

## Nishant Garg

Faculty, IIM Indore (Present);  
 Ex Faculty, IIT Roorkee (2025);  
 PHD IIM Lucknow (16 March, 2024);  
 Fetzer MSR Fellowship AOM (2023);  
 Harvard Delegate (2019).  
[nishantg@iimidr.ac.in](mailto:nishantg@iimidr.ac.in)



### PROFESSIONAL SYNOPSIS

*“Nishant has the enthusiasm and the mobilizing potential for social change.”* – Dr. Madan M. Rehani  
 (During his tenure at the IAEA, Dr. Madan Rehani jointly commemorated the Nobel Peace Prize, 2005)

Nishant’s doctoral thesis explores the dimensions of financial well-being, while his broader interests span identity, entrepreneurship, and liminality. Beyond academia, he is actively engaged in both private and public policy sector projects. In collaboration with the Government of India, he played a pivotal role in developing a curriculum on well-being that significantly impacted the lives of over 30,000 girl children. These contributions led to his recognition as a Harvard delegate for Social Policy and Justice in Asian Countries in 2019.

He has published in an ABDC-A category journal, and his current work is under review at the *Academy of Management Journal* (FT50). His research has also earned several international accolades, including being named a Distinguished Fetzer MSR Fellowship Recipient by the Academy of Management (2023), recognizing him as one of the top 20 global research scholars and young faculty for the social impact of his thesis. He also received the Best Paper Award at the global business advancement 19th Conference (Dubai, 2023) and had his work selected among the Top 13 worldwide to be featured in the prestigious Shark Tank event at the World Financial Conference (Norway, 2023).

Before joining IIM Indore, Nishant served as an Assistant Professor at IIT Roorkee’s Department of Management Studies and as a Visiting Faculty at IIM Mumbai. Additionally, through three years of corporate training and consulting, he has positively influenced employee well-being across diverse sectors, including HR, finance, and healthcare.

### EDUCATION

<b>Indian Institute of Management Lucknow, India</b>	2019-2024
<b>Ph.D.</b> in Organizational Behaviour and Human Resource Management	
<b>DTU- Delhi Technological University (Formerly DCE), India</b>	2017-2019
<b>Masters</b> in Information Systems	8.45 (CGPA)

### RESEARCH ACTIVITIES

#### Journal Research Articles:

- The Dark Before the Dawn: Trauma, Sensemaking, and Entrepreneurial Motivation (2025) *Academy of Management Journal* (AMJ) for publication consideration (AMJ-2025-0912) (A\*, FT50) (Review and Resubmit)
- Garg, N., Priyadarshi, P., & Malik, A. (2024). Financial well-being: An integrated framework, operationalization, and future research agenda. *Journal of Consumer Behaviour*, 23(6), 3194-3212. (ABDC-A; SJR-Q1).

#### Conference:

- Garg, N., McMullen, J. S., BHATT, P., GOPAL, P., & Tasnim, S. (2025). Toward a Theory of Identity Reconstruction: Refugee Entrepreneurship as Pathway to Social Inclusion. In *Academy of Management Proceedings* (Vol. 2025, No. 1, p. 20076). Valhalla, NY 10595: Academy of Management.
- Garg, N., Miller, D., Shukla, D. M., & Singh, G. P. (2025). Darkest Before the Dawn: Entrepreneurial Motivation and Sensemaking from Traumatic Experience. In *Academy of Management Proceedings* (Vol. 2025, No. 1, p. 20173). Valhalla, NY 10595: Academy of Management.
- Garg, N., Garg, N., & Singh, G. P. (2024). When Life Gives You Lemons: From Trauma to Entrepreneurship. In *Academy of Management Proceedings* (Vol. 2024, No. 1, p. 19435). Valhalla, NY 10595: Academy of Management.
- Garg, N., Priyadarshi, P., Kumar, P., & Balasubramanian, G. (2024). Embracing The New Frontier: Rethinking The Wellbeing Of Military Veterans Under Career Transition. In *Academy of Management Proceedings* (Vol. 2024, No. 1, p. 20126). Valhalla, NY 10595: Academy of Management.
- Garg, N., Priyadarshi, P., & Malik, A. (2023). Towards An Integrated Framework Of Financial Well-Being: An Evolutionary Prespective. In *Academy of Management Proceedings* (Vol. 2023, No. 1, p. 14473). Briarcliff Manor, NY 10510: Academy of Management.

#### International Collaborations

- Prof. Danny Miller  
HEC Montréal, Tenured Researcher, Director of the Center for Research on Organization, Strategy and Governance.
- Prof. Jeffery S. McMullen  
Imperial Business School, Professor of Management & Entrepreneurship.

#### Research Fellowship/ Scholarly Engagements:

- **Distinguished Fetzer MSR Fellowship Recipient by the Academy of Management (AOM,2023):** Honored as one of the top 20 global research scholars and young faculty by the Academy of Management's Management Spirituality and Religion Division for the social impact of thesis work.
- **SIM Division Scholarship by the Academy of Management (AOM,2024)**
- **PDW Workshop (AOM, 2024):** Selected to present at the prestigious Academy of Management (AOM) Professional Development Workshop (PDW) in 2024, alongside two other influential authors within the Management Spirituality and Religion (MSR) Division. The workshop titled "Pathways to Philosophical Grounding in MSR". This accomplishment is attributed to the contribution made to the MSR Fetzer Fellowship's five-year impact initiative, particularly through the chapter on " Upanishad, Art, and Management Philosophy: Intersections in Understanding Philosophy of Management."
- **Harvard Delegate for Public Policy and Social Change in Asian Countries (Harvard, 2019):** Invited to Harvard University as an international delegate, showcasing leadership and influence in shaping transformative global initiatives. For the development and implementation, a Wellbeing Training Module with the government of India (Beti Bachao Beti Padhao) Initiative in 2018, impacting over 30,000 students across 20+ schools.

#### Review Activities:

- 2024 Journal for Global Business Advancement
- 2023 Journal of Management, Spirituality & Religion

- 2023 Academy of management conference

## TRAINING EXPERIENCE

IIT Roorkee, 2025

IIM Mumbai, 2025

IIM Bodhgaya, 2024-2025

Infosys (3 Years, 2014-2017, Corporate Trainer at The Infosys Global Education Center at Mysuru)

### Workshop/Sessions Conducted:

- **Academy of Management 2023, USA:** Presented a seminar on "Mindfulness and Well-being" as part of the MSR Spiritual Retreat.
- **IIM Lucknow, 2023 Mahatma Gandhi National Fellowship (MGNF):** Session on Mindfulness.
- **Vardhman Polytex Limited, 2023:** Training sessions focused on "Career Transition and Well-being".
- **All India Radio (Prasar Bharati, Bathinda), 2023:** Seminar on "Financial Well-being".
- **Punjab National Bank, 2021:** Seminar on "Leadership Decision Making and Financial Well-being" for senior management.
- **Heetashi Services Pvt Ltd, 2021:** Employee development program titled "Well-being at Work" for a prominent chartered accountant business in India.
- **Indian Army (Bathinda Division), 2018:** Developed a specialized program on "Well-being in Adversity"

## ADMINISTRATIVE EXPERIENCE

- **India Coordinator for Academy for Global Business Advancement Conference, 2024** in Thailand, facilitating submissions from Indian doctoral students and young faculty members.
- **FPM Mess committee head (IIML)-** Headed and operated the mess committee for FPM/PHD students during the summer for two consecutive years (2022,2023) under the supervision of FPM office and Student Affairs Office.
- **Lap Coordinator (DTU):** Acted as the supervisor and lap coordinator at Delhi Technological University and worked along the head of the department.
- **Founded the Student Placement Council (DTU)** and delivered 30+ individual training sessions of 380+ hours. Placement training was delivered alongside delegates from esteemed organizations like Google, Amazon, Rolls Royce, Oxford, and IES officers.
- **Judge in the Manfest Varchasva Case Competition at IIM Lucknow** in 2024.

## AWARDS AND RECOGNITIONS

- **Best Paper Award:** At the AGBA 19th global conference, May 20---23, 2023, Dubai.
- **Paper among the Top 13 In the Field Worldwide** to be featured in the Shark Tank event, at the World Financial Conference, Norway, 2023.
- **Ranked in the Top 1%** among 20k trainees and offered the trainer position. Infosys, 2014

### Book (Working Projects):

- **Upanishad, Art, and Management Philosophy:** Intersections in Understanding Philosophy of Management.
- **Identity in Adversity:** Exploring Identity Change Under Significant Life Event

