

ABRAR ALI SAIYED

Assistant Professor

Entrepreneurship and Management

Ozyegin University

Ph.D. Business Policy (Indian Institute of Management, Ahmedabad)

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Google Scholar: <https://scholar.google.co.in/citations?user=xnUNFcwAAAAJ&hl=en>

SUMMARY OF PROFILE

Coming from India's most enterprising state and city, I have always observed fascinating and unusual business practices. I am from Ahmedabad city and Gujarat State in India; both are known for their long history of entrepreneurial and business practices. (Gujarat region has been known as a trading and business center since Indus Valley Civilization. Ahmedabad was built in 1411 as a city of business and trade and was known as Manchester of the East due to many textile mills during the early twentieth century. Studying with the country's brightest minds at the Indian Institute of Management Ahmedabad (IIMA) (Ranked No.1 Business School in India), and learning from the finest teachers of Management, helped me find my strengths for research and teaching. From organizing Summer School for Doctoral Students and Junior Faculties across India to starting a venture on heritage, working as a consultant, and teaching in top business schools as visiting faculty, I could explore myself during my Fellowship Program in Management at IIMA.

My research studies innovation and internationalization in SMEs, Family Businesses, and Entrepreneurial Ventures. For the last few years, my interests have been exploring business and entrepreneurial practices of more than 500 years old city markets, traditional business communities, different religious and social groups, industrial clusters, and family businesses. The focus has been on how I can bring indigenous knowledge related to management and entrepreneurship from India into mainstream management research. I started using sociology and anthropology to understand business practices and entrepreneurial practices in the contexts of Family businesses, SMEs, New Ventures, and Business Communities. I have presented papers at conferences like the Academy of International Business, Babson College Entrepreneurship Research Conference, Eastern Academy of Management, etc. I also got the best thesis proposal award in the 7th Doctoral Colloquium organized by the Indian Institute of Management, Ahmedabad. I received travel funds from Boeing to attend the Junior Faculty Consortium in the Academy of International Business in Minneapolis, USA. I also received research funds from DFID UK, Ramapo College USA, Azim Premji University, and the Gujarati Muslim Association of America for research projects. I recently received funding of 1.2 Million euros from the European Institute of Innovation and Technology for developing entrepreneurship and innovation in Higher Education Institutions.

My teaching is mainly through experiential learning and focusing on learning from context, providing me with a good amount of data for my research. I am well-trained for teaching through case studies. I have been trying to use more experiential learning for the last few years. In 2019, I was selected for the Chairman's Award for Teaching at Ahmedabad University. It was an honor not only getting acknowledgment of my teaching from students and local media, but from colleagues and the university I am working for. My teaching was featured in top National Daily Newspapers and will be featured in an upcoming book on the future of Management Education.

I have contributed to society by organizing and conducting entrepreneurship workshops and seminars for Minorities, women, and marginalized communities in India. In 2017, US Consulate Mumbai selected me for the US Department of State-funded International Visitor Leadership Program.

PROFESSIONAL EXPERTISE

- Developing short-term and long-term strategies for SMEs, New Ventures, and Family Businesses
- Helping Indian Firms with Internationalization and Innovation
- Assisting foreign firms to explore opportunities in India and Supporting them with Market Entry Strategies

ACADEMICS

Degree/Certificate	Institution/School	Board/University	Year	Specialization
Ph.D.	Indian Institute of Management, Ahmedabad (India's No.1 Business School)		2016	International Business and Entrepreneurship and Strategic Management
M.B.A	B.K.School of Business Management	Gujarat University	2006	Finance
B.E.	L.D. College of Engineering	Gujarat University	2002	Instrumentation and Control Engineering

ACADEMICS THESIS

Pattern and Determinants of Internationalization by New Ventures of India: A Study of Entrepreneurial, Firm, and Industry Factors (Thesis Committee: Rakesh Basant (Indian Institute of Management, Ahmedabad), Chitra Singhla (Indian Institute of Management, Ahmedabad), D.Karthik (Indian Institute of Management, Trichy)

Many Indian new ventures internationalize early after their inception. It is critical to understand their pattern of internationalization and to find the determinants of their early internationalization and how these determinants affect recent venture decisions to internationalize in emerging markets like India. To study the role of entrepreneurial factors, around 200 Small and New firms' studies and 98 complete responses were used for the analysis. A database of more than 14,000 Indian firms incorporated post-1991 was created to study firm and industry characteristics. The database comprises around 25 firms and 15 industry indicators, allowing the potential to have multiple publications. For the Thesis, three firm levels and five industry-level factors were studied. The thesis also explores the moderating role of industry, the relationship between firm factors, and the intensity of internationalization in new ventures in India. The study also focuses on the very interesting context of post-liberalization in India.

PAPER PUBLISHED

- Saiyed, A. A., Wierenga, M., Fernhaber, S. A., & Nummela, N. (2023). From grassroots to international markets: A qualitative study of marginalized entrepreneurs in India. **International Business Review**, 32(5), 1021-1033. (ABDC A and ABS 3*)
- Saiyed, A. A., Tatoglu, E., Ali, S., & Dutta, D. K. (2023). Entrepreneurial orientation, CEO power and firm performance: an upper echelons theory perspective. **Management Decision**, 61(6), 1773-1797. (ABDC B and ABS 2)
- Saiyed, A.A., Eryarsoy, E., Mondal, A., & Dhandapani, K. (2023). Business group affiliation and internationalization of new ventures: Moderating role of industry and liberalization. **Journal of Business Research**, 157, 1136-1150. (ABDC A, ABS 3*)
- Banerjee, S., Zattoni, A., & Saiyed, A.A. (2022). Dominant-owner CEOs, board of directors and firm performance in emerging economies: Exploring the moderating impact of quad-qualified directors. **Asia Pacific Journal of Management**, 1-36. (ABDC A, ABS 3)
- Mostafiz, M. I., Musteen, M., Saiyed, A.A., & Ahsan, M. (2022). COVID-19 and the global value chain: Immediate dynamics and long-term restructuring in the garment industry. **Journal of Business Research**, 139, 1588-1603. (ABDC A and ABS 3*)
- Saiyed, A. A., & Ricard, A. (2021). Entrepreneurial characteristics and internationalisation of new ventures: a study of cognitive factors. **Journal for Global Business Advancement**, 14(2), 166-191.
- Saiyed, A. A., Fernhaber, S. A., Basant, R., & Dhandapani, K. (2021). The internationalization of new ventures in an emerging economy: The shifting role of industry concentration. **Asia Pacific Journal of Management**, 38(4), 1467-1497. (ABDC A and ABS 3)
- Ayob, A. H., & Saiyed, A. A. (2020). Islam, institutions and entrepreneurship: evidence from Muslim populations across nations. **International Journal of Islamic and Middle Eastern Finance and Management**, 13(4), 635-653. (ABDC B and ABS 2)
- Saiyed, A. A. M. (2019). The role of leadership in business model innovation: a case of an entrepreneurial firm from India. **New England Journal of Entrepreneurship**, 22(2), 70-88. (ABDC C)
- Saiyed, A. A., Basalingappa, A., & Sinha, P. K. (2016). Value network in heritage walks: case studies of Ahmedabad city walks. **Journal of Heritage Management**, 1(2), 191-204.

- Ricard, A., & Saiyed, A. A. (2015). Attitude toward internationalization and early internationalization: Comparison of Indian and French SMEs' decision makers. *M@n@gement*, 18(1), 54-77. (ABCD B and ABS 2)

REPORT, BOOK CHAPTER & ARTICLE PUBLISHED

- **A qualitative study on Innovation in Manufacturing Small and Medium-Sized Enterprises (SMEs) in India: Exploration of Policy and Research Issues.** Tilburg: Tilburg University.
Jaap Voeten and Abrar Ali Saiyed
- **Waqf and the economics and the politics of heritage management** in Ahmedabad Cross Section edited by Jigna Desai and Iñigo Cornago (CEPT University Press)
- **Condition of Muslim Entrepreneurs in India: In Changing Socio-Political Environment**
Abrar Ali Saiyed (Funded by Azim Premji University)
- **Innovation in Manufacturing Sector in India (CTIER Publication)**
Rakesh Basant, Pankaj Chandra, Janak Naber, Abrar Ali Saiyed, and Vaishnavi Dande
- **Evaluation of Maharashtra Startup Week Program (CTIER Publication)**
Swati Joshi, Dipti Singhania, Abrar Ali Saiyed, Madhurjya Deka and Janak Nabar
- **The Condition of Muslim Entrepreneurs in UP in Muslims in UP (forthcoming)**

PAPERS UNDER REVIEW

- *Entrepreneurship Of The Marginalized Given Institutional Adversity: Muslim Entrepreneurs In India (Received Revised and Review in the Journal of Business Venturing, ABDC A*)*
Abrar Ali Saiyed, Erkan Erdemir (University of New York Tirana), Ali Aslan Gümüşay (University of Hamburg), Stephanie Fernhaber (Butler University)
- *When mountains need to be moved: How do emerging market SMEs innovate amid institutional voids? (Submitted in Journal of Product Innovation Management, ABDC A)*
Abrar Ali Saiyed, Ismail Golgeci (Aarhus University), Ekrem Tatoğlu (Ibn Haldun University (IHU)), René Chester Goduscheit (Aarhus University)
- *Marketing strategy formulation and implementation in crafts-based businesses in an emerging market, India: A process-driven approach A Strategy as practice approach (Conditional Acceptance in Journal of Research in Marketing and Entrepreneurship, ABDC B)*
Abrar Ali Saiyed, Ateeque Shaikh (IIM Jammu), Suruchika Gupta

PAPERS IN PIPELINE

- *Innovation and Economic Sustainability of Minority Women Entrepreneurs in Developing Economies: Role of Resource Constraints, Relational Ties, and Group Affiliation (Sending to Strategic Entrepreneurship Journal, ABDC: A*)*
Amlesh Sharma (Texas A&M), Abrar Ali Saiyed, Sourabh Bohra (IIMA), Aditya Moses (IIMA)
- *Does Innovation Impact Emerging Market Multinational Enterprises' (EMMNEs) Internationalization? Role of CEO background, External Knowledge Scarcity, and Nature of International Collaboration (Sending to Journal of International Business Studies, ABDC: A*)*
Amlesh Sharma (Texas A&M), Abrar Ali Saiyed, Sourabh Bohra (IIMA), Aditya Moses (IIMA)
- *Health Impact of rehabilitation work for Muslim Riot Victims: A Case Study of 100 riot victim families of 2002 riots in Gujarat (Sending to Human Relations, A*)*
Abrar Ali Saiyed, Devi Vijay (IIM Calcutta), Rohit Verman (Deakin University)
- *Impact of Covid Pandemic on Business Model of Internationalization Strategies of SMEs from Emerging Economies: Cases from India (Sending to Journal of World Business)*

WORK IN PROGRESS

- ***Enhancing Productivity of Innovation Across Cultures for Singapore (EPICS)***
Funded by the National University of Singapore (Led by Associate Professor Song Zhaoli)
- ***Entrepreneurship and the Fear of Missing Out (FOMO): Evidence from Emerging Markets***
Ceren Hayran Sanli, Xiaohan (Hannah) Wen and Abrar Ali Saiyed
- ***Role of religious and community organizations in the growth of entrepreneurial firms: Studies on Traditional Muslim Trading Communities in India***
Abrar Ali Saiyed
- ***Book: Muslim Entrepreneurs in India***
- ***Identity and Entrepreneurship: Muslim Entrepreneurs in Leather and Meat Industries in India Funded by GMAA, Chicago***
Abrar Ali Saiyed, Sondos Abdelgawad (IE Business School), Mujtaba Ahsan (San Diego State University)

RESEARCH PROJECTS RECEIVED FUNDING

- ***Displacement and transience as identity: An ethnographic study of Muslim communities in exile in Gujarat, India (2013-2014)***
Abrar Ali Saiyed, Ruma Sen (Ramapo College of NJ, USA) (Funded by Ramapo College)
- ***Enabling innovation and productivity growth in low-income countries to grant awarded by the department of international development (DFDI) and organized by Tilburg University (December 2016)***
Jaap Voeten (Tilburg University, Netherlands) and Abrar Ali Saiyed (only for India Data)
- ***Politics, Religion, and Entrepreneurship: Changing political contexts in India and its Impact on Muslim Entrepreneurs Funded by Azim Premji Foundation/ Azim Premji University***
Abrar Ali Saiyed, Ali Aslan Gümüşay (University of Hamburg)
- ***Identity and Entrepreneurship: Muslim Entrepreneurs in Leather and Meat Industries in India Funded by GMAA, Chicago***
Abrar Ali Saiyed, Sondos Abdelgawad (IE Business School), Mujtaba Ahsan (San Diego State University)

GRANT FOR DEVELOPING ENTREPRENEURIAL AND INNOVATION ECOSYSTEM FOR INTERNATIONAL STUDENTS IN TURKEY

Received a grant of 1.2 Million euros for **HEI Initiative: Innovation Capacity Building for Higher Education**. The European Institute of Innovation and Technology (EIT) launched the HEI Initiative. The HEI focuses on helping higher education institutions build the capacity to innovate and teach innovation and entrepreneurship. More specifically, the initiative encourages these institutions to look at their practices and develop concrete actions to increase their impact on their ecosystems. This grant will be used by a consortium of four universities, including Ozyegin University. Leading the project in Turkey, we are creating an entrepreneurial and innovative ecosystem for international Students in Turkey. We will train 150 students and support eight start-ups started by international students.

CONFERENCE PROCEEDINGS

- 3rd Indian Academy of Management Conference in December 2013
Role of Leadership in Business Model Innovation: A Case Study of Entrepreneurial Firm
Abrar Ali Saiyed
Available: http://115.111.81.83:8080/xmlui/bitstream/handle/123456789/11508/EBMI-PP-325-Role_of_Leadership_in_Business_Model_Innovation-138-Saiyed_b.pdf?sequence=1&isAllowed=y
- Twelfth AIMS International Conference on Management (AIMS-12), 2-5 January 2015
ISBN: 978-81-924713-8-9

Entrepreneurial Characteristics and Strategic Choices of New Venture Firms: Case studies of Two new ventures funded by the Center for Innovation, Incubation, and Entrepreneurship (CIIE)

Abrar Ali Saiyed, Sunil Maheshwari (IIMA)

PAPERS ACCEPTED/ PRESENTED AT CONFERENCES

- Babson College Entrepreneurship Research Conference, University of Tennessee, Knoxville, 7-10 June 2023
Industry Stigmatization And Pivoting Pathways: The Role Of Founders' Collective Identity
Abrar Saiyed, Sondos Abdelgawad (IE Business School, Spain), Mujtaba Ahsan (San Diego State University)
- Babson College Entrepreneurship Research Conference, Baylor University, Waco, USA, 1-4 June 2022
Entrepreneurship Of The Marginalized In Institutional Adversity: Muslim Entrepreneurs In India
Abrar Ali Saiyed Saiyed, Erkan Erdemir (University of New York Tirana, Albania), Ali Aslan Gümüşay, (University of Hamburg)
- 13th International Social Innovation Research Conference, Università Cattolica del Sacro Cuore – Milano, Italy, 8-10 September 2021
Entrepreneurship of the marginalized: Muslim entrepreneurs in India
Abrar Ali Saiyed Saiyed, Ali Aslan Gümüşay, (University of Hamburg)
- Babson College Entrepreneurship Research Conference, University of Munich, Germany, 10-11 June 2021
From Grassroots To International Markets: A Case Study Of Indian Innovators Building Sustainable Businesses
Abrar Ali Saiyed, Marleen Wierenga (Radboud University), Stephanie Fernhaber (Butler University), Niina Nummela (University of Turku)
- Babson College Entrepreneurship Research Conference, Knoxville, TN, 3-6 June 2020
Religion, Institutions, and Entrepreneurship: Evidence from Muslim Populations across Nations
Abu H Ayob (National University of Malaysia), Abrar Ali Saiyed
- International Corporate Governance Society Conference (ICGS), UK, 11-13 October 2019
CEO-board relationships in emerging economies. Exploring the moderating impact of quad-qualified directors on the relationship between dominant-owner CEOs and firm performance
Sujata Banerjee (LUISS), Alessandro Zattoni (LUISS), Abrar Ali Saiyed
- 9th ATLAS AFMI Conference, Fribourg, Switzerland, June 2019
Role of innovation in internationalization decisions in emerging economies: A Study of Inward Outward Internationalization Choices in India
Abrar Ali Saiyed, Rakesh Basant (IIMA), Antonin Ricard(Aix-Marseille Université, France)
- Academy of International Business, Copenhagen June 2019
From the grassroots to global markets: An exploratory study on the internationalization process of grassroots innovation-based entrepreneurs
Abrar Ali Saiyed, Marleen Wierenga (Aalto University), Stephanie Fernhaber (Butler University)
- Academy of International Business, Minneapolis, 24-29 June 2018
New Venture's Capabilities and internationalization under the contingent influence of Industry Context in a transition period in emerging economies
Abrar Ali Saiyed, Stephanie Fernhaber (Butler University)
- International Conference on Entrepreneurship and Family Business (ICEFB), Mumbai, 8-10 January 2018
Role of industry concentration and business group affiliation in the internationalization of new ventures in emerging economies: a moderating effect of liberalization
Abrar Ali Saiyed, Stephanie Fernhaber (Butler University), Ajai Gaur (Rutgers Business School)
- International Conference on Entrepreneurship and Family Business (ICEFB), Mumbai, 8-10 January 2018
Assessing innovation in manufacturing SMEs in emerging economies - a grounded theory perspective
Jaap Voeten (University of Tilburg); Abrar Ali Saiyed
- International Corporate Governance Society Conference (ICGS), Rome, Italy, 2-3 September 2017
Moderating the Impact of Quad-Qualified Board on the relationship between CEO Power and Firm Performance
Sujata Banerjee (LUISS), Alessandro Zattoni (LUISS), Abrar Ali Saiyed
- Academy of International Business, Dubai, 1-4 July 2017
The internationalization of new ventures in a post-liberalization era: the shifting role of industry concentration
Abrar Ali Saiyed, Stephanie Fernhaber (Butler University), Rakesh Basant (IIMA), D. Karthik (IIMA)

- 20th McGill Conference on International Entrepreneurship, Vaasa, Finland, 23-25th August 2016
The internationalization in New Ventures in Post Liberalization Era: The shifting role of Industry Concentration
Abrar Ali Saiyed, Stephanie Fernhaber, Rakesh Basant, Karthik D
- 4th Biennial Conference, Indian Academy of Management, IIM Lucknow 11 – 13 December 2015
Entrepreneurial Characteristics and Internationalization of New Ventures: A Study of Cognitive factors
Abrar Ali Saiyed, Antonin Ricard
- European International Business Academy, Rio Brazil, 1-3 December 2015
Firm Level Determinants of Internationalization by New Ventures in India: A study of Network, Technology, and Marketing Capabilities
Abrar Ali Saiyed, Rakesh Basant, Karthik D
- Academy of International Business, Bangalore, 28-30 June 2015
Determinants of Internationalization by New Ventures in India
Abrar Ali Saiyed, Rakesh Basant, Karthik D
- Eastern Academy of Management, Philadelphia, 7-9 May 2015
Is more always better? Entrepreneurial orientation and firm performance under the contingent influence of CEO power
Vishal Gupta, Devkamal Dutta, Abrar Ali Saiyed
- Babson College Entrepreneurship Research Conference, London, Canada, 4-7 June 2014
Entrepreneurial Orientation, Firm Performance, and CEO Power: Evidence from India
Vishal Gupta, Devkamal Dutta, Abrar Ali Saiyed
- Best Paper Award in Early Track: 7th IIMA Doctoral Colloquium, Ahmedabad, India, December 2013
Pattern and Determinants of Internationalization by New Ventures of India
Abrar Ali Saiyed
- European Academy of Management in Istanbul, Turkey, 26-29 June 2013
A factor of speeding up internationalization behavior: a cross-national study on attitudes toward internationalization: the case of Indian SMEs
Antonin Ricard, Abrar Ali Saiyed
- Entrepreneurial, Innovation et DEveloppement (EIDEV)
Aix-en-Provence à la Faculté d'Economie et de Gestion de l'Université d'Aix-Marseille, India, 21 June 2013
Le rôle des réseaux d'accueil dans l'implantation des PME à l'étranger: Le cas des PME indiennes
Antonin Ricard, Abrar Ali Saiyed, Ekaterina Le Penne
- Academy of International Business India Chapter (Paper Development Workshop) in Bangalore, India, 15-17 April 2013
How the SME use the home network resources to internationalize: The case of India
Antonin Ricard, Abrar Ali Saiyed, Ekaterina Le Penne

TEACHING CASES

1. Jyoti Sangh: The Journey Towards the Future
2. ABC Power (with Bipul Kumar IIM Indore)
3. Shreshtha Rajput: A Winner in Disguise (with Saleena Khan and Ankit Gupta from IMT Nagpur)
4. The AMC Heritage Walk: From Temple to Mosque (Funded by CCRT)

COURSES TAUGHT and INTERESTED IN OFFERING

- Entrepreneurship Through Practice
- Entrepreneurship in Design
- Strategy (Business Strategy/Strategic Management)
- Strategy & Innovation
- International Business
- Written Analysis and Communication
- Knowledge Management
- Sociology of Bazaar/Understanding Indian Bazaar

Interested Offering Courses

- Business Communities in India
- Doing Business in India

- Internationalization in New Ventures
- Entrepreneurship and Organizational Building Process
- Internationalization in Small, Micro, and Medium Enterprises
- Strategies for Small, Micro and Medium Enterprise
- Family Business Management and Succession Planning

My teaching got media attention

- <https://www.dnaindia.com/ahmedabad/report-gujarat-management-students-get-out-of-classes-visit-traders-to-get-business-tips-2722299>
- https://fssai.gov.in/upload/media/FSSAI_News_Meaty_Ahmedabad_24_12_2018.pdf

TEACHING PEDAGOGY

- Case Study
- Experiential Learning
- Field Study (Markets, Industrial Clusters, Districts, Companies, etc.)
- Discussion on Reflection and Learning notes and Decision Sheets
- Group Exercises and Assignments
- In class exercises

WORKSHOPS AND CONSORTIUMS ATTENDED

- Indian School of Business (ISB)'s Doctoral Consortium on Teaching 2015
- IIMA Summer School, 2012
- Collaboratory at Olin: Summer Institute 2020 - Designing Student-Centered Learning Experiences

ACADEMIC and TEACHING EXPERIENCE

- **Indian Institute of Management, Shillong (June 2021-Jan 2022)**
Courses: International Business for Executive MBA Participants
Course: Understanding Business Communities in India for Executive MBA Participants
- **Ozyegin University, Istanbul, Turkey (February 2021- Cont.)**
Course: Business Plan for Undergraduate Students
Course: Entrepreneurship Core course for Entrepreneurship Specialization
Course: Strategic Management for MBA and EMBA participants
Course: Entrepreneurship Through Practice for MBA and EMBA participants
Course: Doing Business in India for Undergraduate Students and Executive Education Participants
- **Amrut Mody School of Management, Ahmedabad University (June 2016-December 2020)**
Assistant Professor Entrepreneurship & Family Business Area
Course: Sociology of Bazaar, Competitive Strategy, Entrepreneurship through Practice, Business Strategy and Succession Planning and Professionalism in Family Businesses
- **Indian Institute of Calcutta (December 2019)**
Workshop on Sociology of Bazaar to PGP 2 students
- **Indian Institute of Management, Kashipur (June 2019)**
Two Modules of Strategic Management in Executive Program in Management
- **Indian Institute of Management, Ahmedabad (January 2017)**
Course: A Module on Strategy in an MDP on Crafting Luxury and Life Style Businesses
- **Indian Institute of Management, Indore (January 2017-Cont)**
Course: Teaching a Module on Strategy for Non-Profits in Managing Non-Profits
Course: Understanding Indian Bazaars
- **Center for Environment and Planning Technology (January 2016-Cont) (<http://www.cept.ac.in/>)**
Course: "Exploring Markets: Structure and Dynamics of Markets"
Course: "Crafts, Communities, and Industrial Economy"
Course: "Entrepreneurship in Design"
Course: Strategic Management

Course: Entrepreneurship in Research

- **IHP Program: Cities in the 21st Century: People, Planning, and Politics (March 2015- Cont.)**
Conducting Heritage Walks, Neighborhood Walks, and Old City Market Walks for IHP. Conducting sessions on issues faced by Muslims in India and Community Development among Muslims in India.
- **Adani Institute of Infrastructure Management (November 2014-April 2015)** (<http://www.aiim.ac.in>)
Course: Strategic Management-I and Strategic Management-II for their executive management program students
- **St. Kabir Institute of Professional Studies (December 2013- January 2015)**(<http://skips.in/>)
Course: Strategic Management for MBA students
- **Entrepreneurship Development Institute (a central government Institute considered the best institute for entrepreneurship) (June 2013 – August 2013)** (<http://www.ediindia.org>)
Course: New venture Selection and Identification for its 2nd-year post-graduate program in management and business entrepreneurship students
- **Pandit Deendayal Petroleum University (December 2013- 2015)** (<http://www.pdpu.ac.in/>)
Course: International Business and Trade
- **Institute of Management Studies, Nirma University (One of the top 30 business schools in India)(September 2009- April 2014)** (<http://www.nirmauni.ac.in/imnu>)
Courses: Strategic Management & Written Analysis and Communication for its MBA, Executive MBA, and MBA in Family Business students
- **Ahmedabad Management Association(August 2008-December 2009)**(<http://www.amaindia.org>)
Courses: Strategic Management & Written Analysis and Communication for its Post Graduate Program in International Business Students
- **B.K.School Of Business Management (Gujarat University)(Ranked no.1 Business school of Gujarat State, India)(January 2006-April 2010)** (<http://bkschool.org.in>)
Courses: Strategic Management & Managerial Communication for its MBA students, Executive MBA students, and MBA in Family Business students
- **Shanti Business School (March 2011- June 2013)** (<http://www.shantibschool.edu.in/>)
Courses: Strategic Management, Knowledge Management & Strategy, and Innovation for its post-graduate diploma program in management and executive program in management students
- **Indian Institute of Management, Ahmedabad (May 2006- May 2009)**
Role: Academic Associate
Courses: Strategy Formulation and Implementation- I & II, Strategic Management, Strategic Corporate Growth, Strategy and Innovation, Knowledge Management, International Business, Mergers & Acquisitions, Business Governance & Law

SUPERVISION

- Changing role of Business Angel over different stages of startups (**Niyati Dave, Ph.D. Student**) (**June 2018-Continue**)
- Heritage Walk: Delimiting Boundaries (**Bansari Ladia, Student of Master of Heritage Management Program**) (**June 2017-May 2018**)
- Strategic Marketing for Craft-Based Business Practices (**Suruchika Gupta, Student of Master in Design, Center for Environment Planning and Technology**) (**October 2018-June 2019**)
- Rebuilding Juhapura: Civil Society, Community Participation and Self Development Initiatives post-2002 (**Bharghav Oza, MPhil student in Center for Environment Planning and Technology**) (**Independent Study from June 2019-December 2019**)
- Self-development Process and State Exclusion in a post-riot Muslim Ghettos: Comparative Analysis of Three Ghettos of Ahmedabad (**Bharghav Oza, MPhil student in Center for Environment Planning and Technology**) (**MPhil Thesis from December 2019-June 2021**)
- Dynamic Capabilities in Case of Regional Construction Company (**Porus Jain, Student of Master in Construction Management in Center for Environment Planning and Technology**) (**Master Thesis from December 2019-June 2020**)
- The perspective of Sustainability in the contexts of Traditional Bazaar: A Case Study of Sunday Market in Ahmedabad (**Capstone Project of BBA Students of Ahmedabad University December 2019-June 2020**)

- Mental Health of 2002 Riots Victims Post Riots Rehabilitation near Dumping Site in Ahmedabad (**Capstone Project of BBA Students of Ahmedabad University December 2019-June 2020**)
- Growth Strategies for SMEs in Turkey: A Study of Priority Sectors (Elif Erdoğan, Emre Yanarsönmez, Fidan Yalçın Balcı, **Capstone Project of MBA Student, June 2021-September 2021**)

ACHIEVEMENTS AND AWARDS

- Scored 100 marks in Math in 10th Standards Board Exams and awarded by Gujarat Government
- Best Thesis Proposal Award in Early Track in 7th IIMA Doctoral Colloquium, Ahmedabad, India, December
- Got selected by the US consulate for the US consulate-sponsored International Visitor Leadership Program for 2016-2017, considering work for improving primary school education in minority-run schools through teacher's education.
- Selected for Junior Faculty Consortium in AIB 2018 and Received Travel Grant from Boeing
- Invited as an Expert Member of the Micro Small and Medium Enterprises Panel of the Confederation of Indian Industries for the year 2018-2019 and 2019-2020
- Chairman's Best Teacher Award for 2018-2019 at Ahmedabad University.
- Selected for Wharton Global Faculty Development Program for the year 2019
- Selected for Strategic Division Global Scholars PDW in AOM 2019 (received financial support for it)
- Paper Nominated for the most exciting paper award in AIB 2019, organized in Copenhagen
- Got Selected for Collaboratory at Olin: Summer Institute 2020 - Designing Student-Centered Learning Experiences

SERVICE

- Coordinator of Harvard Business School Publishing Contract in Ahmedabad University (2016-2020)
- Doctoral Program in Management Review Committee Member at Ahmedabad University (2017-2018)
- Entrepreneurship and Family Business Area Coordinator at Ahmedabad University (2017-2018)
- Faculty Recruitment Coordinator at Ahmedabad University (2016-2020)
- Graduate School Program Committee Member in Ozyegin University (September 2021-Cont..)

PROFESSIONAL AFFILIATION

- Member of the Academy of International Business
- Member of the Academy of Management
- Member of International Entrepreneurship Researcher Group
- Reviewer for the Journal of Small Business and Entrepreneurship
- Reviewer for Asia Pacific Journal of Management
- Reviewer for the Journal of Small Business Management
- Reviewer for South Asian Journal of Business Studies
- Reviewer for Sage Open Journal
- Reviewer for the Journal of Islamic Studies
- Reviewer for the Journal of the International Council for Small Business
- Reviewer for the Journal of Business Research
- Reviewer of the Journal of Entrepreneurship in Emerging Economies
- Scientific Committee of International Conference of Heritage Management
- Editorial Advisory Board of Review of International Business and Strategy
- Expert MSME Panel of Confederation of Indian Industries Gujarat Chapter
- Expert Industry-Academia Collaboration Panel of Confederation of Indian Industries Gujarat Chapter
- Affiliated Researcher of Center for Technology, Innovation and Economic Research (<http://www.ctier.org/people.html>)
- Mentor and Advisor of Rifah Chamber of Commerce and Industries
- Mentor and Research Advisor of Led By Foundation (<https://www.ledby.org/>)

FOUNDER, ORGANIZER, AND COORDINATOR

- **Co-Founder Virasat E Hind Foundation** (May 2016- Dec 2016)

Started an organization to create awareness of India's heritage, history, culture, and art. It writes books on local history funded by the government. It also develops publications on the architecture and heritage of India. It also develops curriculums and teaching aids to teach history and heritage interestingly. It conducts old city market walks, heritage walks, and craft walks and tours to teach and showcase India's rich heritage, history, and culture to students and adults.

- **Founder of Association of Muslim Entrepreneurs (2015-Cont)**
Started an association to help entrepreneurs and self-employed people from the Muslim community through workshops, seminars, networking, mentoring, and handholding initiatives. There are 10,000 members of the Facebook group, and it organized around 40 workshops and seminars in Ahmedabad, Vadodara, Mumbai, and Bangalore
- **Founder and Coordinator of IIMA Heritage Club (2013-2015)**
Started a student-driven Heritage Club in IIMA to promote local heritage, food, art forms, and culture. Designed heritage trips and walks and organized performances and events related to Indian Performing Arts. The club is the only hobby club that generates revenue
- **Successfully Organized 2nd IIMA Summer School, 2013: www.ss-iima.com**
2nd IIMA Summer School had around 65 doctoral and research scholars across the major and premier institutes in India; One-week-long school had two parallel workshops on research methodology. It also had guest lecture sessions, lab practice sessions, and an open forum (in which participants shared their research work)

CONSULTING ASSIGNMENT

- **Showmyparking (A Start-up into parking solution) (<https://www.showmyparking.com/>)**
Responsibilities: Developing Processes and Policies, Getting Investments, and Developing Business Development Plan
- **Kamnath Infrastructure Pvt. Limited (A firm in Steel Fabrication and Construction Business) (<http://www.kamnathgroup.com/>)**
Responsibilities: Developing Marketing and Growth Strategies for the Steel Fabrication Business
- **Montecarlo Limited (An Ahmedabad based Real Estate Company) (<https://www.mclindia.com/>)**
Responsibilities: Developing Training Modules of 64 Competencies identified by the company.
- **Online Fayda (A company selling apparel online)**
Responsibilities: Developing short-term and long-term strategies for the company.
- **Serene Global (A Texas Based Real Estate Company) (<http://sereneglobal.com/>)**
Responsibilities: Feasibility study and entry strategies for India Operations
- **Kobe Sizzlers (The first sizzler restaurant in India) (<https://www.kobesizzlers.co/>)**
Responsibilities: Identified issues of stagnant growth and inefficiencies of franchises and designed short-term and long-term strategies
- **TeamViewer (A Kuwait Based Firm managed by some young Syrians and into mentoring and consultancy)**
Responsibilities: Helped the owner and his team develop a business model and investor pitch for the Dubai Global investor summit
- **Crafting Luxury and Lifestyle Business (A course is jointly offered by the Indian Institute of Management and the Indian Institute of Crafts and Design)**
Responsibilities: Working as a resource person for opportunities in heritage tourism and culture tours
- **Oowomaniya (is a social enterprise focusing on women's health issues (<http://www.oowomaniya.com/>)**
Responsibilities: Designing Revenue Models for this new venture
- **The Ideas of India: A Social Enterprise into heritage restoration and management, heritage & culture education**
Responsibilities: Designing Business Strategies for this start-up, developing a business model and revenue models with the organizational building process
- **Venture Lab (A Part of the Center for Heritage Management)**
Responsibilities: Training and Mentoring 50 social enterprises and new ventures s in the field of heritage, art, and culture as a part of Ahmedabad Heritage Cluster supported by Ahmedabad University, Ahmedabad Municipal Corporation, University of Valladolid, Spain, and Funded by the European Union

- **Center for Heritage Management (Ahmedabad University)**
Responsibilities: Developing Business Case Studies for their two years Master's Program in Heritage Management
- **Venture Studio (<http://www.venturestudio.in/>)**
Responsibilities: Guiding and teaching ventures and entrepreneurs of Venture Studio. Venture Studio is an incubation center funded by Ahmedabad University and Stanford University.
- **Industrial Commissioner and Industrial Extension Bureau (Government of Gujarat Organizations) (<http://ic.gujarat.gov.in/>)**
Responsibilities: Preparing reports on the performance of Micro, Small, and Medium Enterprises (MSMEs) in Gujarat. Coordinating with various survey agencies and government departments to conduct a detailed survey covering different aspects of the performance and operation of MSMEs, usage of varying government incentive schemes, and their impact on the performance of MSMEs
- **Qua Nutrition (A Bangalore based Startup in diet and nutrition-related services) (<http://www.quanutrition.com/contact>)**
It is a start-up started by two IIMA alums in Bangalore in September 2011. It is into nutrition and diet planning. It gives customized nutrition and diet plan for its clients. Olympic Silver Medal winner Wrestler Sushil Kumar, Cricketer Robin Uthappa, and Many South Indian film stars and golf schools in Bangalore are their clients.
Responsibilities: Designing a strategy for entry and helping them to execute it. Pitching for investment and funding in front of different investors and private equity firms.
- **Arun Selvan Logistics Pvt Limited (<http://www.aslindia.com/>)**
ASL is in the business of express distribution and supply chain solutions, providing total end-to-end logistics solutions for Businesses across various verticals
Responsibilities: Interacting with all the major stakeholders, identifying significant issues/problems & suggesting the guidelines to improve operational inefficiencies, organizational building, working capital mismanagement, low employee morale, low customer & vendor satisfaction, and strategic planning for the next three years.
- **Knoshelf.com (A Bangalore based Startup in E-commerce Business) (<http://www.knoshelf.com/>)**
This start-up is in the online bookselling business and slowly getting into other products and services related to education and book-related products and services.
Responsibilities: Doing a market survey, identifying the customer's expectations, and designing the strategy that gives this start-up to compete with giant players like Amazon.com, Flipcart.com, etc. Designing entry-level strategy; developing the plan of the organizational building with this strategy and long-term vision and strategy to be followed in next 2-3 years.
- **Dogs Villa (An Ahmadabad based Start-up in E-Commerce Business) (<http://www.dogsvilla.com/>)**
This start-up is into online dog selling, breeding, and other services related to dogs. It was shortlisted as one of 400 ideas in the Power of Ideas contest supported by CIIE, the Department of Science and Technology, and the Economic Times.
Responsibilities: Doing a market survey, identifying the customer's expectations, and designing the strategy that gives this start-up to compete with giant players like Amazon.com, Flipcart.com, etc. Designing entry-level strategy; developed the plan of the organizational building with this strategy and long-term vision and strategy to be followed in the next 2-3 years.

PAST WORK EXPERIENCE

- **Indian Institute of Management, Ahmedabad (June 2006-April 2009)**
Responsibilities: Worked as an Academic Associate, helping faculties with teaching and research work in the area of strategy, international business, and entrepreneurship
- **John Energy Ltd (January 2004-June, 2004)**
Responsibilities: Worked as an Instrumentation and Control Engineer in John Energy Ltd
- **Systronics (March 2003-November 2003)**
Responsibilities: Worked as a Calibration and Testing Engineer in Systronics
- **Gujarat State Fertilizer and Chemicals Ltd (G. S.F.C) (November 2002- February 2003)**
Responsibilities: Worked as Graduate Engineer Trainee in G.S.F.C

PROJECT WORK

- **Summer Internship: IGATE Patni Ltd (April 2011-June 2011)**

Topic: Out of Box strategy for IGATE Patni's Product Engineering service's Medical Device Business

Identified gaps and opportunities for Medical Device Business. Designed a system for Medical Device Business's backward integration in R&D Outsourcing. Designed and developed a plan for the next five years to build an R&D Outsourcing Business

- **Summer Internship: Gujarat State Fertilizers and Chemicals Ltd (Baroda, Gujarat)(May 2005-June 2005)**
Topic: The study of the Turnaround of G.S.F.C
Identified the reasons for losses and found out how it had turned around. Tried to get the views of all the functional departments and the contribution of every department during the turnaround. Posted in Finance Department.
- **Grand Project: Gujarat State Power Corporation Ltd (Gandhinagar, Gujarat) (June 2005- April 2006)**
Topic: The Study of Corporate Debt Restructuring Guidelines
Identified the problems and issues related to BIFR and Corporate Debt Recovery Tribunals. Studied the significant guidelines (issued by RBI for CDR in 2001), different modes of CDR, and success stories of CDR like, Arvind Mills & Gujarat State Fertilizers and Corporation Ltd. The case study was on Gujarat State Power Corporation Ltd.

TRAINING AND DEVELOPMENT

- LedBy Foundation: On Design Thinking to 25 Fellows as a part of Fellowship for developing Leadership among Muslim Women in India
- IIM Jammu: On Entrepreneurship to 45 Fellows of Mahatma Gandhi National Fellowship Program representing India's five states and union territories.
- US Consulate and RUDMI: On entrepreneurship for women entrepreneurs and self-employed women from rural areas and villages in Gujarat.
- US Consulate and RUDMI: On entrepreneurship for physically challenged self-employed individuals and entrepreneurs coming from various villages and towns of Gujarat and Maharashtra
- Confederation of Indian Industries: On Growth Strategies and Competitive Strategies for Large Companies and SME owners and managers in Bhavnagar and Anand Industrial Areas in India.
- Confederation of Indian Industries: On Challenges of Growth in Family Business in Rajkot (Automobile Cluster) in India
- Confederation of Indian Industries: On Growth through Innovation in SMEs in Rajkot Industrial Association
- Leather Association of India: On Challenges of Growth in SMEs in Chennai (Leather Export Cluster)
- Rifah Chamber of Commerce and SIO: On Challenges of Growth in SMEs and Entrepreneurship
- IGATE Patni: On Knowledge Management for Top Management and employees of the Product Engineering Services Division
- Nirma Institute of Management: On Corporate Strategy, Strategic Management and Business Communication to Management Development Program participants
- Sardar Patel Institute of Public Administration: On Interpersonal Communication for Class I and Class II Officers of Gujarat Government
- B.K.School of Business Management: On Strategy and Communication for Executives and Corporate participants
- B.K.School of Business Management: On soft skills to MBA and Executive MBA participants
- Ahmedabad Management Association: On soft skills to International Business Management Program participants, featuring as a trainer in AMA's annual corporate brochure
- Diamond Units in Surat: On Management and Strategy to Owners and management of the group of Diamond Polishing and Cutting Units in Surat (Surat is considered the biggest Diamond Polishing and Cutting Hub in the world)
- BSNL Customer Care Division: Trained Customer Care Executives and Customer Care Representatives for Customer Communication

EXTRACURRICULAR ACTIVITIES, COMMUNITY DEVELOPMENT, & HOBBIES

- Completed Level-2 of French Language from Alliance Française, Ahmedabad
- Worked as a content writer for Tata McGraw Hill Publication, prepared Technical Note for Teachers for Organizational Behavior by Prof. Margie Parikh and Prof. Rajen Gupta

- Worked (on weekends) for British Council as an invigilator for IELTS, YLE, KTPT, and other Cambridge University examinations from 2004 to 2008.
- **Social Activities:** Teaching poor and underprivileged students in my area for the last five years, guiding them in their studies, careers, and difficulties related to their studies. Working as an advisor to 5 Muslim trusts to help the quality of teaching in the schools run by these trusts in Gujarat
- **Founder of Association of Muslim Entrepreneurs (April 2015- Continue):** Started an association of Muslim entrepreneurs, business persons, and self-employed individuals to help, mentor, and guide them through their day-to-day business problems and challenges. It has 8000 members on its closed Facebook group, and around 100-150 entrepreneurs and business persons attend its monthly meetings and seminars.
- Going for long walks and listening to music

TEACHING, SOCIAL, AND COMMUNITY DEVELOPMENT WORK FEATURED IN NEWSPAPER

<https://timesofindia.indiatimes.com/city/ahmedabad/a-rare-gujarati-muslim-at-iim-a/articleshow/4721925.cms>

<http://timesofindia.indiatimes.com/city/ahmedabad/Ahmedabad-youth-helps-Muslim-enterprises-thrive/articleshow/47579027.cms>

<http://timesofindia.indiatimes.com/city/ahmedabad/IIM-A-graduate-fetches-modern-training-for-Islamic-teachers/articleshow/32162044.cms>

http://articles.timesofindia.indiatimes.com/2012-12-16/mumbai/35850719_1_muslim-youth-indian-muslims-gujarati-muslim

<https://themuslimtimes.info/2012/12/22/we-must-look-beyond-narrow-community-issues-say-indias-muslim-leaders/>

http://articles.timesofindia.indiatimes.com/2013-11-07/ahmedabad/43772885_1_heritage-walks-iim-a-students-ahmedabad-heritage

<http://timesofindia.indiatimes.com/city/ahmedabad/Youth-brigade-on-heritage-call/articleshow/42014631.cms>

<https://theprestonhub.co.uk/2021/07/27/entrepreneurship-innovation-are-high-on-the-agenda-at-uclan/>

<https://bloncampus.thehindubusinessline.com/b-school-corner/iim-indore-concludes-day-one-of-cere-2021/article34852731.ece>

<https://www.siasat.com/post-covid-condition-of-muslim-entrepreneurs-is-at-greater-risk-2163513/>

<https://timesofindia.indiatimes.com/city/ahmedabad/covid-19-leaves-musical-dabgarwad-in-dhol-drums/articleshow/78792608.cms>

<https://timesofindia.indiatimes.com/city/ahmedabad/muslim-woman-in-ahmedabad-bridges-divide-with-delicacies/articleshow/49176479.cms>

<https://timesofindia.indiatimes.com/city/ahmedabad/iim-a-community-members-to-participate-in-rath-yatra-this-year/articleshow/37145603.cms>

<https://timesofindia.indiatimes.com/city/ahmedabad/launch-of-the-ahmedabad-cross-section-by-cept-univ/articleshow/76787711.cms>

<https://slidetodoc.com/confidential-customized-for-lorem-ipsam-llc-gujarati-muslim/>

<https://exbulletin.com/world/158848/>

<https://www.dawn.com/news/1103419>

<https://ahduni.edu.in/news/professor-abrar-ali-saiyed-visits-the-u.s-as-a-part-of-international-visitors-leadership-programme/>

<https://www.iimidr.ac.in/news-events/cere-2021-begins-at-iim-indore/>

<https://bloncampus.thehindubusinessline.com/b-school-corner/iim-indore-concludes-day-one-of-cere-2021/article34852731.ece>

Teaching Evaluation from 2019-2023					
Course	Year	Organization	Level	Student Strength	Feedback
Doing Business in India	2023	Ozyegin University	UG	34	4.46/5
Strategic Management	2023	Ozyegin University	MBA	12	5/5
Entrepreneurship	2023	Ozyegin University	UG	48	4.08/5
Capstone (Business Plan)	2023	Ozyegin University	UG	7	5/5
Doing Business in India	2022	Ozyegin University	UG	45	4.0/5
Strategic Management	2022	Ozyegin University	MBA	17	4.09/5
Strategies for Emerging Markets	2022	Indian Institute of Management, Shillong	Executive Program	17	8/10
Entrepreneurship	2021	Ozyegin University	UG	45	4.0/5
Strategic Management	2021	CEPT University	PG MTech Construction Management	24	8.3/10
Entrepreneurship in Design	2021	CEPT University	Faculty of Architecture, Faculty of Design and Faculty of Landscape Planning	21	8.3/10
Business Plan	2021	Ozyegin University	UG	12	4.33/5
International Business	2021	Indian Institute of Management Shillong	Executive Program	17	4.88/5
Strategic Management	2020	CEPT University	PG MTech Construction Management	22	8.3/10

Entrepreneurship in Design	2020	CEPT University	Faculty of Architecture, Faculty of Design and Faculty of Landscape Planning	23	7.9/10
Competitive Strategy	2020	Ahmedabad University	PG MBA	73	4.65/5
Entrepreneurship Through Practice	2020	Ahmedabad University	PG MBA	81	4.64/5
Competitive Strategy	2019	Ahmedabad University	PG MBA	51	3.56/5
Entrepreneurship Through Practice	2019	Ahmedabad University	PG MBA	60	3.96/5
Understanding Indian Bazaar	2019 (Winter)	Indian Institute of Management Indore	UG	30	8.07/5
Strategic Management	2020	CEPT University	PG MTech Construction Management	22	8.2/5
Understanding Indian Bazaar	2019 (Monsoon)	Indian Institute of Management Indore	UG	28	7.76/5