

Andrew Mountfield

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Education

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| 1981 – 1985 | Dual degree BA (Honours) / Diplom-Betriebswirt in European Business Administration, Middlesex University, UK / ESB European School of Business, Reutlingen University, Germany
Grade: Prädikat / Honours |
| 2005 – 2006 | MSc in Organisational Change (CCC), HEC Paris / Oxford University
Research thesis using quantitative analysis to identify factor groupings influencing emergent strategy development and its performance impact
Grade: Distinction |
| 2008 | Executive master's degree in Strategic HR Management, SDA Bocconi University Business School, Milan
Grade: Distinction |
| 2009 – 2015 | Doctorate in Organisational Change, Ashridge Business School
Thesis on comparison of cognitive models of behaviour and their impact on leadership and management processes
Grade: Distinction, passed without revisions |
| 2018 – 2020 | Master's degree (MSt) in Sustainability Leadership, Cambridge University. Thesis on models of leadership for integrating business and sustainability strategy execution |

Current role

Senior Research Fellow and Programme Lead, Oxford Rethinking Performance Initiative, Saïd Business School, University of Oxford

Research focus on construction and implementation of performance management and measurement systems for long-term value creation, impact assessment and responsible business behaviour. Corporate and investor engagement on questions of effective integration of non-financial performance measurement into decision making.

Previous business roles

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| 1985 – 1992 | Ciba-Geigy AG, Basel, Switzerland (today: Novartis AG) <ul style="list-style-type: none">• Head of Finance, IT & Logistics, Pharma Switzerland |
| 1992 – 2004 | PwC Consulting, Switzerland <ul style="list-style-type: none">• Partner, in charge of Strategy & Change Practice Switzerland; Lead Performance Management community of practice EMEA |

2004 – 2015	Horváth & Partners Management Consultants, Zurich, Switzerland <ul style="list-style-type: none"> Country CEO and Partner; Managing Director of Horváth Beteiligungs GmbH
20016 – 2018	Brightcon Group Management Consultants <ul style="list-style-type: none"> Board chairman
20016 – to date	Independent consultant and advisor

University and advisory roles

1995 – 2003	PHW University of Applied Sciences professor of business management, lecturer on part-time bachelor and master programmes, with focus on management control and strategy execution
1996 – 2004	Strathclyde University Business School, Zurich campus, Executive MBA decision science and strategy and scenarios modules
2004 – 2019	Federal Institute of Technology ETH Zurich, Executive MBA organisation & performance management module leader, MBA thesis supervisor
2008 – 2016	University of Maastricht, NL, School of Business & Economics, member of international advisory board
2012 – to date	University of St Gallen, guest lecturer on MA finance and accounting programme
2015 – 2020	China Europe International Business School (CEIBS), Zurich campus, Executive MBA strategy and organisation lecturer and MBA thesis and capstone project supervisor
2015 – to date	Ashridge Business School, guest lecturer, member of adjunct faculty since 2018
2016 – 2020	Business Intelligence & Smart Services Institute (BISS), Heerlen, Netherlands (Uni Maastricht and partners), guest lecturer and member of international advisory board
2019 – to date	Saïd Business School, Oxford University, Head Tutor / Tutor, Oxford Executive Leadership Programme
2022 – to date	Cambridge Institute for Sustainability Leadership, Cambridge University, tutor and assessor, Business and Climate Short Programme

Selected publications and conference papers

- 2004 Balanced Scorecard in der Praxis: Another animal for the zoo?, Mountfield, A., in *Jahrbuch Finanz- und Rechnungswesen*, Meyer, C & Pfaff, D., Weka Verlag, Zurich
- 2006 Editor and contributor to volume of case studies and methodology descriptions on financial and non-financial management, planning and control: Performance Management in der Praxis: Unternehmensziele, Führungsprozesse, Massnahmen, neue Wege und innovative Lösungen, Horvath & Partners (ed.), 2006, Zurich, Switzerland
- 2008 Strategische Planung zwischen Leadership und Prozessmanagement, Mountfield, A. et al., in *Jahrbuch Finanz- und Rechnungswesen*, Meyer, C & Pfaff, D., Weka Verlag, Zurich
- 2009 Editor and contributor to second volume of case studies and methodology descriptions on financial and non-financial management, planning and control: Von Strategie zur Steuerung: Konzepte und Beispiele aus der Praxis, Horvath & Partners (ed.), 2009, Zurich, Switzerland
- 2019 Lead author of book chapter on sustainable finance and corporate strategy: Integrated Management for Capital Markets and Strategy: The Challenges of “Value” vs. “Values” Sustainability Investment, Smart Beta and Their Consequences for Corporate Leadership, Mountfield, A., Gardner, M., Kasemir, B. & Lienin, S., in *Rethinking Strategic Management* (2019), Wunder, T., Springer, Cham, Switzerland
- 2019 Seminar paper at 2019 Academy of Management annual meeting, on linking external and internal sustainability reporting and strategy, based on results of book chapter research
- 2021 Lead author of book chapter on the impact of non-financial objectives and leadership style on the sustainability agency of executives: Barriers to implementing sustainability experienced by middle managers in the fast-moving consumer goods and retail sector, Mountfield, A., Hrainoha, K., Koh, L., Lascenko, L., Puchula, R. & Schalch, C., in *Research Handbook of Sustainability Agency*, Teerikangas, S. et al. (2021), Edward Elgar Publishing, Cheltenham, UK
- 2021 Seminar paper at 2021 Academy of Management annual meeting, on sustainability agency success factors and barriers, drawing on research project