

Prof. Davide Sola, Ph.D

Professor of Strategy and Entrepreneurship

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ACADEMIC EXPERIENCE

ESCP Europe

09/2015 to present, Chair of the Entrepreneurship programmes of ESCP Business School London, in particular working on:

- A Dedicated programme for graduate students focusing on entrepreneurial Scale Ups
- Cutting edge research on how to enable scale up of entrepreneurial firms, working in conjunction with Prof. Jeffrey Rayport of Harvard Business School
- Executive programmes dedicated to both investors and entrepreneurs on how to create innovative approaches to Scale Ups

07/2010 to present Professor of Strategy and Management, member of the European Faculty teaching in London, Turin, Paris several courses in the domain of strategy and organisational change:

- Business Strategy, MIM, MMK, MEM and MIDITAL programme
- Business transformation and change, MIM programme
- Creative Entrepreneurship, MIM, MMK, MBA in International Management and EMBA Programme
- Executive Programmes: Rentokil Initial (Strategy Execution), NATO (Organisational Change), GSK (Strategy, Organisational Transformation), Pfizer (Problem Solving), Cephalon (Performance Transformation)

12/2005 to 06/2010 Director and Dean of the UK Campus and member of the European Faculty

Managed the faculty of the London campus during a process of major transformation in terms of growing the size of the faculty, the number of students and the number of programmes taught. During my tenure as Director I was still active member of the teaching faculty

ESCP Europe, Oxford

2002/3 Lecturer for several Master (including MBA) program modules:

- Management Information and Communication Strategy"
- Industry Analysis
- Organisation & Management

Developed and Coordinated the Economy21st initiative, a permanent research "think tank" on innovation in management

Facolta' di Economia di Torino (Italy)

2003/4 Lecturer for the module "Strategic Entrepreneurship" at the MBA programme

2005 Lecturer for the module "Strategic Management" at the "Laurea Specialistica"

Visiting Positions

Judge Business School, University of Cambridge

Since 2021, Visiting professor teaching Scaling Technology ventures at the MBA programme, Strategy in Action for the Sustainability and Family Business Programme

Helsinki School of Economics/AALTO University

2010 to Present Visiting Professor teaching Strategy and Innovation in the MBA Programme

Cotrugli Business School

Since 2010 to present visiting professor teaching Strategy and Innovation in the MBA Programme

University of Mauritius and ESCP programme in Mauritius

2008 till 2018 Visiting Professor teaching Strategy Msc in Business and Economics and MSC in Strategy and Transformation

IIM Bangalore

2011 Visiting Professor teaching Strategy and Entrepreneurship in the MBA Programme

PROFESSIONAL EXPERIENCE

1/2020 till present – **CEO Strategy in Action**, London

Developed and commercialised Software As A Service platform for strategic decision making for the use of C-Level leaders.

1/2010 till – **Principal 3H Partners LLP and 3HORIZONS**, London, Paris, Rome

Involved in a number of client engagements in both the public and private sector

- Support leadership team of top 5 asset management company in the development of the future proof strategy
- Design, Development and support in the implementation of re-organisation of industrial group (safes, cash management and access control)
- Support to Fintech arm of leading Stock Exchange for the design and development of innovative platform for private markets
- Support leadership team of top 3 telecom company in their refresh of the strategy
- Design, development and implementation of new entrepreneurial processes for innovation at major telecommunication company
- Development of an innovative New Product Development process for industrial company specialised in heating devices
- Design and development of a crowdbased investment platform for a major Stock Exchange
- Major transformation programme of a leading pharmaceutical firm involving a complete rethinking of their approach to the market (market access) introducing value added services to enhance clients performances
- Re-launch of major mobile manufacturer players in the North Africa Region
- Market Entry strategy for a major food player in Eastern European region
- Development of Economic Policy for the Italian Government focusing on the relaunch of the economy in the Southern part of country (Piano per il Mezzogiorno)
- Product and Services rethinking for leading transportation firm in the rail industry

12/2015 to present – **Principal Istarter**, London

iStarter is one of the top European angel-led accelerators created by 100 top managers and entrepreneurs. We help fast-growing startups to scale up internationally. Our mission is to empower emerging innovators to realise their visions.

The equity partner role is a non-executive position; discretionally, equity partners provide mentorship, business opportunities and capital to the startups who operate in their domain of expertise. "

1/2003 – 7/2005 – **Senior Manager, Mckinsey & Co**, *Milano*

Involved in numerous activities both internal and on the client side, among others:

- Post Merger management for a major insurance group in which I worked in project for merging IT systems, commercially integrate the agency network, redesign of product portfolio, evaluation of new strategic acquisition
- Turnaround plan for a national airline in which I have been involved first in developing a turnaround strategy and then in numerous projects ranging from the spin off of non-core activities to evaluate merger opportunities, from re-launching home sales to re-design the back office organisation
- Redesign the professional development program for the McKinsey Mediterranean Complex (Italy, Greece, Turkey and Israel).
- Active member of the Mckinsey Global Strategy faculty in charge of basic and advance trainings
- Member of the Performance Transformation initiative, a world wide study on the key drivers of organisational performance as well as the Insurance Practice working specifically on commercial transformation of agency networks

01/2001 – 02/2002 – **Head of New Ventures, Hartley Investment Trust** , *London*

Reporting directly to the Chairman

-Responsible for the management of a team of 5 researchers and analysts responsible for analysing new investment opportunities and developing technology, finance and production strategies for our portfolio companies. Projects included:

- Developed overall marketing strategy (3-year plan) for a chain of fashion retail outlets
- Developed the IT strategy (including EPOS, ERP System and CRM) for a fashion retail outlet
- Developed the business plan for a Coffee Chain Shop in Spain
- Situation analysis of three portfolio companies (textile industry) with development of restructuring plan

- Evaluated a number of ventures (private and public), in different sectors: textile, retail, food, and technology. I have used all the available and recognised techniques (DCF, NPV, EVA, etc) for valuation as well as creating a set of tools tailored for our particular needs. Projects included:

- Evaluated and purchased properties and existing businesses in Spain (coffee shop and ice-cream factory), including the structuring of the finance and the due diligence
- Evaluated a game technology listed (Aim) company
- Evaluated a chain of retail outlet specialised in antiques and gifts

8/2000 - 01/2001 **Operations Manager Zedgravity.com, London**

Reporting directly to the Board of Directors

- Responsible for the company operations including: technology development, Sales & Marketing and finance.
- Creation of tools for the management of operations, including a set of action sheets, work plans and performance measurements.
- Achieved all the technology and market milestones set by the board of directors

6/1999 - 8/2000 **Strategy Manager, part of the founding team Zedgravity.com, London**

Reporting to the Chief Executive Officer

- Built the business case for raising £ 1.7 million including financial model and Business Plan
- Presented the business case to the investment community including private and strategic investors as well as leading venture capital firms
- Development and design in collaboration with technical team of all the parts of the Zedgravity technology. This included projects in:

- a) Internet technology (Protocols, Client-Server applications, E-commerce)
- b) Billing system and Enterprise Resource Planning (ERP)
- c) Mobile (WAP and SMS)
- d) Digital Television (set-top-boxes for internet connections)
- e) Conceptualisation in collaboration with external product development team of the Zedgravity technology. This included a number of qualitative focus groups with end consumers, leading professionals and the sales and marketing team.

2/1998 - 6/1999 **Consultant and corporate Development Manager, Hermes Euroconsulting Ltd, Oxford and Turin**

- Increased sales from 20K to 120K in one year
- Re-organise Oxford office and set up Italian branch
- Introduce new services in the portfolio, including new technologies such as thin client, internet initiated telephony, knowledge management and web site/e-commerce
- Introduce a system of outsourcing of non-core competences in order to reduce overhead cost and improve productivity
- Lead a number of key consultancy project in UK, France and Italy
- Presented the company's services to a large number of blue chip organisations in the automotive industry, financial services, food processing and paper industry

EDUCATION

2005 PhD , Dipartimento di Economia Aziendale - Università di Torino

Received the doctoral diploma in November 2005. The objective of the research was to investigate the relationship between culture and performance. The title of the thesis is "Mindset & Behaviour. A source of Competitive Advantage". Received a special " mention" from the faculty.

1998 Master's Degree, ESCP Business School (formerly ESCP-EAP, The European School of Management (Paris, Oxford, Berlin)

This is a three year, three language, three degrees programme open to graduates who have achieved great scholarship results in their home countries.

- European Master in Management

- Diplôme de Grande Ecole (France)
- Diplom Kaufman (Germany)
- Thesis "The Learning Organisation"

1998 Bachelor's Degree, Facolta' di Economia di Torino (Italy)

- Economics Degree (Laurea in Economia e Commercio)
- Graduated with 108/110 (double first equivalent)
- Thesis "Knowledge Management. A Strategy for the future?"

LANGUAGES & OTHER SKILLS

Italian: Mother tongue; **English, French and German:** Fluent; **Spanish:** good

Computer skills: All Microsoft office applications at proficiency level, BI tools, Advance Statistical packages

PUBLICATIONS

On request