
MOHAMMAD HARIS MINAI

General Manager - Stepping Cloud Consulting, Dubai, UAE
Fellow, Indian Institute of Management (IIM) Lucknow

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Teaching Interests

Organizational Behaviour, Leadership, Innovation, Entrepreneurship, Training & Development

Research Interests

Leadership, Creativity & Innovation, Change Management, Organizational Learning, Computational Modeling of Human Behaviour, Gamification in Management Development

Education

- Ph.D., Indian Institute of Management Lucknow (AACSB), 2020
 - Supervisor: Prof. Shailendra Singh
 - Thesis Title: "Studies in Innovation: Paradox, dynamism, and leadership" involving three studies; an experimental design, a qualitative template analysis, and a systems dynamics model of individual and small team innovation process
 - Coursework CGPA: 8.43, Major Area CGPA: 9.00
- Bachelors in Electronics Engineering, Aligarh Muslim University CGPA: 8.1 1998
- Senior Secondary School Certificate, Aligarh Muslim University 81% 1994
- GCE O'Levels, University of London School Examinations Board 4 A's, 2B's 1992

Work Experience

- Managing Director, Stepping Cloud Consulting 2020 - present
Responsible for all consulting activities in the MENA region. Ownership of profit center and accountable for all administrative and business development activities in MENA.
- Adjunct Faculty, Indian Institute of Management Lucknow 2020
Taught "Training and Development" course to graduate students in the business school
- Assistant Professor, School of Management, Bennett University. 2017 - 2020
Key resource during the formative stages of the school. Taught both graduate and undergraduate courses in general management and organizational behaviour. Consistently maintained student feedback above 7.5 and also contributed to institutional building activities, including curriculum redesign, staffing, and student outreach.
- Applications Engineering Manager, Freescale Semiconductors. 2005 - 2012
Leading a team to develop applications using Freescale products. Customers were from Europe, South East Asia, and the USA. Exposed to the full range of people management including subordinates, clients, and superiors. Was responsible for liaising between marketing, design, and customers.
- Lead and Individual Contributor in India and Canada 1998 - 2005

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| Lead Engineer | Texas Instruments | Bangalore, India |
| Senior Design Engineer | Interra Systems | Noida, India |
| ASIC Design Engineer | Cogency Semiconductors | Toronto, Canada |
| Emulation Engineer | Tundra Semiconductors | Ottawa, Canada |
| Team Lead | STMicroelectronics | Noida, India |

Publications

- Singh S., Varma A., and Minai M. H. (2020). India Rising: How Human Resource Management Policies and Practices are Helping Shape the New India. *Personnel Review*. (ABS - 2, ABDC - A)
- Minai M. H., Jauhari H., Kumar M. and Singh S. (2020). Unpacking Transformational Leadership: Dimensional Analysis with Psychological Empowerment. *Personnel Review*. <https://doi.org/10.1108/PR-10-2019-0580> (ABS - 2, ABDC - A)
- Minai M. H., Singh S., and Varma A. (2020). Goal Setting. In A. Varma & P. Budhwar (Eds.) *Performance Management: An Experiential Approach*. pp 43-60. London, UK: Sage (Book Chapter)
- Gupta M., & Minai M. H. (2019) An Empirical Analysis of Forecast Performance of GDP Growth in India. *Global Business Review*. 20(2), pp 368-386. (ABS, ABDC)
- Minai M. H. & Varma A. (2017). Cultural relevance of leadership theories: A critical analysis and propositions. *Dimensions*. 5(2), pp 2-12.
- Minai M. H., Singh S., and Varma A. (2016). Approaches to Leading for Innovation. In S. Munjal & S. Kundu (Eds.) *Human Capital and Innovation*. pp 39-72. London, UK: Palgrave. (Book Chapter)

Selected Conferences

- Minai M. H., Singh S., and Varma A. (2016). The use of affective displays by transformational leaders to enhance divergent and/or convergent thinking., EURAM Conference, Paris, France.
- Minai M. H., and Singh S. (2016). Developing, formalizing, and testing a dynamic dialectical model of individual innovation. 5th AMRC Conference, Dubai, UAE.
- Minai M. H., and Singh S. (2015). A dynamic dialectical model of innovation. 4th INDAM Conference, Noida, India
- Minai M. H., Jauhari H., and Singh S. (2015). LMX and Work Engagement: The moderating role of core self-evaluations and value congruence with the organization., Annual Meeting of Southern Management Association, Florida, USA.
- Gupta M., and Minai M. H. (2014). An empirical analysis of forecast performance of GDP growth in India., Poster presented at the 2nd Pan-IIM World Management Conference, Kozhikode, India.

Work in Progress

- Minai M. H., Sahay Y. P., and Singh S. Too fit to innovate: When flexibility does not lead to innovative work behaviors.
 - Target Journal: *Creativity and Innovation Management*
 - Status: First draft ready
- Minai M. H., Singh S., and Varma A. An integrative model of individual innovation: Incorporating paradox and dynamism.
 - Target Journal: *Academy of Management Review* or similar
 - Status: Given for review to expert on conceptual articles

Courses Taught

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| • Training and Development | (PG, AY: 2020-21, rating: 3.50/5) |
| • Innovation, Creativity, and Design Thinking in Startups | (UG, AY: 2019-20, rating: 9.63) |
| • Organizational Behaviour | (UG, AY: 2019-20, rating: 8.96) |
| • Strategic Management | (UG, AY: 2019-20, rating: 7.69) |
| • Organizational Behaviour & Development | (PG, AY: 2019-20, rating: 8.65) |
| • Organizational Behaviour & Development | (PG, AY: 2018-19, rating: 9.22) |
| • Theory and Practice of Management | (UG, AY: 2018-19, rating: 9.44) |
| • Principles of Management | (UG, AY: 2017-18, rating: 8.08 & 7.92) |
| • Training and Development | (PG, AY: 2017-18, rating: 7.78) |

Administrative Responsibilities

- Member, Board of Studies, School of Management, Bennett University, 2019.
- Chairperson - BBA program, School of Management, Bennett University, 2019.
- Invited reviewer for Management Decision, Human Resource Management Review, and Leadership and Organizational Development Journal, 2018-2019.
- Reviewer for SMA and AOM annual meetings in 2016 and 2017.
- Coordinated and conducted reviews for IAM 4th Biennial Conference held at IIM Lucknow, 2015.
- Organized a 5-day workshop for doctoral students on Social Network Analysis and Structural Equation Modelling, IIM Lucknow, 2015
- Organized a 3-day workshop for doctoral students on Meta-analysis, IIM Lucknow, 2014
- Session on “Leadership & Mentoring” for IInd year MBA students at IIM Lucknow, 2013

Skills and Expertise

- Office: MS Office (Word, Excel, PowerPoint), Google (Docs, Sheets, Slides)
- Applications: LaTeX (proficient), Zotero
- Statistics: SPSS, AMOS, R (proficient), Python

Professional Affiliations

- Academy of Management
- Southern Management Association
- System Dynamics Society
- International Society for Professional Innovation Management

References

Dr. Shailendra Singh
Faculty, Indian Institute of Management Lucknow
Director, Indian Institute of Management Ranchi
Chairman of my Thesis Advisory Committee
shail@iimranchi.ac.in

Dr. Arup Varma,
Professor, Quinlan Business School, Loyola
University Chicago
Member of my Thesis Advisory Committee
avarma@luc.edu

Dr. Rakesh K. Singh
Professor, Institute of Management Technology
(IMT) Ghaziabad
*Dean of Bennett University's School of
Management (June 2018 - December 2018)*
rksingh@imt.edu

Dr. Trichy V. Krishnan
Professor, Business School, National
University of Singapore (NUS)
*Dean of Bennett University's School of
Management (July 2017 - June 2018)*
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