

Kenneth T. Goh

Assistant Professor of Strategic Management (Education)
V3 Group Fellow in Family Entrepreneurship
Academic Director, Business Families Institute
Coordinator, Entrepreneurship Major

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ACADEMIC POSITIONS

- 7/2021 – Present V3 Group Fellow in Family Entrepreneurship
- 1/2021 – Present Academic Director, Business Families Institute, Lee Kong Chian School of Business, Singapore Management University
- 7/2018 – Present Coordinator, Entrepreneurship Major
- 7/2017 – Present Assistant Professor of Strategic Management (Education), Lee Kong Chian School of Business, Singapore Management University
- 1/2014 – 7/2017 Assistant Professor of Organizational Behavior (*on leave Jan-June 2017*)
University of Western Ontario, Richard Ivey School of Business
London, Ontario

EDUCATION

Ph.D., Organizational Behavior and Theory, Carnegie Mellon University, Tepper School of Business, Pittsburgh, PA

Dissertation: *Iterative Processes in Creative Project Teams*

Chair: Prof. Laurie Weingart

Committee: Prof. Denise Rousseau, Prof. Anita Woolley, Prof. Steven Dow

M. Ed., Human Development and Psychology, Harvard University, Graduate School of Education, Cambridge, MA

B. Sc., Economics (Dual Concentration in Finance and Entrepreneurial Management), University of Pennsylvania, The Wharton School, Philadelphia, PA

RESEARCH INTERESTS

Innovation, routine dynamics, creative teams, dynamic organizational process

RESEARCH GRANTS

Vital WellSpring Pte. Ltd. (Nov 2021) for research on integrating ESG in business families

Ministry of Education Tier 1 Academic Research Fund (Sept 2020) for research on improvisation during COVID19

Ministry of Education Tier 1 Academic Research Fund (Sept 2019) for research on entrepreneurial pivoting

Social Science and Humanities Research Council Canada (2018) for research on gender diversity in the mutual fund industry

Ivey Business School Research Grant (2015)

Center for Interdisciplinary Research & Teams, Carnegie Mellon University (2012)

Graduate Small project Help (GuSH) Research Funding, Carnegie Mellon University (2007, 2009, 2012)

AWARDS, PRIZES AND HONORS

1. Ivey Publishing Best Seller for “Agoda: People analytics and business culture (A)”.
2. Dean’s Teaching Honour List, Lee Kong Chian School of Business (2018-2020)

3. Academy of Management, Strategizing Activities and Practices Group, Best Paper Award (2018) – Finalist
4. Academy of Management, Strategizing Activities and Practices Group, Pushing the Boundary Award (2018) – Finalist
5. University Student Council Teaching Honour Roll (2015-2016)
6. APA Div 49 Dissertation Award Competition (2014) – Finalist
7. J. Richard Hackman Dissertation Award (2014) - Finalist
8. Best Published Paper Award, Small Group Research 2013 (for Goh, Goodman, and Weingart, 2013)
9. Academy of Management Organizational Behavior Doctoral Consortium (2012)
10. William Larimer Mellon Fellowship, Carnegie Mellon University (2006-2013)
11. Lee Kuan Yew Scholarship, Republic of Singapore (2005)
12. Academic All-Ivy Award, The Ivy League (2000)
13. Singapore Sports Council Scholarship, Republic of Singapore (1998)

RESEARCH PUBLICATIONS

Goh, K. T., Fisher, C. M., Sommer, S. A., (forthcoming). “The effect of formal time allocations on learning trajectories and performance”. *Small Group Research*

Todorova, G. T., Goh, K. T., Weingart, L. R. (2021). “The effects of conflict type and conflict expression intensity on conflict management”. *International Journal of Conflict Management*, 33(2), 245-272

Goh, K. T., Mack, D. Z., George, G. (2021). “How nascent organizations overcome unfavorable legitimacy judgments to form partnerships”. *Academy of Management Annual Meeting Best Paper Proceedings*.

Todorova, G. T., Goh, K. T., Weingart, L. R. (2021). “The effects of conflict type and intensity on conflict management”. *Academy of Management Annual Meeting Best Paper Proceedings*.

Patel, S., Ouslis, N., Konrad, A. M., Goh, K. T. (2020). “Glass cliff or speed bump? Gender diversity in U.S. mutual fund management teams: 1992 – 2016”. *Academy of Management Annual Meeting Best Paper Proceedings*.

Goh, K. T., Pentland, B. T. (2019). “From actions to paths to patterning: Toward a dynamic theory of patterning in routines”. *Academy of Management Journal*, 62(6), 1901-1929.

Goh, K. T., Rerup, C. (2018). “The role of space and time in balancing conflicting pressures through routine dynamics”. *Academy of Management Annual Meeting Best Paper Proceedings*.

Goh, K. T., Fisher, C. M., Sommer, S. A. (2015). To go fast, go slow: The effect of phase durations on team performance trajectories in trial-and-error experimentation. *Academy of Management Annual Meeting Best Paper Proceedings*.

Goh, K. T., Krackhardt, D., Weingart, L. R., & Koh, T. K. (2014). The role of Simmelian friendship ties on retaliation within triads. *Small Group Research*, 45(5), 471-505.

Goh, K. T., Goodman, P. S., & Weingart, L. R. (2013). Team innovation processes: An examination of activity cycles in creative project teams. *Small Group Research*, 44(2), 159-194. **Won best published paper at INGROUP**

BOOK CHAPTERS

Pentland, B. T., Goh, K. T. (2021). Organizational routines and organizational change. In Marshall Scott Poole & Andrew H. Van de Ven (Ed.), *Oxford Handbook of Organization Change and Innovation (2nd ed)*, 339-363. Oxford: Oxford University Press.

Weingart, L. R., & Goh, K. (2010). Research methods and Issues. In J. M. Levine & M. A. Hogg (Eds.), *Encyclopedia of Group Processes and Intergroup Relations*, 698-706. Thousand Oaks, CA: Sage.

Notable information: This book was recognized as an Outstanding Reference Source by the American Library Association (January, 2011)

OTHER PUBLICATIONS

Ispahani, I., Marcovici, P., Goh, K.T. (2021). “Sustainability starts at home”. *Tharawat magazine* (<https://www.tharawat-magazine.com/sustain/sustainability-starts-at-home/>)

Goh, K. T.; Smith, R. R.; Tan, C. H.; Dhevarajulu, D. (2020). “Healthcare innovation from the inside out: Leveraging the human capital system at Tan Tock Seng Hospital”. *Asian Management Insights*, 7(2).

WORKING PAPERS

[Paper on routine dynamics under review], with Claus Rerup and Waldemar Kremser. Invited revision at Organization Science.

[Paper on how new entrants partner with incumbents], with Daniel Mack and Gerry George. Preparing for submission at Journal of Management.

[Book chapter on routine dynamics and improvisation], with Claus Rerup, in preparation.

WORKS-IN-PROGRESS

Shenzhen Power Solutions – Social Entrepreneurship case study in partnership with Renmin University
“The role of humor in coordinating improvised organizational responses”, with Nale Lehmann-Willenbrock.

“Dynamic patterns of improvisation during COVID19”, with Clement Tan, Jia Li.

“Temporality of routine dynamics”, with Brian Pentland and Waldemar Kremser.

“Sequence analysis of entrepreneurial careers”, with Katja Dlouhy.

“Investigating inclusive organizational practices”, with Daniel Mack and Jessie Cheung.

“Amplifying the benefits of gender diversity in majority male settings”, with Alison Konrad and Saurin Patel.

“The effect of structural measures of team process on creative performance,” with Laurie R. Weingart, Gergana Todorova, & Anna Mayo.

“The effect of efficacy dispersion on task conflict and team performance,” with Ann Peng, Mehmet Begen.

ACADEMIC PRESENTATIONS

1. Goh, K. T., Li, J., Tan, C. (2022). “Three pathways towards organizational improvisation”. Groningen University.
2. Symposium on “Sequential Analysis of Textual Data” (Oct 2022) with Joann Keyton, Nale Lehmann-Willenbrock, Florian Klonek. Interdisciplinary Network for Group Research (virtual session).
3. **Goh, K. T.**, Mack, D. Z., George, G., (Aug 2021). “How nascent organizations overcome unfavorable legitimacy judgments to form partnerships”. Academy of Management (virtual session).
4. Todorova, G. T., Goh, K. T., Weingart, L. R. (Aug 2021). “The Effects of Conflict Type and Intensity on Conflict Management”. Academy of Management (virtual session).
5. **Goh, K. T.**, Mack, D. Z., George, G., (July 2021). “Legitimizing practices and grand challenges: How nascent organizations overcome unfavorable legitimacy judgments to form partnerships”. European Group for Organizational Studies, Amsterdam, The Netherlands, (virtual session).
6. Patel, S., Ouslis, N., Konrad, A. M., Goh, K. T. (Oct 2020). “Glass Cliff or Speed Bump? Gender Diversity in U.S. Mutual Fund Management Teams: 1992 – 2016”. Interdisciplinary Network for Group Research, Seattle, WA (virtual session).
7. Patel, S., Ouslis, N., Konrad, A. M., Goh, K. T. (Aug 2020). “Glass Cliff or Speed Bump? Gender Diversity in U.S. Mutual Fund Management Teams: 1992 – 2016”. In A. M. Konrad and M. Cruz (Organizers), *Storming the last bastion: Women entering high prestige male-dominated occupations*. Symposium presented at the Academy of Management, Vancouver, B.C. Canada (virtual session).

8. **Goh, K. T.**, Mack D. Z. (July 2020). "How technology humanizes work: Crowdfunding welfare, legitimacy constraints, and the provisioning of social services." European Group for Organizational Studies, Hamburg, Germany (virtual session).
9. **Goh, K. T.**, Rerup, C. (July 2019). "Giving form to the flow of time through organizational routines." European Group for Organizational Studies, Edinburgh, UK.
10. **Goh, K. T.**, Rerup, C. (Aug, 2018). "The role of space and time in balancing conflicting pressures through routine dynamics". Academy of Management, Chicago, Illinois.
11. **Goh, K. T.**, Pentland, B. T. (July 2018). "Towards a dynamic theory of enacted complexity." Interdisciplinary Network for Group Research, Baltimore, Maryland.
12. Zakaria, C., **Goh, K. T.**, Lee, Y., Balan, R. K., (July 2018). "Moved by conflict: Exploring the relationship between experienced conflict and individual mobility patterns". Interdisciplinary Network for Group Research, Baltimore, Maryland.
13. **Goh, K. T.**, Rerup, C. (June, 2018). "Routine dynamics: Balancing pressures for efficiency and flexibility through the co-constitution of space and time". International Symposium on Process Organization Studies, Hadiki, Greece.
14. **Goh, K. T.**, Pentland, B. T. (April 2018). "Towards a dynamic theory of enacted complexity." Asian Management Research Consortium, Seoul, Korea.
15. **Goh, K. T.**, Pentland, B. T. (April 2018). "Temporal trajectories of enacted complexity in creative project teams". AOM Big Data and Managing in a Digital Economy Conference, Surrey, UK.
16. **Goh, K. T.**, Pentland, B. T. (March 2018). "Towards a dynamic theory of enacted complexity." NTU Complexity Conference, Singapore.
17. Todorova, G. T., Goh, K. T., Weingart, L. R. (July 2017). "How conflict type and conflict expression intensity influence approaches to conflict management." Interdisciplinary Network for Group Research, St. Louis, Missouri.
18. **Goh, K. T.**, Pentland, B. (June 2017). "The alignment of enacted and descriptive complexity in creative project teams." Academy of Management Journal Special Research Forum Paper Development Workshop. London, ON, Canada.
19. **Goh, K. T.**, Rerup, C. (Aug 2016). "Time and organizational routines: Synchronizing contradictory temporalities in innovative projects," Academy of Management, Anaheim, CA.
20. Todorova, G. T., Weingart, L. R., Goh, K. T., Mayo, A. (Aug 2016). "Process conflict, idea integration, and process representational gaps in innovation teams," In S. C. Wang & N. S. Janardhanan (Chairs), *Making teams meaningful: Deriving meaning from divergent individual experiences in teams*. Showcase symposium presented at the Academy of Management, Anaheim, CA.
21. **Goh, K. T.**, Peng, A., Begen, M. (July 2016). "The effect of efficacy disparity on task conflict and team performance," Interdisciplinary Network for Group Research, Helsinki, Finland.
22. **Goh, K. T.**, Peng, A., Begen, M. (June 2016). "The effect of efficacy disparity on task conflict and team performance," International Association of Conflict Management, New York, NY.
23. **Goh, K. T.**, Fisher, C. M., Sommer, A. S. (Aug 2015). "To go fast, go slow: The effect of phase durations on team performance trajectories in trial-and-error experimentation," Academy of Management, Vancouver, BC.
24. Fisher, C. M., Goh, K. T., Sommer, A. S. (July 2015). "New beginnings: The influence of rhythm on discussing errors, learning and team performance," In S. B. F. Paletz (Chair), *Analyzing temporal patterns of teams in action*. Symposium presented at the Interdisciplinary Network for Group Research, Pittsburgh, PA.
25. Todorova, G., Mayo, A., Goh, K. T., Weingart, L. R. (July 2015). "Idea integration structure and creative synthesis: The antecedents and consequences of centralized idea integration in diverse teams," Interdisciplinary Network for Group Research, Pittsburgh, PA.

26. **Goh, K. T.**, Rerup, C. (July 2015). “Dancing to different beats: Balancing temporal asymmetry in routines for creative work,” European Group for Organizational Studies, Athens, Greece.
27. **Goh, K. T.**, Fisher, C. M., Sommer, A. S. (Aug 2014). “New Beginnings: The Influence of Temporal Structure on Team Learning and Performance,” In A. P. Knight & C. M. Fisher (Chairs), *A Time for Change: Dynamic Approaches to Group Dynamics*. Showcase symposium presented at the Academy of Management, Philadelphia, PA.
28. **Goh, K. T.**, Fisher, C. M., Sommer, A. S. (Jul 2014). “New beginnings: Addressing paradoxical demands for immediate performance versus time to explore, reflect, and learn,” Interdisciplinary Network for Group Research, 2014, Raleigh, NC.
29. Weingart, L. R., Todorova, G., Goh, K. T. (July 2013). “The combined effects of conflict type and conflict resolution on team performance and satisfaction,” Symposium presented at the International Association of Conflict Management, Seattle, WA.
30. Weingart, L. R., Todorova, G., Goh, K. T. (July 2013). “Conflict resolution as a moderator versus mediator of the effects of task, process, and relationship conflict on team outcomes,” Interdisciplinary Network for Group Research, 2013, Atlanta, GA.
31. **Goh, K.** (July, 2012). “Teams in Ambiguous Contexts: A temporal model of activity cycles in creative project teams,” Interdisciplinary Network for Group Research, 2012, Chicago, IL
32. **Goh, K.**, Krackhardt, D., Weingart, L R., & Koh, T. K. (Aug, 2011). “Three Amigos vs. Dynamic Duos: The effect of Simmelian friends on retaliation,” Academy of Management, San Antonio, Texas.
33. **Goh, K.** (July, 2011) “An exploration of team agility and its effects on outcomes in product development teams,” Interdisciplinary Network for Group Research, Minneapolis, MN.
34. **Goh, K.**, Goodman, P. S., Weingart, L. R., & Todorova, G. (Aug, 2010). “Interactive media development teams: The role of iterations in ambiguous tasks,” Academy of Management, Montreal, Canada.
35. **Goh, K.**, Krackhardt, D., Weingart, L R., & Koh, T. K. (July, 2010). “Three Amigos vs. Dynamic Duos: Comparing social control in dyads and groups,” Interdisciplinary Network for Group Research, Washington, D.C.
36. **Goh, K.** (2010). “The role of disciplined experimentation in creative collaborations,” Trans-Atlantic Doctoral Conference, London Business School, London, UK.
37. **Goh, K.**, Goodman, P. S., Weingart, L. R., & Todorova, G. (July, 2009). “Videogame development teams: A model for effective coordination and collaboration on uncertain and complex tasks,” Interdisciplinary Network for Group Research, Colorado Springs, CO.

CASE STUDIES

1. Goh, K. T., Cheah, S. M. (2021). Duolingo: Play, Not Pay, to learn languages. Singapore Management University (SMU-21-0029).
2. Goh, K. T., Ang, J. (2021). Federated Hermes: Improving ESG through active engagement with portfolio companies. Singapore Management University.
3. Goh, K. T., Ang, J. (2021). Shining a ray of hope through COVID-19. Singapore Management University (SMU-20-0037).
4. Goh, K. T., Lim, T. (2020). Innovate or Dye: How Matex International innovates for sustainability. Singapore Management University (SMU-20-0028).
5. Goh, K. T., Dula, C. (2020). Vodien internet solutions: From building websites to powering the digital back-end of business. Singapore Management University (SMU-20-0012).
6. Goh, K. T., Chilarska, P., Cheah, S. M. (2019). In the race for AI: Twitter’s acquisition of Magic Pony Technology. Singapore Management University (SMU-19-0033).

7. Goh, K. T., Cheah S. M. (2019). The founding of Flipz: Living the entrepreneurship dream? Singapore Management University (SMU-19-0005).
8. Goh, K. T., Bhattacharya, L., Allen, P. (2019). Agoda – Perpetual disruption and post-acquisition challenges. Singapore Management University (SMU-18-0037).
9. Goh, K. T., Seah, W. Z., Chan, C. W. (2019). The Thought Collective: Challenges in balancing social and financial goals (A & B). Singapore Management University (SMU-18-0030).
10. Goh, K. T., Mark, K. (2017). Canaan Group: Reshaping the ECS Division. Ivey ID: 9B17C033. London, ON, Canada: Ivey Publishing
11. Goh, K. T., Mark, K. (2017). Agoda: People analytics and business culture (A). Ivey ID: 9B17C024. London, ON, Canada: Ivey Publishing (**Awarded Best Seller in 2019**)
12. Goh, K. T., Mark, K. (2017). Agoda: People analytics and business culture (B). Ivey ID: 9B17C025. London, ON, Canada: Ivey Publishing.
13. Konrad, A. M., Goh, K. T., & Peng, A. C. (2015). McKinsey & Company: Talent management and knowledge creation. Ivey ID: 9B15C016. London, ON, Canada: Ivey Publishing.

MEDIA MENTIONS/COMMENTARY

Commentary in “CSR in family business’s DNA”, **Business Times**, Feb 8, 2022

Video commentary in “Ahead of Their Time – S2E4: F45 & Zumba”. **Channel News Asia**, Dec 29, 2021

“Resolving NS-elite sports tensions through a paradox lens”. **The Straits Times**, Nov 13, 2021

Commentary in “Hitting the sweet spot”, **Business Times**, Oct 5, 2021

Commentary in “Needy families get supermarket vouchers”, **Business Times**, Aug 16, 2021

Commentary in “SMEs adapt their giving-back activities as businesses scale back”, **Business Times**, Jul 19, 2021

Commentary in “For the love of food”, **Business Times**, Jul 13, 2021

Commentary in “CBD businesses battle irregular crowds”, **Channel News Asia**, June 13, 2021

Commentary in “Sustainability takes centre stage in education”, **Business Times**, May 11, 2021

Commentary in “Mobilising communities to action”, **Business Times**, Jan 26, 2021

Quoted in “Show me the money: What’s wrong with the startups picture?”, **Business Times**, Jun 22, 2019

“They verify crowdfunding campaigns to make sure your money goes to a genuine cause”. **SMU blog**, Sept 3, 2018. <https://blog.smu.edu.sg/academic/schools/smulkcsb/verify-crowdfunding-campaigns-money-goes-genuine-cause/>

“Causes week 2017: AdvocAid tells the stories of those who need help” **Straits Times**, Dec 8, 2017

Goh, K. (2016). “Going slow to go fast”. In M. Singh, (Ed.), *The Birthday Book: What is Singapore’s next big thing?* Singapore: Ethos Book

“Going slow to go fast” **Today**, Sept 29, 2016. <http://www.todayonline.com/commentary/why-spore-needs-slow-down-go-fast>

“Too Orwellian? Companies monitoring personal time, for 'self-improvement'”, **CBC News**, Sept 15, 2015”

“Fast action, Slow Reflection.” **Ivey Impact**, Volume 20, Number 7, July 2014

“Say goodbye to hierarchy, hello to holacracy”, **Globe and Mail**, Aug 28, 2014

“How to find the innovative ideas already lurking within your company”. **Canadian Business**, Oct 22, 2014.

“As game market gets crowded, Toronto's Uken may have found the sweet spot”. **Globe and Mail**, Dec 10, 2014.

TEACHING

Executive Education

SMU Executive Programme in Digital Leadership. Faculty lead on “Digital Strategy” module. (Apr 2022).

Business Families Institute. Masterclass on “Improving ESG through and Active Engagement Approach” (Jan 2022).

Program Director, Business Families Institute, Family Entrepreneurship Programme (Oct 2021).

Lead Faculty, SMU Executive Development programme on “Leading and Managing through People Analytics” for client in the defense industry (Sept 2021)

Program Director, Singapore Centre for Social Enterprise, raiSE. Social Enterprise Ecosystem LEadership for Change and Transformation (SE.LE.CT) Programme (Jul 2021).

Business Families Institute. Masterclass on “Innovation through Co-creation” (Mar 2021).

Frankfurt School of Finance and Management. Facing the unexpected – Executive program for senior healthcare professionals (Nov 2020).

Singapore Management University

Sustainable Entrepreneurship (formerly “Social Entrepreneurship”, Fall 2017-2022 11 sections)

Median rating: 7.0/7.0

Modal rating: 7.0/7.0

Social Entrepreneurship practicum (Fall 2020-2021 2 sections)

Median rating: 7.0/7.0

Modal rating: 7.0/7.0

Business Study Mission (Spring 2020 – 2021 2 sections)

Median rating: 7.0/7.0

Modal rating: 7.0/7.0

Entrepreneurship & Business Creation (Fall 2017 – 2019, 4 sections)

Median rating: 6.3/7.0

Modal rating: 7.0/7.0

Ivey Business School

Interpersonal Negotiations (Spring 2014-2016, 3 sections)

Median overall rating: 7.0/7.0

Leading People in Organizations (core, Fall 2014-2016 6 sections)

Median overall rating: 7.0/7.0

Carnegie Mellon University:

Instructor

Organizational Behavior I, Undergraduate (Summer 2009)

Instructor Rating: 4.5/5

Teaching Assistant

Organizational Power and Influence, MBA (Instructor: David Krackhardt)

Organizational Design and Implementation, MBA (Instructors: David Krackhardt, Laura Dabbish)

Groups and Teams in Organization, MBA (Instructors: Laurie Weingart, Kimberly Ling)

Organizational Change, MBA (Instructors: Paul Goodman, Gerard Beenen)

Managing Organizations, MBA (Instructor: David Krackhardt)

Financial Analysis, Masters (Instructor: Lynne Pastor)

Organizational Behavior I, Undergraduate (Instructors: Mark Fichman, Ella Miron-Spektor, Gergana Todorova)

Harvard University:
Teaching Assistant

Managing Financial Resources for Non-Profit Organizations, Masters (2005, Instructor: James Honan)

PROFESSIONAL SERVICE

Faculty Senate member: Chair, Promotion, Hiring and Tenure Sub-Committee (2020-2022)

SMU Futures Thinking Group: Imagining SMU 2035 (Presidential Committee)

Singapore Management University Case Writing Editorial Board (2019-)

Entrepreneurship course coordinator (2018 – present)

Editorial Board, Small Group Research (2014 - present)

Reviewer, Academy of Management Conference (2009 - present, Outstanding Reviewer Award 2011, 2014)

Reviewer, Interdisciplinary Network for Group Research (2011 - present)

Ad hoc reviewer, Academy of Management Journal, Organization Science, Administrative Science

Quarterly, Journal of Business Venturing, Journal of Management Inquiry, Journal of Organizational Behavior, Management Science

Executive Committee member of the Principals' Academy Inc, Singapore (2004)

INVITED INDUSTRY TALKS

PwC Global NextGen Survey 2022. Invited Panelist with Isabelle Randon Frota (Director, Randon Companies), moderated by Peter Englisch (Partner, PwC) (Mar 2022)

Qineticare. Panelist webinar on “Circular economy principles, family business and wealth ownership”, with Philip Marcocivici, Iraj Isapahani (Dec 2021)

Unilever Food Solutions Malaysia and Singapore. Moderator for webinar on “Independent dialogue of UN Food Systems Summit” (Oct 2021).

Butterfield Group. Panelist for webinar on “Looking beyond sustainability: Circular economy principles for families by embracing paradox thinking”, with Philip Marcocivici, Lindsay Ozanne, Iraj Isapahani (July 2021).

Presentation to Ministry of Social and Family Development, National Council of Social Services senior management on “Legitimizing practices and challenges: How nascent organizations overcome unfavorable legitimacy judgments to form partnerships”. (Jul 2021).

Lien Centre for Social Innovation. Discussant for panel on Earthfest: Responsible work and learning, hosted by Christy Davis, Executive Director LCSi. (June 2021)

Singapore Centre for Social Enterprise. President's Challenge Social Enterprise Networking event, Keynote panel moderator with Guest of Honor, Mr. Tan Chuan Jin, Speaker of Parliament. (Oct 2020)

The Monetary Authority of Singapore: Roundtable on Culture and Conduct Practices and Incentive Structures. Talk entitled: “Sustaining sustainability: Embedding a long-term orientation in a bank’s culture”. (Mar 2019)

INDUSTRY ENGAGEMENT & SERVICE

Business Families Institute: Opening/Closing remarks for “Research Report Launch on External Asset Management Industry in Singapore” (Jan 2022)

EY Entrepreneur of the Year, Family Business Award of Excellence. Judging panel (2021 – present)

Business Families Institute: Moderator for webinar on “Looking Beyond Sustainability: Circular Economy Principles for Families by Embracing Paradox Thinking”, with John Cheng (Innovate 360), Louise Dudley (Federated Hermes), Ankesh Shahra (Agrimax), Cynthia Wijaya (Daya Selaras Group) (Sept 2021)

Lien Centre for Social Innovation and Business Families Institute. Moderator for webinar on “Singapore as a philanthropic hub”, with Sumitra Aswani (Ishk Tolaram Foundation), Merle Hinrich (Hinrich Foundation), Sumitra Pasupathy (Ashoka), Dino Tan (EDB) (June 2021).

Business Families Institute. Moderator for webinar on “Investment in Cryptocurrency and Tokens”, by Prof. David Lee (SUSS) (June 2021).

Business Families Institute. Closing remarks for webinar on “Building Growth Enterprises”, with keynote address by Mr. Ted Tan, Dy CEO, Enterprise Singapore (June 2021).

Business Families Institute. Moderator for webinar on “Managing the rising tide of political risk: Lessons for enterprising families” by Mr. Iraj Isapahani & Mr. Philip Marovici (Jan 2021).

DOCTORAL SUPERVISION

Camellia Zakaria, 2019 (School of Information Science, Singapore Management University). Committee member

Meredith Woodwark, 2015 (Ivey Business School, Western University). Examiner. Moderator

OTHER PROFESSIONAL EXPERIENCE

AdvocAid Ltd – Co-Founder/Director

Singapore Prison Service – Research Fellow

World Bank – Project consultant

Cutting-Edge Learning Strategies – Co-founder/Consultant

Merrill Lynch (Asia Pacific) – Investment Banking

JP Morgan – Sales & Trading

REFERENCES

Prof. Dr. Claus Rerup

Frankfurt School of Finance & Management

Professor of Management

Vice President Academic Affairs

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Email: C.Rerup@fs.de

Prof. Laurie Weingart

Carnegie Mellon University

Richard M. and Margaret S. Cyert Professor of Organizational Behavior and Theory;

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Email: weingart@cmu.edu

Prof. David Krackhardt

Carnegie Mellon University

Professor of Organizations

Phone: +1 412 268 4758

Email: krack@cmu.edu

Assistant: Steven Paschke, stevenp@andrew.cmu.edu

Prof. Denise Rousseau

Carnegie Mellon University

University Professor;

H. J. Heinz II Professor of Organizational Behavior and Public Policy

Phone: +1 412 268 8470

Email: rousseau@andrew.cmu.edu

Assistant: Carole McCoy, cm4w@andrew.cmu.edu