

# Gilbert Jean Bernard PROBST

Date of birth: 17 Septembre 1950  
Nationality : Swiss  
Personal: Married to Charlotte Maria, born Sturzenegger  
2 children: Nina Chantal (1982) Martin Raymond (1985)  
Profession : Managing Director and Dean, World Economic Forum.  
Honorary professor and Co-director Exec. MBA  
at Geneva School of Economics and Management,  
University of Geneva

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## ACADEMIC BACKGROUND

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1977 Master (Licenciatus) in economic and social sciences at University of St Gallen University, Switzerland  
1981 PhD in economic and social sciences, St Gallen University  
1986 Assistant professor at University of St Gallen (Habilitation) and visiting professor at The Wharton School, University of Pennsylvania  
1987 Full Professor of Organization and Management, Geneva University  
2004 Leading CORE (Center for Organizational Excellence), Universities of St. Gallen and Geneva  
2013 Head of PPP Research Center, University of Geneva

## TEACHING EXPERIENCE

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1974 - 1980 Professor of business and economic policy at St Gallen School of Economy and Translation  
1979 - 1980 Professor of Organizational Behavior at St Gallen Higher School of Economy and Administration (Höhere Wirtschafts- und Verwaltungsschule)  
1978 - 1983 Research and/or teaching assistant in Organization and Management at University of St Gallen  
1981 - present Faculty member of SKU Advanced Management Program in business strategy and change management  
1983 - 1987 Senior lecturer at University of St Gallen  
1982/83 and 84/85 Guest lecturer in Systems Management at the University of Vienna, Austria  
1985 - 1986 Invited Fellow at the department of Social Systems Sciences, The Wharton School, University of Pennsylvania, Philadelphia.

1987 - 1988	Member of the faculty of the 'International Management Institute (IMI), Geneva (later merged into IMD)
1987 - 2015	Full professor, Organization Theory and Management, University of Geneva
2015 – present	Executive MBA, University of Geneva; Swiss Board School

## **ACADEMIC EXPERIENCE**

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1977 - 1980	Research assistant of Prof. Dr. Drs. h.c. Hans Ulrich at University of St Gallen
1980 - 1987	Research Director at the Institute for Business Administration (IFB) , University of St Gallen . Leading various research projects, such as systemic management, quality management, management education in the health sector, values of managers.
1984 - 1987	Associate Director of the Institute for Business Management (IFB) of St Gallen University
1985 - 1986	Invited professor at the department of systemic social sciences, Wharton School, University of Pennsylvania, Philadelphia; grant of the Swiss National Science Foundation
1987 - present	Several Swiss National Science Foundation and Swiss Professional Association of Organizers research projects on corporate development , intercultural learning, cooperative strategies, knowledge management, organizational learning, knowledge risk management, growth paths.
1988 - present	Member of the board and professor at the Swiss SKU Advanced Management Programs
1988 - 1992	Director of the postgraduate Diploma in Management and Administration (DMA), Geneva University
1992 - present	Director of the Executive MBA program, University of Geneva
1994 - present	Founder of the Geneva Knowledge Forum for research on organizational learning and knowledge management at Geneva University
2004 - present	Founder of the research centre CORE (Center for Organizational Excellence), Universities of St. Gallen and Geneva
2007- 2016	Dean, Global Leadership Fellows Programme, World Economic Forum

## **PROFESSIONAL ACTIVITIES**

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1973 - 1974	Organisation and staff management at CHAROEN POLPHAND FEEDMILL Co. Ltd, Bangkok, Thailand
1981 - present	Various consulting projects with private firms (e.g. ABB, Hilti, Hewlett-Packard, Kuoni, Ciba&Geigy, Swisscontrol, Maagtechnic, Winterthur, Siemens, Alu-Menziken, Porsche, Unilever, Falke, UBS, Verbund, Deutsche Bank, Credit Suisse) and hospitals, public

	organisations and associations (German Post, Swisscom, UNOG, Eurovision)
1995 - 2005	Member of the Geneva Knowledge Group
1992 - 2008	Member of the Board (Kuoni Travel, Holcim, Acquiris, some SMEs)
2005 - present	Co-Founder and Partner, Strategic Knowledge Group, Zürich
2007 - 2016	Managing Director, Leadership Office and Academic Affairs, World Economic Forum

## RESEARCH AWARDS

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1984 - 85	John-S.-Latsis award for « excellence in scientific work»
1985	Clinical Research Associate, Department of Human Development and Family Studies, Texas Tech University, Lubbock TX, USA
1988	Outstanding Scholarly Contribution Award and Best Paper of the Year Award in the category of papers on Human Systems Management, Systems Research Foundation.
2005	Nominated for the Academy of Management Dexter Best International Paper Award
2006	Academy of Management Executive Best Paper Award for “The Logic of Crisis”
2006	ECCH European Case Award. Winner of the Knowledge, Information and Communication Systems Management category: The Porsche Case
2008	Paper, "The Governance Paradox: Balancing Autonomy and Control in Managing Communities of Practice." Best Paper Proceedings of the 2008 Academy of Management Meeting, Anaheim.
2013	Case: Planting the Seeds of Change: The Ethiopia Commodity Exchange”, was chosen as the “Best of the Best”, the overall winner of the EFMD competition.
2013	Best Dissertation Award, Advisor, Designing Public-Private Partnerships for Development, Academy of Management
2013-2014	Executive MBA Teaching Award
2014-2015	Executive MBA Teaching Award

## EDITORIAL ACTIVITIES

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- Associate editor of "Cybernetics and Systems - An International Journal", Hemisphere Publ., Washington, D.C. (since 1985-2012)
- Review Board of IFSR Systems Research Journal, Pergamon Press, Oxford (since 1987-2012)

- International Advisory Committee of Systems Practice, Plenum New York, London (since 1988-2008)
- Member of the organization committee of « Collection CAMPUS Entreprise – Université », Editions d'Organisation, Paris (1990-2000)
- Reviewer of the Journal "Die Unternehmung", Paul Haupt Verlag, Bern (1985 - 2000)
- Consultant editor of « Managementforschung» (Management Research), Berlin, ( 1990-2000)
- Consultant editor of “io new management”, Zurich ( 1997- 2013)
- Consultant editor for the journal „Zeitschrift für Organisation und Führung” (Organization and Leadership, 1995-2013)
- Member of the board of editors, Manager Bilanz, Zurich (1997-2000)
- Guest editor for Special Issue on Ambidextrous Organization, Organization Science 2008/9

## **ADMINISTRATION AND PUBLIC SERVICES**

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- Board member and president of SKU Advanced Management Program for Swiss business leaders (since 1988, president 1990/91, 1993/94, 1997/98 and since 2002-2017)
- Member of the Foundation Board of Swiss Banking School (2001 – 2005)
- Academy of Management (since 1984)
- Society of General Systems Research (1978-1990)
- American Society for Cybernetics (1984-1990)
- German association of business professors (1986-1999)
- German association for social cybernetics (1981 -1995)
- Federal commission for higher studies in business (1989 -1990)
- Board member of SGO (Swiss Professional Association for Organisation ) (1991 - 2006)
- Member of the Board, Foundation for systemic management research, University of St Gallen (1993- today)
- Member of the Scientific Advisory Board of the Swiss Bank Association, SBS (1995-1997)
- President of the Jury, Wings of Excellence Award, International Management Symposium, ISC, St Gallen (1987 - 2008)
- Lead of the Geneva Knowledge Forum, University of Geneva (1996)
- Member of the « Kuratorium », AGN, Berlin (1993-1999)
- Member of the Board of Swiss Management Society (SMG) (2000-2008)
- Council member CLVS, Center for Leadership and Values in Society. University of St Gallen ( 2012- today)
- Vice President Swiss Board Institute (2011-today)

- Vice-President Swiss Institute of Directors (2016- today)

## **PARTICULAR RESEARCH INTERESTS**

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Organization Theory, Public Private Partnerships, Global Management, Complex Problem Solving, Cybernetics and Systems Management, Growth Strategies, Organizational Learning, Knowledge Management.

## **PUBLICATIONS**

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Author, co-author and editor of numerous books and articles (see publication list)