

Weatherhead School of Management @ Case Western Reserve University
PhD -Management: Designing Sustainable Systems
Class of 2021

Larry Clay

Founder/Managing Director
Flourishing Designs + Innovations (FDI)



Research Interest and Connection to Practice:

My research focuses on sustainable cities, particularly in sustainable development performance, positive action, multi-stakeholder processes and leadership decision-systems. My key theory interests include complex systems theory, innovation, business ethics, whole systems integrative management, positive organizational scholarship (POS), and social structuring. Watch my short video [link](#) to learn more about my perspective about Sustainable Cities (UN Sustainable Development Goals #11 and #9) and how they relate to my research focus at Case Western Reserve University. My problem of practice deals with whole systems integrative management of innovation ecosystems and cities as sustainable ecosystems (CASE) towards flourishing, as well as designing strategies and processes for implementing social innovation through Appreciative Inquiry Summits and Platforms. Design that is structured with a healthy environmental vitality, social well-being, and economic prosperity is at the core of my academic and professional practice. In addition, my expertise and consulting approaches to management are empirically proven to be effective for multi-national organizations, industries, and communities, as well as trans-organizational corporations and institutions.

Currently, I am on a trajectory to finish and defend my dissertation Spring 2021, and graduate with my Ph.D. in Management- Designing Sustainable Systems. I am hopeful that we will overcome the COVID-19 pandemic, as well as rebound towards a more socially cohesive and economically prosperous environment in 2021. My academic aspirations are to continue my research at an institution and teach courses in Design Thinking, Organizational Behavior, and Business Ethics.

Career Aspirations after Graduation:

Beyond my passion for knowledge and business management, I am also active with several service and non-profit organizations. Since 2013 I've worked with the NBMBA's Annual Fiat Chrysler Graduate Case Competition. My first year at the annual conference I started humbly as a volunteer; but over the last 6 years I have had the opportunity to partner with one of the NBMBA's largest corporate sponsors – FCA - in the role as Special Operations Manager. And in the near future, I plan to transition my role with the case competition and be an advisor for a case competition team to compete for the coveted awards. As if I don't have enough on my plate, I also have a role as program administrator for [Conscious Business Innerprise](#). This non-profit is part of Humanity's Team, and the mission of CBI is to develop the next generation of conscious

business leadership to transition society into the new paradigms of the future in business and innovation as we move deeper within the information and digital age. As [Program Administrator](#) I manage the social media channels, and I have been instrumental in designing and organizing the content for the CBI digital workshop platform. By third quarter 2021, we plan to launch our Conscious Business Change Agent (CBCA) professional development workshops on the virtual platform.

Personal:

When I'm not working as a "pracademic", I love reading, creative writing of manuscripts and poetry, cooking fine cuisines, appreciating art, deconstructing movies and film, listening to different genres of music, global travelling, learning the diversity of cultural experiences, learning about technology, as well as spending quality time with my daughter and family. When I get the chance, I also love attending and networking at academic and industry conferences.

Professional Experience:

2019 – Present	Founder, Flourishing Design + Innovations (FDI)
2019 – Present	Humanity's Team/Conscious Business Innerprise
2013 – 2019	Managing Director, Rainmaker Strategic Management
2003 – 2010	CEO, Digital Language, LLC
1998 – 2006	Sr Healthcare Representative, Pfizer, Inc
1996 – 1997	Research Assistant, Los Alamos National Laboratory

Educational Background:

ABD, Case Western Reserve University, Cleveland, OH

Dissertation: *"Managing the Panarchy: Designing Cities as Ecosystems towards Flourishing"*

Completed Comprehensives and Defended Dissertation Proposal: 2020

Estimated Dissertation Defense: Spring 2021

Executive MBA, University of Memphis, Memphis, TN

Global Executive Leadership

BS, Grambling State University, Grambling, LA

Dual Degree in Biology & Chemistry