

PROFILE

I am a passionate purpose-driven educator who believes in the power of positive change and influence through education. Grounded in over fifteen years of teaching and practitioner research, I actively work to shift mindsets in the area of talent management and leadership, with a focus on diversity, equity and inclusion. Combining my academic and experience working with organisations, I create robust and engaging experiences for my students, weaving theory and practice together.

EMAIL/ LINKEDIN

plu.ioa@cbs.dk

<https://www.linkedin.com/in/dr-poornima-luthra-she-her-b09128100/>

STRENGTHS

Passionate and Purpose-driven
Building and nurturing relationships
Communicating effectively
Inspiring change in mindsets
Working collaboratively
Inclusive & Empathetic
Determined and Hardworking

TEACHING & RESEARCH INTERESTS

Diversity, Equity & Inclusion (DEI)
Inclusive Leadership
Human bias
Intersectionality
Employee life cycle processes
Resistance and fear of DEI

SUSTAINABLE AND TRANSFORMATIONAL LEADERSHIP AWARDS

"The Art of Active Allyship" recognized as one of the top 10 best management books for 2023 by Thinkers50.
Thinkers50 Radar List recipient as one of the world's 30 up-and-coming management thinkers; shortlisted for Radar award 2023
Nordic Blaze award recipient, 2023
Nominee for the 2023 Ministry of Higher Education & Science's Teaching Award
Excellence in teaching for being top 10%, Copenhagen Business School, Spring 2017;
Dean's Teaching Honour, Singapore Management University, 2015 & 2013

DR. POORNIMA LUTHRA



Educator | DEI Expert | Author | TEDx Speaker | Thinkers50 Radar List

ACADEMIC EXPERIENCE

Associate Professor (Teaching)
Department of Organization, Copenhagen Business School
January 2022 to Present

Teaching undergraduate and Masters' courses: Global People Management – HRM & Leadership, Human Resource Management, HRM, Organisation & Leadership, & Labour Market Theory & Analysis. Consistently rated above 4.4 with the multiple ratings of 5.0 (out of a maximum of 5.0).

External Lecturer
Department of Organization, Copenhagen Business School
December 2015 to January 2022

Taught undergraduate and Masters' courses: Global People Management – HRM & Leadership & Human Resource Management. Consistently rated above 4.6 (out of a maximum of 5.0).

Supervisor of Masters' thesis students
Department of Organization, Copenhagen Business School
January 2016 to Present

Supervisor of Masters' thesis students with majority of students receiving either a score of 10 or 12 (out of a maximum of 12). Supervision includes providing guidance, advice and motivation through the qualitative case study thesis process. Received a rating of 5.0 (out of a maximum of 5.0) in student evaluations.

Lecturer
Organizational Behaviour & Human Resources,
Lee Kong Chian School of Business, Singapore Management University
January 2009 to April 2015

Taught undergraduate courses Managing People at Work, Leadership and Team Building & Managing Gen Y in a Multigenerational Workforce. Was course coordinator for the course 'Leadership and Team Building'. Designed and ran the elective course Managing Gen Y in a Multigenerational Workforce. Wrote teaching case studies on Citibank, Tata Consultancy Services and GlaxoSmithKline. Consistently rated above school average.

BOOKS/ PUBLICATIONS

Intersectionality & Bias. In J. Helms Mills, A.J. Mills, K.S. Williams & R. Bendl. (Eds.). Encyclopedia of Gender and Management, by Poornima Luthra & Sara Louise Muhr, Cheltenham: Elgar.

Stop bias. 5 abilità essenziali per bloccare i bias e migliorare l'inclusione sul lavoro, by Poornima Luthra & Sara Louise Muhr, 2024, Ayros.

Den inkluderende leder by Poornima Luthra & Sara Louise Muhr, Djof, March 2024

Leading through Bias: 7 Essential Skills to Reduce Bias and Improve Inclusion at Work by Poornima Luthra & Sara Louise Muhr, Palgrave-Macmillan-Springer, 2023.

"*The Art of Active Allyship*" by Poornima Luthra, November 2022, www.artofactiveallyship.com

7 Ways to Practice Active Allyship, Harvard Business Review, November 8, 2022

Do Your Global Teams See DEI as an American Issue?, Harvard Business Review, March 21 2022

Diversifying Diversity: Your guide to Being an Active Ally of Inclusion in the Workplace by Poornima Luthra June 2021
www.diversifyingdiversity.com.

TEACHING CASE STUDIES

Case study on Maersk Tankers, Nordic Case House,
<https://hbsp.harvard.edu/product/CBS021-PDF-ENG>

The Citibank India Miracle: Nurturing Global Leaders,
<https://hbsp.harvard.edu/product/SMU286-PDF-ENG>

Generations at TCS: Ever Changing Work Force,
<https://store.hbr.org/product/generations-at-tcs-ever-changing-workforce/SMU896>

Intergenerational Management at GlaxoSmithKline in Asia Pacific,
https://ink.library.smu.edu.sg/cases_coll_all/94/

EDUCATION-RELATED PROFESSIONAL COURSES

Higher Education Teaching Excellence Program & Fellowship, 2022-2024
Assertive Verbal: Techniques to become more assertive while performing, 2023
From how we learn to how we teach: building the bridge between learning sciences and teaching practices, 2023

EDUCATION

Doctor of Philosophy
Department of Information Systems
National University of Singapore (NUS)
August 2004 to January 2009

Conducted qualitative research using the case study methodology with the Asian Development Bank (ADB) and British Council to study how globally dispersed and centralised organisations managed their knowledge.

CONSULTING & CORPORATE TRAINING EXPERIENCE

Founder & CEO
Talented Consultancy ApS

www.talented.dk
February 2020 to Present

Talented's vision is to help nurture inclusive workplaces that truly embrace diversity. Through Diversity & Inclusion (D&I) strategic consulting and training services, the focus is on inspiring and enabling active allyship to nurture inclusive workplace environments for diverse talent.

Clients include Carlsberg; Carlsberg Foundation Board; Deloitte; KPMG Nordics; KPMG Denmark; Novo Nordisk; A.P. Møller Maersk; Reckitt; McCormick APZ; McCormick UK; Pandora; Air Liquide; Demant; Accenture; L'oreal; Danske Bank; FedEx; Google Denmark; Amazon Web Services; Grundfos; Nordea; Total; Telia; Maersk Tankers; Nothvolt; Ørsted; Medicines sans Frontiers (Doctors without Borders); SimCorp; Visma; Kromann Reumert; Copenhagen Capacity.

Part of the core team of a 3-year research project that commenced in April 2021 funded by InnovationsFonden, in collaboration with University of Copenhagen, Copenhagen Capacity and Dansk Industri. The purpose of the project is to study the onboarding of international talent in SMEs with the aim of developing innovative tools to help companies attract and retain diverse talent.

JOURNAL & CONFERENCE PAPERS (REFEREED)

"Facebook, Can it Be a Tool to Transform Pedagogical Practice in Higher Education amongst Asian Generation Y Students?: Challenging Expectations", by Poornima LUTHRA and Yee Lin CHUNG, 10/2014, The Asian Conference on Education, Osaka, Japan. October 28 - November 2 2014.

"Understanding the Process of Building KM Competencies: Drawing on the resource-based view of the firm", by Poornima LUTHRA, Shan L. PAN, and M.N. RAVISHANKAR, 2008, The 68th Annual Meeting of the Academy of Management, Anaheim, USA.

"We Won't Get Involved (Or Will We?) Unless We Are Rewarded: An Organizational Rewards Program", by Poornima LUTHRA and M.N. RAVISHANKAR, 2007, The 67th Annual Meeting of the Academy of Management, Philadelphia, USA.

"Unpacking strategic renewal through the institutional theory lens: The case of KM at the ADB", by Poornima LUTHRA and Shan L. PAN, 2007, The 67th Annual Meeting of the Academy of Management, Philadelphia, USA.

"Misalignment and knowledge management project failure: an institutional perspective", by Poornima LUTHRA and Shan L. PAN, 2006, The 66th Annual Meeting of the Academy of Management, Atlanta, USA.

PERSONAL INTERESTS

I thoroughly enjoy being mom to my two wonderful boys, Rohan and Tejas. I love travelling with my husband and children, discovering the diversity of experiences in new places while making memories. To nourish my body and soul, I start my day with a good workout and a short meditation session. As a passionate plant-based foodie, I co-founded Plantier, a social enterprise in the area of food sustainability to inspire people to put more plant-based options on menus at home and in restaurants.