

Ranjay Gulati

Harvard Business School Professor, Author and Expert on Leadership, Strategy and Organizational Growth

Ranjay Gulati is the Paul R. Lawrence MBA Class of 1942 Professor and the former Unit Head of the Organizational Behavior Unit at Harvard Business School. Until recently, he chaired the Advanced Management Program, the flagship senior leader executive program, at the school. Professor Gulati studies how “resilient” organizations—those that prosper both in good times and bad—drive growth and profitability. His work bridges strategy (establishing clear strategic pillars for growth), organizational design (reimagining purposeful and collaborative organizational systems), and leadership (fostering inspired, courageous and caring execution). He has authored seven books, including “Deep Purpose: The Heart and Soul of High-Performance Companies,” which will be released in February 2022.

Professor Gulati was ranked as one of the top ten most cited scholars in Economics and Business over a decade by ISI-Incite. The Economist, Financial Times, and the Economist Intelligence Unit have listed him as among the top handful of business school scholars whose work is most relevant to management practice. His research has been published in leading academic journals of business, the Harvard Business Review, and a range of other outlets.

Gulati’s recent work explores organizations and management in three key ways. First, he examines the many challenges organizations face when seeking to grow rapidly in turbulent markets. Second, he has examined how important it is for leaders to build resilient organizations that can scale quickly while also retaining the culture and energy necessary for innovation. Finally, Gulati has studied the skills and behaviors leaders need to steer fast-moving organizations. While scholars have traditionally emphasized the motivational and inspirational qualities of great leaders, Gulati has argued that leaders today must cultivate courage in others, activating a winning mindset centered around priorities, principles and purpose.

Professor Gulati advises and speaks to corporations large and small around the globe. He also frequently leads small-group workshops focused on helping leadership teams of high-growth companies enhance the growth trajectory of their businesses. Some of his representative speaking and consulting clients include: Abbott Laboratories, Adidas, Aetna, Allergan, Bank of America, Bank of China, Baxter, Berkshire Partners, Blackrock, Boston Scientific, Bristol Myers Squibb, Brown Brothers Harriman, Caterpillar, Credit Suisse, Expedia, Ford, GE, General Mills, Google, Henkel, Hitachi, Honda, Hospira, IBM, Iron Mountain, Kellogg Company, Keybank, KPMG, LaFarge, Lockheed Martin, Merck, Metlife, Microsoft, Mitsubishi, Novartis, Ochsner, P & G, Qualcomm, Sanofi, SAP, Target, Temasek, Unilever, and Vertex. He has served on the advisory boards of several entrepreneurial ventures and has appeared as an expert witness in business litigations.

Gulati has received a number of awards for his teaching, including the Best Professor Award at Northwestern University’s Kellogg School of Management, where he taught prior to coming to Harvard. A native of India, he holds a PhD from Harvard University and additional degrees from MIT’s Sloan School of Management, Washington State University, and St. Stephen’s College, New Delhi.