

Sagar Dilip Gaikwad

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Profile: Interdisciplinary researcher in strategy and organizational economics, with a PhD thesis submitted at the Norwegian School of Economics (NHH). Research focuses on innovation under uncertainty, ecosystems, interorganizational coordination, knowledge sharing, and organizational change, with broader interests in sociology and the relationship between technology, organizations, and society.

Research interests

Field	Organizational Economics · Strategy and Organization · Innovation Ecosystems · Knowledge Management · Organizational Ambidexterity · Sociology · Technology and Society
Methods	Longitudinal qualitative case studies · Semi-structured interviews · Qualitative coding · Inductive and abductive analysis · Systematic literature reviews · Network analysis

Education

2021-present	PhD Research Scholar in Strategy and Organizational Economics <i>Thesis submitted 22 July 2026; awaiting assessment and defense</i> Norwegian School of Economics (NHH), Bergen, Norway <i>Thesis: Radical Innovation Through Ecosystems: A Strategic Management and Organizational Economics perspective</i> Advisors: Prof. Lasse Lien (NHH), Prof. Michael Dahl (AAUBS), Assoc. Prof. Frank Elter (NHH & Telenor)
2024	Visiting PhD Researcher Aalborg University Business School, Spring 2024
2024-2026	M.A. in Sociology (Expected graduation: October 2026) Sikkim Manipal University, India
2019-2021	M.Sc. in Economics and Business Administration (MScEBA) Norwegian School of Economics (NHH), Bergen, Norway <i>Human resource management perceptions in the algorithm-driven platform economy</i>
2020-2021	CEMS Master in International Management Host school: NHH, Norway CEMS visiting school: HEC Paris
2009-2011	Post Graduate Diploma in Management (PGDM) Indian Institute of Management Bangalore (IIMB), India
2003-2007	B.Tech. in Mechanical Engineering College of Engineering Pune (COEP), India

Research Papers and Manuscripts

- Gaikwad, S.D. (2026). From ecosystem labels to ecosystem classes: a classification framework for business and management research.
- Gaikwad, S.D., Lien, L.B., & Elter, F. (2026). Orchestrating radical innovation through dual ecosystems: Managing technological and market uncertainty in an incumbent telecom firm.
- Gaikwad, S.D., Lien, L.B., & Elter, F. (2026). Bridging Exploration and Commercialization in Radical Innovation: Organizing Intraorganizational Knowledge Sharing.
- Gaikwad, S.D., Timmermans, B., Østergaard, C. R., Bekamiri, H. (2026) Taxonomy of platform ecosystems and innovation ecosystems.
- Gaikwad, S.D., Herczeg, M. (2020) Human resource management perceptions in the algorithm-driven platform economy: An exploratory study on the role of key actors in the food delivery sector. SNF Report, 08(20)

Research Awards

DRUID Academy 2023 Runner-up - Most promising research paper award

Conference Presentations

DRUID Academy '23, '25; EURAM '23; R&D Management '23, '24, '26; NORSI '24, '26; NFF '24

Teaching and Examination Experience

Teaching Assistant	Strategy with Finance – Grad course – Spring 2022, 2023, and 2024
Guest Lecturer	Strategy and Technology – Grad course – Spring 2023, 2024, 2025
Guest Lecturer	Methodology for Master's Thesis – Grad course – Spring 2025
Examiner/grader	Graduate and undergraduate courses in Strategic Analysis, Management Consulting, Entrepreneurship, and Corporate Strategy

Academic Service

Reviewer, EURAM'23 and ISC'24; Session chair, Platform ecosystem session at EURAM'23

Professional experience

<i>Senior Manager - Ocwen Financial, India</i>	<i>06.2013 – 08.2019</i>
Led operations and data-management functions across Research and Payoff departments (200+ FTEs); managed post-merger integration and automation projects	
<i>Manager - ICICI Bank, India</i>	<i>06.2011 – 12.2011</i>
Manager responsible for MIS - Wealth Strategy corporate team	
<i>Senior Engineer - Larsen & Toubro Ltd., India</i>	<i>07.2007 – 05.2009</i>
Member of R&D team for tract engineering division; Project engineer - Endurance Testing lab	
<i>Management Intern - Lifekeys AS, Bergen, Norway</i>	<i>04.2020 – 07.2020</i>

Community and Volunteer Engagement

Volunteer work in Norway and Ukraine; former team coordinator, Human-Etisk Forbund; community and cultural fests volunteering.

Languages	English (Fluent), Marathi (Native), Hindi (Native), Norwegian (B1)
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Interests	Reading, hiking, knitting, volunteering, board games, football, travel
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References: Available upon request