



भारतीय प्रबंध संस्थान बेंगलूर
INDIAN INSTITUTE OF MANAGEMENT
BANGALORE

DALHIA MANI

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ACADEMIC POSITIONS

- Professor, Entrepreneurship Area
IIMB, India (2024-Current).
- Associate Professor, Entrepreneurship Area
IIMB, India (2016-2024).
- 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

- With Jay Uparna, “Boys don’t cry: Entrepreneurial Pitches in Crowd Financing”, *Business and Society*
- Mani, Dalhia, Abu Rehan Abbasi, and Rejie George. 2023. "An exploratory analysis of new firm foundings by trading community members and their survival." *IIMB Management Review* 35.4: 359-369.
- Bibek Bhattacharya, Ipsu Khadka, and Dalhia Mani. 2022. “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: 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. 2019. “Social Ties and Network Structure”, *Oxford Bibliographies*
- 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*.

WORKING PAPERS

- With James Moody and Lisa Keister, Under Appeal, “Prioritizing Peace: The Role of Family Harmony in Corporate Governance Choices in India”
- With Abu Rehan Abbasi and Ipsu Khadka, “Men are from Mars and Women are from Venus: Start-up Team Configurations and Funding in India”
- With Ravi Shankar Pandey, “A Time to Create and A Time to Imitate: The 40 Year Evolution of the Indian Electric Vehicle Industry”
- Sole-Authored, “Patriarchy in Indian Family Businesses: Origins and Performance Impact”
- With Anupama Kondaya, “From Criminals to Demigods: Status Recategorization of the Third Gender in India”
- With Sukanya Roy, “Going the Opposite Way: Diversification Strategies of Indian VCs 1990-2014”

PEDAGOGY AND TEACHING AID DEVELOPMENT

- With Harshitha R. 2025. “Marico: From Small Family Business to National Brand,” HBS
- With Janhavi Raja. 2024. “*Vahan Technologies: Enabling Blue Collar Employment*”, HBS Case Product #: IMB995-PDF-ENG

- With Srivardhini Jha. 2020. “*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. 2020. “The Saboo Foundation Model of Philanthropy: How a Self-made Man Created Thousands More,” HBS Cases #: IMB843-PDF-ENG

AWARDS

- ‘Best Paper Designation’, Entrepreneurship Division, Academy of Management 2024
- ‘IIMB Excellence in Teaching Award,’ for the years 2021-22, 2022-23

TEACHING: MBA and EXECUTIVE EDUCATION

- “*Entrepreneurial Mindset and Action*”, Indian Institute of Management Bangalore, MBA Core Course, 2016 – Current.
- “*Global Perspectives: Understanding the West through its Classics*”, Indian Institute of Management Bangalore, MBA Elective Course, 2021 – 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

- *'Best Published Paper Award' Review Committee*, Organization and Management Theory Division, Academy of Management, 2023 and 2024
- *Research Committee Member*, Organization and Management Theory Division Academy of Management, 2024
- *EWHA University Research Fellow*, 2024
- *Invited Speaker*, Research Seminar Series, University of Calgary, 2024
- *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, 2019
- *PhD Coordinator* for the new PhD in Entrepreneurship, Indian Institute of Management Bangalore, 2018-2020

- *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, 2019-2022
- *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, Gaurav Jain, Defended Thesis in 2025, *Committee Member*, Indian Institute of Management Bangalore (IIMB)
- Doctoral Thesis, Bibek Bhattacharya, Defended Thesis in 2024, *Committee Chair*, Indian Institute of Management Bangalore (IIMB)
- External Examiner, Suchit Kumar Singhal, Ongoing, Dissertation Committee, Indian Institute of Management Ahmedabad (IIMA)
- Doctoral Thesis, Abu Rehan Abassi, Defended Thesis in 2023, *Committee Member*, Indian Institute of Management Bangalore (IIMB)
- Doctoral Thesis, Anupama Kondaya, Defended Thesis in 2024, *Committee Member*, Indian Institute of Management Bangalore (IIMB)
- Doctoral Thesis, Ravi Shankar Pandey, Defended Thesis in 2021, *Committee Member*, Indian Institute of Management Bangalore (IIMB)
- Doctoral Thesis, Sachinanada, Defended Thesis in 2020, *Committee Member*, Indian Institute of Management Bangalore (IIMB)
- Doctoral Thesis, Maartin Goosen, “Informal Networks and the Diffusion of Gossip within two Networks,” 2013, *Committee member*, HEC Paris

- Doctoral Thesis, João Albino Pimentel, 2012, *Committee member*, HEC Paris.

COMMUNITY ENGAGEMENT

- 2022, *Research Project and Grant*, Development of R&D in India, Indo-Korea Science and Technology Center (IKST)
- 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
- 2016-2019: *Professional Consultancy*: GIZ and Totale
- *Speaker*, Entrepreneurship Education Summit, Vizag Conclave of Educators, Policy Makers, Startups, 2019
- *Speaker*, IIMB Podcast Series, "Entrepreneurship in the age of Covid", 2019
- *Co-founder*, "Minority PhD Students Research Award", *Department of Sociology, University of Minnesota*, 2010

NEWS ARTICLES

- "Are you becoming a gyan-giving Uncle?", Deccan Herald, July 21 2025, [Modern Misogyny: Are You Becoming a Gyan-Giving Uncle?](#)
- "What are the hindrances to the growth of Indian family businesses?", Forbes India, June 2022, <https://www.forbesindia.com/article/iim-bangalore/what-are-the-hindrances-to-the-growth-of-indian-family-businesses/77357/1>
- 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>