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and incentives of those in business development roles, potentially adopting more VC and PE team structures and incentives. Adapt your investment stage-gate review process. Evaluating and

research: joint ventures that keep evolving perform better

LinkedIn recently took steps to make it easier for people who take extended career breaks to better represent that time on their profiles. This is one step on normalizing such breaks. But

companies should do more to normalize career breaks

In that spirit, “Understanding China,” our Spotlight in this issue, examines this complicated relationship. One article explores Western misunderstandings about China. Another looks at how decoupling

a complicated relationship

A lot of really bad things happened (and continue to happen) on a global scale. My worldview, shaped by my lifelong anxiety disorder, felt confirmed in the most horrible of ways. “See!” I’d say to

anxiety when there’s a lot to be anxious about

So I guess my advice to myself would be to “keep moving.” I started the Honnold Foundation, which gives grants to advance solar energy around the world, because I wanted a positive outlet for the

life’s work: an interview with alex honnold

and doesn’t care about making it easy for them to do business. Deliver on the benefits that can protect against defections. Several loyalty program perks tempered dissatisfaction in the face of

why customer loyalty programs can backfire

With more and more business migrating online, sellers have grown increasingly dependent on the platforms to gain access to vast numbers of customers. Sellers can employ several strategies to take

don’t let platforms commoditize your business

Some of the greatest friendships have started with a retweet. The internet is deeply interwoven into our everyday lives. More and more people are using social media to share their work, explore

how to make friends on the internet

APIs are building blocks for digital transformation, but determining which APIs to develop and what products and solutions they’ll enable requires a digital mindset. You don’t have to be a

apis aren’t just for tech companies

But he knew that a great many others were not—including employees and customers of the Kumara Group, his family’s business the papers and promised to review them. The moment they were

case study: what role should a company play in a national crisis?

Barbara Casu of Cass Business School at City University of London and four coresearchers compared data on board and leadership diversity at large European banks against records of fines levied on

banks with more women on their boards commit less fraud

America — and American business — is undergoing much-needed soul searching about race and equity in the workplace. Corporations across America are affirming their commitments to diversity.

to build a diverse company for the long term, develop junior talent

A candid observer of Asian society and business, Shan is the author of Out of the Gobi: My Story of China and America and the newly published Money Games: The Inside Story of How American

“americans don’t know how capitalist china is”

Most companies are struggling to realize artificial intelligence’s potential to completely transform the way they do business. The problem is, they typically apply AI in a long list of discrete

getting ai to scale

Most business executives who have put time when the United States passed a law allowing government agencies to review investments by Chinese VC funds and requiring those funds to disclose

the strategic challenges of decoupling

In order to better support their employees and their business, they plan to revise their benefit strategies in the upcoming year. A new report on the future of benefits shows that 98% of human

the pandemic is changing employee benefits

Agile is a highly effective tool for product development, especially software-driven offerings. But as companies expand its use into new areas (budgeting, talent management), agile is too often

have we taken agile too far?

These people, whom I refer to collectively as “Sustainability Inc.,” believed that if companies committed to measuring and reporting publicly on their sustainability performance, four things would

overselling sustainability reporting

What are the specific mechanisms that drive the positive business outcomes associated with increasing the number of women in the C-suite? In this piece, the authors share new research that explores

research: adding women to the c-suite changes how companies think

Charles Clinton Spaulding and Maggie Lena Walker built operations that supported and strengthened the communities around them. Where your job meets your life. Adapt fast amid constant change. Leading

how 20th-century black business leaders envisioned a more just capitalism

Anti-Asian racism is on the rise in the U.S. Here’s what managers can do to support their employees. Where your job meets your life. Adapt fast amid constant change. Leading and working through a

what your asian employees need right now

Since the pandemic, companies have adopted the technologies of virtual work remarkably quickly—and employees are seeing the advantages of more flexibility in where and when they work. As leaders

how to do hybrid right

Standard approaches ignore scores of possible ethical problems. To better mitigate risk, companies should take a cue from the health care sector.

if your company uses ai, it needs an institutional review board

Social, political, and economic events have always influenced how children learn and experience the world. But Covid-19 has created “a perfect storm” of circumstances that threaten to

the class of covid-19

Under financial pressure from the pandemic, many airlines are turning to their loyalty programs as collateral for loan programs. They are discovering that these programs are often worth more than

how loyalty programs are saving airlines

Digital upgrading works. No payment is too small or too big for Chinese mobile-payment apps, and no business is too informal. In 2015 in Chengdu, I used my phone to pay for a new laptop from a

china’s new innovation advantage

Businesspeople and politicians in the West hold outdated beliefs about the second-largest economy in the world. This package reveals much that may surprise them.

understanding china

Tools and Training. Most firms’ market planning and sales training focus on product or platform and ignore the ecosystem in their business. One estimate, for example, is that for every dollar a

defining a post-pandemic channel strategy

For most people, the Covid-19 pandemic ushered in a world unlike any they had ever experienced. As vast chunks of the global economy temporarily shut down, much of daily life shifted from the

the value of experience: customer needs top the innovation agenda

Organizations must be held accountable for employees’ mental health — but when you’re feeling burned out, the best person to help you recover may be yourself.

your burnout is unique. your recovery will be, too.

The business mantra you hear more than ever these days is customer-centricity, the philosophy of putting customers at the core of every business model. Many companies want to embrace it, but shifting

customer-centricity doesn’t need a new model. it needs a new mindset.

One pioneer of this approach is Anthem, Inc., a leading health benefits company that serves more than 110 million people through its affiliated companies, including approximately 43 million members

how data in the cloud is helping pioneer ‘whole person’ healthcare

Innovators love ideas, and Chief Financial Officers love metrics. But if you try to shrink-wrap your most promising ideas in a nice, tight layer of metrics too early, you’ll suffocate them. And the

don’t let financial metrics prematurely stifle innovation

By Deborah Soye, VP of Consumer & Digital Technology for IDA Ireland When the pandemic began, many organizations in Ireland were ready for full remote-work operations. That’s because they had already

3 lessons from ireland’s thriving remote work ecosystem

Four independent data monitors were meeting remotely to review the preliminary results and rare disease business groups. In that role I tried to operate like a venture capitalist or a private

the ceo of pfizer on developing a vaccine in record time

Personality quizzes have been popular since they were invented, but this particular one — the Difficult Person Test — may just be one of the most unflattering tests o

have you taken the difficult person test?

Standard approaches ignore scores of possible ethical problems. To better mitigate risk, companies should take a cue from the health care sector.

if your company uses ai, it needs an internal review board

By definition, chemistry is the branch of science that investigates ways in which substances intentionally interact, combine, and change together to form new substances. Similarly, companies can embed

3 ways companies can embed purpose into their organizations

The pandemic has accelerated change that will significantly affect demand trends, and forward-thinking midsize companies must understand the change in demand patterns and adapt through innovation

how midsize companies can adapt to changing demand

Cookies have long enabled companies to track their customers’ web activity, and then use that data to personalize ads and product offerings. But they also pose serious issues when it comes to

say goodbye to cookies

Many working fathers find that their career success cuts both ways. They discover that they are enmeshed in a career that, while it has many merits, may no longer fit their full range of life

what working dads can do when a high-pressure job asks too much

Featuring Jonathan Byrnes, a senior lecturer at the Massachusetts Institute of Technology; founder and chairman of Profit Isle, a SaaS profit analytics software company; and co-author of the recent

how midsize companies can compete with digital giants

The hospital management team met monthly to review program performance, assess the impact of current improvement initiatives (e.g., reducing the number of days a patient would need to be in a

how one hospital has succeeded in a world of bundled payments

For the second time, the collective power of MIT Technology Review and Harvard Business Review will bring together experts at the intersection of business leadership and new technologies—some bo

mit technology review announces emtech next 2021 virtual conference, june 8-10, hosted in partnership with harvard business review

Too many first-time entrepreneurs find themselves ill prepared for the sale of their business. What should “I came in once a week for a [one-hour] review meeting ... and once a month for

how to make selling your business a fulfilling experience

However, this accelerated wave of digital initiatives must not be confused with the real business transformation needed for success in the digital age. The former is mostly about enabling business as

digitizing isn’t the same as digital transformation

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the architects of ai

Not all internships can shift to virtual. But some employers that otherwise could make the switch may not have known how to create or preserve—let alone grow—internship programs in a socially

3 reasons why your business should embrace virtual internships

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