**FREEK VERMEULEN**

London business school • strategy and entrepreneurship

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# ACADEMIC POSITIONS

|  |  |
| --- | --- |
| 2018 – present | Subject Area Chair, Department of Strategy and Entrepreneurship, London Business School   * Management Board * Executive Education Committee * Elective Planning Group * Appointments Committee |
| 2018 – present | Full Professor of Strategy and Entrepreneurship, London Business School |
| 2017 – present | Board Member, Governing Body, London Business School |
| 2015 – 2017 | Term Chair Associate Professor of Strategy and Entrepreneurship, London Business School |
| 2006 – 2018 | Associate Professor of Strategy and Entrepreneurship, London Business School |
| 2014 – 2015 | Visiting Professor, University of Cape Town Graduate School of Business |
| 2008 – 2009 | Visiting Professor, Erasmus Rotterdam School of Management |
| 2003 – 2006 | Associate Professor of Strategic and International Management (untenured), London Business School |
| 2000 – 2003 | Assistant Professor of Strategic and International Management, London Business School |
| 1999 – 2000 | Postdoctoral Research Fellow, Department of Business Adminstratinion, Tilburg University, the Netherlands (+ part-time Management Consultant) |
| 1994 – 1999 | Doctoral Candidate, Department of Business Administration, Tilburg University, the Netherlands |
| 1990 – 1993 | Research and Teaching Assistant, Department of Business Adminstratinion, Tilburg University, the Netherlands |
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# EDUCATION

|  |  |  |
| --- | --- | --- |
| Ph.D. | 2009 – 2010 | Utrecht University (the Netherlands), adviser: Sandra Schruijer  Subject: Organisation Science  Disseration: “Imitation” |
| Ph.D.  (cum laude) | 1994 – 1999 | Tilburg University (the Netherlands), adviser Harry Barkema  Subject: Strategic Management  Dissertation: “Shifting Ground: Studies on the Intersection of Organizational Expansion, Internationalization, and Learning” |
| M.A. | 1988 – 1994 | Tilburg University, Faculty of Economics  Subject: Business Administration |
| M.A. | 1990 – 1994 | Tilburg University, Faculty of Social Sciences  Subject: Policy and Organization Studies |
| Gymnasium | 1982 – 1988 | Vught, the Netherlands |

## ACADEMIC PUBLICATIONS

### **I. Publications**

Ody-Brasier, A. & Vermeulen, F. Who gets punished most for challenging the status quo? Academy of Management Journal, (forthcoming).

Vermeulen, F. 2018. A basic theory of inheritance: How bad practice prevails. Strategic Management Journal 39: 1603-1629.

Hsieh, K. & Vermeulen, F. 2014. Following suit? How competition between one’s rivals influences imitative market entry. Organization Science 25: 299-319.

Ody-Brasier, A. & Vermeulen, F. 2014. The price you pay: Price-setting as a response to norm violations in the market for Champagne grapes. Administrative Science Quarterly, 59: 109-144.

Stan, M., & Vermeulen, F. 2013. Selection at the gate: Difficult cases, spill-overs, and organizational learning. Organization Science, 24: 796-812.

(Winner of the 2014 INFORMS/ISA Best Paper Prize)

Vermeulen, F. 2007. “I shall not remain insignificant”: Adding a second loop to matter more. Academy of Management Journal, 50: 754-761

Vermeulen, F. 2005. On rigor and relevance: Fostering dialectic progress in management research. Academy of Management Journal, 48: 978-982.

Gibson, C. & Vermeulen, F. 2003. A healthy divide: Subgroups as a stimulus for team learning behavior. Administrative Science Quarterly, 48: 202-239.

Vermeulen, F. & Barkema, H.G. 2002. Pace, rhythm, and scope: Process dependence in building a profitable multinational corporation. Strategic Management Journal, 23: 637-653.

Vermeulen, F. & Barkema, H.G. 2001. Learning through acquisitions. Academy of Management Journal, 44: 457-476.

Vermeulen, F. 2000. Book review: Clegg, S.R., Ibarra-Colado, E., & Bueno-Rodriquez, L. Global management. Universal theories and local realities. Organization Studies, 21: 1159–1162

Barkema, H.G. & Vermeulen, F. 1998. International expansion through start-up or acquisition: A learning perspective. Academy of Management Journal, 41: 7-26.

(Winner of the Academy of Management Journal Best Paper Award)

Barkema, H.G., Shenkar, O., Vermeulen, F., & Bell, J.H.J. 1997. Working abroad, working with others: How firms learn to operate international joint ventures. Academy of Management Journal, 40: 426-442.

Barkema, H.G. & Vermeulen, F. 1997. What cultural differences are detrimental for international joint ventures? Journal of International Business Studies, 28: 846-864.

### **II. Working Papers**

Li, X. & Vermeulen, F. High risk, low return (and vice versa): The effect of new product introductions on firm performance in a transition economy. Academy of Management Journal, (revise & resubmit, second round).

Cotter-Salvado, J. & Vermeulen, F. Does the stock market value management speak?

Li, X. & Vermeulen, F. From war to medicine: Environmental imprinting and adaptation in the Traditional Chinese Medicine industry.

Cotter-Salvado, J. & Vermeulen, F. Acquisitions and the visual representation of strategy.

***III. Ongoing Projects***

* The organizational antecedents of evil (with Yijia Ding, Amandine Ody-Brasier, and Yajing Zhu)
* Never events: Organizational antecedents of catastrophic medical failures (with Maxine Yu)
* The economic power of poetry (with Xu Li and Victoria Sevcenko)

***IV. Citations***

Citation count: >2,000 (Web of Science); >7000 (Google Scholar)

## MANAGERIAL PUBLICATIONS

##### I. Practitioner Outlets

Vermeulen, F. 2019. Companies don’t always need a purpose beyond profit. Harvard Business Review, online article.

Vermeulen, F. 2018. How Capitec became South Africa’s biggest bank. Harvard Business Review, online article.

Cable, D & Vermeulen, F. 2018. Making work meaningful: A leader’s guide. McKinsey Quarterly, (October).

Vermeulen, F. 2018. Many strategies fail because they’re not actually strategies. Harvard Business Review, online article.

Vermeulen, F. & Sivanathan, N. 2017. Stop doubling down on your failing strategy. Harvard Business Review, (November).

Vermeulen, F. 2017. What so many strategists get wrong about digital disruption. Harvard Business Review, online article.

Vermeulen, F. 2016. Stop comparing management to sports. Harvard Business Review, online article.

Cable D. & Vermeulen, F. 2016. Stop paying executives for performance. Harvard Business Review, online article.

Vermeulen, F. 2015. Five strategy questions every leader should make time for. Harvard Business Review, online article.

Vermeulen, F. 2015. Three reasons why managers don’t know what they’re doing. Business Strategy Review.

Vermeulen, F. 2015. Three steps to break out in a tired industry. Harvard Business Review, online article.

Vermeulen, F. 2014. What happens when all employees work when they feel like it? Harvard Business Review, online article.

Vermeulen, F. 2014. The two questions every manager must ask. Harvard Business Review, online article.

Vermeulen, F. 2013. You can win without differentiation. Harvard Business Review, online article.

Vermeulen, F. 2013. How to let 999 flowers die. Strategy+Business, Autumn.

Vermeulen, F. 2013. Beware the sirens of management pseudo-science. Harvard Business Review, online article.

Vermeulen, F. 2013. How would you define ‘a great company’? Strategy+Business*,* online article.

Vermeulen, F.,  Zaman, A. 2013. Big acquisitions can fall apart over tiny details. Harvard Business Review*,* online article.

Vermeulen, F. 2013. Corporate strategy is a fool's errand. Harvard Business Review*,* online article.

Vermeulen, F. 2012. Which best practice is ruining your business? Harvard Business Review*,* online article.

Vermeulen, F. 2012. Strategy is the story. Business Strategy Review. July.

Vermeulen, F. 2012. So, you think you have a strategy? European Business Review. January.

Vermeulen, F. 2011. Cutting business myths down to size. Business Strategy Review. January.

Vermeulen, F. 2010. The case for work/life programs. Harvard Business Review in point, May.

Vermeulen, F., Puranam, P., & Gulati, R. 2010. Change for change’s sake. Harvard Business Review*,* June.

Vermeulen, F. 2007. Wall Street Journal/Sloan Management Review, Bad deals: Eight warning signs that an acquisition may not pay off.

Vermeulen, F. 2005. How acquisitions can revitalize companies. Sloan Management Review, 46: 45-51. Reprinted in PKU Business Review (in Chinese)

##### II. Books

Vermeulen, F. 2010. Business Exposed: The naked truth about what really goes on in the world of business. FT Prentice Hall.

* Translated in Chinese, Dutch, Japanese, Korean, Russian
* Business Book of the Month, WHSmith
* Nominated for Business Book of the Year (the Netherlands)
* Reviewed in Business Strategy Review, the Economist, Director Magazine, People Matters, TopMBA, Meuse-Rhine Journal, Educators’ Digest, Management & Literatuur (in Dutch), Intermediair (in Dutch), among others
* Best-seller and fastest selling book on Kindle in Japan
* Paperback in Japanese, 2018

Vermeulen, F. 2017. Breaking Bad Habits: Defy industry norms and reinvigorate your business. Harvard Business Review Press (November)

* Paperback published in 2018
* Audio book scheduled
* Translation in Dutch and Indonesian (scheduled)

***III. Blogs and Columns***

Vermeulen, F. Monthly column in Management Team (in Dutch): May 2013, June 2013, July 2013, August 2013, September 2013, October 2013, November 2013, December 2013, January, 2014, February 2014, March 2014, April, 2014, May 2014, June 2014, July 2014, August 2014

Vermeulen, F. 2010–present. Business Blog. Forbes.

http://blogs.forbes.com/freekvermeulen/

Vermeulen, F. 2008–2009. Strategy Freek. Business Blog. Harvard Business Review. http://blogs.harvardbusiness.org/vermeulen/

* Voted Top50 Best Business Blogs (worldwide) by Strategist News
* Voted Top100 Best Blogs for MBAs by Graduate Degree

Vermeulen, F. 2007–2011. Freeky Business. Business Blog. http://freekvermeulen.blogspot.com/ hits: >100,000

* Voted Top100 Awesome Blogs for your Business Education
* Voted Top50 Business Professor Blogs

Vermeulen, F. 2011–2012. Strategyprofs.net Strategy Blog (with Russ Coff, Teppo Felin, Karim Lakhani, Steve Postrell, & Mike Ryall) http://strategyprofs.wordpress.com/

***IV. Popular Media Articles and Videos***

In *Management Impact* (in Dutch) on change for change’s sake, 2019

Interviewed for *l’ADN* (in French), 2018

“Breaking bad habits” reviewed in *Management Team* (in Dutch), 2018

Reviewed in *Inside Business* (in Danish), 2018

In *HCLI* (Human Capital Leadership Institute) on remote working, 2018

In *Management Impact* (in Dutch) on strategy follows innovation, 2018

Interviewed for *Engineering & Technology*, 2018

Interview for *Berlin School of Creative Leadership*, 2018

Interviewed for *Monster.com*, 2018

Thought Leader interview for *Strategy+Business*, 2018

Interviewed for *Wirtschaftswoche* (in German), 2018

In *HR Magazine*, about knowing when not to change, 2018

Article for the *Financial Times* on short-term gains, 2018

Article in *Quartz Magazine* on popular strategies and innovation, 2018

Article in *Talent Management and HR* on management habits, 2018

Article in *London Business School Review* on being fooled by success, 2018

Podcast for the *Harvard Business Review.* 2017

Cut it out! Companies can perform better by striving to do less. *London Business School Review.* 2017 Strategic HR’s next frontier. *HR Magazine*. 2016

*TEDx* talk on corporate viruses, 2016

Video interview for the *Globe and Mail*, on what IVF clinics teach us about strategy, 2014

Podcast for the *Harvard Business Review*, on management myths, 2014

Video interview for the *Globe and Mail,* on bad management practices, 2013

*TEDx* talk on how bad management practice prevails, 2013

*Management Team*, video (in Dutch) on strategy, 2013

On gaining competitive advantage, video for the *Harvard Business Review*, 2012

In the *European Management Review* on good strategy, 2012

In the *Wall Street Journal* on common innovation mistakes, 2011

On rethinking employee remuneration in *People Matters,* 2011

In *Management Issues* on the influence of equity analysts, 2011

Article in the *Financial Times* on the need for evidence-based management, 2011

Reprinted in the *Globe and Mail*, 2011

In the *Economist Intelligence Unit* on serendipity and strategy, 2011

In *People Management* on HR practices, 2011

In *Developing Leaders* on the Abilene Paradox in business, 2011

In the *Daily Telegraph* on management myths, 2011

In the *Sunday Times* on the effects of downsizing, 2010

In *City A.M.* on communicating strategy, 2010

In *The Seattle Times* on CEOs solliciting advice from their friends, 2009

In *The Washington Post* on surviving the downturn, 2009

On firm size in *Hospitality Magazine* (with Patrice Staal), 2009

In *Business Week* on CEO stock options, 2009

When management collapses in *Business Strategy Review*, 2009

***V. Media Interviews***

Thought Leader interview for *Strategy+Business*, 2018

Interviewed for *Wirtschaftswoche* (in German), 2018

Interviewed for [*Maeil Business Newspaper*](http://news.mk.co.kr/newsRead.php?sc=40200124&year=2018&no=26319) (in Korean), 2018

“Breaking Bad Habits” reviewed in [*Børsen*](http://borsen.dk/nyheder/executive/artikel/11/188192/artikel.html) (in Danish), 2018

Interviewed for [*Engineering & Technology*](https://eandt.theiet.org/content/articles/2017/12/book-interview-freek-vermeulen-breaking-bad-habits-more-effective-leadership-to-transform-performance/), 2018

“Breaking Bad Habits” reviewed in [*Strategy+Business*](https://www.strategy-business.com/article/How-to-Break-Bad-Business-Habits?gko=2e2f8), 2018

In [*HRM Asia*](http://www.hrmasia.com/content/ten-commandments-business-innovation), 2018

In the [*Financial Times*](https://www.ft.com/content/ccffff2e-ceac-11e7-b781-794ce08b24dc?segmentId=778a3b31-0eac-c57a-a529-d296f5da8125) for “The best thing I read all year”, 2018

Interviewed for [*Berlin School of Creative Leadership*](https://www.berlin-school.com/blog/5-questions-freek-vermeulen), 2018

Interviewed for [*Business News Daily*](https://www.businessnewsdaily.com/10490-remote-work-habits.html), 2018

Interviewed for the [*Financial Times*](https://www.ft.com/content/030e0748-cbbd-11e7-8536-d321d0d897a3), 2018

Interviewed for the [*Huffington Post*](https://www.huffingtonpost.com/entry/best-business-practices-gone-bad_us_5a1b3523e4b0250a107c007e?ncid=engmodushpmg00000004), 2018

Interviewed for [*QuickBase*](https://www.quickbase.com/blog/why-its-time-to-kill-industry-norms-and-embrace-change), 2018

“Breaking Bad Habits” reviewed in [*8000CEO-Read*](http://inthebooks.800ceoread.com/editors-choice/articles/breaking-bad-habits-defy-industry-norms-and-reinvigorate-your-business?utm_content=buffer0e32d&utm_medium=social&utm_source=twitter.com&utm_campaign=buffer), 2018

Interviewed for [*YPO*](https://www.ypo.org/2017/12/how-and-why-you-need-to-break-bad-business-habits/), 2018

Should Uber be banned from London? *Business Because*, 2017

Interviewed for *Casium*, 2017

Why bad management practices persist; in *MIT* *Sloan Management Review*, 2017

In the *Techmap Daily* on self-driving cars, 2016

# Executive pay should not be linked to performance, in The National (Business), 2016

Quoted in the *Gulf Time* on innovation in the UAE, 2016

Quoted in *Working Capital Review*, 2016

Interviewed for *the Atlantic* on management metaphors, 2016

Interviewed for *the Financial Times*, on sports analogies, 2016

Interviewed for *the Dallas Morning News* on sports analogies, 2016

Interviewed for *NRC* (in Dutch) on executive remuneration, 2016

*The Globe & Mail* on executive compensation, 2016

In *Management Team* (in Dutch) on CEO pay, 2015

In *Bloormberg* on performance bonuses, 2015

In *QZ* on bonuses, 2015

In *Infrastructure* on innovation in the United Arab Emirates, 2015

Interviewed by *Zwitserleven* (in Dutch), 2015

Profiled in *Fortune Magazine* Greece (in Greek), 2015

Quoted in *The Times* on innovation, 2014

Quoted in *Gulf Business*, 2014

*The Guardian*, on my research into UK IVF clinis, 2013

Interview for the *Maeil Business Newspaper* (in Korean), 2013

The *Financial Times* feature article on my research, 2013

*Managementboek* on the success of my book "Business Exposed" in Japan (in Dutch), 2013

*Business Strategy Review* profiles my research, 2013

Quoted in the *Financial Times* on Chinese board members, 2013

In *Business Insider*, 2012

In Vief (in Flemish), 2012

Interviewed for E-xecutive (in Russian), 2012

In the Danish business newspaper *Børsen* (in Danish), 2012

Interviewed for the Dutch national daily *NRC* (in Dutch), 2012

In *Vief* (in Flemish), 2012

Interviewed for *E-xecutive* (in Russian), 2012

In the *Wall Street Journal* on common innovation mistakes, 2012

Discussed by Philip Broughton in the *Financial Times* as a new management guru, 2011

In the *Evening Standard* on the World Economic Forum in Davos, 2011

Profiled in *Acquisitions International Magazine* as “The Deal Guru”, 2011

Interviewed for the *Times of India*, 2011

Commenting on innovation in the *Sunday Times*, 2011

Interviewed for *HR Future*, 2011

In *La Republica* (in Italian), 2011

Quoted in *Developing Leaders*, 2011

Quoted in *CFO Magazine*, 2011

Quoted in *l’Expansion* (in French), 2011

Interviewed in *Management & Literatuur* (in Dutch), 2011

Interviewed (in Dutch) for *Management Team*, 2011

In *Intermediair* (in Dutch), 2011

Quoted by Malcolm Gladwell in the *New Yorker*, 2010

In *Smart Planet* on “lean and lame”, 2009

In *Slow Leadership* on bad management practices, 2009

In *Customer Experience* on growth strategies, 2009

In *BNET* on surviving the crisis, 2009

In *Deanstalk* on the crisis, 2009

In *Advancing Women in the Workplace* on family-friendly business practices, 2009

Described in the *Financial Times* as “a rising star”, 2008

Podcast in the *Financial Times*, 2008

Podcast in *BNET*, 2008

Video in *Growth Business*, 2008

In *BNET* on business disasters, 2008

In *BNET* on fast-changing business environments, 2008

In *BNET* on reorganisations, 2008

In *Business Mirror* on surviving the downturn, 2008

In *Business Because* on firm size, 2008

In *Slow Leadership* on downsizing, 2008

In the *West Orlando News* on surviving the crisis, 2008

In *The Irish Times* on strategy in the economic crisis, 2008

Blog review in *Business Week*, 2008

#### *TEACHING AND CURRICULUM DEVELOPMENT*

***I. London Business School Course Development***

* Elective: Strategies for Growth (ongoing)
* Redesigned the core Strategy course for MBA students, 2001; 2013
* Developed or co-developed several core courses taught by the department of Strategic & International Management (e.g. Strategic Management; Capstone; Mergers, Acquisitions & Alliances; Knowledge Management), various years.
* Various PhD courses (Knowledge Management; Research Methods; Corporate Strategy)
* Trained various junior faculty members to standardise and deliver various core courses in the MBA and EMBA programmes.
* Responsible for all teaching-related affairs in the department of Strategic & International Management, 2007-2009.
* MBA Core Curriculum Review Committee, 2017.

## II. Teaching Cases & Materials

Capitec: Creating “the best bank in the world”, 2017 + Capitec B, 2019

* LBS teaching case; HBSP case 2018
* Company video

citizenM, 2015

* LBS teaching case; HBSP case 2018
* Company video

Eden McCallum: Consulting Redefined, 2016

* LBS teaching case, 2015; HBSP case 2018
* Company video

LaTrappe Brewery, 2014

* LBS teaching case; HBSP case 2018
* Company video

McKinsey & Co (with Lisa Duke), 2013

* LBS teaching case

Oticon A (with Bjorn Lovas), B, C (with Lisa Duke), 2013

* LBS teaching cases

Nespresso A, B (with Lisa Duke), 2013

* LBS teaching cases

Swatch (with Lisa Duke), 2013

* LBS teaching case

Sadler’s Wells theatre: Balancing exploration and exploitation, 2006

* Teaching case - ECCH Case No. 309-126-1
* Company video

Intel A: Exploration & Intel B: Exploitation, 2006 + Intel C, 2019

* Teaching cases

Hornby Plc.: Building communities, 2005 + Hornby C, 2019

* Teaching case - ECCH Case No. 307-147-1
* [Company](http://www.ecch.com/casesearch/product_details.cfm?id=72401) video
* [Teaching note](http://www.ecch.com/casesearch/product_details.cfm?id=72400)

Bisque Ltd.: Growing a firm, 2005

* Teaching case - ECCH Case Nos. 307-163-8, 307-164-1, 307-165-1, 307166-1
* [Company](http://www.ecch.com/casesearch/product_details.cfm?id=72890) video
* [Teaching note](http://www.ecch.com/casesearch/product_details.cfm?id=72889)

Union Carbide in Bhopal, 2005 + Union Carbide B, 2015

* Teaching case - ECCH Case No. 307-174-1
* [Teaching note](http://www.ecch.com/casesearch/product_details.cfm?id=72911)

Heineken: International growth and acquisitions, 2004

* Teaching case - ECCH Case No. 307-168-1
* [Teaching note](http://www.ecch.com/casesearch/product_details.cfm?id=72898)

Royal Ahold: International growth and acquisitions, 2004

* Teaching case - ECCH Case No. 307-169-1
* [Teaching note](http://www.ecch.com/casesearch/product_details.cfm?id=72900)

## III. London Business School Teaching

* Degree programmes core courses: Strategy (MBA, EMBA Global); Understanding General Management (MBA, EMBA); Capstone (MBA, EMBA)
* Degree programme electives: Strategies for Growth; Mergers, Acquisitions & Alliances
* PhD courses: Knowledge Management; Corporate Strategy
* Executive Education, open programmes: Accelerated Development Programme; Emerging Leaders Programme; Executive Workout: Making Strategy Happen; Developing Strategy for Value Creation; Market Driving Strategies; Executing Strategy for Results
* Executive Education, custom programmes: Czarnikow, EDS, Edward Jones, IBM, KPMG UK, KPMG Denmark, KPMG Ireland, Lloyd’s, Lufthansa, Maersk, Novartis, PepsiCo, PwC, Roche, SaraLee, Telenor, Toshiba, TV2, Vodafone
* Executive Education, freelance: ABN-Amro (Netherlands), ALK (UK) BrainLab (Germany), British Petroleum (UK), Coloplast (Denmark), Fiat Corporation (UK), IBS (Russia), KPMG (UK), N&W Vending Machines (Italy), Pictet (Switzerland), PwC (UK), ReedElsevier (UK), Ruukki (Finland), SHV Gas (Netherlands), The Berkeley Partnership (UK), ThyssenKrupp (Germany)

## KEYNOTE SPEECHES

Aedes (the Netherlands), Altadis (France), Angelini Group (Italy), Asset (the Netherlands), Barclays (UK), Big Bus Company (UK): ETSA (Belgium), Benchmark for Business (UK), Blackline (UK); Bosch (Turkey), Cambridge University Press (UK); Confinn (Finland; Latvia), Cordys (the Netherlands), Cosmote (Greece), Credit Suisse (Switzerland), CWS (UK), Daily Mail Global Trust (UK), Danish Center for Leadership (Denmark), EFG (UK), Eden McCallum (UK); EFG (UK); Ernst & Young (France, Italy), Exponent (UK); Festo (Italy); Galderma (Sweden), GE (Germany), GE (Switzerland), Gjensidige (Norway); Goldman Sachs (UK), iGate (UK), Implement (Denmark), Innotown (Norway), INREV (Netherlands), Ibec (Ireland), Irish Management Institute (Ireland), l’Oreal (France), Linklaters (UK), Lufthansa (Germany), Lundbeck (Denmark), Man Group (UK), Nykredit (Denmark), OTP Bank (Hungary), Penna (UK), PerCapita (Estonia), Pictet (UK), Prologis (the Netherlands), PwC Advisory (UK), PwC Tax (UK), PwC Tax (Spain), PwC Audit (UK), Prologis (the Netherlands), PwC HR (France), RKW Group (Saoudi Arabia); QBE (Australia), Q-Med (UK), Reed Business Information (UK), Sonae (Portugal), Soysal (Turkey), SPAR International (the Netherlands), STAR Management (Netherlands), Swissotel (Turkey), Trendship (the Netherlands), TSA (UK), 3B (Belgium), UFI CEO Forum (Turkey), Vorwerk (Germany), Wiener Strategy Forum (Austria), World Gold Council (UK); YPO (US), Zwitserleven (the Netherlands)

## PROFESSIONAL ACTIVITIES

### **I. Ph.D. Committees**

Amandine Ody-Brassier – Advisor (placed at Yale)

Kai-Yu Hsieh – Advisor (placed at the National University of Singapore)

Xu Li – Advisor (placed at the European School of Management and Technology, Berlin)

Joao Cotter Salvado – Advisor (placed at Catolica, Lisbon)

Yijia Ding – Advisor (current)

Ramon Lecuona – Committee member (placed at Duke)

Marko Coh – Committee member (placed at London School of Economics)

Onal Vural – Committee member (placed at Institute Impresa)

Bart Vanneste – Committee member (placed at INSEAD)

Felipe Monteiro – Committee member (placed at Wharton)

Tiemin Wang – Committee member (placed at Tsinghua University)

Michelle Rogan – Committee member (placed at INSEAD)

Marlo Raveendran – Committee member (placed at University of California, Riverside)

### **II. Board Memberships**

Editorial Board Member of the Academy of Management Journal (1999 – current)

Editorial Board Member of the European Management Review (2005 – current)

Editorial Board Member of the Strategic Management Journal (2010 – current)

Editorial Board Member of Strategy Science (2014 – current)

Editorial Board Member of Organization Science (2007 – current)

Editorial Board Member of Strategic Organization (2005 – 2010)

Member of the Advisory Council of the Academy of Management Journal (2004 – 2007)

Representative at Large, Strategic Management Society, Corporate Strategy & Governance Interest Group (2005 – 2007)

## AWARDS

### **I. Research Awards**

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| 2015 | Theory-to-Practice Award, Vienna University of Economics and Business (inaugural winner) |
| 2015 | London Business School Term Chair |
| 2014 | INFORMS/ISA 2013 Best Paper Prize |
| 2012 | Outstanding Reviewer Award, the Editorial Board of the Academy of Management Journal, 2011-2012 |
| 2009 | Outstanding Reviewer Award, the Editorial Board of the Academy of Management Journal, 2008-2009 |
| 2008 | Outstanding Reviewer Award, the Editorial Board of the Academy of Management Journal, 2007-2008 |
| 2007 | Outstanding Reviewer Award, the Editorial Board of the Academy of Management Journal, 2006-2007 |
| 2006 | Outstanding Reviewer Award, the Editorial Board of the Academy of Management Journal, 2005-2006 |
| 2005 | Outstanding Reviewer Award, the Editorial Board of the Academy of Management Journal, 2004-2005 |
| 2004 | Outstanding Reviewer Award, the Editorial Board of the Academy of Management Journal, 2003-2004 |
| 2000 | Honourable Mention, Royal Dutch Society of Political Economy, as one of the four best dissertations in the Social Sciences in The Netherlands, 1998-2000 |
| 1999 | Academy of Management Journal 1998 Best Paper Award |
| 1999 | Ph.D. awarded Cum Laude, Tilburg University |

### **II. Teaching Awards**

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| --- | --- | --- |
| 2008 | London Business School Excellence in Teaching Award | |
| 2005 | London Business School Junior Faculty Teaching Award | |
| 2000 | | Runner-up Innovation in Learning Teaching Award (Edward Jones Programme) |
| 1998 | | Best Teacher, International Business Programme, Tilburg University |
| 1997 | | Best Teacher Nominee, School of Business Administration, Tilburg University |

### **III. Recognitions**

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| 2017 | Best Karaoke Solo Performance. Strategy and Entrepreneurship, Christmas dinner. |
| 2016 | Thinkers50. “On the Radar”, Emerging Thinkers list. |
| 2016 | 1st Prize, Geese Herding, Strategy and Entrepreneurship, departmental retreat. |
| 2012 | Ranked nr 1 in the Global Top 100 Web-Savvy Professors, by Best Online Universities |