# Professional and Academic Profile of Alon Hasgall (PhD)

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Complex adaptive systems, distributed organizations, innovation information technologies systems, knowledge management, innovation management and digital transformation

Introduction to my Professional and Academic Profile

My unique professional journey has included a variety of roles, each contributing significantly to the application of innovative technologies in complex work environments and distributed organizations. I began my career in the IDF in the field of management methods based on information technologies in complex environments. Later, I worked as a product implementation manager in a hi-tech company, and then as a founder and director of start-up companies. Throughout this long journey, I honed my leadership skills within high-pressure environments. As part of my role, I have embraced innovative technologies, fostered adaptability, managed professional communities, and cultivated innovative thinking among team members.

The experience I gained through establishing start-up companies provided me with a unique platform to translate my research findings into practical solutions. Ultimately, this positioned me as a thought leader in the field. In addition to my entrepreneurial pursuits, I have also taken on leadership roles in associations, unions, and innovation centers. These experiences have further enriched my professional repertoire. This allowed me to apply innovative technologies and contribute to the evolution of a distinctive concept. This concept is shaped by innovative, efficient, and advanced organizational activity that is characterized by swarm behavior.

During my time as chairman of the Internet Association and Innovation Centers, my commitment to innovation and technology leadership grew significantly. In this role, I played a pivotal part in designing advanced digital policies at both national and international levels. This commitment extended to collaborating with global organizations, such as the European Commission, where I made substantial contributions to the regulation of free internet use. Additionally, my involvement in designing and implementing decentralized and autonomous management structures, particularly in the context of a Malaysian hotel chain, underscored the potency of the corporate swarm model and solidified its international standing.

Academically, my contributions extend beyond traditional research boundaries. Serving as the head of the Innovation Center of the Bureau of Information Technologies, while also leading the B.Sc. information systems track at Ramat Gan Academic College, and participating in professional committees at the Ministry of Education and international committees in the fields of “digital nomads ” and academic knowledge sharing (CODATA), demonstrates my dedication to influencing thinking and practical implementation in innovation and information analysis within the technology management community in Israel.

Focus on Research Subjects and Outputs

Throughout my research journey, I have been committed to exploring and advancing knowledge management, implementing innovative technologies, and developing complex adaptive work environments. Based on the Complex Adaptive Systems (CAS) Model, my early studies focused on defining a work environment that is both adaptive and complex. Subsequent research (from 2008 and 2011) showed the impact of this unique work environment on knowledge sharing and demonstrated its efficacy in addressing the evolving demands of businesses and customers (research from 2012).

Exploring the CAS model became a central theme in my research efforts. In-depth studies conducted in the years 2017, 2018, and 2019 revealed that the CAS model, which mirrors nature’s ability to establish self-organized systems, can help organizations foster innovation. However, the model’s success is dependent on the integration of innovative technologies that facilitate autonomous functioning, which in turn aligns organizational and employee goals.

Based on these insights, subsequent research in 2020 focused on the organization’s capacity to develop innovative solutions. In the years 2023 and 2024, an exploration was conducted into the relationship between a work environment based on the CAS model and cutting-edge distributed technologies, particularly artificial intelligence. The CAS model, which features autonomous entities that function in a distributed manner, has emerged as a cornerstone of my research. It has proven to be highly effective in addressing challenges within complex environments.

Milestones in the Professional Development Process

From the beginning of my military service, I developed a model for a decentralized work environment that could operate under complex conditions. After I began researching complex adaptive systems for my doctoral dissertation between 2002 and 2004, I began applying the model to my work in high-tech in 2000 and to product development in startup companies between 2002 and 2006.While presenting the CAS model globally, I demonstrated its relevance in various contexts.

In 2006, I began advising companies in the fields of business and innovative technology. For example, I implemented a CAS model in a Malaysian hotel chain, which demonstrated its practical efficacy. This led to innovative thinking and showed that it is possible to develop an autonomous professional network in a complex environment based on distributed management. This activity began to consolidate my international professional status.

During the following years, I presented my findings at various conferences, published research, developed professional seminars among business companies, and consulted for managers. My contributions significantly impacted the field, earning recognition of the distributed management method and of concepts for developing and implementing innovative technologies in organizations.

I applied the model of complexity and innovation in the processes of regulation as a society and in the processes of integration with the European Union in my position as the chairman of the Internet Association (2010-2016) in Israel.

During my time as the head of the Innovation Center of the Bureau of Information Technologies (2018-2024), I was able to demonstrate my commitment to fostering innovation in practical settings. The center has become a hub for developing an innovative ecosystem. It has established certification processes for innovation managers and provides comprehensive training in innovation management. Additionally, my leadership in academic programs, both at Ramat Gan Academic College and in the Ministry of Education, showcases my dedication to shaping the future of technology management.

As the leading manager of the Innovation Center, I was able to develop an innovative ecosystem and unique certification processes.

As a member of the professional committee for the “Information and Data” program at the Ministry of Education, I was able to instill in teachers the importance of combining innovative information technologies with systemic and distributed thinking.

Professional and Research Topics, Future Plans

Over the years, my journey has effectively combined professional topics with research, reflecting the relationship between theory and practice. The integration of CAS models into business activities and the founding of start-up companies are examples of this integration. My role as an opinion leader in national and international committees highlights the importance of networked and smart technology in shaping the future.

Future plans involve advancing research, particularly in the application of AI, blockchain, and data analysis applications. This vision extends to nurturing supportive work environments that promote distributed work environments. Together with the development of innovative technologies that allow efficient and accurate activity in a distributed environment, this began to allow a unique behavior that I call “swarm for organizations”. This is what my future research will focus on. This structure and behavior of an organization can allow it to thrive in a dynamic era.

Additionally, I am committed to developing cutting-edge degree programs that equip students with the latest concepts in technology management.

In conclusion, my professional journey includes a variety of experiences, from commanding roles to academic leadership. My research, practical applications, and educational contributions are interconnected and have defined my trajectory. As a result, I have become a respected figure in the dynamic landscape of innovative distributed technology.