

Wilson NG

Professor of Entrepreneurship

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Nationality: Malaysian

Languages, ranked by competency: English, German, Chinese Cantonese (mother tongue), Bahasa Malaysia, Italian, French, Chinese Mandarin, Spanish

Education

2022: Postgraduate Certificate in Higher Education, UK

2012: Fellowship of the Higher Education Academy, UK

2004: PhD (Cantab.) in Management Studies (entrepreneurial family businesses), University of Cambridge, Judge Business School & Trinity College

1997: MBA in International Management (with Distinction), University of London, Royal Holloway

1996: C.Dip.A.F. (Postgraduate Diploma in Accounting & Finance), Chartered Association of Certified Accountants, UK

1995: MA (Cantab.), University of Cambridge, Trinity College

1983: BA (Hons., Cantab.), University of Cambridge, Trinity College

Academic Appointments

- From October 2021: Professor of Entrepreneurship (tenured) at IDRAC Business School, campus de Lyon, France
- February 2012 to January 2019: Professor in Entrepreneurship & Innovation Studies, University of Roehampton, London, UK
- February 2010 to January 2012: Reader in Business Strategy, University of Westminster, London, UK
- February 2005 to January 2010: Research Councils UK Fellow in Corporate Governance, University of Leeds, UK

Other Professional Experience

- 2021 onwards: Trustee, Ming-Ai Association, London, & Director, Ming-Ai Institute, London.
- 1997-2013: Director, Gimv Asia Ltd. (subsidiary company of Gimv, nv, Euronext-quoted private equity provider of technology ventures)
- 1991-2005: Director & Audit Committee Chairman, Guthrie Group Singapore, and Finance & Treasury Director of L&M Group Investments Singapore (publicly quoted subsidiary company of Guthrie Group Singapore)
- 1989-1992: Founder-manager of start-up ventures in manufacture of pre-fabricated construction materials (Acebuilt Holdings, Singapore) and of undersea aquaria with moving walkways (Undersea World Afloat Singapore)
- 1983-1989: Manager, Corporate Finance, Rothschild Group, London & Singapore

Courses taught at IDRAC Business School

2022-2023:

PGE4 Entrepreneurship, campus de Lyon

Corporate Finance

Marketing

Management

PGE1 Marketing, campus de Lyon

Inside Marketing

I have taught over many years, and continue to teach, courses that I have conceived and developed in managing innovation, entrepreneurial opportunity, managing entrepreneurship, venture creation, and business and management research methods at Undergraduate, Masters, and doctoral levels (PhD, DBA, and DBM). I also supervise student dissertations at all levels in business schools. In the UK I have been a qualified doctoral research supervisor since my first completion in 2012, as set out under « **Doctoral Advising** » below.

Visiting Professorships

September 2019 onwards: Adjunct Professor of Corporate Finance, EMLyon Business School Lyon, France

June 2018 onwards: Visiting Professor in Entrepreneurship & Family Business, Regent's University, London.

2011-2012: Visiting Professor in Entrepreneurship, Università degli Studi di Cagliari, Sardegna, Italy.

Membership of Academic Associations/Networks (see « Academic Services » below for organizational roles)

Academy of Management USA (« AOM »), British Academy of Management (« BAM »), European Academy of Management, Strategic Management Society

Main Research Interests

I research resource management and strategic development processes in small and large, challenge-based enterprises. These enterprises are motivated by extreme economic, social, cognitive, and/or physical challenges faced by their founders, who develop adaptive skills and capabilities in response to their challenges. I am interested in the ways in which creative actors in challenge-based enterprises leverage their capabilities to achieve goals they have established because of their challenges. My current, funded research advances this interest by exploring processes of opportunity creation among sight-impaired entrepreneurs in the UK, USA, and Canada. I research and teach as a professor at IDRAC Business School, campus de Lyon, and as an adjunct professor at EMlyon Business School and at Regent's University London : <<https://www.enjoyyourresearch.com/>>.

Research Publications

1. *Articles in refereed journals* (most recent publications first)

Suddaby, R., Ng, W., Vershinina, N., Markman, G., Cadbury, M. (2023, In Press). 'Sacralization and the Intergenerational Transmission of Values in Cadbury', *Family Business Review*.

Qiu, Y-X., Bouncken, R., Arndt, F., Ng, W. (2023). 'Microfoundations and Dynamics of Do-it-Yourself Ecosystems', *Technological Forecasting & Social Change*.
<https://doi.org/10.1016/j.techfore.2023.122611>

Haq, M., Johanson, M., Davies, J., Ng, W., Dana, L-P. (2023). 'Human Capital Resources Creation and Utilization in Ethnic Minority Microbusinesses', *Journal of the International Council for Small Business*.
<https://doi.org/10.1080/26437015.2023.2201692>

Haq, M., Johanson, M., Ng, W., Davies, J., Dana, L-P. 'Bourdieuian and Resource-Based Perspectives on Ethnic Minority Microbusinesses : The Construction of a Culture-Induced Entrepreneurship Model', *Journal of Small Business Management*.
<https://doi.org/10.1080/00472778.2023.2192760>

Lichy, J. & Ng, W. (2022). 'Digital Disruption in a State-controlled Ecosystem: A Sociomaterial Perspective of Internet Use in China', *Technological Forecasting & Social Change*. Special Issue on 'Leveraging Disruptive Technology in Unlocking, Designing and Orchestrating Ecosystem-based Business Models', 183(121948), pp. 1-13.
<https://www.sciencedirect.com/science/article/pii/S0040162522004693?via%3Dihub>

Arndt, F., Ng, W., & Huang, T. (2021). 'Do-It-Yourself Laboratories, Communities of Practice, and Open Innovation in a Digitalized Environment', *Technology Analysis and Strategic Management*. Special Issue on 'The Management and Implications of DiY Laboratories for Innovation and Society', 33(6), pp. 1-12.
<https://www.tandfonline.com/doi/full/10.1080/09537325.2021.1931674>. Open Access :
<https://www.tandfonline.com/eprint/DYKS6GZQD6FTSKMIMBMB/full?target=10.1080/09537325.2021.1931674/>

- Chabanet, D., Bichon, S.; Sartorius-Khalapsina, A., Ng, W., & Richard, D. (2021). 'Recognition of the Social Economy in Europe: The Triumph of the Market?', *Management International*, 25(4), pp. 40-56. Published in French: 'La reconnaissance de l'économie sociale en Europe: le triomphe du marché?'.
<https://www.erudit.org/en/journals/mi/2021-v25-n4-mi06550/1083841ar/>
- Chabanet, D., Bichon, S.; Sartorius-Khalapsina, A., Ng, W., & Richard, D. (2021). 'Between Traditions and Change: The Social Economy in Europe Since the Onset of the 2008 Economic Crisis', *Management International*, 25(4), pp. 31-33. Published in Spanish : 'Entre tradiciones y cambios : la economía social en Europa desde el inicio de la crisis económica de 2008'. <https://www.erudit.org/en/journals/mi/1900-v1-n1-mi06550/1083840ar/abstract/>
- Boden, R. & Ng, W. (2021). 'Exploiting the Exploitable: The Financialisation of Students in English Universities', *Tiedepolitiikka*. Special Issue on 'Higher Education Research in the 2020s', 46(2), pp. 45-51. <https://journal.fi/tiedepolitiikka/article/view/107772>
- Pemberton, B. & Ng, W. (2021). 'Corporate Governance Paradigms of Hazardous Industries: Enduring Challenges of Britain's Civil Nuclear Industry', *Journal of General Management*, 46(2), pp. 156-167. <https://doi.org/10.1177/0306307020915103/>
- Ng, W., Arndt, F. & Huang, T. (2020). 'Do-It-Yourself Laboratories as Integration-based Ecosystems', *Technological Forecasting & Social Change*. Special Issue on 'The Rise of Do-It-Yourself Laboratories: Implications for Science, Technology, and Innovation Policy', 161, pp. 1-9. Published Online-
<https://www.sciencedirect.com/science/article/pii/S0040162520310751?dgcid=author>
- Ng, W. & Arndt, F. (2019). "I never needed eyes to see": Leveraging Extreme Challenges for Successful Venture Creation', *Journal of Business Venturing Insights*, 11(June), e00125, pp. 1-10. <https://doi.org/10.1016/j.jbvi.2019.e00125>
- Kim, T. & Ng, W. (2019). 'Ticking the "Other" Box: Positional Identities of East Asian Academics in UK Universities, Internationalization and Diversification', *Policy Reviews in Higher Education*, 3(1), pp. 3-27. <https://doi.org/10.1080/23322969.2018.1564886>
- Pemberton, B. & Ng, W. (2019). 'Solving an Extremely Hazardous Problem. Disposing of Toxic Waste from Britain's Nuclear Industry and Nascent Public Engagement', *Public Money & Management*, 39(4), pp. 335-341. <https://doi.org/10.1080/09540962.2019.1612210>
- Pemberton, B. & Ng, W. (2019). 'Conceptualizing Corporate Governance for Hazardous Industries: Public Engagement as a Risk Management Process in Britain's Nuclear Industry', *International Journal of Public Administration*, 44(3), pp. 192-201. <https://doi.org/10.1080/01900692.2019.1672726>
- Ng, W. & Al-Shaghroud, M. (2018). 'Coping with Recession in Medium-Sized Enterprises: A Social Process of Collective Sensing for Strategic Acquisitions', *Journal of Small Business Strategy*, 28(2), pp. 16-32. <https://libjournals.mtsu.edu/index.php/jsbs/article/view/1012>
- Pemberton, B. & Ng, W. (2018). 'Too Close for Comfort: Regulation and Governance of Britain's Nuclear Industry and Implications for Inter-Generational Equity?', *Public*

- Money & Management*, 38(5) (July), pp. 330-332.
<https://www.tandfonline.com/doi/full/10.1080/09540962.2018.1477576>
- Dessi, C., Ng, W. & Floris, M. & Cabras, S. (2015). 'How Small Family-owned Businesses May Compete with Retail Superstores: Tacit Knowledge and Perceptive Concordance among Owner-managers and Customers', *Journal of Small Business and Enterprise Development*, 21(4), pp. 668-689. <https://www.theshifters.it/wp-content/uploads/2020/05/JSBED-02-2014-0025.pdf>
- Ng, W. & Rieple, A. (2014). 'The Role of Networks in Entrepreneurial Performance: New Answers to Old Questions?' Editorial Introduction to the Special Issue on 'The Role of Networks in Entrepreneurial Performance' (Guest Editors: Ng, W. & Rieple, A.), *International Entrepreneurship and Management Journal*, 10(3), pp. 447-455. <https://doi.org/10.1007/s11365-014-0308-5>
- Ng, W. & Scully, D. (2013). 'Making Sense of Sovereign Wealth Funds: Entrepreneurial and Political Wish-images in "Building for the Future" of China and Singapore'. Special Issue on 'Constellations of Past and Present: Spectres, Ruins and Chimeras', *Management & Organizational History*, 8(1), pp. 77-90. <https://doi.org/10.1080/17449359.2013.750050>
- Scarpati F. & Ng, W. (2013). 'Chasing the Deal with the Money: Measuring Required Risk Premium and Expected Abnormal Returns of Private Equity Funds to Maximize their Internal Rate of Return', *Risk, Governance & Control: Financial Markets & Institutions*, 3(3), pp. 56-69. https://virtusinterpress.org/IMG/pdf/10-22495_rgc3i3art6.pdf
- Scarpati, F. & Ng, W. (2013). 'What Really Drives Risk-Premium and Abnormal Returns in Private Equity Funds ? A New Perspective', *Journal of Private Equity*, 16(4) (Fall), pp. 8-20. <https://doi.org/10.3905/jpe.2013.16.4.008>
- Roberts, J. & Ng, W. (2012). 'Against Economic (Mis)conceptions of the Individual: Constructing Financial Agency in the Credit Crisis'. Special Issue on 'Crisis, Critique and the Construction of Normality: Exploring Finance Capitalism's Discursive Shifts', *Culture and Organisation*, 18(2), pp. 91-105. <https://doi.org/10.1080/14759551.2011.636613>
- Ng, W. & Keasey, K. (2010). 'Growing Beyond Smallness: How Do Small, Closely-controlled Firms Survive ?', *International Small Business Journal*, 28(6), pp. 620-630. <https://doi.org/10.1177/0266242610369879>
- Ng, W. (2010). 'The Evolution of Sovereign Wealth Funds: What May We Learn from Singapore's Temasek Holdings ?', Special Issue on Sovereign Wealth Funds, *Journal of Financial Regulation and Compliance*, 18(1), pp. 6-14. <https://doi.org/10.1108/13581981011019589>
- Ng, W. & Thorpe, R. (2010). 'Not Another Study of Great Leaders: Entrepreneurial Leadership in a Mid-Sized Family Firm for its Further Growth and Development'. Special Issue on Family Businesses, *The International Journal of Entrepreneurial Behaviour & Research*, 16(5), pp. 457-476. <https://doi.org/10.1108/13552551011071896>
- Ng, W. & Roberts, J. (2007). "'Helping the Family": The Mediating Role of Outside Directors in Ethnic Chinese Family Firms', *Human Relations*, 60(2), pp. 285-314. <https://doi.org/10.1177/0018726707075885>

Ng, W. & Mehta, S. (2006). 'Corporate Governance in India : Why should UK Managers be Interested ?', *The Financial Regulator*, 12(2), pp. 51-58.

Ng, W. & De Cock, C. (2002). 'Battle in the Boardroom: A Discursive Perspective', *Journal of Management Studies*, 39(1), pp. 23-49. <https://doi.org/10.1111/1467-6486.00281>

2. **Edited journal issues**

Chabanet, D., Bichon, S., Sartorius, A., Ng, W., Richard, D. (Eds.). (2021). Entre traditions et changements : l'économie sociale en Europe depuis la crise économique de 2008, *Management International (Thematic feature)*, 25(4), 275.

Ng, W., Boden, R., Eaves, S. (Eds.) (2015). Proceedings of SAMS International Conference : 'Crafting Powerful Voices for Business and Management Schools beyond the Economic Crisis', 13-15 April 2015, University of Roehampton, London.

Ng, W. & Rieple, A. (Guest Eds.) (2014). Special Issue in the *International Entrepreneurship and Management Journal*, 10(3), pp. 447-537.

3. **Scholarly books**

Ng, W., Pattinson, S., Scott, J., Coakes, E. (2023, Commissioned, & In Preparation). 'Business Research: Enjoy Creating, Developing, and Writing Your Business Project'. Second Edition (In Preparation). London: Kogan Page.

Yousafzai, S., Ng, W., Sheikh, S., Coogan, T. (Eds.) (2022). 'Research Handbook on Disability and Entrepreneurship'. Cheltenham: Edward Elgar. ISBN: 978 1 78990 563 2.

Boden, R., Louth, J., Ng, W. (2014). 'Learning from Others: Features, Forms, and Practices of Venture Creation and Development for the UK Defence Industry'. Commissioned Scholarly Research and Report for the Royal United Services Institute, London.

Ng, W. & Coakes, E. (2013). 'Business Research: Enjoy Creating, Developing, and Writing Your Business Project'. First Edition. London: Kogan Page. E-ISBN: 978 0 7494 6896 5, ISBN : 978 0 7494 6895 8. <https://www.enjoyyourresearch.com>

Ng, W. (1998). 'A Comparative Study of Investment Banking Advisory Services in Singapore and Hong Kong following the East Asian Financial Crisis'. Research Report Commissioned by The Hong Kong Institute of Bankers. ISBN 637 0 6784 4413 8.

4. **Chapters in scholarly books**

Yousafzai, S. & Ng, W. (2022). 'Introduction. What May Organizations Learn from Disabled Entrepreneurs?' In: Yousafzai, S., Ng, W., Sheikh, S., Coogan, T. (Eds.). 'Research Handbook on Disability and Entrepreneurship'. Cheltenham: Edward Elgar.

Ng, W. (2022). "'Underdog" entrepreneurs? Identifying Processes of Opportunity Creation among Visually-impaired Founders of New Ventures'. In: Yousafzai, S., Ng, W., Coogan, T. (Eds.). 'Research Handbook on Disability and Entrepreneurship'. Chapter 2, pp. 20-34. Cheltenham: Edward Elgar.

Ng, W. (2022). 'Entrepreneurial Activity Among Disabled Entrepreneurs with Visible and Invisible Impairments: A Literature Review'. In: Yousafzai, S., Ng, W., Coogan, T. (Eds.).

'Research Handbook on Disability and Entrepreneurship'. Chapter 5, pp. 77-84.
Cheltenham: Edward Elgar.

Studente, S., Gaviraldis, F., Ng, W. (2022). 'A Preliminary Analysis of the Impact of COVID-19 on the Mental Wellbeing of Entrepreneurship Students'. In: Yousafzai, S., Ng, W., Coogan, T. (Eds.). 'Research Handbook on Disability and Entrepreneurship'. Chapter 14, pp. 248-262. Cheltenham: Edward Elgar. ISBN: 978 1 78990 563 2.

Ng, W. (2021). 'Disabled Entrepreneurs'. In: Dana, L-P. (Ed.). 'World Encyclopedia of Entrepreneurship', Second Edition. Chapter 11, pp. 105-111. Cheltenham: Edward Elgar. ISBN: 978 1 83910 413 8

Ng, W. (2008). 'Confucian Ethics in Management'. In: Thorpe, R. & Holt, R. (Eds.). 'The SAGE Handbook of Qualitative Management Research', pp. 52-56. London: SAGE.

Research Projects and Organization of Workshops and Conferences

Description	Project Dates	Funder(s) and/or Host Organization	Collaborators & Roles
Applications for Major Research Grants :			
<p>FIRAH- fondation internationale de la recherche appliquée sur le handicap :</p> <p>Title: 'Making voices heard : Exploring opportunities and challenges of technology use for people with disabilities to engage in politics'.</p> <p>Funded: €70,000.</p> <p>This project investigates the role of technology in aiding and/or hindering people with disabilities ("disabled people") in becoming politically active. There is little knowledge of whether technology actually works, and how it works. Current research lacks an understanding of how technology can serve the specific needs of disabled people. Moreover, political science research has so far mostly</p>	1-2023-12-2024	FIRAH (Mont-rouge, France)	<p>Principal Investigator: Anica Zeyen (Royal Holloway University of London)</p> <p>Co-Investigators :</p> <p>Evronia Azer (Coventry University, UK), & Wilson Ng (IDRAC Business School, campus de Lyon)- Leads in managing & operationalizing work packages, respectively, in UK & France.</p>

<p>overlooked aspiring disabled people. Therefore, this project addresses questions on how technology may play a role in developing and fulfilling the political aspirations of disabled politicians.</p>			
<p>SAMS-BAM Research & Capacity Building Grant Scheme 2021, Title: ‘Venture Creation Among Physically and Cognitively-impaired Entrepreneurs’.</p> <p>Single Grant of £150,000.</p> <p>The project aims to create statistical & empirical knowledge for assessing the economic & social contributions of up to 1,500 entrepreneurs in the UK, US, & Canada with registered physical or cognitive disabilities (EWD). This knowledge involves EWD who use technology in terms of applied scientific methods, or scientific hardware and software.</p> <p>The knowledge is expected to establish an important foundation for creating value among a large population of minority social segments, principally in western economies, who create ventures despite or because of their economic & social disadvantage.</p>	<p>9-2022-8/2024</p>	<p>Society for the Advancement of Management Studies (SAMS) & British Academy of Management</p>	<p>Principal Investigator: Wilson Ng- Lead in managing project & in operationalizing UK research.</p> <p>Co-Investigators :</p> <p>Dianne Welsh (University of North Carolina Greensboro, USA), & Félix Arndt (University of Guelph, Canada)- Lead in managing & operationalizing work packages, respectively, in USA & Canada.</p>
<p>Innovate UK Smart Grant, under LAU Superconductors (UK) Limited. Title: ‘Silicon Carbide Reinforcement of High Temperature Superconductors’.</p> <p>Open competition for funding of R&D in emerging technologies. The project seeks to establish the performance & sustainability of a potential major breakthrough in High Temperature Superconductors (HTS).</p> <p>The HTS discovery is expected to improve the performance & public</p>	<p>9/2021-8/2023</p>	<p>UK Research & Innovation</p>	<p>Principal Investigator: Wayne Lau- Inventor & Chief Scientist, venture CEO & Lead in HTS product & process development, business development, financing, & technology partnerships.</p> <p>Co-Investigators:</p> <p>Kysen Palmer- Laboratory Scientist, HTS product experimentation, & Manager, UK Operations, & Wilson Ng- Lead in scaling-up</p>

<p>availability of products & processes in two sectors:</p> <p>1) <u>Medicine</u>: HTS discovery is expected to make Magnetic Resonance Imaging (MRI) more powerful by creating stronger magnetic fields.</p> <p>2. <u>Electricity</u>: HTS silicone-reinforced fibers in Superconductor Fault Control Limiters (SCFL react instantly to excess current as superconducting stops & restarts automatically.</p> <p>Project objectives are: 1) To build a special-purpose laboratory to develop the applicability of reinforced HTS for MRI, & 2) To confirm the breakthrough's impact on HTS strength by confirming that silicone-reinforced fibers increase HTS strength.</p>			<p>& commerciali-zation of new product development, funding & investment, ESG compliance, & in corporate communications of LAU Superconductors (UK) Limited.</p>
<p>Annual recurring fees for scholarly research of creative processes in bioscience ventures and consulting services on business strategy and investment risk management to two technology subsidiary ventures of Gimv: Gimv Asia Fonds (contracted: 7/2013), and DG Infra+ (contracted: 8/2013).</p>	<p>7/2013-6/2016</p>	<p>Gimv n.v.</p>	<p>None</p>
<p>Five-year post-doctoral research fellowship at University of Leeds for research on the financial growth and strategic development of closely-controlled firms in Chinese East Asia.</p>	<p>2/2005-1/2010</p>	<p>Research Councils UK</p>	<p>None</p>
<p>Principal Workshops, Small Grants & Awards :</p>			
<p>Professional Development Workshop, AOM 82nd Annual Meeting, Entrepreneurship Division, Seattle, USA- 'Crafting Predictive Organizations: Learning from the Severe Challenges of Differently-abled Entrepreneurs'. Principal</p>	<p>4/8/22-9/8/22</p>	<p>AOM</p>	<p>Co-Organizers : Dianne HB Welsh (University of North Carolina at Greensboro, USA), Félix Arndt (University of Guelph, Canada)</p>

organizer & presenter.			Norris Krueger (Entrepreneurship Northwest, USA)
Two-Day Conference on Disability and Employment at Queen Margaret University: 'Turning Socio-economic Challenges into Opportunities'.	4/6/18-5/6/18	NHS Lothian & Business in the Community, Scotland	Claire Seaman (Queen Margaret University)
Three-Day International Conference at University of Roehampton: 'Crafting Powerful Voices for Business and Management Schools from beyond the Economic Crisis'.	13/4/15-15/4/15	SAMS	Rebecca Boden (University of Roehampton)
Research Report: 'Learning from Others: Features, Forms, and Practices of Venture Creation and Development for the UK Defense Industry'.	4/2014-7/2014	Royal United Services Institute	John Louth & Rebecca Boden (University of Roehampton)
Research Symposium (6-7/12/2013) at University of Roehampton: 'What is the Impact of Entrepreneurship Research Today? Perspectives of Entrepreneurship Scholars, Entrepreneurs, and Financiers'.	12/2013	BAM	Declan Scully (University of Roehampton)
Pilot study on evaluating and measuring security performance. Outputs comprise a preliminary security performance metric and a proposal for testing and developing the metric in Norsk-Hydro.	12/2013-6/2014	Norsk-Hydro ASA	Allison Wylde (Birkbeck College, University of London)

Conference presentations of research papers (2008 onwards)

- 2023 'Managing the Legitimacy of 'Sinful' Companies in Extreme Institutional Environments', with Roell, C., Arndt, F. AOM 83rd Annual Meeting, IB Division, Boston MA, 4-8 August.
- 2023 'Changing Realities: A Gendered, Ecosystem View of Entrepreneurial Performance in an Emerging Economy', with Sabri, M., Alshibani, S., Thomas, K. European Academy of Management, Trinity College Dublin, Ireland, 14-16 June. Paper ID: 2655.

- 2022 'Microbusinesses as Drivers of Economic Recovery: The Role of Entrepreneurial Perseverance and Commitment in the Coronavirus Pandemic', with Haq, M., Budhathoki, T. Davies, J. European Academy of Management, Winterthur, Switzerland, 15-17 June.
- 2021 'Living Long in a "Good" Family Firm: A Story of Consanguineous Management with a Legacy of "Soft", Imprinted Values', with Vershinina, N. BAM Annual Conference, Entrepreneurship Track, Virtual Conference, 31 August-3 September
- 2021 'Digital Users in a Constrained Environment: Towards an Innovative Ecosystem for "Made in China"', with Lichy, J. European Academy of Management, Virtual Conference, 16-18 June.
- 2020 "'Soft" Family Influence without Ownership : Consanguineous Management without "Hard" Shareholding Control in a Large Family Firm', with Vershinina, N., & Cadbury, M. IDRAC-DMU Business Schools Colloquium: 'The Impact of Culture on Entrepreneurial Dynamics', Avignon, France, 23 October : <https://vimeo.com/466155166>.
- 2020 'Do-It-Yourself Laboratories as Integration-based Ecosystems', BAM Annual Conference, Entrepreneurship Track, Virtual Conference, 2-4 September: <https://vimeo.com/444648241>.
- 2020 "'Soft" Family Influence without Ownership: The "Goodness" of Consanguineous Managers following a Loss of "Hard" Shareholding Control', with Vershinina, N., & Cadbury, M. AOM 80th Annual Meeting, Entrepreneurship Division, Vancouver, Canada, 7-11 August. DOI : [10.5465/AMBPP.2020.13714abstract](https://doi.org/10.5465/AMBPP.2020.13714abstract) <https://youtu.be/LEX8nKd4Kb8>.
- 2019 "'I never needed eyes to see": Leveraging Extreme Challenges for Successful Venture Creation', BAM Annual Conference, Entrepreneurship Track, Aston University, 3-5 September. **Best Full Paper Award in Entrepreneurship Track.**
- 2019 "'Soft" Family Influence without Family Ownership and Control: The Strange Case of Cadbury in the United Kingdom', with Vershinina, N., & Cadbury, M. BAM Annual Conference, Entrepreneurship Track, Aston University, 3-5 September.
- 2019 'Beyond Control of a Toxic Legacy: Conceptualizing a "Demarchic" Approach in the Corporate Governance of Britain's Nuclear Industry', with Pemberton, B., AOM 79th Annual Meeting, Organizations and the Natural Environment Division, Boston MA, USA, 9-13 August.
- 2019 "'I Never Needed Eyes to See": Venture Creation among Visually-impaired Entrepreneurs', with Arndt, F., Organization Science Winter Conference (invited presentation), Phoenix AZ, USA, 28 February-2 March.
- 2018 "'Underdog" Entrepreneurs? Processes of Opportunity Creation among Visually-impaired Founders of New Ventures', BAM Annual Conference, Entrepreneurship Track, Bristol Business School, University of the West of England, 4-6 September. **Best Developmental Paper Award in Entrepreneurship Track.**
- 2018 'Ticking the "Other" Box: Positional Identities of East Asian Academics in UK Universities- A Comparative Analysis', with Kim, T., Comparative Education Society in Europe XXVIII Annual Conference, Nicosia, Cyprus, 29 May-1 June.
- 2018 'Why Re-invent the Wheel? Perils and Pathways of Technology Forgetting',

- presentation led by Arndt, F., Organization Science Winter Conference (invited participation), Park City UT, USA, 1-3 March.
- 2017 'Ticking the "Other" Box: Positional Identities of East Asian Academics in the United Kingdom', with Kim, T., Society for Research into Higher Education Annual Research Conference, Celtic Manor, Newport, Wales, 6-8 December.
- 2017 'Containing a Catastrophic Legacy: Towards Trustworthy Governance of the United Kingdom's Nuclear Industry', with Pemberton, B., BAM Annual Conference, Corporate Governance Track, University of Warwick, Coventry, 5-7 September.
- 2017 'Containing the Catastrophic Legacy of the United Kingdom's Nuclear Sites', with Pemberton, B., AOM 77th Annual Meeting, Organizations & Natural Environment Division, Atlanta GA, USA, 4-8 August. **Nominated for Best Paper Award in ONE Division.**
- 2016 'Mutual Trusting among Network Partners in Entrepreneurship Exploitation: Volkswagen AG's Defeat Device', with Wylde, A., BAM Annual Conference, Entrepreneurship Track, Newcastle UK, 6-8 September.
- 2016 'Collective Sensing as a Source of Dynamic Managerial Capability: A Situated Cognition Approach to Identifying Superior Acquisition Opportunities', with Al-Shaghrouh, M., AOM 76th Annual Meeting, Strategic Management Division, Anaheim CA, USA, 5-9 August.
- 2016 'Saving Trust from Repair: Envisioning Virtual Relationships and Preventive Action in Large Technology Organizations', with Wylde, A., 32nd EGOS Colloquium, Naples Italy, Invited Paper for Sub-theme 02 : 'Trusting : The Practices and Processes of Organizational Trust', Naples, Italy, 7-9 July.
- 2015 'Collective Sensing as a Micro-foundation of Dynamic Managerial Capability: A Cognitive Framework for Identifying Strategic Opportunities', with Al-Shaghrouh, M., BAM Annual Conference, Portsmouth, UK, 8-10 September.
- 2014 'Maximizing the Value of Abnormal Returns in Private Equity: An ex-ante Perspective of Investment Decision-making among Risk Capital Providers in Italy and the UK', with Scarpati, F., BAM Annual Conference, Belfast, UK, 9-11 September.
- 2014 'Risk Perceptions of Private Equity Funds and Entrepreneurial Intervention in the Valuation of Family-controlled Firms: A Two-Environment Study', with Scarpati, F., BAM Annual Conference, Belfast, UK, 9-11 September.
- 2014 'Practicing Trust in Securing the Safety of a Large High-risk Firm', with Wylde, A., AOM 74th Annual Meeting, Organizational Behavior Division, Philadelphia PA, USA, 1-5 August.
- 2014 'When Project Teams Search for Great Ideas and Select the Wrong Ones. Findings of an Exploratory Study on Biotechnology Ventures in the European Union', AOM 74th Annual Meeting, Philadelphia PA, USA, Technology and Innovation Management Division, 1-5 August.
- 2013 'Trusting in Practice: External Agency and Proximate Relationships in the Safety of a Large High-risk Firm', with Wylde, A., BAM Annual Conference, Liverpool, UK, 10-12 September.
- 2013 'The Governance of the Tertius in Social Capital: A Conceptual Model', with Scully, D., BAM Annual Conference, Liverpool, UK, 10-12 September.

- 2012 'Trouble from the "Big Five" Sovereign Wealth Funds: Fundamental Questions in Need of Answers', BAM Annual Conference, Cardiff, UK, 11-13 September.
- 2012 'Making Sense of Sovereign Wealth Funds: Entrepreneurial and Political Wish-images in "Building for the Future" of China and Singapore', with Scully, D., BAM Annual Conference, Cardiff, UK, 11-13 September.
- 2011 'Institutional Entrepreneurship in an Emerging Economy: Entrepreneurial Agents as Principals in the Development of an East Malaysian State', with Chang, J., BAM Annual Conference, Birmingham, UK, 13-15 September.
- 2010 'Customer Loyalty in Small, Family-Owned and Managed Businesses: A New Approach to an Old Theme', with Dessi, C., Floris, M., Cabras, S., International Family Enterprise Research Academy, 10th World Family Business Research Conference, Lancaster, UK, 6-9 July.
- 2009 'Sliding Doors and Paper Walls: Non-family Management in East Asian Family Businesses', Research in Entrepreneurship & Small Business XXIII Annual Conference, Budapest, Hungary, 19-20 November.
- 2009 'Less is More: How Intuitive Perception of Customers' Preferences Strengthens the Competitive Advantage of Small, Closely-held Businesses', with Dessi, C., Floris, M., Cabras, S., AOM 69th Annual Meeting, Chicago IL, USA, 7-11 August.
- 2008 'Growing Beyond Smallness: How Do Small, Closely-controlled Firms Survive?', with Keasey, K., BAM Annual Conference, Harrogate, UK, 9-11 September.
- 2008 'Not Another Study of Great Entrepreneurs: Leadership by the Extended Family in Enabling the Growth and Survival of Family Firms', with Thorpe, R., BAM Annual Conference, Harrogate UK, 9-11 September.
- 2008 'Sovereign Wealth Funds: An Issue of Corporate Governance?', with Clacher, I., BAM Annual Conference, Harrogate, UK, 9-11 September.
- 2008 'Powerful Pawns and Their Potentates: Collaboration and Control in Mid-sized, Closely-held Firms', European Institute for Advanced Studies in Management (EIASM) 3rd Symposium on Family Firms Management Research, Naples, Italy, 8-10 June.
- 2008 'Using Perceptive Concordance to Assess Customer Relations in Small Businesses', with Dessi, C., Floris, M. & Cabras, S., EIASM 3rd Symposium on Family Firms Management Research, Naples, Italy, 8-10 June.

Contribution to Practice

I continue to develop my practical knowledge and networks by consulting with ventures in novel technology fields. This professional engagement has given me rare knowledge of, and access to, Do-it-Yourself and other ventures in cutting-edge industries. For example, I have built a 25-year relationship with a clean-tech and biotech-invested private equity firm, which has generated several research projects (see [Research Projects](#) section above). I am an investment advisor to a FinTech crowdfunder (<https://crowdforangels.com/our-team>) and a founding director of an R&D venture, based in Cambridge, that is commercializing a breakthrough in High Temperature Superconductivity for potentially disruptive innovations, for example, in public health : <https://lausuperconductors.com>.

Additionally, I am a Trustee of Ming-Ai Association and non-executive Director of Ming-Ai Institute (London). Ming-Ai Association is a charitable organization that advances the study of Chinese culture and heritage in and beyond the UK. I chair the Academic Board of Ming-Ai that reports to the UK Office for Students : < https://www.ming-ai.org.uk/en_us/ph/staff_team/management_board.html>.

1. Reports / studies

12/2014 to 6/2015 : Commissioned pilot study (value: £50,000, with Dr. Allison Wylde), for Norsk Hydro ASA, on an original security performance indicator-metric. The security performance metric set out in the study was used in assessing Norsk Hydro's performance of its security arrangements by two departments, a manufacturing department and a customer service department, at the head office of the Norsk Hydro Group in Vækerø, Oslo.

Following the pilot study, further studies have been discussed with Norsk Hydro. This further work will involve scaling up our original proposal for testing and development of the original performance metric among Norsk Hydro's networks of competing business organisations in security performance in developing a common approach to resourcing and preparedness for securitizing performance in large, multinational corporations, initially in the EU. Norsk Hydro will participate in funding and developing this scaled-up study in a consortium of sponsors that Norsk Hydro, Allison Wylde and I are seeking commitments for. The project will commence as soon as a major co-sponsor is secured.

2. Consultancy

From 5/2017 : As a Board Advisor of crowdforangels, I advise board directors in the venture's strategic development within three crowdfunding markets (equity, debt, and donations) and in raising a crypto-currency bond with attached token in January 2018.

7/2016 to 12/2020 : As a non-executive Director of BVInt Ltd., I advised technology start-up clients in commercialisation processes of university and research institute-incubated bioscience ventures based on my ongoing research of strategic development processes of bioscience start-ups, my current European Research Council funding application, and my professional record, as an adviser to Gimv n.v., of commercialization processes in these organizations.

2/2016-2/2018 : As a non-executive Director of faculti.net, I advised founder-entrepreneurs of this internet start-up in maximizing its public impact by selecting and building a portfolio of cutting-edge research for firms and researchers in international markets.

2002 to 2016: Co-founder and Member of the Advisory Council of Gimv n.v. (private equity investors). This Advisory Council continues to be restuctured and its terms reviewed under its new chairperson who was appointed in May 2016.

1997 to 2016 : Non-executive directorships of investment firms in the EU and Singapore:

Two wholly-owned subsidiary firms (Gimv Asia Fonds, and DG Infra+, n.v.) of Gimv n.v., an NYSE Euronext-quoted Belgian risk capital provider of high technology ventures, and Leading

Assets United, a private hedge fund based in Singapore (appointed in 1997).

My knowledge transfer to Gimv and its subsidiary firms has been based on my business strategy advisory role in these firms in which I have drawn principally on my research of closely controlled firms in East Asia in developing a five-year investment strategy for Gimv in East Asia that involves continuing engagement with family and State-controlled business networks in East Asian ethnic Chinese economies and communities.

Doctoral Advising

I am first supervisor of four full-time doctoral students who are at various stages of completion in the fields of small business studies, innovation management, and entrepreneurship education. These students are enrolled at the University of Northampton, UK, and at Regent's University London. Two of these students are expected to submit by the end of 2023. I have six PhD completions to date: Drs. Allison Wylde, Sabah Iqbal, Lauren Twort, Catherine Kelly, Gloria Appiah, and Christiaan Roell. Three of these students passed their doctorate examination without corrections.

Doctoral Examination Work

1. *As External Examiner:*

- Dr. Derrick A.D. Bouakye, June 2023, Brunel University London, Brunel Business School: 'Regulatory Review of New Product Innovation: A Routines-Practice Approach'. PhD awarded without corrections.
- Dr. Marouan Sghair, July 2021, University of Wales : 'A cross-sectional study of the effects of interest rates, exchange rates, and inflation on access to finance for SMEs in Morocco'. DBA awarded (8-2021) with minor corrections.
- Dr. Maram Sabri, January 2021, Victoria University, Melbourne, Australia : 'Entrepreneurial Participation by Women in Micro, Small and Medium-sized Enterprises in Saudi Arabia: A Multilevel View'. PhD awarded (3-2021) with minor corrections.
- Dr. Seyefar Clement, July 2018, University of Bedfordshire, Business School : 'Investigation of Factors affecting Access to Finance for SMEs in Nigeria from a Planned Behaviour Perspective'. PhD awarded (3-2019) with minor corrections.
- Dr. Peter Atkinson, February 2017, Brunel University London, Brunel Business School : 'Assembling *Différence* : A Postmodernist Institutional Theory and Methodology'. PhD awarded with minor corrections.

2. *As Internal Examiner:*

- Dr. Gabriela Thompson, June 2017, University of Roehampton, Business School. PhD awarded with minor corrections.
- Dr. Christopher Russell, October 2016, University of Roehampton, Business School. PhD awarded with minor corrections.

- Dr. Barry Pemberton, May 2014, University of Roehampton, Business School. PhD awarded with minor corrections.
 - Dr. Daisy Jing Tan, October 2011, University of Westminster, Westminster Business School. PhD awarded with minor corrections.
 - Dr. Natalie Weathers Nixon, June 2010, University of Westminster, Westminster Business School. PhD awarded with minor corrections.
3. *As Assessor on Transfer to PhD:*
- External assessor-
- Allison Wylde, April 2012, Birbeck University of London.
- Internal assessor & Chair of upgrade panel-
- Ruth Kiplagat, December 2020, Regent's University: 'Exploring Family Businesses in a Tea-farming Community in the Republic of Kenya'.
 - Gabriela Thompson, June 2016, University of Roehampton.
 - Paola Raffaelli, November, 2015, University of Roehampton.
 - Jo Mackowski, February 2015, University of Roehampton.
 - Nan Jiang, January 2012, University of Westminster.
 - Sabah Iqbal, November 2009, University of Leeds.
 - Maha Al-Shaghroud, October 2009, University of Leeds.
4. *As Chair of PhD viva voce examinations (all at University of Roehampton):*
- Dr. Rubian Lyons, December 2018, Psychology.
 - Dr. Giovanna Capponi, March 2018, Life Sciences.
 - Dr. Ariadni Mikou, September 2017, Dance.
 - Dr. Athina Maria Stamou, November 2016, Education.
 - Dr. Simon Machin, October 2015, English and Creative Writing.
 - Dr. Laetitia Marechal, June 2015, Life Sciences.
 - Dr. Lisa Roddam, July 2015, Psychology.
 - Dr. Suparna Banerjee, May 2014, Dance.

External Validation & Examination Work

MBA program, Middlesex University Business School, Middlesex University London, September 2014-January 2016.

Reviewing of Research Grants

Continuing Economics & Social Research Council UK reviewer of major grant applications.

Most recent review (31-5-2018) is of two funding applications for an EU-China call for "collaborative research on the green economy and understanding population change" funded by the ESRC, National Natural Science Foundation of China, the Agence

Nationale de la Recherche, Deutsche Forschungsgemeinschaft, and the Netherlands Organisatie voor Wetenschappelijk Onderzoek.
British Academy of Management Grants Scheme Reviewer, since 2019.

Academic Services

Associate Editor & Member of the Editorial Review Board, *Strategic Change*:
<https://onlinelibrary.wiley.com/page/journal/10991697/homepage/editorialboard.html>.

Member, Editorial Review Board, *Journal of Small Business Strategy*:
<https://libjournals.mtsu.edu/index.php/jsbs/about/editorialTeam>.

Member, Editorial Review Board, *International Entrepreneurship and Management Journal*,
July 2009-December 2014.

Member, by appointment, BAM Peer Review College. From March 2021.

SIG Chair (elected, October 2021 onwards) & Committee Chair, Entrepreneurship Track, BAM:
<https://www.bam.ac.uk/sig/sig-entrepreneurship>

Track Chair (elected, July 2018- October 2021) & Committee Member, Entrepreneurship Track,
BAM.

Treasurer (elected, 2011-2018) & Committee Member, Entrepreneurship Track, BAM.

Program Committee Member, BAM Annual Conference, 2018, 2019, 2020.

Member, Diversity & Inclusion Theme Committee, AOM (appointed, August 2017).

Entrepreneurship Division Session Chair, AOM Annual Conferences, 2014 onwards.

Member, AOM Entrepreneurship Division, Technology and Innovation Management Division
(from 2007), Strategic Management Division (from 2017), Gender and Diversity in
Organizations Division (from 2019).

Member, Organizing Committee, 3rd Annual Diversity & Inclusion Research Conference, 5-11-
2020 at City University of New York, USA.