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EDUCATION

- 2009-2010 **HARVARD UNIVERSITY**
Kennedy School of Government, Belfer Center for Science and International Affairs
Post-doc Research Fellow
- 2005-2009 **MASSACHUSETTS INSTITUTE OF TECHNOLOGY (MIT)**
International Development Group, Department of Urban Studies and Planning
PhD in International Economic Development
Received MIT Presidential Scholarship Award
- 1997-1999 **MASSACHUSETTS INSTITUTE OF TECHNOLOGY (MIT)**
Master in City Planning (MCP)
Received MIT Departmental Scholarship Award
- 1995-1997 **THE AMERICAN UNIVERSITY IN CAIRO (AUC)**
Master of Business Administration (MBA) with High Honors
Received Graduate Merit Fellowship by AUC School of Business & Economics
- 1990-1995 **THE AMERICAN UNIVERSITY IN CAIRO**
Bachelor of Science (BSc) in Engineering with High Honors
Major in Construction Engineering. Minor in Computer Science
Top of Construction Engineering Class for all years

EXECUTIVE EDUCATION

- 2017 **OXFORD UNIVERSITY**
Transformational Leadership Program: Leadership at the Edge
A custom executive education program for the World Economic Forum Young Global Leaders
- 2017 **HARVARD KENNEDY SCHOOL**
Global Leadership and Public Policy for the 21st Century
A custom executive education program for the World Economic Forum Young Global Leaders
- 2009 **GEORGETOWN UNIVERSITY**
Georgetown Leadership Seminar
The annual Georgetown Leadership Seminar (GLS) is a premier international executive education program conducted and hosted by the Institute for the Study of Diplomacy at the Edmund A. Walsh School of Foreign Service at Georgetown University

HONORS AND AWARDS

- 2023 **Keynote Speaker at AUC Graduate Commencement**
- 2019 **Digital Education Pioneer Award** by AUC Center for Learning and Teaching (CLT)
- 2018 **Distinguished Alumni Faculty Service Award** by AUC Alumni Office
- 2016-2017 **Faculty Service Appreciation Award** by AUC School of Business
- 2015-2016 **Faculty Service Appreciation Award** by AUC School of Business
- 2015 **Excellence in Teaching Award** by AUC School of Business
- 2013 **Excellence in Academic Service Award** by AUC School of Business
- 2012 **Young Global Leader (YGL) Award** by the World Economic Forum (WEF)
- 1999 **MIT Presidential Scholarship**
- 1997-1998 **MIT Departmental Scholarship Award**
- 1997 **British Chevening Scholarship Award**
- 1995,96,97 **Graduate Merit Fellowship** by AUC School of Business & Economics
- 1993,94,95 **Academic Honor Award** by AUC School of Science and Engineering
- 1992,93,94,95 **Top of Construction Engineering Class Award** by AUC School of Science and Engineering

ACADEMIC EXPERIENCE

THE AMERICAN UNIVERSITY IN CAIRO (AUC)

- 2011-Current **Abdul Latif Jameel Endowed Chair of Entrepreneurship and Associate Professor (tenured)**
AUC School of Business, Department of Management
Teaching graduate (MBA, Executive MBA, CEMS) and undergraduate entrepreneurship and management courses.
Received the School's **Excellence in Teaching Award**:
- **MBA & CEMS**: Entrepreneurship and Innovation, Business Consultancy, Business Model Innovation, FinTech and Financial Inclusion in the Middle East and Africa (MEA).
 - **Executive MBA**: Entrepreneurship and Innovation, Capstone Project.
 - **Undergraduate**: Entrepreneurship and Innovation, Corporate Entrepreneurship, Entrepreneurial finance, Technology and Innovation, Business Consultancy, Entrepreneurship Lab: Developing and Launching a New Venture, Entrepreneurship and Small Business Management, Fundamentals of Management.
 - **Executive Education**: designed several company-specific programs for corporate clients in Egypt and the region. Co-designed and co-taught the school's flagship Advanced Management Program, which was ranked by the Financial Times open enrolment programs.
 - Designed and delivered several executive programs on economic development, multi-stakeholder negotiation, and policy development for the School of Global Affairs and Public Policy (GAPP).
 - **MOOC**: Designed and delivered the first free Arabic massive open online course (MOOC) on entrepreneurship (2015), offered on the edraak.org platform, attracting **more than 80 thousand participants from all over the Arab region**.
- 2013-Current **Founding Director for AUC Venture Lab**, a university-based accelerator/incubator for innovative startups
- AUC Venture Lab was recognized as the **best accelerator in Africa** (2021/22) and a high impact/top university business incubator in Africa and MENA (2014, 2015, 2018 and 2019/2020) by UBI Index.
 - Over 10 years, AUC Venture Lab has **accelerated 350+ startups**, which have collectively **raised more than \$350 million in funding and created more than 12,000 jobs**.
 - AUC Venture Lab **FinTech Accelerator** is the first specialized program to support financial technologies, in partnership with the Commercial International Bank (CIB), Mastercard, and the International Finance Corporation (IFC).
 - **Raised more than \$5 million in funding** for research and AUC Venture Lab activities from multiple corporations and foundations, e.g., Visa, Apache, Arab African International Bank (AAIB), SODIC, Commercial International Bank (CIB), General Electric (GE), Mastercard, Mountain View, Nestle, the World Bank/International Finance Corporation (IFC), Hivos Foundation, Oxfam Foundation, Drosos Foundation, New Silk Road Foundation, and USAID.
- 2017-2019 **Director for the Center for Entrepreneurship and Innovation (CEI)**
CEI provides a platform to support entrepreneurship and innovation within AUC and build the ecosystem in Egypt.
- Implemented a large-scale partnership to build the capacity of 14 co-working spaces all over Egypt.
 - Designed and launched the first **International Business Case Competition** at AUC, with participants from 9 universities in Canada, India, Oman, UAE and Egypt.
- 2015-Current **Project Leader & PI for the Global Entrepreneurship Monitor (GEM) project in Egypt**
GEM is the largest global study of entrepreneurship with more than 100 countries participating.
- Lead author for **GEM Egypt Report** and **GEM MENA Report** since 2015.
 - Created a global community of practice conducting and publishing quality research on entrepreneurship in MENA, delivering 17 publications by 20 international co-authors from the US, Europe, China, and MENA.
 - Secured more than \$500k in research funding for GEM Egypt research activities.
- 2011-2014 **Academic Advisor for Entrepreneurship and Innovation Program (EIP)**
- EIP led the school's activities to promote and develop the entrepreneurial ecosystem at the University and Egypt at large through local and international partnerships, organizing and hosting business plan competition and other lectures and events.
 - The program created more than 40 community partnerships that impacted more than 6,000 youth through training, business plan competitions, startup support and mentorship, and other activities.
- 2016, 17, 18 **UNIVERSITY OF STELLENBOSCH BUSINESS SCHOOL** **Cape Town, South Africa**
Adjunct Professor
- Teaching MBA elective course: From Idea to Startup: Building an Entrepreneurial Venture to 145 MBA students.
- 2019 **AFRICA BUSINESS SCHOOL, UNIVERSITÉ MOHAMMED VI POLYTECHNIQUE** **Benguerir, Morocco**
Adjunct Professor
- Teaching EMBA course: Entrepreneurial Venture Creation to 50 EMBA students, in partnership with Columbia Business School.

PROFESSIONAL & ENTREPRENEURIAL EXPERIENCE

Board Membership

- 2013-Current **PayMob Solutions**, Cairo, Egypt
Chairman of the Board
PayMob provides omni-channel payments solutions to empower SMEs to accept and send payments in Egypt, Middle East and Africa. PayMob is the largest processor of mobile wallet transactions in Egypt and the region.
- 2023-Current **Egypt Ventures**, Cairo, Egypt
Chairman of the Board
Egypt Ventures is multi-stage investment vehicle focused on making a deep impact on the Egyptian economy and people by nurturing the Egyptian entrepreneurship ecosystem through multiple platforms, including direct investments, Falak Startups Accelerator, and EFG-EV Fintech Accelerator.
- 2018-Current **Klickit**, Cairo, Egypt
Chairman of the Board
Klickit is an Egyptian fintech startup providing an easy-to-use online payment platform for the educational sector, including the whole public school system in Egypt, the Middle East and Africa.
- 2017-2023 **Tamweely Microfinance**, Cairo, Egypt
Board Member, Member of the Audit & Governance Committee, Risk Committee, and Remuneration Committee
Tamweely Microfinance promotes financial inclusion and job creation in Egypt through a full-fledged portfolio of financial products and services backed by technology solutions for micro-enterprises and SMEs.
- 2020-2023 **C-Ventures**, Cairo, Egypt
Board Member, Member of the Investment Committee and Risk Committee
C-Ventures is the corporate venture capital fund of CIB, investing in next generation financial services and fintechs.
- 2021-2023 **AbuDhabi Islamic Bank – Consumer Finance (ADI-CF)**, Cairo, Egypt
Board Member, Member of the Audit and Risk Committee
ADI-CF is a pioneering corporate startup focused on providing tech-enabled sharia-compliant consumer lending in Egypt and the region.
- 2014-2021 **Ready-to-Ship (R2S) Logistics**, Cairo, Egypt
Board Member
R2S Logistics provides integrated infrastructure for warehousing, fulfilment, last-mile delivery and financing for the ecommerce sector in Egypt, with more than 2 million orders delivered.
- 2014-2018 **D-Kimia**, Cairo, Egypt
Board Member
Di-Kimia is the first bio-technology startup to be spun of the AUC science labs providing low-cost diagnostics solution for Hepatitis C and other diseases using patented technologies.

Recent Consulting Projects

- 2021-2022 **The African Development Bank (AfDB)**
Mapping the entrepreneurship ecosystem in Egypt
Surveyed and mapped active entrepreneurship support organizations in Egypt, including investments, education, acceleration/incubation, and other support programs.
- 2020-2021 **United Nations Development Program (UNDP)**
COVID-19 Economic Recovery Support
Provided technical support to UNDP and partner government ministries on planning for government response to the COVID-19 pandemic and the ensuing economic challenges.
- 2020 **International Labour Organization (ILO)**
The Fourth Industrial Revolution, Artificial Intelligence, and the Future of Work in Egypt
Researched, with Dr. Nagla Rizk, the impact of fourth industrial revolution technologies, including artificial intelligence, on the future of the labor markets in Egypt, and identified policy recommendations for government organizations and DFIs, including the Ministry of Labor.
- 2019 **USAID Macro-Economic Stabilization and Reform (MESR) Project, Ministry of Planning and Economic Development (MoPED)**
Egypt Sustainable Development Strategy (SDS) – Entrepreneurship Policy Report
Provided an policy report including gap analysis and action plan for the entrepreneurship and SME sectors, to be used in the updated Sustainable Development Strategy (SDS) for Egypt.

Previous Professional Activities

2007-2011

Enovio Consulting, Cambridge, MA

Co-founder and Managing Partner

Conducted business development and business building activities; negotiated, structured and led multiple consulting engagements, including:

- Designed a **technology strategy** and **operational transformation program** for the **New York Times** Company, covering their traditional newspaper business and the rapidly growing digital businesses.
- Advised the team working on launching the **New York Times online pay-model** to implement a payment system for news on digital platforms including web, mobile devices and ipad:
 - Conducted competitive marketing analysis of several online content providers, newspapers and e-commerce sites; and
 - Supported the implementation team in defining the business and technical requirements for the new online billing platform.
- Advised a **startup company in the environmentally friendly building material and carbon offset trading business** through multiple business planning and building activities:
 - Supported due diligence and negotiations with a potential R&D partner and international investors;
 - Conducted market scan for innovative technologies in the Green Concrete space; identified and prioritized potential technology partners; and
 - Supported the CEO in multiple fund-raising pitches to potential angel investors.
- **Created a business strategy and growth roadmap for a fast-growing Egyptian healthcare IT startup**, in preparation for second round fund raising. Defined a product roadmap, target growth markets, required investments and operational capabilities for growth and prepared pitch documents for potential investors.
- Developed **value proposition, business proposal and communication strategy for an Indian offshore IT services firm** for multiple bids presented to two US and European leading banks.
- Developed a **growth strategy for a New York-based specialty fashion retailer** to grow their revenues from \$400m to \$1 billion over 3-5 years and worked with the COO to **create and launch a business transformation program**:
 - Assessed strategic business capabilities for growth, including organizational structure, operations and processes, systems and technology, and culture;
 - Conducted industry analysis and market research to benchmark client against 16 fast-growing companies in the fashion retail business. Examined their organization, financials, operations, and growth strategy for best practices and lessons learned;
 - Redesigned the business processes for merchandizing functions, including buying, demand planning, and allocating. Created detailed operational process and manuals, decision making rules, and reporting requirements based on industry best practices; and
 - Supported management team in change management and transition from existing processes towards best practices.
- Conducted market research to **validate the value proposition and assess the market potential** for two new innovative medical devices for a Boston-based startup company.
- Designed and implemented (over 14 months) a **comprehensive operational transformation program to upgrade four Egyptian automotive manufacturers** to meet Mercedes Benz international standards, based on lean manufacturing techniques.

2004-2005

World Bank, Washington, DC

Consultant to the Investment Climate Advisory Services Group (FIAS)

- Assessed the **key investment problems facing five sectors in the Egyptian economy** as part of a comprehensive “investment climate assessment” study conducted by the World Bank for the Egyptian Ministry of Investment.
- Conducted interviews and led workshops with over 80 leading businessmen in Egypt; synthesized key sector-specific issues in a report and presentation for senior government and private sector decision makers.

2000-2004

McKinsey and Company, New York, NY and Stamford, CT

Senior Consultant

- Served senior clients in Fortune 100 companies, government, and non-profits on strategy formulation, program design and implementation in more than twenty client studies.
- Managed McKinsey and senior client teams to define and articulate actionable client recommendations.
- Designed and implemented quantitative and qualitative fact-based research, analysis and modeling.
- Communicated with, and presented key recommendations to senior client executives
- Led multiple internal McKinsey research and knowledge development initiatives producing over twenty internal and external publications.
- Crafted and presented multiple client development proposals for core and new clients, working with senior McKinsey partners.

Conducted over twenty client engagements addressing key strategy, organization, operations and technology management issues, within the media/hi-tech, healthcare, and financial services, including:

Key client engagements in **media and hi-tech:**

- Assisted the new Chief Information Officer (CIO) of a global media company to **develop and launch a new technology agenda** across three dimensions: assessing opportunities for cost reduction and performance improvement in the IT organization, building a new organizational structure to respond to business changes, and evaluating opportunities for product rationalization and systems consolidation in several countries.
- Designed a **business strategy for a fast-growing software company** to provide web integration solutions for legacy systems in financial institutions. Developed a product definition and value proposition for the new business and conducted a strategic scan for acquisition and partnership targets.
- **Built a Shared Services organization for 26 local newspapers** to leverage their economies of scale and improve service provisions in areas of Information Systems, Accounting, Payroll, Strategic Purchasing, and Call Center.
- Assisted senior management in a global media company in implementing a **post-merger IT cost management program** to contribute **\$50-60 million cost savings**; and identified technology enabled growth opportunities across combined companies.

Key client engagements in **financial services:**

- **Improved cost performance for a leading private label credit card business**, focusing on the technology organization, including infrastructure, application development, and project prioritization process.
- **Crafted and implemented a Service Excellence program** for a major global financial institution post re-organization. **Launched multiple operational improvement initiatives focusing on technology infrastructure and designed and prototyped a comprehensive metrics and management reporting effort.**
- Assessed financial, operational and technology risks and **improved reliability for the primary order routing platform in a leading investment bank**; including review of the organizational resources, operational plans, technical architecture, testing strategy; and crafting a comprehensive strategy and communication plan for disaster recovery.

Key client engagements in **healthcare and pharmaceuticals:**

- Crafted a strategy and business case for a large insurance player to assess the opportunity to **develop a new offering for an emerging high-growth market segment**. This included assessing the operational and technology capabilities and developing an approach to operationalize the new strategy.
- Created the baseline for a **3-year strategic technology roadmap for a pharmaceutical distributor**. Identified opportunities for organizational improvement and capturing new business benefits of Enterprise Resource Planning (ERP) investments and assessed the impact of potential business model changes on the future technology architecture and organization.
- **Helped a startup in the bio-pharmaceutical supply chain management/procurement space assess the attractiveness of and build a business model** for a life sciences supply chain solution. **This included crafting the value proposition for customers and suppliers and assessing potential market size and partnership opportunities.**
- Created the blueprint for a new company to provide **shared services for three leading hospitals in Canada**. Defined the value proposition and business model, created business plan, technology migration plan and service level agreements (SLAs).

Key client engagements in the **non-profit sector** (pro bono):

- Built the technological and organizational capabilities for a non-profit online philanthropy portal. Hired the Chief Technology Officer (CTO) and new development team; assessed technology capabilities and web portal architecture, and reviewed partnership opportunities with systems implementation companies.

Mimar, Consultants in Architecture and Planning, Cairo, Egypt

1995-1997

GIS/CAD Computer Lab Manager:

- Established and managed a new computer lab for Geographic Information Systems (GIS) and Computer Aided Design (CAD) lab to **support multiple (\$7 million) engineering, regional and city planning projects** in the Middle East (Saudi Arabia, Egypt).

Engineer:

- Managed a research team to collect and document historical and architectural field data for the landmark restoration project of the Madina Railway Station in Saudi Arabia. Research work included field interviews and research in Saudi Arabia, Jordan, Syria and Turkey.

Asea Brown Boveri (ABB), Cairo, Egypt

1994

- Trainee in civil engineering and quality control departments in a major power generation infrastructure construction project in Egypt.

COMMUNITY SERVICE AND LEADERSHIP

2020-Current	<p>Babson Collaborative for Entrepreneurship Education, Wellesley, MA, USA Advisory Board Member</p> <p>The Babson Collaborative for Entrepreneurship Education is a global institutional membership organization connecting universities around the world that are building and expanding their entrepreneurship ecosystems.</p>
2020-Current	<p>American Chamber of Commerce (AmCham), Cairo, Egypt Co-Chair of the Entrepreneurship and Innovation Committee</p> <p>Providing an engagement platform for key stakeholders in the industry to advance the state of entrepreneurship through collaborative activities and policy advocacy.</p>
2019-Current	<p>Egyptian FinTech Association of (EFA), Cairo, Egypt Founding Advisory Board Member</p> <p>A nonprofit organization founded promoting collaboration, knowledge sharing and advocacy among stakeholders, including banks, micro finance, telecom, big tech, insurance, VCs, universities, consulting and law firms, and government regulators. EFA is a member of the Global Fintech Hubs Federation.</p>
2022-Current	<p>Qalaa Holdings Scholarship Foundation, Cairo, Egypt Board of Trustees Member</p> <p>As the largest private sector funded scholarship program in Egypt, QHSF provided scholarships to 200+ students since 2007, providing them with the opportunity to pursue masters and doctoral degrees at top universities such as Harvard, Stanford, Oxford, Cambridge, Columbia and Wharton. At the core of its mission is a belief in the transformative value of education and excellence to support the economic and social well-being of the country.</p>
2004-Current	<p>Nahdet el Mahrousa, Cairo, Egypt Co-founder, Board Member and Treasurer</p> <p>Nahdet el Mahrousa (NM) is a leading non-profit organization promoting economic and human development in Egypt through social entrepreneurship. NM reaches more than 50,000 beneficiaries every year through its programs and supported social enterprises.</p>
2017-2020	<p>Harvard Business Review (HBR) Arabic, Dubai, UAE Advisory Board Member</p> <p>HBR Arabic provides readers from the Arab world with Arabized HBR world-class content, in addition to local content from the region of interest to business leaders, government policy makers and entrepreneurs.</p>
2014-2016	<p>Rise Egypt NGO, Boston, Massachusetts, USA Founding Board member</p> <p>Rise Egypt is a US-based non-for-profit organization founded by Egyptian-Americans with the mission of connecting social entrepreneurs in Egypt and the US and working to address developmental challenges in Egypt.</p>
2017-2018	<p>Technology Entrepreneurship and Innovation Center (TIEC), Cairo, Egypt Board of Trustees Member</p> <p>TIEC is the technology incubator under the Ministry of Communications and Information Technology (MCIT) IT Industry Development Agency (ITIDA). Launched in 2010, TIEC promotes innovation and entrepreneurship in ICT through strategizing, facilitating, and promoting innovation and entrepreneurship in the sector</p>
2017-2020	<p>AUC Business Forward Portal, Cairo, Egypt Editorial Board Member</p> <p>Business Forward is the knowledge portal of the AUC School of Business, providing a credible destination for business knowledge, insight and analysis on Egypt and the Arab region. The platform provides business and economy content, covering the latest trends and developments across industries, seeking to foster a wider conversation about issues impacting the business community.</p>
2018-2020	<p>Egypt Innovate Portal, Cairo, Egypt Steering Committee Member</p> <p>Egypt Innovate is an online innovation portal developed by the Technology Innovation and Entrepreneurship Center (TIEC) targeting innovators and entrepreneurs in the ICT sector. The portal provides educational content, news, tools for connectivity, and information on the entrepreneurship and innovation ecosystem in Egypt.</p>
2016-2020	<p>SME for Humanity (SME4H) Global Initiative, Dubai, UAE Steering Committee Member</p> <p>SME for Humanity is a global initiative that aims to assist the global humanitarian system in responding to humanitarian crises and to support refugees through innovative technology, working with local SMEs.</p>

ACADEMIC RESEARCH & PUBLICATIONS

Articles Published in Externally Refereed Journals

- Zabala, Alaitz, Seham Ghalwash, Ayman Ismail and Iñaki Peña-Legazkue. "Women's Self-Employment Intentions after Global Shocks: Insights from Egypt and Spain" European Journal of International Management. Vol 20 No. 1 (2023) pp. 124-142. <https://doi.org/10.1504/EJIM.2023.130359>. [Refereed]
- Ghalwash Seham and Ayman Ismail. "Social Entrepreneurship: The Role of Intangible Resources in the Resource Scarce Environment." International Journal of Industrial and Manufacturing Engineering. Vol. 16 No. 10 (2022) pp. 613-618. [Refereed]
- Ismail, Ayman, Fatima Boutaleb, Esra E. Karadeniz, Ehud Menipaz, Chafik Bouhaddioui, Widad A. Rahman, Lidia Sanchez-Ruiz, and Thomas Schøtt. "Strategy and Practice for Sustainability in Businesses in the Middle East and North Africa in a Global Perspective." Journal of Risk and Financial Management, Vol. 15, No. 7: 277 (2022). <https://doi.org/10.3390/jrfm15070277>. [Refereed]
- Ghalwash, Seham and Ayman Ismail. "Resource Orchestration Process in the Limited-Resource Environment: The Social Bricolage Perspective." Journal of Social Entrepreneurship. (2022). <https://doi.org/10.1080/19420676.2021.2020152>. [Refereed]
- Zabala, Alaitz, Seham Ghalwash, Ayman Ismail, Iñaki Peña Legazkue. (2022). Women's self-employment intentions after global shocks: insights from Egypt and Spain. European Journal of International Management (EJIM). (forthcoming) (2022). <https://doi.org/10.1504/EJIM.2022.10045381>. [Refereed]
- Ismail, Ayman and Johnson, Brendon. "Operating as a Social Enterprise within Resource and Institutional Constraints" Entrepreneurship Research Journal, vol. 11, no. 1 (2021), pp. 20170120. <https://doi.org/10.1515/erj-2017-0120>. [Refereed]
- Tolba, Ahmed, Ayman Ismail, and Thomas Schøtt. "People Financing Entrepreneurs within and outside the Family: Pandemic Decline and Resilience in Cultures around the World." Journal of Risk and Financial Management, Vol. 14, No. 12: 610 (2021). <https://doi.org/10.3390/jrfm14120610>. [Refereed]
- Khalil, Salma, Ayman Ismail, and Seham Ghalwash. The Rise of Sustainable Consumerism: Evidence from the Egyptian Generation Z. Sustainability, Vol. 13, No. 24:13804, (2021). <https://doi.org/10.3390/su132413804>. [Refereed]
- Ismail, Ayman. "A Framework to Design Acceleration Programs in Emerging Markets: A Case Study from Egypt." Entrepreneurship Research Journal, Vol. 1, No. 2 (2020). <https://doi.org/10.1515/erj-2018-0196>. [Refereed]
- Dastmalchian, Ali, Nick Bacon, Nicola McNeil, Claudia Steinke, Paul Blyton, Medha Satish Kumar, Secil Bayraktar, Werner Auer-Rizzi, Ali Ahmad, Richard Cotton, Tim Craig, Che Ruhana Binti Isa Ghazali Bin Musa, Mohammad Habibi, Heh Jason Huang, Pinar Imer, Ayman Ismail, Hayat Kabasakal, Carlotta Meo Colombo, Sedigeh Moghavami, Tuheena Mukherjee, Ningyu Tang, Thi Nam Thang, and Renin Varnali. "High-Performance Work Systems and Organizational Performance Across Societal Cultures." Journal of International Business Studies (JIBS), Vol. 51, (2020), pp 353–388. <https://doi.org/10.1057/s41267-019-00295-9>. [Refereed]
- Ismail, Ayman and Brendon Johnson. "Managing Organizational Paradoxes in Social Enterprises: Case Studies from the MENA Region." VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations. Vol. 30, No. 516. (2019) <https://doi.org/10.1007/s11266-018-00083-3> [Refereed]
- Rady, Alaa, Hakim Meshreki, Ayman Ismail, and Laura Núñez. "Variations in Valuation Methodologies and Cost of Capital: Evidence from MENA Countries." Emerging Markets Finance and Trade. Vol. 55, No. 9. (2019) <https://doi.org/10.1080/1540496X.2018.1533462> [Refereed]
- Ismail, Ayman, Ahmed Tolba, Seham Ghalwash, Ayman Alkhatib, Emine Esra Karadeniz, Khalid El Ouazzani, Fatima Boutaleb, Lotfi Belkacem and Thomas Schøtt. "Inclusion in entrepreneurship, especially of women, youth and unemployed: status and an agenda for research in Middle East and North Africa." World Review of Entrepreneurship, Management and Sustainable Development, Vol. 14, No. 4. (2018) <https://doi.org/10.1504/WREMSD.2018.093608> [Refereed]
- Ghalwash, Seham, Ahmed Tolba and Ayman Ismail. "What Motivates Social Entrepreneurs to Start Social Ventures?: An Exploratory Study in the Context of a Developing Economy." Social Enterprise Journal, Vol. 13, No. 3 (2017), pp.268-298, <https://doi.org/10.1108/SEJ-05-2016-0014> [Refereed]

Case Studies in Refereed Publications

- Ismail, Ayman, Seham Ghalwash and Noha El Sebaie. "Up-Fuse: International growth of an Egyptian eco-friendly social enterprise." Emerald Emerging Markets Case Studies, Vol. 12 No. 1. (2022). <https://doi.org/10.1108/EEMCS-10-2020-0390>. [Refereed]
- Ismail, Ayman and Brendon Johnson. "TA telecom: Innovation in a rapidly changing industry." Sage Business Cases. (2022). <https://dx.doi.org/10.4135/9781529605761>. [Refereed]
- Ghalwash, Seham, Ayman Ismail and Noha El Sebaie. "Helm: a social enterprise expanding opportunities for people with disabilities in Egypt." Emerald Emerging Markets Case Studies, Vol. 11 No. 4 (2021) pp. 1-31. <http://dx.doi.org/10.1108/EEMCS-10-2020-0391>. [Refereed]
- Ismail, Ayman and Ahmed Dahawy. "SWVL: Reinventing Urban Mass Transit." Case Focus - The Journal of Business & Management Teaching Cases, Middle East and Africa Edition, Vol. 1 No. 40 (2020). <https://www.thecasecentre.org/products/view?id=170505>. [Refereed]
- Ghalwash, Seham, Maria Ballesteros-Sola and Ayman Ismail. "PayMob: Transforming Digital Payments in Egypt and the Region for a Cashless Society." Accepted in the North American Case Research Association (NACRA) 2022 Conference (under review). [Refereed]
- Ghalwash, Seham, Ayman Ismail and Mohit Maurya. "Scarabaeus Sacer: An Iconic Green Brand Advocating Sustainability in the Era of Digital Economy and Connectivity." Emerald Emerging Markets Case Studies, Vol. 12 No. 4 (2022) pp.1-34. [Refereed]
- Ghalwash, Seham and Ayman Ismail. "Fntique: connecting Local Artisans to Global Markets." Emerald Emerging Markets Case Studies (under review). [Refereed]

Chapters in Peer Reviewed Books

- Ismail, Ayman and Sherif Yehia. "Varieties of Entrepreneurs: The Entrepreneurship Landscape in Egypt." In Nagla Rizk and Hassan Azzazy, eds. Entrepreneurship and Innovation in Egypt. Cairo, Egypt: AUC Press, 2016. ISBN 9789774167270 [Refereed]
- Ismail, Ayman. "Building a University-Centered Entrepreneurship Ecosystem: A case study of the Entrepreneurship Ecosystem at the American University in Cairo." In Nagla Rizk and Hassan Azzazy, eds. Entrepreneurship and Innovation in Egypt. Cairo: AUC Press, 2016. ISBN 9789774167270 [Refereed]
- Ismail, Ayman and Brendon Johnson. "TA Telecom: Innovation in a Rapidly Changing Industry." In Iman Seoudi and Imane El Ghazali, eds., Exploring Business in the Arab World: Ten Cases from Egypt and Morocco. Cairo, Egypt: American University in Cairo Press, 2017. [Refereed]
- Ismail, Ayman and Brendon Johnson. "Adaptations and Business Model Innovation in Times of Rapid Change: Baraka Group Case Study." In Entrepreneurship in the Arab World: Ten Case Studies. Cairo, Egypt: American University in Cairo Press, 2016. ISBN: 9789774167003 [Refereed]
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Awards and Recognition for Research Papers

The article titled "What motivates social entrepreneurs to start social ventures?" published in Social Enterprise Journal has been **selected by the editorial team of Emerald as Highly Commended in the 2018 Emerald Literati Awards.**

The article titled "High-Performance Work Systems and Organizational Performance: The Role of Societal Culture." was **nominated to the best paper award in the 2018 Academy of Management (AOM) Annual Meeting in Chicago, International Management Division.** Article was also published in the Academy of Management Proceedings.

The case study titled "SWVL: Reinventing Urban Mass Transit" was recognized by the Case Centre as a **best-selling case for 2021.** The case was previously published in the inaugural issue of the Case Focus journal Middle East and Africa Edition.

The case study titled "Scarabaeus Sacer: An Iconic Green Brand Advocating Sustainability in the Era of Digital Economy and Connectivity" was awarded the **first place in the Emerald/KCC 2021 case competition.**