

CURRICULUM VITAE (short version)

Harry G. Barkema

**London School of Economics and Political Science
Department of Management
Houghton Street
London WC2A 2AE U.K.
E-mail: barkema@lse.ac.uk**

Present position Professor of Strategy, Social Innovation, and Entrepreneurship,
London School of Economics & Political Science,
Honorary professor University of Cape Town

Employment

2007-present	Professor of Strategy, Social Innovation & Entrepreneurship
1989-2007	Professor of Corporate Strategy, School of Economics and Management, Tilburg University
1988-1989	Associate Professor Finance, School of Economics and Business, Groningen University
1988	Visiting professor, Simon Business School, Rochester (U.S.)
1985-1987	Assistant Professor of Finance, School of Economics and Business, Groningen University
1983-1985	Researcher/PhD thesis (principal-agent theory), School of Economics and Business, Groningen University
1982-1983	Lecturer Mathematical Geography, Department of Geography and Urban Planning, Nijmegen University
1981-1982	Researcher Operations Research Department, Royal Institute of Technology, Stockholm (Sweden)
1976-1981	TA/RA Methodology & Econometrics (SEM-models, time-series, etc.).

SOME SELECTED PUBLICATIONS

Barkema, H. G., Bindl, U. K., & Tanveer, L. (2024). How entrepreneurs achieve purpose beyond profit: The case of women entrepreneurs in Nigeria. *Organization Science*, 35(3), 1042-1071.

Barkema, H. G., Coyle-Shapiro, J. A., & le Grand, E. M. (2024). How Do Fieldworkers in Poverty Craft Meaningful Roles to Achieve Social Impact? Female Teachers in Slums in India. *Academy of Management Journal*, 67(1), 232-261.

C. Busch & H.G. Barkema, 2022, Align or perish: Social enterprise network orchestration in Sub-Saharan Africa, *Journal of Business Venturing*, 37(2), 106187.

C. Busch, & H.G. Barkema, 2022, Planned luck: How incubators can facilitate serendipity for nascent entrepreneurs through fostering network embeddedness, *Entrepreneurship, Theory and Practice*, 46(4), 884-919.

C. Busch & H.G. Barkema, 2021, From necessity to opportunity: Scaling bricolage across

- resource constrained environments, *Strategic Management Journal* 42(4), 741-773.
- D. Piaskowska, Nadolska, A, & H.G. Barkema, 2019, Embracing complexity: Learning from minority, 50-50, and majority joint venture experience, *Long Range Planning*, 52 (1) 134-153.
- Barkema, H.G., Chen, X., George, G., Luo, Y., & Tsui, A., 2015. West meets East: New concepts and theories, 58, *Academy of Management Journal*: 460-479.
- Boons, M., Stam, D., & Barkema, H.G., 2015. Feelings of pride and respect as drivers of ongoing member activity on crowdsourcing platforms, *Journal of Management Studies*, 52 (6), 717-741.
- Nadolska, A., & Barkema, H.G. 2014. Good learners: How top management teams affect the success and frequency of acquisitions. *Strategic Management Journal*, 35 (10): 1483-1507.
- Stam, D., Vet, A., Barkema, H.G., & De Dreu, C.K.W. 2013. Suspending group debate and developing concepts. *Journal of Product Innovation Management*, 30: 48-61.
- Hoever, I.J., Van Knippenberg, D., van Ginkel, W.P., & Barkema, H.G. 2012. Fostering team creativity: Perspective taking as key to unlocking diversity's potential. *Journal of Applied Psychology*, 97 (5): 982-998.
- Barkema, H.G., & Schijven, M. 2008. Toward unlocking the full potential of acquisitions: The role of organizational restructuring. *Academy of Management Journal*, 51(4): 696-722.
- Barkema, H. G., & Schijven, M. 2008. How do firms learn to make acquisitions? A review of past research and an agenda for the future. *Journal of Management*, 34 (3): 594-634.
- Kudina, A., Yip, G.S. & Barkema, H.G. (2008). Born Global, *Business Strategy Review*, 19(4), 38-44
- Barkema, H.G., & Shvyrkov, O. 2007. Does top management team diversity promote or hamper foreign expansion? *Strategic Management Journal*, 28 (7): 663-680.
- Nadolska, A., & Barkema, H.G. 2007. Learning to internationalise: the pace and success of foreign acquisitions. *Journal of International Business Studies*, 38 (7): 1170-1186.
- Barkema, H.G. & H.J. Drogendijk, 2007. Internationalizing in small, incremental steps or in larger steps? *Journal of International Business Studies*, 38: 1132–1148.
- Vermeulen, G.A.M. & Barkema, H.G. 2002. Pace, rhythm, and scope: Process dependence in building a profitable multinational corporation. *Strategic Management Journal*, 23 (7): 637-653.
- Barkema, H.G., Baum, J. & Mannix, B. 2002. Management challenges in a new time. *Academy of Management Journal*, 45 (5): 916-931.
- Barkema, H. 2001. From the editors. *Academy of Management Journal*, 44(4): 615-617.
- Vermeulen, G.A.M. & Barkema, H.G. 2001. Learning through acquisitions. *Academy of Management Journal*, 44 (3): 457-476.

- Barkema, H.G. & G.A.M. Vermeulen, 1998, International Expansion through Start-up or through Acquisition; An organizational learning perspective, ***Academy of Management Journal***, 41/1, 7-27.
- Barkema, H. G., & L. R. Gomez-Mejia 1998. Managerial compensation and firm performance: A general research framework. ***Academy of Management Journal***, 41(2): 135-145.
- Barkema, H.G. and Pennings, J.M., 1998, Top Management Pay: Impact of Power and Influence, ***Organization Studies***, 19/6, 975-1004.
- Frambach, R.T., H.G. Barkema, B. Nooteboom & M. Wedel, 1998, Adoption of a Service Innovation in the Business Market: An Empirical Test of Supply Side Variables, ***Journal of Business Research***, 41, 2,161-174.
- Barkema, H., Geroski, P., & Schwalbach, J. 1997. Managerial compensation, strategy and firm performance: An introduction. ***International Journal of Industrial Organization***, 4: 413-416.
- Barkema, H. G., O. Shenkar, F. Vermeulen, & Bell, J. 1997. Working abroad, working with others: How firms learn to operate international joint ventures. ***Academy of Management Journal***, 40(2): 426-442.
- Barkema, H.G. & G.A.M. Vermeulen, 1997, What Differences in the Cultural Backgrounds of Partners are Detrimental for International Joint Ventures? ***Journal of International Business Studies***, 28/4, 845-865.
- Barkema, H.G., Bell, J. & Pennings, J.M. 1996. Foreign entry, cultural barriers, and learning. ***Strategic Management Journal***, 17 (2): 151-166.
- Barkema, H.G., 1995, Do top managers work harder when they are monitored? ***Kyklos***, 48 (2), 19-42.
- Pennings, J.M., Barkema, H.G. & Douma, S.W. 1994. Organizational learning and diversification. ***Academy of Management Journal***, 37 (3): 608-640.

WORK IN PROGRESS (examples)

- H.G. Barkema, A. Nadolska, & C. Oloo, Entrepreneurial flourishing in urban informal settlements in Kenya: with a little help from my friends
- H.G. Barkema, L. Tanveer, S. Soylu, the process of meaningful work of primary school teachers and social impact in Bangladesh during Covid
- H.G. Barkema, L. Tanveer, Nadolska, training para-teachers for purpose and social impact in Indian slums: an RCT

GRANTS (LSE, since 2007)

- First recipient in Management of the EU's *Advanced ERC-grant* (European Research Council, for senior researchers), for "Individual Action Through Social Organizations: The Case of Poverty" (Principal Investigator) on, e.g.,

understanding how female teachers craft meaningful action and social impact in organizations in South Asia (India, Bangladesh), including during Covid. (1.2 Mio euro). A key feature, as in all our current research, is that we use a context-sensitive approach: First longitudinal qualitative research to inform novel theory development, second, new measurement development (e.g., of social impact, cf. Amartya Sen/Martha Nussbaum) and econometric testing using survey data. Joint research with Social Innovation Lab-researchers Jackie Coyle Shapiro, Eva Le Grand, Jeff Thompson, Lamees Tanveer, Chia-Huei Wu, Soydan Soyly, Anna Nadolska, and Caroline Oloo, in close cooperation with local partner organizations such as Gyan Shala (India) and BRAC (Bangladesh).

- *NWO/WOTRO-grant* (Netherland's National Science Foundation/ Science for Global Development), Principal Investigator, research program on social entrepreneurs in Kenya, South Africa, and Bangladesh (600k euro), research with Social Innovation Lab-researchers Chris Busch, Juli Huang, and Robert Mudida, among others, with local partners iHub, Strathmore Business School, and RLabs.
- *Leverhulme research grant* (Principal Investigator) on leadership, learning & innovation of organizations in South Asia (£368k), with Jackie Coyle Shapiro, Connson Locke, & Soydan Soyly, in close cooperation with the Tata Group (India)

PROFESSIONAL SERVICE (editorial)

Editorial Advisor Board	<i>Africa Journal of Management</i>
Associate Editor	<i>Academy of Management Journal</i> (first term: 1997-1998, first European editor of AMJ)
Associate Editor	<i>Academy of Management Journal</i> (second term 1998-2002)
Deputy Editor-in-Charge,	<i>Journal of International Business Studies</i> (2005-)
Consulting Editor	<i>Journal of International Business Studies</i> (2002-2005)
Lead Guest Editor	<i>Academy of Management Journal, Special Research Forum West Meets East</i> (first special issue of a top management journal on Asian theory), with Gerry George, Anne Tsui, Xiao-Ping Chen, Yadong Luo. Paper development conference, Guangzhou Business School
Lead Guest Editor	<i>Academy of Management Journal, Special Research Forum, October 2002 ("A New Time")</i> , vol. 45, with Joel Baum & Beta Mannix
Lead Guest Editor	<i>Academy of Management Journal, Special Research Forum, April 1998, Executive Compensation and Firm Performance</i> , vol. 41, p. 135-200, with Luis. R. Gomez-Mejia. Paper development conference, Tilburg University
Lead Guest Editor	<i>International Journal of Industrial Organization, Special Issue, 1997</i> , vol. 14, p. 413-532, with Paul Geroski & Joachim Schwalbach. Paper development conference, Humboldt University, Berlin.
Editorial Boards	<i>Academy of Management Journal</i> (first European board member, with Costas Markides), <i>Strategic Management Journal, Strategic Organization, European Management Review</i>
Ad Hoc Reviewer	<i>Administrative Science Quarterly, Academy of Management Journal, Academy of Management Review, Strategic Management Journal, Journal of International Business Studies, Journal of Management Studies, Journal of Economic Behavior and Organization, Journal of Labor Economics, International Journal of Industrial Organization, Organization</i>

Studies, Journal of Financial Intermediation, Journal of Applied Econometrics, etc.

PROFESSIONAL SERVICE (LSE, since 2007)

- Founding Director Masters Social Innovation & Entrepreneurship
- Faculty Group Lead OB-group
- Chair Research Committee
- Founding Director Innovation Co-Creation Lab
- Advisory Board South Asia Centre
- Advisory Board Marshall Institute

PROGRAMS & COURSES FOUNDED & TAUGHT (LSE)

I founded, directed, and taught (2016-2023) core courses in, LSE's new Master's program in Social Innovation and Entrepreneurship (SIE), one of the first full-time programs of its kind globally, with a strong focus on emerging economies. The program integrates rigorous training in evidenced-based concepts, theories, and frameworks with project-based learning, where students design innovative social business models following intensive fieldwork in Sub-Saharan Africa, as consultants for local companies and NGOs.

Earlier, I initiated and taught courses on Social Innovation and Entrepreneurship at the undergraduate- (LSE Summer School and LSE-UCT Summer program, Cape Town), Masters- (MG437 and 438), executive- and PhD-level.

Initiated and taught a Masters-course in Open Innovation (action learning pedagogy)

Executive education:

- Executive education and in-company field programs & workshops (action- learning) with dozens of local teams in Sub-Saharan Africa (mostly, Uganda, South Africa), South Asia (India, Bangladesh) and South America (mostly, Brazil) on *social business model innovation*, with companies (e.g., GE, BASF, Adcock Ingram, Nedbank, PepsiCo, Nestle, Nampak, Kjaer, etc.) and NGOs in eye care, maternal care, malaria, microfinance, education, women entrepreneurship, and a range of other sectors.
- Before 2007 (from 2000): executive and in-company programs on *business model innovation* (action learning), teaching and coaching 100+ teams developing actual business model innovations (e.g., peer-to-peer lending models ING) for their companies or social/public organizations
- Before 2000 (from 1995): executive programs in International Management
- 2023/24: training programs in Sub-Saharan Africa and South Asia in education on 'How to Empower Teachers to Empower Learners' (in informal settlements).

SERVICE TO THE RESEARCH COMMUNITY AND SCHOOL (before 2007):

1990-1991	Executive Team (three members) of the School of Economics and Management, Tilburg University, first term
1991-1994	Executive Team of the School of Economics and Management, Tilburg University, second term
1992-1998	Board of CentER (The School's Research Institute)

1998-2004	Management Team CentER (The School's Research Institute)
1990-1995	Board of ECOZOEK (Economics division of the Dutch Foundation for Scientific Research; N.W.O.)
1994-1999	Board of the National Network for Ph.D. education in Management
1996-	Founder and coordinator of the EDEN-seminar series on International Management (E.I.A.S.M, Brussels)
1996-	Chairman of the Advisory Board of the Netherlands Institute for Organization and Business Research (N.I.B.O.R., Maastricht University).
1996-	Founder and first Director of the Center for International Management Studies (CIMS, Tilburg University)
1997-	International Member of the ICM committee in Brussels (annually selecting the most promising Belgian Ph.D. students in Management for scholarships in the US)
1998	Chairman of the School's Human Resource Policy-committee, designing a new system for hiring, selection, compensation, and promotion for faculty members according to the North American model.
1998-	Advisory Board of the European Institute of Advanced Studies in Management (Brussels)
1999-2000	Advisory Board of AIESEC
1999-2001	Academy of Management Blue Ribbon Panel on Management Education in the 21 st Century (Board of Governors of the Academy of Management, chair Rick Mowday).
1999-2002	Co-founder and member of the Executive Board of the European Academy of Management (EURAM)
2002	Board of the National Science Foundation-committee MES to formulate and monitor a research program on the digital economy
2003-2006	Member of the Faculty tenure and promotion committee
2004-2006	Representative-at-large Corporate Strategy Interest Group, SMS
2004-2007	Member of the executive committee of the Corporate Governance and Strategy Interest Group of the Strategic Management Society
2004-2008	Board of Governors, Academy of Management
1998-	Dozens of workshops on 'how to publish in top management Journals/AMJ' for young researchers at conferences, workshops, business schools in Europe, North America, Asia, & Africa

OTHER EXAMPLES OF SERVICE TO THE SCHOOL (before 2007)

Research Coordinator (1990-2003) Organization & Strategy Group, Tilburg University. VSNU evaluation (January 2003) -- the most influential evaluation of research in the Netherlands, held every 5 years (Chair: Herman Daems, University of Leuven), David Otley (Lancaster University), John Saunders (Aston Business School), Piet Sercu (University of Leuven), Nicolai Foss (Copenhagen Business School). Quality of the research: 5 (highest grade, "world class"). Quotes from the report: "It is among the world's leading programs in its field." "Defining the European research peak within its relevant strategic management specialization." "A very focused and coordinated concentration of strategic management issues in the context of international business." "This is a very coherent and productive program, with a strong publishing record in the major international journals."

Founding Director Ph.D. program in Business (2000-2003), a U.S. style 5-year Ph.D. program in Business, with separate tracks for Organization & Strategy, Marketing, OR, Finance, Accounting. The 2-year educational part (MSc Research in Business) was (2003) awarded the first price (and € 282,000) among 50 applications for the 'top' qualification from programs of all academic fields in the Netherlands (including physics, mathematics, etc.),

attracting top quality applications of students from North America, Central and Eastern Europe, and South-East Asia.

Founding Director program in International Management (1994-1997): a 4-year interactive, case-based program in English, later split into a pre-Master's and Master's (MSc) in International Management

ACADEMIC HONORS AND GRANTS (before 2007):

2007	Tjalling C. Koopmans-Medal (awarded to “top international researchers who contributed to the School, economic education, or research in an outstanding way”)
2007	Sabbatical Insead (teaching Strategy PhD course, with Sid Winter)
2006	AIM Fellowship for sabbatical leave at London Business School
2004	AIM Fellowship for sabbatical leave at London Business School
2001	Award for “Truly Outstanding Service and Contribution to the Academy of Management” as associate editor
1999	Award for “Truly Outstanding Service and Contribution to the Academy of Management” as associate editor
1999	Awarded title of Titular Professor of the European Institute of Advanced Studies in Management (Brussels)
1998	Best paper-award <i>Academy of Management Journal</i> 1998
1998	Awarded f 250,000 from the National Science Foundation (N.W.O.) for research on internationalizing firms
1995	Awarded honorary chair of the Vrije Universiteit Brussel (1995 Vloebergh-chair)
1988	Simon Business School, Rochester (US), National Science Foundation research grant for 8 months
1987	European Institute for Advanced Studies in Management, Brussels, Belgium, National Science Foundation research grant for 2 months
1981-1982	Operations Research-Department (Urban Planning & Society-research group, with Jurgen Weibull, Lars Lundqvist, and Lars-Goran Mattson), Royal Institute of Technology, Stockholm (Sweden). One-year research grant from the Swedish Institute, Stockholm

Ph.D. THESES DIRECTED

Eva Le Grand (2021)

Lamees Tanveer (2020)

Entrepreneurs, pivots and shocks: an exploration of organizational learning processes in nascent ventures

Jaco Smit 2016

Unlocking Business Model Innovation

Nadia Millington (2015)

Ambisincerity, success traps and the base of the pyramid.

Chris Coleridge (2014)

Innovation's network(ing) antecedents: team- and individual-level investigations and propositions

Mark Boons (2014)

Working together alone in the online crowd.

Lameez Alexander (2014, co-chair with Daan van Knippenberg)

'People, Politics, and Innovation: A Process Perspective

- Chris Busch (2013)
Title: Social entrepreneurs as network orchestrators: How and why do social entrepreneurs build up and leverage social networks to perform?
- Arne de Vet (2007)
Title: Team dynamics and performance in Multinational Corporations
- Mario Schijven (2007)
Title: Unlocking acquisition synergy through restructuring
- Anna Nadolska (2006)
Title: Building Absorptive Capacity: The Case of Internationalizing Firms
- Dorota Piaskowska (2005)
Title: Traveling Through the Value Landscape: Expansions through International Joint Ventures
- Oleg Chvyrkov (2004)
Title: Top Management Team Composition and Foreign Entry: Cognitive and Social Lenses
- Rian Drogendijk (2001)
Title: Foreign Entry into Eastern Europe.
- Freek Vermeulen (1998)
Title: Foreign Entry, Cultural Barriers, and Learning (cum laude).
- Aswin van Oijen, 1997 (co-chair with Sytse Douma)
Title: The Role of Head Quarters in Multidivisional Firms
- Henk Oosterhout, 1996 (co-chair with Piet Moerland and Eric van Damme)
Title: Takeover Barriers: The Good, the Bad, and the Ugly.
- John Bell, 1996 (co-chair with Alain Verbeke)
Title: Single or Joint Venturing? A Comprehensive Approach to Foreign Entry Mode Choice
- Mike Nawas, 1995 (co-chair with Jules van Dijck)
Title: Management van Fusie en Integratie: De vorming van ABN-AMRO.
- Thijs Breukink, 1994 (co-chair with Sytse Douma)
Title: Succes en falen van expansie-strategieen in de vrachtwagenindustrie.
- Ruud Frambach, 1993 (co-chair with Bart Nooteboom)