service

- Member, Editorial Board, *Strategic Management Journal*.
- Co-organizer, "Migration, Organizations, and Management Conference", hosted by Wharton School, 2019.
- Co-organizer and Participant, "Immigration and Organizations Conference" hosted by Wharton School, 2018.
- Track Co-Chair, Global Innovation and the Multinational Enterprise, Academy of International Business Annual Meeting, 2016.
- Member, Editorial Board, *Strategic Management Journal* (since June 2020).
- Co-Organizer and Participant, Workshop on Innovation in a Global Economy, Harvard Business School, 2015-2017.
- Co-Organizer, International Paper Development Workshop, Harvard Business School and the Journal of International Business Studies, 2015.
- Organizer and Participant, International Seminar Series, Harvard Business School, 2014-2015.
- Organizer and Participant, All Academy Theme Session, Academy of Management Annual Meeting, 2014.
- Participant, AIB Panel on Diaspora, Academy of International Business Annual Meeting, 2012.
- Participant, AOM Panel on Diaspora, Academy of Management Annual Meeting, 2012.
- Ad-hoc reviewer for Management Science, Strategic Management Journal, Organization Science, Journal of International Business Studies, Global Strategy Journal, Journal of Economics and Management Strategy and California Management Review.

School Community Service

- Faculty Participant, HBS Conduct Review Board, 2019-present.
- Faculty coordinator, HBS TOM Unit Seminar, 2019-2020.

MEDIA MENTIONS

18 Oct 2020	<i>Aljazeera</i>	“As a new wave of Covid-19 cases hits, remote work comes the norm”
06 Oct 2020	<i>Fast Company</i>	“Extremely Transparent and Incredibly Remote”
29 Sep 2020	<i>North Bay Business Journal</i>	“Perhaps more than ever, it’s time to innovate to lift Marin County out of coronavirus economic impact”
10 Sep 2020	<i>S&P Global Market Intelligence</i>	“Work-from-home productivity gains seen evaporating as pandemic grinds on”
09 Sep 2020	<i>Washington Post</i>	“Hot new job title in a pandemic: ‘Head of remote work’”
01 Sep 2020	<i>Inc.</i>	“The Case for (and Against) Ditching Offices for Remote Work”
14 Aug 2020	<i>WBUR</i>	“Remote Work Has Cushioned The Pandemic's Blow, But WBUR Poll Reveals Inequalities”
06 Aug 2020	<i>Wired</i>	“Zoom took over the world. This is what will happen next”
23 Jul 2020	<i>Bloomberg</i>	“The Economics of Remote Work”
10 Jul 2020	<i>Bloomberg</i>	“Five Tips for Talking to Your Boss About Relocating”
10 Jul 2020	<i>Nikkei Asian Review</i>	“Telework boom weighs on Asia's fast-growing office market”
03 Jul 2020	<i>Distributed.blog</i>	“Raj Choudhury Sees a Future Where You Don’t Have to Move Your Family for a Job”
01 Jul 2020	<i>Harvard Business Review</i>	“Make the Most of Your Relocation”
17 Jun 2020	<i>WHYY: Radio Times</i>	“The Future of the Office: Remote Work after the Pandemic”
09 Jun 2020	<i>New York Times Magazine</i>	“What If Working From Home Goes on ... Forever?”
09 Jun 2020	<i>Wired</i>	“Coronavirus Could Finally Fix Some of Our Most Toxic Work Habits”
31 May 2020	<i>Chattanooga Times Free Press</i>	“Home work: Coronavirus propels telework trend”
28 May 2020	<i>Wired</i>	“Remote Work Has Its Perks, Until You Want a Promotion”
20 May 2020	<i>Insead Knowledge</i>	“The Psychic Burden of Working During Lockdown”
19 May 2020	<i>Boston Globe</i>	“Do People Really Get More Work Done at Home?”
12 May 2020	<i>BeeBole</i>	‘Coronavirus and the future of the workplace: 8 trends to watch’
05 May 2020	<i>New York Times</i>	“What if You Don’t Want to Go Back to the Office?”
05 May 2020	<i>Axios</i>	“The new working world”
27 Apr 2020	<i>St. James's Wealth Management</i>	“Key tools for remote working”
26 Apr 2020	<i>India Today</i>	“A Conversation with Prithwiraj Choudhury,”
14 Apr 2020	<i>Forbes</i>	“Three Keys To Engaged, Productive Telework Teams”
08 Apr 2020	<i>Thrive Global</i>	“How To Work From Home And Still Be Productive”

03 Apr 2020	<i>PRI: The World</i>	“Coronavirus has changed how we transport goods and ourselves. But will it last?”
03 Apr 2020	<i>Granta</i>	“The Lessons We Choose”
30 Mar 2020	<i>HBS Working Knowledge</i>	“The New Rules for Remote Work: Pandemic Edition”
26 Mar 2020	<i>tbs eFM This Morning</i>	“Teleworking during the COVID-19 outbreak”
26 Mar 2020	<i>Forbes</i>	“Preparing For The Post-Crisis World: Using AI And RPA To Foster Remote Work”
22 Mar 2020	<i>Mercury News</i>	“Will coronavirus spur a traffic-solving remote-work revolution? Don’t count on it”
16 Mar 2020	<i>HBS Working Knowledge</i>	“How the Coronavirus Is Already Rewriting the Future of Business”
13 Mar 2020	<i>Axios</i>	“Remote Everything”
12 Mar 2020	<i>Time</i>	“5 Tips for Staying Productive and Mentally Healthy While You’re Working From Home”
06 Mar 2020	<i>Los Angeles Times</i>	“Can everyone mute?’ Coronavirus means we must telecommute. We’re not ready”
01 Mar 2020	<i>Forbes</i>	“How Coronavirus Is Creating A Watershed Moment For Remote Work”
26 Feb 2020	<i>HBS Working Knowledge</i>	“For Migrant Workers, Homesickness Can Reduce Productivity”
20 Jan 2020	<i>Wired</i>	“Why Flexible Working Is a Nasty Lie”
06 Dec 2019	<i>Forbes</i>	“Work From Home? How About Work From Anywhere?”
19 Nov 2019	<i>KALB</i>	“Study shows working from home can benefit employees and companies”
04 Nov 2019	<i>Forbes</i>	“What Microsoft Japan’s Successful 4-Day Week Suggests About Work-Life Balance”
15 Sep 2019	<i>Bloomberg</i>	“Sunday Strategist: Your Company Should Let You Work From Anywhere”
02 Sep 2019	<i>San Diego Union-Tribune</i>	“Work from anywhere model works”
09 Sep 2019	<i>CNBC</i>	“This popular new perk may convince employees to delay retirement, says new Harvard study”
10 Sep 2019	<i>Yahoo! Finance</i>	“The work perk so good it could even delay retirement, according to Harvard”
27 Aug 2019	<i>Inc.</i>	“Bill Gates Says This 1 Employee Perk Is Most Important. Now a New Harvard Study Backs Him Up”
14 Aug 2019	<i>Harvard Business Review</i>	“Is It Time to Let Employees Work from Anywhere?”
29 Jul 2019	<i>HBS Working Knowledge</i>	“How Companies Benefit When Employees Work Remotely”
02 Nov 2018	<i>Strategic Management Society</i>	“A Strategic Contribution to the Immigration Debate”
18 Jul 2018	<i>HBS Working Knowledge</i>	“No More General Tso’s? A Threat to ‘Knowledge Recombination’”
18 May 2018	<i>IBM</i>	“From Just Another AI Pilot to Scaled Production: The Missing Links to Convert Ideas to Economic Value for Fortune 500 Companies”
21 Mar 2018	<i>HBS Working Knowledge</i>	“Why Artificial Intelligence Isn’t a Sure Thing to Increase Productivity”
24 May 2017	<i>Wall Street Journal</i>	“One Trick for Getting Bosses to Buy In to Your Idea”
13 Feb 2014	<i>Telegraph India</i>	“Harvard Business School prof’s song with a cause”
21 Apr 2014	<i>HBS Working Knowledge</i>	“Bio-Piracy: When Western Firms Usurp Eastern Medicine”

INDUSTRY EXPERIENCE

- 2003 - 2005 Microsoft Corporation
- Managed a \$30 million business unit for Microsoft in South East Asia, focused on the 50 largest enterprise customers (the Global Accounts)
 - Responsibilities included managing licensing agreements, running proof-of-concepts, managing new product introductions, and managing the technology support team
- 1998 - 2003 McKinsey & Company
- As Engagement Manager, managed teams of 3 - 5 consultants
 - Worked on strategy and operations consulting projects in the software, retail, aluminum, and media industries out of the Mumbai, Delhi, Detroit, and Moscow offices of McKinsey
- 1995 - 1998 IBM Global Services:
- Software Engineer