WAYNE VISSER, PhD

International Speaker, Trainer and Writer | Professor of Practice in Regenerative Business, Innovation & Technology
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ACADEMIC PROFILE

Globally recognised sustainability scholar and 'pracademic' with over 30 years' experience bridging world-leading research and management practice on regenerative business, sustainability, ESG, circular economy and responsible innovation. Author of 46 books and more than 430 articles, chapters and reports, including the Amazon bestseller *Thriving* (2022) and the forthcoming *Technologies of Hope* (Routledge, 2026). Holder of the GALP Chair at Católica Porto School of Business and Economics (Portugal), and previously the Chair in Sustainable Transformation at Antwerp Management School (Belgium) and the Transnet Chair in Sustainable Business at the Gordon Institute of Business Science (South Africa). Head Program Instructor and Lecturer at the University of Cambridge Institute for Sustainability Leadership. Has delivered 680+ keynotes, lectures and executive courses and worked with 260+ organisations across 60+ countries. Research routinely crosses disciplinary boundaries and engages users of knowledge in business, government and civil society — evidenced by corporate leadership coalitions, UN collaborations, and the circular-economy documentary *Closing the Loop* (350,000+ viewers).

CURRENT & FUTURE RESEARCH AGENDA

Research is organised around three convergent agendas:

- **Transformational (Clean) Technologies —** identifying and evaluating breakthrough and clean technologies capable of reversing ecological and social breakdown, as set out in *Technologies of Hope* (Routledge, 2026).
- **Regenerative Economy —** theory-building, best practice and performance measurement for regenerative, nature-positive business and the circular bio-economy.
- **Impact AI —** applying lessons from impact investing to develop new normative, strategic and measurement frameworks for artificial intelligence.

EDUCATION

PhD in Business & Management (Corporate Social Responsibility) 2003–2007
Nottingham University Business School (International Centre for Corporate Social Responsibility), UK
- Dissertation on the motivation of sustainability professionals.

MSc in Human Ecology 1994–1996
Centre for Human Ecology, University of Edinburgh, UK
- Dissertation on the sustainability of the financial services industry.

BBusSc (Hons) in Marketing 1988–1991
Business Science Department, University of Cape Town, South Africa
- Honours dissertation: consumer research on green marketing.

CURRENT ACADEMIC APPOINTMENTS

GALP Chair & Professor of Practice in Regenerative Business, Innovation & Technology 2024–present
Católica Porto School of Business and Economics — Porto, Portugal
- Director of the interdisciplinary Católica Centre for Thriving Futures (CCTF), leading applied research and executive engagement on disruptive technology (incl. AI), circular economy and regenerative leadership.
- Developing and delivering undergraduate, Master's and executive-education courses, including an MBA on AI, innovation and sustainability and an MSc on Circular Economy and Regenerative Industries; Advisory Board Member of the INSURE (Innovation for Sustainability and Regeneration) Hub.
- Advises Católica Porto School of Business and Economics leadership on institutional strategy, beyond directing the CCTF.

Head Program Instructor & Lecturer 2003–present
University of Cambridge Institute for Sustainability Leadership (CISL) — Cambridge, UK
- Co-lead CISL's flagship online Business Sustainability Management and Sustainability Leadership Executive programmes, managing a tutor team of up to 15 and an assessor team of up to 60 sustainability experts.
- Lecture on postgraduate and executive-education programmes; former Research Director; designed the MSt in Sustainability Leadership curriculum. Progression: External/Internal Examiner (2003–2008), Research Director (2006–2007), Senior Associate (2008–2015), Fellow (2016–2026).

Visiting Professor & Former Chair in Sustainable Transformation 2017–present

Antwerp Management School — Antwerp, Belgium

- Visiting Professor in sustainable transformation (2023–present): lecturing on the circular economy on the Master in Sustainable Innovation & Entrepreneurship; PhD supervision.
- As Chair in Sustainable Transformation & Professor of Integrated Value (2017–2023): lectured across 8 full-time Master's programmes; developed and delivered 5 online executive courses; delivered research for corporate partners BASF, Port of Antwerp-Bruges, Randstad, Johnson & Johnson; founded and led Corporate Leadership Groups on Circular Economy and Wellbeing Economy; and directed the Sustainable Transformation Lab.

PREVIOUS ACADEMIC APPOINTMENTS

- **Sasin School of Management** (Bangkok, Thailand, 2019) — Visiting Professor, teaching the MBA and Executive MBA on innovation for future-fitness.
- **University of Pretoria, Gordon Institute of Business Science** (Johannesburg, South Africa, 2013–2019) — Transnet Chair in Sustainable Business (2013–2015) and Visiting Professor (2013–2019), teaching CSR, sustainability and innovation for future-fitness on the MBA.
- **Deakin University, Deakin Graduate School of Business** (Melbourne, Australia, 2013–2014) — Adjunct Professor of Sustainable Development, researching and teaching corporate sustainability & responsibility on the MBA.
- **University of Warwick, Warwick Business School** (Coventry, UK, 2011–2013) — Visiting Professor of Business in Society, teaching governance & corporate responsibility on the Masters in Management and MBA (Outstanding Teacher Award).
- **Magna Carta College** (Oxford, UK, 2011) — Visiting Professor of Sustainability, teaching corporate sustainability & responsibility on the MBA.
- **La Trobe University** (Melbourne, Australia, 2010–2011) — Adjunct Professor in CSR, teaching business & society and corporate governance on the Corporate Responsibility Masters programme.
- **University of Mannheim** (Mannheim, Germany, 2008–2009) — Visiting Professor in CSR, teaching an undergraduate module on corporate social responsibility.
- **University of Cape Town, Graduate School of Business** (Cape Town, South Africa, 2007) — External Examiner for the MBA Elective on Sustainable Development.

RESEARCH FUNDING & ENDOWED CHAIRS

- Endowed chairs and partnerships: €2.5 million in research and partnership funding secured (2017–present), across my two Chairs (Católica Porto School of Business and Economics and Antwerp Management School) and Johnson & Johnson corporate partnership (Antwerp Management School).
- Contributed to a Horizon Europe research grant application (Antwerp Management School) that reached finalist stage (shortlist) before the management school withdrew due to capacity constraints.
- Guided and coached team members at the Antwerp Sustainable Transformation Lab, and previously at KPMG, in securing funding through corporate partnerships and commissioned research contracts.

Commissioned Research (selected)

- WZF / Interzoo — sustainability market research, recurring 2021, 2022 & 2024 (€25,000–€50,000 per cycle).
- IHH Healthcare — sustainability benchmarking research (contracted via Impacto), 2022 (£20,000).
- European Petrochemical Association (EPCA) — sustainability leadership research, 2019 (approx. €50,000).
- ING — sustainable change research, 2018, 2020 & 2021 (approx. €30,000 per project).
- UNEP — sustainable innovation and technologies research, 2018 (€30,000).
- Cambridge Programme for Sustainability Leadership (now University of Cambridge Institute for Sustainability Leadership) — trends research, 2009–2010 (approx. £30,000).
- KPMG — trends research, post-directorship, 2003–2004 (approx. £15,000).
- World Bank — climate change research (contracted via KPMG), 1999 (amount not disclosed).

RESEARCH SUPERVISION & EXAMINING

PhD / DBA Supervision

- Co-Supervisor, PhD in Business Administration, Management & Operations (2017–2026, public defence scheduled Q4 2026) — Jorge Arturo León y Vélez Avelar, 'Communicating Corporate Social Responsibility in Mexico'.
- Co-Supervisor, PhD in Sustainability Management, University of Antwerp, Belgium (2019–2022) — Jan Beyne, 'Corporate Sustainability: A Bird's-Eye View Using Organization and Strategy Theories'.

- Supervised numerous MSt in Sustainability Leadership dissertations, University of Cambridge Institute for Sustainability Leadership (2010–present).

Doctoral Examining

- External Examiner, DBA — Puvan Selvanathan, Southern Cross University, Australia (2011); thesis: 'Identifying the Key Determinants of Effective Corporate Sustainability Reporting by Malaysian Government-Linked Companies'; recommended for award subject to minor revisions.
- External and Internal Examiner, Postgraduate Certificates, University of Cambridge (2003–2006); External Examiner, MBA Elective on Sustainable Development, University of Cape Town Graduate School of Business (2007).

TEACHING & CURRICULUM DEVELOPMENT

Teaching spans undergraduate, postgraduate, Master's, MBA, executive-education and doctoral levels across 65+ institutions in 25+ countries.

Teaching statement: Teaching approach combines participative engagement, experiential learning (where possible), Socratic dialogue, case-based learning, extensive group work and discussion, multi-media content and quizzes, to build both conceptual understanding and applied judgement.

Degree Design and Approval

- Designing the MBA on AI, innovation and sustainability and an MSc on Circular Economy and Regenerative Industries (Católica Porto School of Business and Economics, 2024–present).
- Designed the MSt in Sustainability Leadership curriculum (University of Cambridge, 2008–2009).

External Curriculum Development & Quality Assurance

- Founded and led the PRME Benelux & France regional chapter while holding the Chair in Sustainable Transformation, Antwerp Management School, representing the school within the UN Principles for Responsible Management Education (2017–2023).
- Represent Católica Porto School of Business and Economics in the Globally Responsible Leadership Initiative (GRLI) Impact Innovation Circle, contributing to curriculum development and quality assurance workstreams (2024–present).

Pastoral Support & Career Guidance

- Provided pastoral support and personal-development guidance to students within the Global Leadership Skills course, Antwerp Management School.
- As Head Program Instructor, University of Cambridge Institute for Sustainability Leadership, has hosted numerous online group sessions with students focused on career development.

Course Design and Delivery (sample)

- Sustainability Analytics — Católica Porto School of Business and Economics, Portugal, Postgraduate Programme in Managing With Analytics, 2026.
- Sustainability and Ethics for Business — Católica Porto School of Business and Economics, Portugal, Master in Management, 2026.
- Sustainable Business — Aalto University, Finland, Bachelor of Business Management, 2025–2026.
- Sustainable Innovation — Antwerp Management School, Belgium, Masters in Sustainable Innovation & Entrepreneurship, 2024–2026.
- Global Leadership Skills — Antwerp Management School, Belgium, Masters in Management, 2017–2023.
- Innovation for Future-Fitness — Sasin School of Management, Thailand, MBA and Executive MBA, 2019.
- Corporate Social Responsibility and Sustainability — Gordon Institute of Business Science, South Africa, MBA, 2013–2019.
- Governance & Corporate Responsibility — Warwick Business School, UK, MBA, 2011–2013.
- Business & Society and Corporate Governance — La Trobe Business School, Australia, Master in Corporate Responsibility, 2010–2011.
- Corporate Social Responsibility — University of Mannheim, Germany, Bachelor in Business, 2008–2009.

Teaching Evaluation Evidence

Consistently strong. Won Outstanding Teacher Award, Warwick Business School MBA (2011–2013). Here is a sample of independently collected student evaluations across 15 years and 6 institutions:

- Católica Porto School of Business and Economics (Master in Management, Sustainability and Ethics in Business) — overall lecturer rating 6.18/7, above both year (6.09) and programme (6.13) benchmarks; class structure and dynamics 6.24/7, content delivery 6.12/7, mastery of subject matter 6.47/7; 88% of students attended over 75% of classes (n=17, 2025/26).

- Aalto University (Undergraduate, Sustainability in Business) — item averages 4.7–4.9/5 (76% response), 2026; 3.9–4.9/5 (55% response), 2025.
- Antwerp Management School (Master, Sustainable Innovation & Entrepreneurship) — rated highest of three co-lecturers on 4 of 5 criteria, averaging 6.2–6.5/7; overall course satisfaction 6.05/7 (n=21), 2025.
- Nedbank Risk Business School (Executive Education) — presenter rating 4.7/5, 97–100% reporting clear, valuable content (n=23–31), 2025.
- University of Cambridge (Master, Sustainability Leadership) — lectures rated 4.2–4.3/5; dissertation supervision feedback 3.5–4.0/5 (n=65 cohort), 2017; participant comment: 'I cannot fault him or expect more from him.'
- University of Pretoria (GIBS MBA, Shaping Sustainable Futures) — 93% lecturer evaluation score, overall assessment 4.6/5 (n=19), 2015.
- Warwick Business School (MBA, Business in Society) — lecturer rating 4.4/5 (89% response, n=16), 2013; 4.7/5 (89% response, n=25), 2011.

LEADERSHIP & PROFESSIONAL EXPERIENCE

Across all senior roles, has carried significant business-planning, budgetary and administrative responsibility, and has coached and mentored colleagues and team members in pursuing funding, partnership and commercial-contract opportunities.

Founder & Director 2008–present

Kaleidoscope Futures (2012–present) & CSR International (2008–2011) — London, UK

- Founded and run a research and media think tank producing foresight, diagnostics and methodologies for transformative CSR (CSR 2.0) and regenerative business; managed research teams of 50+ interns.
- Co-produced and presented *Closing the Loop*, a circular-economy documentary watched by 350,000+ people; host of the *Thriving* and *Purpose Inspired* podcasts and co-host of *Dancing With Systems*.

Vice President, Sustainability Services 2014–2015

Omnex — Ann Arbor, USA

- Positioned corporate responsibility, sustainability and ESG within the global consultancy's offering; designed the Creating Integrated Value (CIV) framework aligned to ISO 9001, 14001, 26000 and 50001.

Director, Sustainability Services 1997–2002

KPMG — Cape Town, South Africa

- Founded and built KPMG South Africa's sustainability practice into a profitable 10-person consulting and assurance unit; led reporting, assurance, due-diligence and climate-strategy engagements for major listed companies across mining, energy, finance and FMCG.
- Resolved conflict situations involving both staff and clients through direct negotiation and structured discussion, maintaining working relationships across sensitive engagements.

Strategy Analyst 1994–1995

Capgemini — Johannesburg, South Africa

- Delivered strategy, benchmarking, competitive analysis and business-process mapping for large corporate clients.

RESEARCH IMPACT & ENGAGEMENT WITH USERS OF KNOWLEDGE

Demonstrated Impact

- Founded and led Corporate Leadership Groups in Belgium translating research into corporate practice — the Circular Economy Commitment and the Good Work Goals — each adopted by 30 corporate signatories who report annually on progress; the Good Work Goals were subsequently turned into a client diagnostic tool by B-Tonic (part of Baloise Insurance).
- My Integrated Value Management framework formed the basis of a 6-year sustainable-transformation partnership with Johnson & Johnson Benelux, through which 4 of the framework's 6 steps were implemented.
- My CSR 2.0 framework was adapted into a diagnostic tool underpinning the S2M (Sostenibilidad, Medición, Mediación) corporate certification scheme in Latin America.
- Co-produced and presented *Closing the Loop*, a circular-economy documentary watched by 350,000+ people and adopted into higher-education curricula, including the University of Bath School of Management's Executive MBA course on Responsible Business.
- Co-developed the Trends Impact Awards in Belgium, based on my *Thriving* framework (the six great transitions from breakdown to breakthrough), in partnership with PwC and Trends magazine.

Engagement with Users of Knowledge

- Director of the Católica Centre for Thriving Futures, a cross-disciplinary, market-facing knowledge transfer centre that brings together the schools of business, law and biotechnology.
- Collaboration with UN agencies including UNDP, UNEP, UN Global Compact, UN PRME and IFC/World Bank; author of UNEP report *Moving Ahead with Technology for Eco-Innovation* (2018).
- Guest columnist for The Guardian, The Huffington Post and the World Economic Forum; 680+ keynotes and executive briefings in 60 countries.
- Board Member, Innovation for Sustainability and Regeneration (INSURE) Hub, Impacto, and the Environmental Services & Solutions Expo. Former Board Member, Globally Responsible Leadership Initiative (GRLI); currently represent Católica Porto School of Business and Economics in GRLI's Impact Innovation Circle.

SELECTED ACADEMIC CONFERENCE PRESENTATIONS

- 5th Innovation for Sustainability & Regeneration International Conference, Porto, Portugal, 2025 — presented 'The Regenerative Economy: Linking Theory and Practice' and chaired the panel 'Regenerative Economics'; awarded Best Paper.
- Responsible Management Education Research Conference, Innsbruck, Austria, 2022 — Keynote, 'Beyond Sustainability to Thriving: Innovation to Regenerate Nature, Society and the Economy'.
- Academy of Business in Society (ABIS) — invited speaker across three colloquia/forums: Annual Colloquium, Berlin (2019); Knowledge Into Action Forum, Brussels (2018); Leadership for a Sustainable Future Colloquium, Brussels (2017).
- Academy of Management (AOM) — Keynote, ONE Doctoral Consortium, Boston, USA, 2019.
- ADAPT Conference, Bergamo, Italy, 2018 — paper presented, 'Sustainable Transformation @ Work'.
- European Academy for Business in Society (EABIS) — invited speaker, PhD Conference, Ashfield, UK (2008) and 6th Annual Colloquium, Barcelona (2007).
- Corporate Responsibility Research Conference, University of Leeds, UK, 2007 — 'Innovation for Sustainability: Mapping the Territory'.
- International Academy for African Business & Development (IAABD) Annual Conference, Dar Es Salaam, Tanzania, 2005 — awarded Best Paper on Legal Issues, Social Responsibility, Ethics and Values.
- International Centre for Corporate Social Responsibility (ICCSR) Interdisciplinary Research Conference, Nottingham, UK, 2004 — 'The Emergence of Corporate Citizenship in South Africa'.
- European Business Ethics Network (EBEN) Conference, Budapest, Hungary, 2003 — 'Corporate Social Responsibility and Personal Meaning in Life'.

CONVENED MULTIDISCIPLINARY DIALOGUES & MEETINGS

- **Thriving Futures Symposia**, Católica Porto School of Business and Economics (2024–present) — convened multidisciplinary symposia bringing together academics, business leaders and civil-society voices on regenerative business and thriving-economy themes, through the CCTF.
- **Value Creation Roundtable**, Antwerp Management School & Academy of Business in Society (ABIS), 2020 — co-organised a two-session multidisciplinary dialogue on value-creation models and methods, convening scholars including Robert Phillips (Schulich), Jed Emerson, Stuart Hart (Vermont) and Mark Kramer (Harvard) alongside practitioners from PwC, EY and the Impact Institute; co-authored the resulting white paper, *Value Creation: A Dialogue on Models and Methods*.
- **Cambridge dialogue on contributors to Jørgen Randers' 2052** — contributed to a multidisciplinary meeting of contributors to *2052: A Global Forecast for the Next Forty Years*, Cambridge; edited and summarised the proceedings in *Disrupting the Future: Great Ideas for Creating a Much Better World* (London: Kaleidoscope Futures, 2014).

SELECTED PUBLICATIONS

Author of 46 books (28 authored, 6 co-authored, 8 edited, 4 co-edited) and more than 430 articles, book chapters and reports. Selected titles:

Books (Selection)

- *Technologies of Hope: An Earth-Saving Mission*. Oxford: Routledge, 2026 (forthcoming).
- *Thriving: The Breakthrough Movement to Regenerate Nature, Society and the Economy*. Austin: Fast Company Press, 2022 (Amazon bestseller in 18 countries).
- *The World Guide to Sustainable Enterprise* (4 volumes). Sheffield: Greenleaf, 2016.
- *Sustainable Frontiers: Unlocking Change Through Business, Leadership and Innovation*. Sheffield: Greenleaf, 2015.

- *Corporate Sustainability & Responsibility: An Introductory Text on CSR Theory & Practice — Past, Present & Future*. London: Kaleidoscope Futures, 2012.
- *The Age of Responsibility: CSR 2.0 and the New DNA of Business*. Chichester: Wiley, 2011.
- *The World Guide to CSR: A Country-by-Country Analysis of Corporate Sustainability and Responsibility*. Sheffield: Greenleaf, 2010.

Journal Articles & Book Chapters (Selection)

- Van Erp, T., Haskins, C., Visser, W., et al. (2023). Designing sustainable innovations in manufacturing: A systems engineering approach. *Sustainable Production and Consumption* 37, pp. 96–111, May 2023.
- Beyne, J., Visser, W. & Allam, I. (2021). Sustainability reporting in the Antwerp port ecosystem, Belgium: Understanding the relationship between reporting on the Sustainable Development Goals and integrated thinking. *Frontiers in Sustainability*, doi: 10.3389/frsus.2021.689739.
- Visser, W. (2020). Measuring future resilience: a multilevel index. *Corporate Governance*, October 23.
- Visser, W. (2019). Integrated Innovation: Applying Systems Thinking to Sustainable Innovation and Transformation. *Sustainability*, 12, 5247.
- Visser, W. & Kymal, C. (2015). 'Integrated Value Creation (IVC): Beyond CSR and Creating Shared Value.' *Journal for International Business Ethics* 8(1).
- Visser, W. (2010). The Age of Responsibility: CSR 2.0 and the New DNA of Business. *Journal of Business Systems, Governance and Ethics* 5(3): 7–22. November, Special Issue on Responsibility for Social and Environmental Issues.
- Visser, W. (2008). 'Corporate Social Responsibility in Developing Countries.' In Crane et al. (eds.), *The Oxford Handbook of Corporate Social Responsibility*. Oxford University Press, 473–479.
- Visser, W., Lockett, A. & Moon, J. (2006). 'Corporate Social Responsibility in Management Research: Focus, Nature, Salience and Sources of Influence.' *Journal of Management Studies* 43(1): 115–136.
- Visser, W. (2006). 'Revisiting Carroll's CSR Pyramid: An African Perspective.' In Pedersen & Huniche (eds.), *Corporate Citizenship in Developing Countries*. Copenhagen Business School Press, 29–56.

Citation & Research Metrics

- ResearchGate: 76 publications, 4,563 citations, 241,502 reads (researchgate.net/profile/Wayne-Visser).
- SSRN: 101 total citations and 22,946 downloads across 7 papers (papers.ssrn.com, author ID 571905).
- Scopus: h-index of 13; 974 citations across 69 indexed documents (Scopus Author ID: 56121455100).
- ORCID: 0000-0002-5526-5722 (32 validated works).
- *Journal of Management Studies* article (Visser, Lockett & Moon, 2006) is a foundational, widely-cited paper in the CSR management literature.

RECOGNITION & AWARDS

Global recognition including: Top 10 ESG Speaker (Nexxworks) · Top 10 Most Influential Faculty Thinker on Responsible Business in Social Media (University of Bath Centre for Business, Organisations and Society) · Top 100 Influencer on CSR & Sustainable Business (Sustmeme) · Top 100 Thought Leader in Trustworthy Business (Trust Across America) · Top 100 Sustainability Leader (ABC Carbon) · Global CSR Excellence & Leadership Award (World CSR Congress) · Emerald Literati Outstanding Author Contribution Award · Outstanding Teacher Award (Warwick MBA).

SELECTED CLIENTS & ENGAGEMENTS

Worked with 260+ organisations across 60+ countries through consulting, keynotes, lectures and training, including: 3M, Anglo American, ArcelorMittal, AXA, BASF, BHP, Brussels Airlines, Coca-Cola, Dassault Systèmes, Dell, DHL, Dunelm, DuPont, Ernst & Young, HSBC, IFC, Johnson & Johnson, KPMG, Lafarge, Mastercard, Randstad, Salesforce, Shell, Thailand Stock Exchange, TUI Group, UNDP, UNEP, World Bank, WWF, and many more.