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## Assistant Professor of Strategy and Innovation

Strategy and Organization Group, Lee Kong Chian School of Business  
Visiting Assistant Professor of Innovation, Aalto University, Helsinki, Finland  
Academic Lead Financial Innovation, Sim Kee Boon Institute for Financial Economics  
Singapore Management University, Singapore  
Co-founder and Director, Global Mangrove Trust and GREEN

### PUBLISHED ARTICLES

- Schillebeeckx, S.J.D., Lin, Y. and George, G. in press “Knowledge Recombination and Inventor Networks: The Asymmetric Effects of Network Ties and Search Orientation on Knowledge Reuse and Impact” *Journal of Management*, forthcoming
- George, G., Merrill, R.K., and Schillebeeckx, S.J.D. 2020: Digital Sustainability and Entrepreneurship: Research Directions to Tackle Climate Change and Sustainable Development Goals - *Entrepreneurship Theory & Practice* (<https://doi.org/10.1177/1042258719899425>)
- Schillebeeckx, S.J.D. Lin, Y., and 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., and 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., and Liak, T.L. 2015: The Management of Natural Resources: An Overview and Research Agenda - *Academy of Management Journal*, 58(6): 1595-1613 (<https://doi.org/10.5465/amj.2015.4006>)
- Alnuaimi, T., George, G. and Schillebeeckx, S.J.D. 2014: Unpacking recombination’s black box: old components as templates for new inventions - *Academy of Management Proceedings*
- Hayes-Labruzzo, L., Schillebeeckx, S.J.D., Workman, M. and Nilay, S. 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. and 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>)

## ACADEMIC IMPACT

- Google scholar citations: 228 (23/01/2020)
- Web of Science citations: 97 (25/10/2019)
- h-index: 4
- i-index: 4

## BOOKS

- George, G. and Schillebeeckx S.J.D. (Eds.) 2018: *Managing Natural Resources: Organizational Strategy, Behavior and Dynamics* – Edward Elgar Publishing
- 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)

## INDUSTRY REPORTS

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

## BOOK CHAPTERS

- Schillebeeckx S.J.D. and George, G. 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
- Schillebeeckx S.J.D., Workman, M., and Dean, C. 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

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

- Merrill, R.K. and 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., and Wong, A. (2019) Shrimp on Smartphones? e-Fishery: Agile Innovation in Indonesian Aquaculture
- Merrill, R.K. and Schillebeeckx, S.J.D. (2018) Miracle Mangroves and the funding of green shields in the Bay of Bengal
- Schillebeeckx S.J.D. and Mittal, S. (2018) SunMoon: Transforming an asset-heavy legacy business model

## ARTICLES UNDER REVIEW

- Schillebeeckx, S.J.D., Kautonen, T. and Hakala, H. "Buying green under input dependence: the upstream impact of downstream consumer preferences" *working on 2<sup>nd</sup> round revision for JOM*

## ARTICLES IN PROGRESS

- Lin, Y., Schillebeeckx, S.J.D., and George, G. “The role of search process and location. Category and semantic search in agricultural knowledge landscapes” – *to be submitted to SMJ in Q1 2020*
- Lin, Y. George, G., and Schillebeeckx, S.J.D. “Knowing Where to Go: Knowledge Distance, Knowledge Evolution, and Job Mobility” – *to be submitted to AMJ in Q1 2020*
- Schillebeeckx, S.J.D., and Vural O. “Social hierarchy and joint search as antecedents of innovation originality” *to be submitted to JPIM in Q1 2020*
- Merrill, R.K, and Schillebeeckx, S.J.D. “Disrupting the development ecosystem through digital technology” *to be submitted in Q1/2 2020*
- Schillebeeckx, S.J.D. If it ain’t hard it ain’t worth doing. Solving hard problems when you worked together before - *preparing for Org. Studies submission in Q2 2020*
- Schillebeeckx S.J.D., Merrill, R. and George, G. “Competitive advantage and shocks in factor markets: contingent complementarity at the interface” *to be submitted to SMJ in Q2 2020*
- Schillebeeckx, S.J.D., Tazhibae, S., and Gartner, J. “Overriding Rationality: FOMO, Gambling Proclivity, and investing in Initial Coin Offerings” *to be submitted to ETP in Q2 2020*
- Schillebeeckx, S.J.D., Grosman, A., and Haesler, J. “Data responsibility: The evolving role of organizational leaders”
- MacAulay, S. and Schillebeeckx, S.J.D. “The unravelling of organization settlement during reconfiguration projects”
- Schillebeeckx, S.J.D. Blockchain and the Commoditization of Trust

## GRANTS

- *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)

## PUBLIC SPEAKING (selection)

- Digital Technologies and Sustainability: Blockchain, Machine Learning and Reforestation *Digital Decarbonisation. Perspectives of New Technologies*, organized by Konrad Adenauer Stiftung in Hong Kong 25-27 February 2020 (postponed due to Covid-19)
- The end of finance? Or how everything will be disrupted *Finance Asia Investment Awards Hong Kong* 30/01/2018
- The Crypto Conundrum: Is Bitcoin a Ponzi Scheme or a New Asset Class? *South East Asian Institutional Investor Forum* 6/12/2017 - Singapore

## OTHER ACTIVITIES

- Editorial Board *Organization & Environment* Feb 2020 – Jan 2022
- Co-founder *Global Mangrove Trust* <https://www.globalmangrove.org/>
  - Using blockchain to foster sponsorship of reforestation
- Co-founder *GREEN* [www.green.company](http://www.green.company)
  - Carbon onset as a service
- Strategic Advisor *DiMuto* <https://dimuto.io/>

- Using blockchain to demystify global trade in the fruit and vegetable industry

## 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)

## EDUCATION

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: Spin-off creation in Flanders</b> – 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) *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
  - Clients worked with:
    - i. Bras Basah Complex: shopping mall
    - ii. Tryb: Financial infrastructure VC fund
    - iii. Sunshine Nation: Event organizer
    - iv. Electrolux: Home appliance manufacturer
    - v. SunMoon Food Company Ltd.: International food distribution / brand
    - vi. XL Catlin: B2B Property and Casualty Insurance
    - vii. Panasonic: face and emotion recognition technologies
    - viii. Global Mangrove Trust: reforestation and blockchain
    - ix. Zenxin Organic Foods: vertically integrated organic food grower
    - x. TripAdvisor: Travel information company
    - xi. Loola: #1 eco-resort in Asia and NGO behind Safe Water Gardens
- 2) *Sustainable Operations* (2019 – Present) – 3<sup>d</sup> and 4<sup>th</sup> year UG students at LKCSB
  - Course redesign and teaching

3) *Entrepreneurship in Renewable Energy* (2012 – 2014) - MSc in Sustainable Energy Futures - with Charles Donovan (Imperial College London)

- Course design and 50% delivery of 40 hour course, involving case studies, technology development, pitching, business models, strategic positioning and capital acquisition

## PROFESSIONAL EXPERIENCE

2009 - 2011

**Sustainable Innovation Consultant @ BECO** (Antwerp, Belgium) – *sustainable business model innovation, carbon management, circular economy, design thinking, strategic CSR*

Selection of exemplary projects:

- 1) ***Perfecting Research on Intelligent Material Exploitation***: Optimizing flat screen TV recycling and designing new business models. A consortium of Philips (flat screen TVs), Umicore (precious metal recycling), Van Gansewinkel (logistics and waste recycling), Nitto Europe (disassembly techniques, adhesive tapes), VITO (Flemish Institute of Technological Research) and KULeuven (Centre for Industrial Policy and Material Selection) jointly works on optimizing recycling technology and innovating flat screen design. After writing this project together with VITO, I managed the PRIME project for 18 months and worked on business model innovation and practical issues around coordination and collaboration.
- 2) ***Play it Forward: Facilitating the fuzzy frond end of innovation***: Flanders in Shape asked the design institute of West Flanders, BECO, and two other companies to develop a game that would stimulate innovation and sustainability. I was part of this consortium as from the ideation stage.
- 3) ***KPI management system and Carbon Footprint at MAUSER***: MAUSER is globally active in the production and recycling of drums and bulk containers. Together with team members from BECO in the Netherlands, I co-defined Mauser's sustainability strategy for the next ten years. Also, I helped implement a KPI system for environmental parameters in over 50 locations worldwide and worked on the calculation of the global carbon footprint
- 4) ***Lectures on business model innovation, Cradle to Cradle and carbon management***: Universities in Brussels, Ghent, and Mechelen, CxO Leadership Forum, Chamber of Commerce Flemish-Brabant, Artfusion, iFest Conference, EU Sustainable Energy Week, Inogen Worldview Conference...

2007

**Research Internship** - Catholic University of Argentina (UCA) - Buenos Aires (Argentina)

Subject: Philosophies behind teaching ethics in Business Schools.

Together with Professor Carlos Hoewel of the UCA, I performed a qualitative, comparative research on ethics teaching in business schools. The research was interview-based (in Spanish) and focused on the different approaches the seven major universities in Buenos Aires had with regards to teaching ethics. A clear distinction was found between the so called "business case / Anglo-Saxon approach" and the more moralistic "intrinsic rights and justice" approach. Interviewees' background seemed to determine what teaching approach they used. This exploratory research suggested that cultural and educational background influence teaching and importance adhered to societal problems.

2005

**Research Internship** - Levi Strauss Foundation – Brussels (Belgium)

Subject: Microcredit programs in Europe - Desk research

In the corporate responsibility department from the Levi Strauss Corporation, I helped developing a strategic approach to micro-credit in Europe. We researched existing practices in third world countries, determined KPIs and compared those to the few existing practices in Europe. Consequently, we developed a standard quality assessment tool for the Foundation to direct philanthropic efforts.

## ACADEMIC REFEREES

- **Gerard George:** Dean of the Lee Kong Chian School of Business, Full Professor of Innovation and Entrepreneurship, Singapore Management University 50 Stamford Road, 178899 Singapore, [ggeorge@smu.edu.sg](mailto:ggeorge@smu.edu.sg), Tel: +65 6808 5122
- **Teemu Kautonen:** Professor of Entrepreneurship at Department of Management Studies, Aalto University, Ekonominaukio 1, 02150, Espoo, FI, [teemu.kautonen@aalto.fi](mailto:teemu.kautonen@aalto.fi)
- **Ammon Salter:** Professor in Innovation, School of Management at University of Bath, Claverton Down Rd, Bath, North East Somerset BA2 7AY, UK, [a.j.salter@bath.as.uk](mailto:a.j.salter@bath.as.uk), Tel: +44 1225 384 960

## LANGUAGES

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

## IT

R, Stata, MS Office, EndNote