

Ehsan DERAYATI, PhD

Program Director, Executive MBA

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John Molson School of Business

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RESEARCH INTERESTS

Strategic Management
Entrepreneurship especially for Deep-Tech and High-Tech Firms
International Business Policy
Institutional Theory, Social and Institutional Entrepreneurship
Management Consulting
Small and Medium Enterprises (SMEs)

TEACHING DOMAINS

Consulting
Entrepreneurship and Family Business
Management Strategy

EDUCATION

2016	Philosophy Degree, Business Administration, Strategic Management, Title of Thesis: The impact of relative institutional challenge in the process of firms' internationalization, Concordia University, John Molson School of Business, Canada
2007	Master of Business Administration, Sharif University of Technology, Iran
2004	Bachelor of Engineering, Mechanical Engineering, Sharif University of Technology, Iran

DESIGNATIONS, AFFILIATIONS, AND CERTIFICATIONS

Academic Affiliations

2012 - 2018 Member, Montreal Local/Global Research Group, Montreal, QC, Canada

WORK EXPERIENCE

Academic

Since 2026 Program Director, Executive MBA, Concordia University, John Molson School of Business, Canada

Since 2024	Full-Time Lecturer (ETA), Department of Management, Concordia University, John Molson School of Business, Canada
2024	Interim Director of Executive MBA, Concordia University, John Molson School of Business, Canada
2021 - 2024	Director of the National Bank Initiative in Entrepreneurship and Family Business, Concordia University, John Molson School of Business, Canada
2021 - 2024	Adjunct Lecturer, Department of Management, Concordia University, John Molson School of Business, Canada
2021 - 2024	Senior Advisor, Innovation and Strategic Research Initiatives, Concordia University, John Molson School of Business, Canada
2016 - 2021	Full-Time Lecturer (LTA), Department of Management, Concordia University, John Molson School of Business, Canada
2016	Part-Time Lecturer, McGill University, Desautels Faculty of Management, Canada
2013 - 2015	Part-Time Lecturer, Department of Management, Concordia University, John Molson School of Business, Canada
2010 - 2015	Teaching Assistant, Concordia University, John Molson School of Business, Canada
2010 - 2015	Research Assistant, Management, Concordia University, John Molson School of Business, Canada

Professional

Since 2017	Founder and CEO, Triple-H Business Development Inc., Canada Helping fast-growing startups in high-tech industries to design and develop winning lean strategies effectively.
2017 - 2019	Chief Strategic Advisor, Senswear Inc., Canada In charge of Strategic Planning, Business Development and managing sustainable growth of Senswear Inc.
2015 - 2017	Executive Manager, Sensoreal Inc., Canada In charge of business development activities, executive tasks, Project management and business sides of product development - Achieved success in making the company profitable for the 1st year - Negotiated, acquired, and successfully managed a million-dollar scale project with some Multi-National Companies and big governmental agencies
2008 - 2009	Co-Founder & Managing Director/Project Manager, Parsina Modern Strategy (Rahbord Novin Parsin) Co., Iran
2007 - 2008	Project Manager/Senior Consultant, TNA (Tarh-e-Now Andishan) Co., Iran Directing strategic management consultant projects in infra-structure, oil & gas and Consumer packaged goods industries (In cooperation with Roland Berger Strategy Consultants); contributing in strategic management planning and implementation projects
2004 - 2007	Consultant/Management Systems Specialist, Saba Eng. Co., Iran

RESEARCH FUNDING

External

Since 2025	Next-Gen AI Research Assistants for Multidisciplinary Engineering Fields, Mitacs Accelerate, Mitacs 45,000, Canada
2020	StudioRx Business Strategy Internship, Business Strategy Internship, Mitacs 10,000, Canada

Internal

2000 - 2013 International conference grant, Concordia University, John Molson School of Business, C\$ 750, Canada

HONOURS, AWARDS, PRIZES, AND DISTINCTIONS

Research Awards/Honours/Prizes

2012 Medtech challenge first prize, Campus des Technologies de la Santé (CTS) & Mitacs, Canada

Scholarships

2010 PhD tuition partial remission scholarship, Concordia University, John Molson School of Business, Canada

PUBLICATIONS

Refereed Journal Articles

SEIFZADEH, P., DERAYATI, E., RADNEJAD, A. B. (2021). Multinational enterprises and strategic actions in emerging economy contexts: From conformity to institutional entrepreneurship. *Canadian Journal of Administrative Sciences-Revue Canadienne des Sciences de l'Administration*, 38 (4), 323-338. doi:[10.1002/cjas.1590](https://doi.org/10.1002/cjas.1590).

Refereed Conference Proceedings

DERAYATI, E., EDWARDS, G. (2016). The influence of relative institutional challenges on ownership structure. *Academy of International Business (AIB) Conference Proceedings*.

Book Chapters

DERAYATI, E., MOLZ, R., EDWARDS, G. (2019). A scale of relative institutional challenge during MNC global expansion (1 ed.). In Bryan Christiansen, Irina Sysoeva, Alexandra Udovikina, Anna Ketova (Eds.), *Emerging economic models for global sustainability and social development* (pp. 98-124). IGI Global. doi:[10.4018/978-1-5225-5787-6.ch006](https://doi.org/10.4018/978-1-5225-5787-6.ch006).

Studies and Reports

FARASHAHI, M., TOTSKAYA, N., TAJEDDIN, M., DERAYATI, E. (2013). *Data review study for export development Canada on "Canadian small and medium-sized enterprises in global value chains"*.

FARASHAHI, M., TAJEDDIN, M., TOTSKAYA, N., DERAYATI, E. (2013). *Literature review study for export development Canada on "Canadian small and medium-sized enterprises in global value chains"*.

PRESENTATIONS

Refereed Conference Presentations

SEIFZADEH, P., DERAYATI, E. (2018). *Multinational enterprises as institutional entrepreneurs: The case of emerging economy contexts*. Academy of Management (AOM) Annual Meeting, Chicago, IL. doi:[10.5465/AMBPP.2018.12499abstract](https://doi.org/10.5465/AMBPP.2018.12499abstract).

MOLZ, R., DERAYATI, E., EDWARDS, G. (2018). *The influence of relative institutional challenge on ownership structure*. Academy of Management (AOM) Annual Meeting, Chicago, IL.

MOLZ, R., DERAYATI, E., EDWARDS, G. (2018). *The effects of institutional setting on nourishing deep-tech start-ups: A qualitative approach to Canadian Deep-Tech Start-up ecosystem*. European Group for Organizational Studies (EGOS) Colloquium, Tallinn.

DERAYATI, E., EDWARDS, G. (2017). *The impact of relative institutional challenge on the process of firms' internationalization*. Academy of International Business (AIB) Annual Meeting, Dubai.

DERAYATI, E. (2014). *SMEs: The mountain goats of international business*. European Group of Organizational Studies (EGOS) Conference, Rotterdam.

DERAYATI, E., SEIFZADEH, P. (2013). *Multinational enterprises as institutional entrepreneurs: The case of emerging*. Academy of Management (AOM) Annual Meeting, Orlando, FL.

DERAYATI, E., SEIFZADEH, P. (2012). *Multinational enterprises as institutional entrepreneurs activities in emerging economies*. European Group of Organizational Studies (EGOS) Conference, Helsinki.

TEACHING EXPERIENCE

Undergraduate

2019	Introduction to Business and Management, John Molson School of Business
2016	Management of Multinational Corporations, John Molson School of Business
Since 2013	Strategy and Competition, John Molson School of Business

Graduate

Since 2021	Seminar in Consulting, John Molson School of Business
Since 2019	Crafting and Implementing a Winning Strategy, John Molson School of Business
Since 2018	Crafting and Implementing Successful Strategies, John Molson School of Business
2016	Business Policy and Strategy, John Molson School of Business

Executive Education, Certificate and Diploma Programs

Since 2025	Strategic Management, John Molson School of Business
2016	Strategic Management, John Molson School of Business

STUDENT COMMITTEE MEMBERSHIP

MSc Theses

John Molson School of Business

2025 - 2026	Byezhanova, Maryna, The Emotional Cost of Success: Understanding Entrepreneurial Identity Transitions After M&A Exits, Committee Member, Concordia University, John Molson School of Business, Canada
2025 - 2026	Vaisee, Manon, Incubators and the Development of Perceived Self-Legitimacy Among Women Entrepreneurs, Committee Member, Concordia University, John Molson School of Business, Canada
2025 - 2026	Fantini, Bianca, Framing and Coping with the Imposter Phenomenon: A Thematic Analysis of Entrepreneurs' Narratives, Committee Member, Concordia University, John Molson School of Business, Canada
2023 - 2024	Madani, Seyed Nima, Business Owners' Careers: Motives in the Longer Term, Committee Member, Concordia University, John Molson School of Business, Canada
2021 - 2022	Yu, Siyao, Institutional perspective on subsidiaries of multinational companies operating in China, Committee Member, Concordia University, John Molson School of Business, Canada

SERVICE TO UNIVERSITY

John Molson School of Business

Department Level

2019 - 2022	Member, Management Department MBA Committee, Concordia University, John Molson School of Business, Canada
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John Molson School of Business

Department Level

2018 Member, Search Committee for Management Department Chair, Concordia University, John Molson School of Business, Canada

Faculty Level

Since 2026 Curriculum Continuous Improvement (CCI) committee member, Concordia University, John Molson School of Business, Canada

Since 2022 Advisor, Judge and mentor to Innovation Fund, Concordia University, Gina Cody School of Engineering and Computer Science, Canada

Program Level

Since 2023 EMBA Program Curriculum Committee Member, Concordia University, John Molson School of Business, Canada

University Level

Since 2026 Member of The Council of the School of Graduate Studies, Concordia University, School of Graduate Studies, Canada

2021 - 2023 Member of Concordia Innovation Thinktank, Concordia University, Canada

Other Institutions

University Level

Since 2024 District 3 Innovation Hub Advisory Council, District 3 Innovation Center, Canada

SERVICE TO ACADEMIC COMMUNITY

Officer of Scholarly Organizations

2012 - 2015 Admin. Assistant, Montreal Local/Global Research Group, Canada

Conference or Seminar Organizer

2012 Member of the executive team of 8th Family Enterprise Research Conference (FERC), Concordia University, John Molson School of Business, Canada

SERVICE TO PROFESSIONAL COMMUNITY

Member of Board of Directors

2012 - 2013 Member of the Executive Team consulting with Export Development Canada (EDC), Export Development Canada, Canada

OTHER

Citizenship

Canada

Iran

Languages

Arabic, Basic

English, Highly proficient

French, Functional

Persian, Highly proficient

Skills

HOBBIES AND INTEREST

Digital Photography – Portrait and Street photography

Philosophy and History

Sports – Soccer (Key member, Organizer & Captain of JMSB Grad FC & Faculty Team, Runners-up for 3 seasons at Concordia Competitive League)

REFERENCES

The following references can be contacted for further information.

Name

Position

Relationship with the applicant

Contact information

Prof. Rick Molz

Professor in Management,
JMSB

Professor, Ph.D.

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Prof. Linda Dyer

Chair of Management

Department, JMSB

Employer

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Prof. Taieb Hafsi

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Management, HEC

Montreal

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