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## Assistant Professor of Strategy & Entrepreneurship

Strategy and Entrepreneurship Group, Lee Kong Chian School of Business

Visiting Assistant Professor of Innovation, LUT, Lappeeranta, Finland

Co-founder of [Global Mangrove Trust](#) and [Handprint Tech](#)

[www.simonschillebeeckx.com](http://www.simonschillebeeckx.com)

### FT50 PUBLICATIONS

- George, G., Haas, M., McGahan, A., Schillebeeckx, S.J.D., & Tracey, P. 2023: Purpose in the for-profit firm: A review and framework for management research *Journal of Management*, 49(6): 1841-1869 <https://doi.org/10.1177/01492063211006450>
- Schillebeeckx, S.J.D., Kautonen, T. & Hakala, H. 2022: To Buy Green or Not to Buy Green: Do Structural Dependencies Block Ecological Responsiveness? *Journal of Management*, 48(2):472-501 <https://doi.org/10.1177/0149206320977896> [RRBM nominated]
- Schillebeeckx, S.J.D., Lin, Y. & George, G. 2021 Knowledge Recombination, and Inventor Networks: The Asymmetric Effects of Network Ties and Search Orientation on Knowledge Reuse and Impact, 47(4): 838-866 *Journal of Management* <https://doi.org/10.1177/0149206320906865>
- George, G., Merrill, R.K., & Schillebeeckx, S.J.D. 2021: Digital Sustainability and Entrepreneurship: Research Directions to Tackle Climate Change and Sustainable Development Goals - *Entrepreneurship Theory and Practice*, 45(5): 999-1027 <https://doi.org/10.1177/1042258719899425> [RRBM nominated]
- Schillebeeckx, S.J.D., Lin, Y., & George, G. 2019: When do expert teams fail to create impactful inventions - *Journal of Management Studies*, 56(6): 1073-1104 <https://doi.org/10.1111/joms.12447>
- Schillebeeckx, S.J.D., Chaturvedi, S., King, Z., & George, G. 2016: What do I want? The effects of individual aspiration and relational capability on collaboration preferences - *Strategic Management Journal*, 37(7): 1493-1506 <https://doi.org/10.1002/smj.2396>
- George, G., Schillebeeckx, S.J.D., & Liak, T.L. 2015: The Management of Natural Resources: An Overview and Research Agenda - *Academy of Management Journal*, 58(6): 1595-1613 (Editorial) <https://doi.org/10.5465/amj.2015.4006>

## OTHER PUBLISHED ARTICLES (peer reviewed)

- Lin M.B., Ni, X., Schillebeeckx, S.J.D., & Hardle, W.K. 2025 On SGX's voyage to corporate sustainability: exploring emerging topics in multi-industry corpora *Management & Marketing* <https://sciendo.com/article/10.2478/mmcks-2025-0006>
- Vural O. & Schillebeeckx, S.J.D. 2025: "Star inventor, knowledge complexity, and collaborative ties: What drives deference in invention teams" *Industry & Innovation* <https://doi.org/10.1080/13662716.2025.2451400>.
- Schillebeeckx, S.J.D., Tazhibae, S., & Gartner, J. 2024: FOMO and the ICO: The changing salience of quality signals, 4(2): 100087 *Digital Business* <https://doi.org/10.1016/j.digbus.2024.100087>
- Schillebeeckx, S.J.D., Lin, Y., & George, G. 2024: Innovation in dynamic knowledge landscapes: using topic modelling to map inventive activity and its implications for financial performance, 26(1): 85-114 *Innovation: Organization & Management* <https://doi.org/10.1080/14479338.2022.2062365>
- Fichter, K., Lüdeke-Freund, F., Schaltegger, S., & Schillebeeckx, S.J.D. 2023: Sustainability impact assessment of new ventures: an emerging field of research, 384(2023): 1-12 *Journal of Cleaner Production* (Editorial to the special issue) <https://doi.org/10.1016/j.jclepro.2022.135452>
- George, G. & Schillebeeckx, S.J.D. 2022: Digital Transformation, Sustainability, and Purpose in the Multinational Enterprise *Journal of World Development*, 57 (3): 1-8 <https://doi.org/10.1016/j.jwb.2022.101326>
- Kautonen, T., Schillebeeckx, S.J.D., Gartner, J., Hakala, H. Salmela-Aro K., & Snellman, K. 2020: The dark side of sustainability orientation for SME performance, *Journal of Business Venturing Insights*, 14(e00198): 1-7 <https://doi.org/10.1016/j.jbvi.2020.e00198>
- Hayes-Labruzzo, L., Schillebeeckx, S.J.D., Workman, M. & Shah, N. 2013: Contrasting Perspectives on China's Rare Earth Policies: Reframing the Debate through a Stakeholder Lens - *Energy Policy*, 63: 55-68 <https://doi.org/10.1016/j.enpol.2013.07.121>
- Schillebeeckx, S.J.D., Parikh, P., Bansal, R. & George, G. 2012: An integrated Framework for Rural Electrification: Adopting a User-Centric Approach to Business Model Development - *Energy Policy*, 48: 687-697 <https://doi.org/10.1016/j.enpol.2012.05.078>

## BRIDGING PUBLICATIONS (peer reviewed)

- Schillebeeckx, S.J.D. & Schletz, M. 2023: From hype to reality, a critical analysis of blockchain-based Refi *Amplify*, 36(9): 42-49 ([available here](#))
- Schletz, M., Constant, A., Hsu, A., Schillebeeckx, S.J.D., Beck, R., & Wainstein, M. 2023: Blockchain and regenerative finance: charting a path toward regeneration *Frontiers in Blockchain*, 1-12 <https://doi.org/10.3389/fbloc.2023.1165133>
- George, G. & Schillebeeckx, S.J.D. 2021: Digital Sustainability and its Implications for Finance and Climate Change *MAS Macroeconomic Review*, 103-109 ([available here](#))
- Schillebeeckx, S.J.D. 2021: Corporate sustainability has failed, digitizing regeneration may still save us *Amplify*, 34(10): 16-20 ([available here](#))

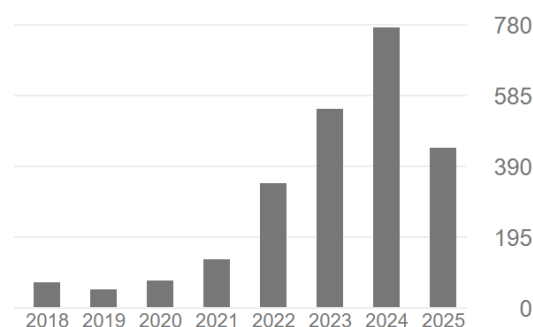
## BOOKS

- George, G. & Schillebeeckx S.J.D. (Eds.) 2018: *Managing Natural Resources: Organizational Strategy, Behavior and Dynamics* – Edward Elgar Publishing ([sold here](#))
- Schillebeeckx, S.J.D. 2011: *CSR 2.0 a sustainable business model for innovative entrepreneurs*, p. 1-194, Wolters Kluwer Publishing ([available in Dutch only](#))

## RESEARCH IMPACT

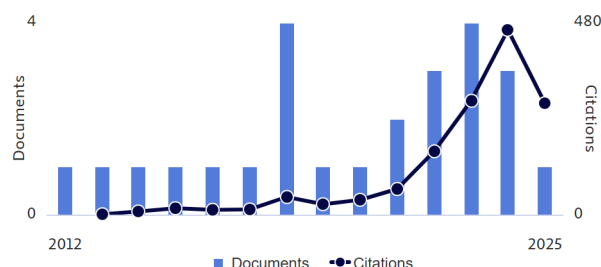
Google Scholar (10/07/2025)

- Citations: 2,609
- h-index: 16
- i10-index: 16



Scopus (10/07/2025)

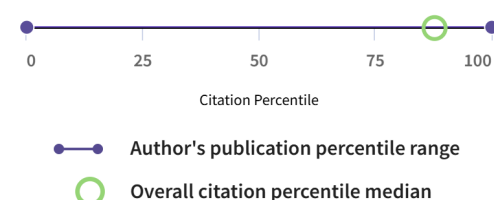
- Citations: 1,402
- Citing articles: 1,312
- h-index: 13
- Scopus ID: 55255151800



Web of Science (16/06/2025)

- Citations: 1,123
- Citing articles: 1,051
- h-index: 12
- Impact percentile: top 12%
- WoS ID: A-9923-2017

Author Impact Beamplot Summary ⓘ



## INDUSTRY REPORTS

- Schillebeeckx, S.J.D. & Handprint 2025: The Regenerative Future of Loyalty: A guide for green loyalty programs to engage eco-consumers, published and designed by Handprint Tech ([available here](#))
- Schillebeeckx, S.J.D. & Handprint 2024: The Regenerative Playbook: Fintech's bold approach to sustainability, published and designed by Handprint Tech ([available here](#))
- Schillebeeckx, S.J.D. & Handprint 2024: Regenerative Fintech: The secret to winning over Gen Z and Millennials, published and designed by Handprint Tech ([available here](#))
- Schillebeeckx, S.J.D. & Handprint 2024: From Net Zero to Nature Positive: What's the difference? , published and designed by Handprint Tech ([available here](#))
- Schillebeeckx, S.J.D. & Handprint 2023: A practical guide to regeneration: how to convince your company to focus on regeneration, published and designed by Handprint Tech ([available here](#))
- Schillebeeckx, S.J.D. 2023: Race to Regeneration, published and designed by Handprint Tech ([available here](#))
- Schillebeeckx, S.J.D. 2022: Nature Tech: a nascent ecosystem, published and designed by Handprint Tech ([available here](#))
- Schillebeeckx, S.J.D. & Merrill, R.K. 2021: Regeneration First, published and designed by Handprint Tech ([available here](#))

- Merrill, R.K., Schillebeeckx, S.J.D., & Blakstad, S. 2019: *Sustainable Digital Finance in Asia: Creating environmental impact through bank transformation*- commissioned by UNEP, the Sustainable Digital Finance Alliance, and DBS Bank Singapore ([available here](#))
- Schillebeeckx, S.J.D., Soriano, M., & Teo, E.G.S. 2016: Blockchain and Smart Contracts. Industry Roundtable Discussion Paper ([available here](#))

## BOOK CHAPTERS

- Schillebeeckx, S.J.D. & Merrill, R.K. 2024: *The Handprint Approach* in Menkhoff, T., Kan, S.N., & Cheong, K.C.K. (eds.), *Visions for the Future: Towards more vibrant, sustainable and smart cities* pp.1-336, World Scientific Publishing, pp.171-183 <https://doi.org/10.1142/13836>
- Schillebeeckx, S.J.D. & Merrill, R.K. 2021: *Conflicting Institutional Logics as a Safe Space for Collaboration: Action Research in a Reforestation NGO* - in George, G. et al. (Eds.) *Business and Sustainability* Edward Elgar Publishing, pp. 344-360 <https://doi.org/10.4337/9781839105340.00028>
- Schillebeeckx S.J.D. & George, G. 2018: *Developing Thought Leadership on Managing Natural Resources* - in Schillebeeckx S.J.D. and George, G. (Eds.) *Managing Natural Resources: Organizational Strategy, Behavior and Dynamics*- Edward Elgar Publishing, pp.xxvi-xxxviii <https://doi.org/10.4337/9781786435729.00008>
- Schillebeeckx S.J.D., Workman, M., & Dean, C. 2018: *Scarcity in the 21<sup>st</sup> century: The resource nexus and its implications for management* – in Schillebeeckx S.J.D. and George, G. (Eds.) *Managing Natural Resources: Organizational Strategy, Behavior and Dynamics* – Edward Elgar Publishing, pp.35-60 <https://doi.org/10.4337/9781786435729.00011>

## CASE STUDIES ([available here](#))

- Merrill, R.K. & Schillebeeckx, S.J.D. 2019: Navigating an eternal ocean: EnerGaia's emergent strategy in the market for spirulina
- Merrill, R.K., Schillebeeckx, S.J.D., & Wong, A. 2019: Shrimp on Smartphones? e-Fishery: Agile Innovation in Indonesian Aquaculture
- Merrill, R.K. & Schillebeeckx, S.J.D. 2018: Miracle Mangroves and the funding of green shields in the Bay of Bengal
- Schillebeeckx S.J.D. & Mittal, S. 2018: SunMoon: Transforming an asset-heavy legacy business model

## ARTICLES IN ADVANCED STAGE

- Schillebeeckx, S.J.D. & Schletz, M. **Title withheld**. 2<sup>nd</sup> round review at *Journal of Management Studies*
- Igboanua, C.O., Schillebeeckx, S.J.D., Siefkens, M.I & Hakala, H. **Title withheld** preparing for second round review at *Journal of Business Venturing*
- Lashitew, A., Schillebeeckx, S.J.D., Georg, G., & Visjnic, I. **Title withheld** Proposal submitted to *Journal of Management (Review Issue)*
- Holzmann, P., Schillebeeckx, S.J.D., Engelmann, A. & Reischauer, G. *Regenerative Business Models for the Service Sector, reworking for Amplify*
- Zuo X., Schillebeeckx, S.J.D., & Hardle, W.K. The influence of ESG policy changes on reporting: a dynamic Llama approach to annual report analysis *Preparing for Research Policy*
- Schillebeeckx, S.J.D., Lin, Y., & George, G. *Recombination in Dynamic Knowledge Landscapes, reworking for Research Policy*
- Schillebeeckx, S.J.D. *Assetization: The invention, design, and governance of new asset classes* *preparing for Academy of Management Journal*

- Igboanua, C.O., Siefkens, M.I., Schillebeeckx, S.J.D., & Hakala, H. A matter of attention: Time and Environmental Orientation in the Implementation of Sustainable Practices, *preparing for Academy of Management Journal*

#### ARTICLES IN CONCEPTUALIZATION STAGE

- MacAulay, S., Schillebeeckx, S.J.D., & Gordon, B, “Unravelling of Organizational Settlement: The other story of OpenAI” *target - Organization Studies*
- MacAulay, S., Schillebeeckx S.J.D., Bergenholtz, C., Sharapov, D., & Nazar, S. “When search is dangerous: rethinking search strategies in malevolent environments” *target - Administrative Science Quarterly*
- Schillebeeckx, S.J.D. Rethinking responsibility: from corporate footprints to emergy, *target - Organization & Environment*
- Schillebeeckx, S.J.D., & Sun, J. Optimal Distinctiveness in Patent Innovation, *target - Strategic Management Journal*
- Schillebeeckx S.J.D., Wolf, G., Merrill, & R. Libbey, C. Dynamic classification and biomass state change: A spatial intelligence approach to blue carbon stock estimation in mangroves – *Target - Nature Climate Change*
- Schillebeeckx S.J.D., Merrill, R.K. & George, G. “Resource Discretion under Supply Chain Disruptions”
- Schillebeeckx S.J.D., Merrill, R.K. & George, G. “Resource Scarcity and Duality: A Natural Resource Dependence Perspective”
- Lin, Y. George, G., & Schillebeeckx, S.J.D. “A Push-Pull-Mooring Approach to Job Mobility”
- Merrill, R.K. & Schillebeeckx, S.J.D. “Disrupting the development ecosystem through digital technology”
- Schillebeeckx, S.J.D., Grosman, A., Rashik, P., & Haesler, J. “Data responsibility: The evolving role of organizational leaders”

#### GRANTS

- Lee Kong Chian Fellowship (2021) – 30,000 SGD
- Asia Business Research Integration (2020) – 8,000 SGD grant
- *Sustainability of Natural Resources: Seeding an SMU Community and Research Agenda on Food and Water with an ASEAN focus* – Category B Internal Research Proposal (SMU) developed with G. George (148,948 SGD / May 2017 – May 2019)
- *200 Years of Bio-Pharmaceutical Breakthroughs: A Study of the Origins of Knowledge* – ‘Category A’ Internal Research Proposal (SMU) developed with Dean G. George and Prof. Adam Tatarynowicz (34,755 SGD / Sep 2015 – Sep 2017)

#### SELECTED KEYNOTES

- Nature Integrity – a novel perspective on environmental responsibility - COP28 (Dubai) – Dec 2023
- ESG and government – Beijing University (China) – Nov 2023
- An Introduction to Regeneration – KPMG (Singapore) – Oct 2023
- Regenerative Sustainability in Advertising – All That Matters (Singapore) - Sep 2023
- Regenerative Sustainability – International Conference on Environment, Business, and Sustainability: The Emerging Paradigms (ICEBS-2023) at Bennet University, Greater Noida (India) – Sep 2023
- Revelation regeneration – Brands for Good Conference (Singapore) – Jun 2023
- Successful Growth Strategy Implementation - Vietnam Singapore Board Forum – Regenerative Leadership in Hanoi (Vietnam) – May 2022
- Corporate Sustainability has failed, Digitizing Regeneration may still save us (Canada) *Amplify Events*, (<https://youtu.be/KTElqZfvgqs>) - Feb 2022

- The end of finance? Or how everything will be disrupted (Hong Kong) *Finance Asia Investment Awards* - Jan 2018
- The Crypto Conundrum: Is Bitcoin a Ponzi Scheme or a New Asset Class? (Singapore) *Southeast Asian Institutional Investor Forum* - Dec 2017

## SERVICE

- SMU Member of the SMU Faculty Senate since 2024
- SMU Course coordinator for MGMT330 The Design of Business since 2022
- SMU DBA student supervision at SMU since 2019
- Academic Community Editorial Board *Organization & Environment* since 2020
- Academic Community Ad hoc reviewer for AMJ, SMJ, ETP, and JBV since 2015
- Broader Community Member of the Working Group on Sustainable Organizations since 2023
  - Co-authoring the 2025 environmental sustainability standard for Singaporean SMEs

## THESIS

- **Title:** Individual and Organizational Effects of Knowledge Recombination: a multi-level study
- **Chapter 1:** Why do we collaborate and with whom? A study of preferences in the plastic electronics industry [Basis of 2016 SMJ article]
- **Chapter 2:** Old Technologies as Templates for New Inventions [Basis for 2019 JMS and 2020 JOM articles]
- **Chapter 3:** Invention as a process of escalating recombinant search [Basis for one working paper]
  - Committee Chair: Harry Barkema (London School of Economics)
  - Committee Member: Nelson Phillips (Imperial College London)
  - Supervisor: Gerry George (formerly Georgetown University)

## EDUCATION

2022/9 – 2023/11	<b>FT Non-Executive Director Diploma Asia</b> – Financial Times and Pearson
2015/1 – 2016/6	<b>Post-Doctoral Researcher</b> – Strategy and Organization Group, Lee Kong Chian School of Business, Singapore Management University (Singapore)
2011 – 2014	<b>PhD in Management</b> – Imperial College London Business School (London, United Kingdom)
2010	<b>Mini-MBA:</b> Spin-off creation in Flanders – Innotek 8 week-long evening professional degree, taught by entrepreneurs (Bruges, Belgium)
2009	<b>Expert in International Commerce</b> - Cefora 5 month long full-time professional degree, taught by professionals (Brussels, Belgium)
2006 – 2007	<b>MA in Corporate Social Responsibility</b> – University of Nottingham, Business School (Nottingham, United Kingdom)
2001 – 2006	<b>BSc and MSc in Commercial Engineering</b> - Catholic University of Leuven (Leuven, Belgium)

## TEACHING

- 1) *Introduction to Corporate Sustainability* – MBA and PG elective full-day course (2022 onward)
- 2) *Sustainability and Innovation – Introducing executives to McKinsey's ReSOLVE framework*
  - Emeritus

- 3) *Regenerative Strategy & Regenerative Leadership*
  - Executive Education For Vietstar (in Hanoi)
- 4) *Digitalization in the Energy Sector*
  - Executive Education for Vietstar (in Singapore)
- 5) *Sustainable Operations* (2019 –2021) –UG an PG students at LKCSB
  - Course redesign and teaching
- 6) *Business Capstone: The Design of Business* (2017 – Present) – Final Year UG students at LKCSB. Business models, empathy maps, design thinking, and real-world project coaching
  - Course design, teaching, and course coordinator managing 9 adjunct faculty

## PROFESSIONAL EXPERIENCE

2019 – present	Founder and Chief Nature Officer at <b>Handprint.tech</b> – Asia’s leading Regeneration-as-a-Service platform. Impact accounting, monitoring, and reporting software tools
2018 – present	Founder and Non-Executive Director <b>Global Mangrove Trust</b> – developing large scale mangrove conservation and afforestation projects in Asia. Co-founded a new carbon crediting agency with Oxford Smith School
2009 - 2011	<b>Sustainable Innovation Consultant @ BECO</b> (Antwerp, Belgium) – <i>sustainable business model innovation, carbon management, circular economy, design thinking, strategic CSR</i>

## ACADEMIC REFEREES

- **Gerard George:** Group Managing Director IMU University, Professor of Entrepreneurship and Innovation at Georgetown University McDonough School of Business, [gerardgeorge@imu.edu.my](mailto:gerardgeorge@imu.edu.my) Tel: +65 9863 7587
- **Shaz Ansari:** Professor of Strategy and Innovation, Professorial Fellow of St Edmund’s College at Cambridge University [s.ansari@jbs.cam.ac.uk](mailto:s.ansari@jbs.cam.ac.uk) Tel: + 44 1223 768 128
- **Henri Hakala:** Professor of Strategy and Management, LUT University, Finland [henri.hakala@lut.fi](mailto:henri.hakala@lut.fi) Tel: +358 44 024 4387

## LANGUAGES

Dutch	mother tongue
English	native fluency
French / Spanish	fluent
German / Russian	beginner

## IT

R, Stata, MS Office, EndNote

## SELECTED VIDEOS

- [Informal interview](#) with Max Chernov (35.52 min)
- [Changing the world, one handprint at a time](#) (3:40 min)
- Interview on [Global Mangrove Trust](#) (10:32 min)
- SMU Discussion on [Digital Green Economy](#) (3.02 min)
- Intro video on [Handprint](#) (2:20 min)