

Dr. Michael J. Mol

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<http://scholar.google.co.uk/citations?user=FLqq3eYAAAAJ>

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Academic posts held and education

- Professor (part-time) of Strategic and International Management, *Birmingham Business School*, University of Birmingham (2015-)
- Professor of Strategic and International Management, *Copenhagen Business School* (2014-)
- Professor of Strategic Management, *Warwick Business School*, University of Warwick (2012-2014)
- Associate Professor of Strategic Management, *Warwick Business School* (2009-2012)
- Senior Lecturer (Associate Professor) in Strategic Management, *Henley Business School*, University of Reading (2006-2008)
- Research Fellow, *London Business School*, on an Advanced Institute of Management Research related (ESRC sponsored) project (2004-2006)
- Lecturer (Assistant Professor) in Management, *Henley Business School* (then called the Business School), University of Reading (2003-2004; in part-time 2004-2006)
- Assistant Professor of International Management, *Nijmegen School of Management*, Radboud University (2001-2003, then called Nijmegen University)
- Ph.D. in Strategic and International Management from *Rotterdam School of Management*, Erasmus University Rotterdam (2001): 'Outsourcing, Supplier Relations and Internationalisation: Global Sourcing Strategy as a Chinese Puzzle'. Rotterdam: ERIM. PhD series number 10. Advisers Rob van Tulder and Paul Beije
- Ph.D. candidate, *Rotterdam School of Management* (1997-2001)
- Masters from *Community of European Management Schools* (Stockholm, 1997)
- Semester (sponsored by Siemens) at *Technische Universität Berlin* (1996-1997)

- Exchange semester at *Wirtschaftsuniversität Wien* (1994-1995)
- Combined B.Sc. / M.Sc. in Management, *Rotterdam School of Management*, with double majors in Strategic Management and Logistics Management (1991-1997)

Visiting and honorary positions held

- Honorary Professor in Management & Marketing, *Durham University* (2019-2021)
- Otto Mønsted Guest Professorship, *Copenhagen Business School* (2013)
- Visiting scholar, *Saïd Business School*, University of Oxford (2012)
- Visiting scholar, *The Wharton School*, University of Pennsylvania (2009)
- Visiting researcher of the Management Lab (MLab), *London Business School* (2006-2011)
- Visiting scholar, *Fox School of Business and Management*, Temple University (2001 & 2002)

Publications

Peer-reviewed Journal Articles

- Fon, R., Getachew, Y., & M.J. Mol (2025) Turning the African Continental Free Trade Area into an international business success story: Lessons from inside and outside Africa. *AIB Insights*, <https://doi.org/10.46697/001c.137462>.
- Mol, M.J., & S.H. Lee (2024) What Produces Corporate Social Irresponsibility in Offshore Outsourcing?: The Effects of Interorganizational Relationship Governance and Institutional Distance. *Journal of International Business Studies*, **55**(5), 577-592.
- Larsen, M.M., B. Mkalama, & M.J. Mol (2023) Outsourcing in Africa: How do the interactions between providers, multinationals, and the state lead to the evolution of the BPO industry? *Journal of International Business Policy*, **6**(4), 432-452.
- Mol, M.J., L. Rabbiosi, & G.D. Santangelo (2023) Should I stay or should I go? How Danish MNEs in Russia respond to a geopolitical shift. *AIB Insights*, **23**(1), <https://doi.org/10.46697/001c.68337>.
- Wieland, A., Bals, S., Mol, M.J., & R. Handfield (2020) Overcoming the blind spots in global sourcing research: Exploiting the cross-sections between supply chain management and international business. *Journal of International Management*, **26**(1), 1-15.
- Lee, S.H., Mellahi, K., Mol, M.J., & Pereira, V. (2020). No-size fits-all: Collaborative governance as an alternative for addressing labour in global supply chains. *Journal of Business Ethics*, **162**, 291–305.
- Frynas, G, M.J. Mol, & K. Mellahi (2018) Radical management innovation made in China: Haier's Rendanheyi. *California Management Review*, **61**(1), 71-93.

- Mol, M.J., & K. Brandl (2018) Bridging what we know: The effect of cognitive distance on knowledge-intensive business services produced offshore. *International Business Review*, **27**(3), 669-677.
- Brandl, K., M. J. Mol, & B. Petersen (2017) The Reconfiguration of Service Production Systems in Response to Offshoring: A Practice Theory Perspective. *International Journal of Operations and Production Management*, **37**(9), 246-264.
- Monteiro, L.F., M.J. Mol, & J. Birkinshaw (2017) Ready to be Open? Explaining the Firm Level Barriers to Benefiting from Openness to External Knowledge. *Long Range Planning*, **50**(2), 282-295.
- Mol, M.J., & J. Birkinshaw (2014) The role of external involvement in the creation of management innovations. *Organization Studies*, **35**(9), 1287-1312.
- Mol, M.J., & C. Brewster (2014) The outsourcing strategy of local and multinational firms: A supply base perspective. *Global Strategy Journal*, **4**(1), 20-34.
- Bertrand, O., & M.J. Mol (2013) The antecedents and innovation effects of domestic and offshore R&D outsourcing: The contingent impact of cognitive distance and absorptive capacity. *Strategic Management Journal*, **34**(6), 751-760.
- Kotabe, M., M.J. Mol, J. Murray, & R. Parente (2012) Outsourcing and its implications for market success: Negative curvilinearity, firm resources, and competition. *Journal of the Academy of Marketing Science*, **40**(2), 329-346.
- Mol, M.J., & M. Kotabe (2011) Overcoming inertia: Drivers of the outsourcing process. *Long Range Planning*, **44**(3), 160-178.
- Kotabe, M., & M.J. Mol (2009) Outsourcing and financial performance: A negative curvilinear effect. *Journal of Purchasing and Supply Management*, **15**(4), 205-213.
- Mol, M.J., & J. Birkinshaw (2009) The sources of management innovation: When firms introduce new management practices. *Journal of Business Research*, **62**(12), 1269-1280.
- Birkinshaw, J., G. Hamel, & M.J. Mol (2008) Management innovation. *Academy of Management Review*, **33**(4), 825-845.
 - Winner of Academy of Management Review best article award for 2008
 - ISI Highly cited paper (top 1% of SSCI citations in Economics & Business)
- Kotabe, M., M.J. Mol, & S. Ketkar (2008) An evolutionary stage theory of outsourcing and competence destruction: A triad comparison of the consumer electronics industry. *Management International Review*, **48**(1), 65-93.
 - Reprinted in Czinkota, M.R., Kotabe, M., & Ronkainen, I.A. (Eds., 2011) *The Future of Global Business: A Reader*. New York, Routledge, pp. 504-545.
- Kotabe, M., M.J. Mol, & J.Y. Murray (2008) Outsourcing, performance, and the role of E-commerce: A dynamic perspective. *Industrial Marketing Management*, **37**(1), 37-45.
 - Reprinted in Czinkota, M.R., Kotabe, M., & Ronkainen, I.A. (Eds., 2011) *The Future of Global Business: A Reader*. New York, Routledge, pp. 546-567.
- Birkinshaw, J., & M.J. Mol (2006) How management innovation happens. *MIT Sloan Management Review*, **47**(4), 81-88.

- Mol, M.J., R.J.M. van Tulder, & P.R. Beije (2005) The antecedents and performance consequences of international outsourcing. *International Business Review*, **14**(5), 599-617.
 - Winner of International Business Review best article award for 2005
- Mol, M.J. (2005) Does being R&D intensive still discourage outsourcing? Evidence from Dutch manufacturing. *Research Policy*, **34**(4), 571-582.
- Heugens, P.P.M.A.R., & M.J. Mol (2005) So you call that research? Mending methodological biases in strategy and organization departments. *Strategic Organization*, **3**(1), 117-128.
- Mol, M.J., P. Pauwels, P. Matthyssens, & L. Quintens (2004) A technological contingency perspective on the depth and scope of international outsourcing. *Journal of International Management*, **10**(2), 287-305.
- Mol, M.J. (2003) Purchasing's strategic relevance. *Journal of Purchasing and Supply Management*, **9**(1), 43-50.
- Van Tulder, R.J.M., & M.J. Mol (2002) Reverse auctions or auctions reversed: First experiments by Philips. *European Management Journal*, **20**(5), 1-12.
- Mol, M.J., & O.R. Koppius (2002) Information technology and the internationalization of the firm. *Journal of Global Information Management*, **10**(4), 44-60.

Books and edited books

- Mol, M. J., & J. Birkinshaw (2008) *Giant Steps in Management: Creating Innovations that Change the Way We Work*. London: FT Prentice Hall.
 - Book translated into Chinese, Korean, Spanish, and Swedish.
- Mol, M.J. (2007) *Outsourcing: Design, Process and Performance*. Cambridge: Cambridge University Press.
 - Book reviewed in Canadian Journal of Administrative Sciences, Journal of Purchasing and Supply Management, Organization Studies, MIT Sloan Management Review.
- Kotabe, M., & M.J. Mol (eds.) (2006) *Global Supply Chain Management*. Globalization of the World Economy Series (series ed. M. Casson). Cheltenham: Edward Elgar.
 - Book reviewed in Journal of International Marketing & Marketing Research.
- De Wit, B., M.J. Mol, & E.C. van Drunen (1998) *Uitbesteden en Toeleveren: Motieven, Trends en Effecten*. Utrecht: Lemma.

Book chapters

- Mol, M.J., N.J. Foss, & J. Birkinshaw (2019) The System of management ideas: Origins, microfoundations, and dynamics. In: A. Sturdy, S. Heusinkveld, T. Reay, & D. Strang (eds.), *Oxford Handbook of Management Ideas* (pp. 25-41). Oxford: Oxford University Press.
- Mol, M.J., C. Brewster, G. Wood, & M. Brookes (2014). Does the country matter?: A cross-national comparison of HRM outsourcing decisions. In: G. Wood, C. Brewster, & M. Brookes

- (Eds.), *Human Resource Management and the Institutional Perspective* (pp. 200-220). London: Routledge.
- Mol, M.J., & J. Birkinshaw (2012) Relating management innovation to product and process innovation: Private rents versus public gains. In: T. Pitsis, E. Dehlin, & A. Simpson (eds.), *Handbook of Organizational and Managerial Innovation* (pp. 13-35). Cheltenham: Edward Elgar.
 - Mol, M.J., & J. Birkinshaw (2010) Management innovation and the multinational corporation. In: T.M. Devinney, T. Pedersen, & L. Tihanyi (eds.), *Advances in International Management: The Past, Present and Future of International Business and Management, Volume 23* (pp. 479-495). New York: Emerald.
 - Kotabe, M., M. J. Mol, & J.Y. Murray (2009) Global sourcing strategy. In: M. Kotabe, & C. Helsen (eds.), *The SAGE Handbook of International Marketing* (pp. 288-302). London: Sage.
 - Kotabe, M., J.Y. Murray, & M.J. Mol (2008) Global sourcing strategy and performance: A 'fit' versus 'balance' perspective. In: J. Boddewyn (ed.), *International Business Scholarship: AIB Fellows on the First 50 Years and Beyond* (pp. 259-277). London: JAI Press.
 - Kotabe, M., & M.J. Mol (2007) International sourcing strategies: Redressing the balance. In: J.T. Mentzer, M.B. Myers, & T.P. Stank (eds.), *Handbook of Global Supply Chain Management* (pp. 393-405). London: Sage.
 - Casson, M.C., & M.J. Mol (2005) Strategic alliances: a survey of issues from an entrepreneurial perspective. In: O. Shenkar & J. Reuer (eds.), *Handbook of Strategic Alliances* (pp. 17-37). London: Sage.
 - Kotabe, M., & M.J. Mol (2005) Competitive (Dis)advantage of Outsourcing Strategy. In: A. Ancarini & M. Raffa (eds.), *Sourcing Decision Management* (pp. 115-126). Napoli: Edizioni Scientifiche Italiane.
 - Kotabe, M., & M.J. Mol (2004) A new perspective on outsourcing and the performance of the firm. In: M. Trick (ed.), *Global Corporate Evolution: Looking Inward or Looking Outward* (pp. 331-340). International Management Series: Volume 4. Pittsburgh: Carnegie Mellon University Press.
 - Mol, M.J., & O.R. Koppus (2004) Information technology as a carrier of internationalization: The case of global sourcing. In: G. Hunter & F.B. Tan (eds.) *Advanced Topics in Global Information Management, Volume 3* (pp. 1-18). Hershey: Idea Group Publishing.
 - Mol, M.J. (2002) Ford Mondeo: A model T world car? In: F.B. Tan (ed.) *Cases on Global IT Applications and Management: Successes and Pitfalls* (pp. 69-89). Hershey: Idea Group Publishing. Reprinted in 2006: Khosrow-Pour, M. (ed.) *Cases on Information Technology and Organizational Politics and Culture*. Hershey: IGI Publishing.

Professional and other publications

- Lee, S.H., & M.J. Mol (2025) Apple: Weathering the Geopolitical Storm. London (ON): *Ivey Publishing* case study W42533.
- Cuervo-Cazurra, A., Grosman, A., Mol, M.J., & G. Wood (2025) The impact of ownership on global strategy: Owner diversity and non-financial objectives. Editorial for special issue on ownership and global strategy. *Global Strategy Journal*, 15(1), 3-33.
- Lee, S.H., & Mol, M.J. (2024) International Outsourcing. In: *Encyclopedia of International Strategic Management*. Asmussen, C.G., Hashai, N., & Minbaeva, D. (eds.). Cheltenham: Edward Elgar Publishing, p. 235-236.
- Brandl, K. & Mol, M. (2023) Knowledge Services Offshoring. In: *Elgar Encyclopedia of Services*. Gallouj, F., Gallouj, C., Monnoyer, M-C., Rubalcaba, L. & Scheuer, M. (eds.). Cheltenham: Edward Elgar Publishing, p. 488.
- Mol, M. J. (2018) Reflections on "The sources of management innovation" Mol & Birkinshaw, 2009. *Journal of the Global Association of Marketing Scholars*, **28**(3), 278-281.
- Mol M.J., C. Stadler, & A. Ariño (2017) Africa: The New Frontier for Global Strategy Scholars. Editorial for special issue on "Strategic Management in Africa". *Global Strategy Journal*, **7**(1), 3-9.
- Lee, S.H., M.J. Mol, & K. Mellahi (2016) Apple and Its Suppliers: Corporate Social Responsibility. London (ON): *Ivey Publishing* case study 9B16M040_P.
 - Best-selling case for the past decade, Ivey Publishing (2025).
 - Named Ivey Classical Case (2022).
 - Winner Strategy and General Management category, The Case Centre Awards and Competitions 2019.
 - Listed as bestseller by Harvard Business School Publishing.
- Mellahi, K., & M.J. Mol (2015) Africa is just like every other place, in that it is unlike any other place. Invited commentary for *Africa Journal of Management*, **1**(2), 201-209.
- Monteiro, L.F., M.J. Mol, & Julian Birkinshaw (2015) Ready to be Open? Explaining the Firm-Level Barriers to Benefiting from Openness to External Knowledge. Fontainebleau: Insead Working Paper Series 2015/24/STR.
http://www.insead.edu/facultyresearch/research/details_papers.cfm?id=33815.
- Kotabe, M., M.J. Mol, J. Murray, & R. Parente (2013) The limits to outsourcing: Beware of the consequences for market success! *The World Financial Review*, January-February, 11-14.
- Monteiro, F., M.J. Mol, & J. Birkinshaw (2012) Accessing External Knowledge versus Protecting Internal Knowledge. Research featured in *knowledge@Wharton* (online at <http://knowledge.wharton.upenn.edu/article.cfm?articleid=2934>).
- Mol, M.J. (2011) Google & Motorola: Verticalisation or outsourcing? *Business & Economy* magazine (India), 15/09/2011.
- Mol, M.J. (2011) The impact of offshoring on U.K. manufacturing. *The Bridge* (magazine of UK industry and parliament trust), spring, 11.

- Monteiro, F., M.J. Mol, & J. Birkinshaw (2011) External knowledge access versus knowledge protection: A necessary trade-off? Best paper proceedings of the 2011 *Academy of Management* conference, San Antonio, TX.
- Mol, M.J. (2010) The origins of management: Strategy's story. In: Witzel, M. (ed.), *The Origins and Development of Management: Why we manage the way we do, The Marketing & Management Collection*. London: Henry Stewart Talks (online at <http://hstalks.com/?t=MM1152636-Mol>).
- Mol, M.J. (2008) Book review of 'Global Outsourcing Strategies: An International Reference on Effective Outsourcing Relationships'. Edited by P. Barrar, R. Gervais. *Journal of Purchasing and Supply Management*, **14**(1), 86.
- Birkinshaw, J., Crainer, S., & Mol, M. (2007). Special report management innovation. *Business Strategy Review*, **18**(1), 45-73.
- Mol, M.J., & J. Birkinshaw (2007) Against the flow: Reaping the rewards of management innovation. *European Business Forum*, **27**(Winter), 24-29.
- Birkinshaw, J., G. Hamel, & M.J. Mol (2005) Management innovation. London: AIM working paper WP – 021 - www.aimresearch.org/021wp.html.
- Breggeman, J., & M.J. Mol (2005) Multinationals en uitbesteding in de meet- en regelindustrie. *Inkoop & Logistiek* (Dutch magazine for purchasing professionals), May.
- Mol, M.J. (2004) Offshoring: An international approach. *European Business Forum*, **19**(Autumn), 47-49.
- Mol, M.J. (2004) Contingent denken. Invited column in *Purchasing Excellence* (Dutch magazine for executives), October.
- Loeffen, S., & M.J. Mol (2004) Meer uitbesteden door risico's of meer risico's door uitbesteden? *Inkoop & Logistiek*, July/August.
- Mol, M.J. (2003) Het strategisch belang van inkoop. *Inkoop & Logistiek*, October.
- Mol, M.J., & R.J.M. Van Tulder (2002) Global sourcing: Solution in search of a problem? *European Business Forum*, **9**(Spring), 56-60.
- Mol, M.J., R.J.M. van Tulder & P.R. Beije (2002) Global Sourcing: Fad or Fact? Rotterdam: ERIM Report Series reference number ERS-2002-55-ORG.
- Mol, M.J., P.R. Beije & R.J.M. van Tulder (2002) Global sourcing: Zeker geen Haarlemmerolie. *Inkoop & Logistiek*, April.
- Mol, M.J., P.R. Beije & R.J.M. van Tulder (2002) Uitbestedingsrelaties: Hoe leveren ze iets op? *Inkoop & Logistiek*, January/February.
- Mol, M.J., J. Schreuder & R. Goedegebuure (2001) Het belang van inkoop in de Nederlandse industrie, *Inkoop & Logistiek*, November.
- Mol, M.J. (2001) Creating value through working with others: Interorganizational relationships. Research brief in *Academy of Management Executive* (now called *Academy of Management Perspectives*), **15**(1), 50-52.

- Mol, M.J. (2000) Online Procurement. In: *Secrets of Electronic Commerce: A Guide for Small- and Medium-Sized Exporters* (pp. 148-166). Doc. No. ITC/290/1B/00-VII-TP. Geneva: ITC.
- Mol, M.J. (1999) Global sourcing: Fad or fact? Een eerste inzicht in de internationale uitbestedingsstrategieën van de grootste Nederlandse multinationals. Rotterdam: Erasm. Research Report No. 1-1999.
- Mol, M.J., & O.R. Koppius (1999) Distance is not dead: Why there is an L-factor in virtual organisations. Rotterdam: Erasm. Research Report No. 59-1999.
- De Wit, B., & M.J. Mol (1999) Uitbesteden: Topprioriteit en valkuil, *Holland Management Review* (Dutch version of Harvard Business Review), **16**(August), 46-57.

Citations to work (09/2025)

- 2535 (Web of Science Core Collection; h-index 17)
- 3459 (Elsevier Scopus; h-index 23)
- 9538 (Google Scholar; h-index 31)

Research interests

I take a topical approach to studying strategic and international management in larger firms. I have a long-standing interest in management innovation, the creation of new management practices. A further topic is sourcing strategy, including outsourcing and offshoring decisions, with a variety of outcomes including corporate social (ir)responsibility. I also have interests in strategic management in Africa, in how firms affect inequality, and in strategies for handling geopolitics.

Current work in progress

1. Submitted

- Agbleze, S., Larsen, M.M., & M.J. Mol - A behavioral theory of the informal firm: How multiple aspirations interact to influence firm formalization. Under review at *Organization Science*. Nominated for Best International paper, Academy of Management OMT division (2021).
- Lee, S., Mol, M.J., & K. Mellahi - Reducing the Fallout: The Role of Managerial Attention in Tackling Media Reporting on Corporate Social Irresponsibility in Offshore Outsourcing. Resubmitted (3rd round) to *Multinational Business Review*.

2. In preparation

- Leao, P., Mol, M.J., & Santangelo, G. Your Bosses Matter: How Black Managerial Representation Reduces Racial Wage Gaps. Working paper.

- Leao, P., Mol, M.J., & Santangelo, G. The source of all evil or a blessing in disguise: Multinational enterprises and inequality of opportunities in host countries. Working paper.
- Witte, C., & M.J. Mol – Management practices as a form of firm specific advantage in multinationals. Analyzing data.

Awards and honors

- Best-selling case for the past decade for Apple teaching case, Ivey Publishing (2025).
- Ivey Classic Case award for Apple teaching case (2022).
- Nominated for Best International Paper, Academy of Management OMT division (2021).
- Winner, Strategy and General Management category at The Case Centre Awards and Competitions, Apple teaching case (2019).
- Bestseller award, Ivey Publishing, for Apple teaching case (2017-, highest rank 2nd).
- Reviewer of the year award, British Journal of Management (2015).
- Elsevier outstanding reviewer award, Journal of International Management (2015), Research Policy (2018).
- Article in Strategic Management Journal shortlisted for French 'Prix Académique de la Recherche en Management' (2014).
- Academy of Management Best Paper Proceedings (2011).
- Best article award, Academy of Management Review, 2008 (awarded 2009).
- Emerald Management Reviews Citation of Excellence for 'Management innovation' article – top 50 from 15,000 articles published in 2008 (awarded 2009).
- Best reviewer award, AIB conference (2008).
- Best article award, International Business Review, 2005 (awarded 2006).
- Outstanding reviewer award, BPS division, AoM conference (2006).
- Runner-up best paper award, IPSERA Conference (2002).

Grants received

- Responsible Research in Business and Management Dare to Care Dissertation Scholarship awarded to PhD student Pablo Leao (approximately \$10,000, 2025).
- Otto Mønsted-Guest Professorship to visit Copenhagen Business School (approximately \$35,000, 2013).
- EliteForsk travel grant (approximately \$40,000) awarded by Danish Ministry of Education to PhD student Kristin Brandl (2013).
- AXA PhD fellowship grant (approximately \$150,000) awarded to PhD student Maximilian Morin by Axa (subsequently declined, 2009).

- UROP scholarship to finance research assistant, University of Reading (approximately \$3,000, 2008).
- Research fellowship at London Business School, salary and other costs financed by a private donor and AIM, the Advanced Institute of Management Research (ESRC funded, approximately \$150,000, 2004-2006).
- Research grant (\$1,000) from Carnegie Bosch Institute, Carnegie Mellon University, for research on the performance impact of outsourcing with M. Kotabe (2003).
- Member of a research group on E-SCM at Meiji University, Tokyo. Grant of approximately \$800,000 (approximately \$7,500 annually to me, 2002-2006) from Japanese Ministry of Education, Culture, Sports, Science & Technology.
- Research grant (\$30,000) from Carnegie Bosch Institute, for research on the impact of the internet on sourcing strategy with O. Koppius (1998).
- Various small travel grants from NWO (Dutch Science Foundation), Royal Dutch Shell and Trust Fund Erasmus University Rotterdam (1997-2000).
- Siemens Future World Scholarship for MSc study and internship (approximately \$4,000, 1996).

Selected academic presentations

- Dozens of presentations at Africa Academy of Management (most recently 2018), AIB (2022), AIB-UK (2025), AoM (2025), British Academy of Management (2005), EGOS (2023), EIBA (2023), EURAM (2007), IPSERA (2004), SMS (2022), and a variety of one-off and special themed conferences. This does not include presentations by co-authors.
- Invited panelist / panel organizer for sessions at Academy of Management, Academy of International Business, and Strategic Management Society conferences.
- Keynote speaker at workshop of Dutch procurement academics (2025).
- Invited seminar presentations at Bocconi University, Carnegie Mellon University, City University, Concordia University, Copenhagen Business School, Durham University, Erasmus University Rotterdam, European School of Management and Technology, Free University Brussels, London Business School, Loughborough University, Meiji University, Radboud University, Royal Holloway University of London, Tilburg University, University of Bath, University of Birmingham, University of Edinburgh, University of Maastricht, University of Manchester, University of Mannheim, University of Oxford, University of Reading, University of St Gallen, University of Surrey, University of Sussex, University of Warwick, Valencia Polytechnic University, and Wirtschaftsuniversität Wien.

PhD supervision

- Omeghie Okoyomo (Birmingham Business School, second supervisor, 2023-).
- Pablo Leao (Copenhagen Business School, 2022-).
- Selorm Agbleze (Copenhagen Business School, 2018-2022, completed, second supervisor). Now at University of Leeds.
- Stine Krog-Pedersen (Copenhagen Business School, part-time, 2015-2016, student withdrew for personal reasons).
- Sun Hye Lee (University of Warwick, 2013-2017, completed). Now at University of Surrey.
- Margaret Farrell (University of Warwick, part-time, 2011-2021, completed). Previously at Technological University Dublin.
- Kristin Brandl (University of Warwick / Copenhagen Business School, 2010-2014, completed). Now at Copenhagen Business School & University of Victoria.
- Maximilian Morin (University of Warwick, part-time, 2009-2012, student withdrew for personal reasons).
- Sirus Pussayanavin (University of Warwick, 2009-2014, completed). Now working for Thai government.
- Hoda Abo Alsamh (University of Reading, 2007-2011, student temporarily withdrew for personal reasons but PhD was completed under other supervision in 2015). Now at Imam Abdulrhman Bin Faisal University.

Teaching and supervision experience

My interest is primarily in teaching courses and supervising students in *Strategic Management* and *International Management*.

- Birmingham Business School: Advanced Strategy, MSc (2016-2019); Strategy, Executive MBA (2019-).
- Copenhagen Business School: Managing outsourcing, MSc (2014-2016); Global Strategic Management, CEMS Masters (2015-2018); Advanced Strategy / Strategic Management & Professional Development / The Strategist's Toolbox, MSc (2020-).
- University of Warwick: Dynamics of Strategy, MSc (2008-2009); Strategic Advantage, Full-Time MBA & Executive MBA (2009-2010); Corporate Strategy, BA (2009-2010); Issues in Strategy Theory and Practice, MSc (2009-2012); Practice of Management, Full-Time MBA (2009-2012), Foundations of Corporate Performance, MSc (2010-2012); Marketing and Strategic Management, PhD (2010); Introduction to Quantitative Methods, PhD (2011); International Business, Distance Learning, IBM and Executive MBA programmes (2013-2014).
- Internal examiner of PhD theses by James McCabe (University of Warwick, 2011), Mo Li (University of Warwick, 2010), Maud Oortwijn (University of Warwick, 2010), Peter Cook

- (University of Reading, 2009), Pedro Leite de Ferreira (University of Reading, 2004) and several candidates at Copenhagen Business School (pro forma committee chair).
- External examiner / committee member of PhD theses by Xiaoshi Xu (Aalto University, 2023), J. Zimuto (University of Pretoria, 2018), Maya Cara (London Business School, 2014), Rapeeporn Rungsithong (University of Bath, 2013), Mie Harder (Copenhagen Business School, 2011), Lieven Quintens (University of Hasselt, 2006).
 - External examiner of MSc courses (London School of Economics and Political Science, 2008-2013); MiM, MBA, and Sloan fellowship strategic management courses, including being lead examiner for the Sloan programme (London Business School, 2013-2018).
 - Executive education clients include EDS, IBM, CapGemini, NEVI, Kammeradvokaten, and TEXEM (University of Warwick, London Business School, and privately, 2006-).
 - University of Reading: Consulting Practice, MSc (2003-2007), renamed into Strategic Consulting (2007-2008); Supply Chain Management and Business Marketing, MSc (2007-2008); Strategic Management and Business Policy II, BSc (2006-2008); International Consulting and Business Practice, MSc (2006-2008).
 - University of Warwick, University of Reading: Personal tutor for dozens of undergraduate and postgraduate students.
 - Radboud University: Global Strategic Management, MSc (2001-2003); Globalizing the organization, MSc (2001-2003).
 - Copenhagen Business School, University of Warwick, University of Reading, Radboud University and Erasmus University: supervisor of around 200 theses in Bachelors, Masters, and Executive programs (2001-).
 - Erasmus University: E-Policy (Governmental Policy and E-Commerce), Executive program GEM (2001-2002); European Business and Institutions, MSc (2000-2001); Global Sourcing Strategy, MSc research project (1998-1999); The role of MNC Subsidiaries in Sourcing Decisions, MSc research project (1998-1999); Strategic Management in Cyclical Industries in teaching assistant role, MSc (1995-1996).
 - Various: Guest lectures on a range of topics.

Consulting, policy advice and public appearances

- Public speaking sessions for Danish science outreach events (2021).
- Member of academic advisory board and participant in peer-learning consortium The Outsourcing Network (Denmark, 2014-2018).
- Keynote speaker in event of global production network, Trondheim, Norway (2011).
- Keynote speaker in event of GONE network, Horsens, Denmark (2011).
- Keynote speaker and chair in 51st annual gathering of European Trade Promotion Organizations, Prague (2009).

- Keynote speaker and chair in management innovation event, Central European Centre for Management Innovation, Prague (2009).
- Keynote speaker in outsourcing event, Baltic Institute for Leadership Development, Lithuania (2008).
- Consultant for UK Department of Trade and Industry on non-technological innovation (2007).
- Keynote speaker in outsourcing conference for executives, Management Events, Helsinki (2006).
- Policy report on management innovation, U.K. Department of Trade and Industry (2006).
- Keynote speaker in BPO forum for executives, Erasmus University, the Netherlands (2006).
- Speaker in executive lecture series on sourcing strategy for FOCUS Conferences, the Netherlands (2006).
- International sourcing expert for Dutch Ministry of Economic Affairs (2004).
- Consultant for Andersson Elffers Felix on sourcing trends in the metals, plastics and furniture industries (2001).
- Consultant for NEVAT, Dutch association of industrial suppliers, on E-strategy (2001).
- Consultant for the United Nations' International Trade Centre (ITC) on the influence of E-Commerce on supply chain strategies of SMEs in developing countries (2000).
- Invited speaker in various business conferences in the Netherlands (1999-2001).

Media highlights

- Live television interviews on BBC 1 TV Breakfast programme, BBC News Channel, ABC (Australia) News Channel.
- Live radio interviews on BBC Radio 4 Today programme, BBC Radio 5 Live (a.o. Wake up to Money and Drive programmes).
- Research and comments quoted on numerous occasions in leading global media such as CNN.com, Daily Telegraph, Financial Times, and The Times.
- Live Q&A session 'Ask the experts' on management innovation, Financial Times website 27-11-2007 (<http://cachef.ft.com/cms/s/2/35afc222-9c43-11dc-bcd8-0000779fd2ac.html>).
- Book reviews of Giant Steps in Management
 - Financial Times, 22-11-2007 ("The progressive power of thinking anew")
 - Personnel Today 27-11-2007 ("Giant Steps in Management will show you how to understand the practices that make a real difference to company performance")
 - People Management, 29-11-2007 ("Examples of innovation that can help you stay a giant step ahead")

Supply Management, 31-01-2008 ("Giant Steps in Management: Innovations That Change the Way You Work")

Also discussed in The Times, the Guardian.

- One-page interview with de Ondernemer (Stentor newspaper) as outsourcing expert (February 21 2006, p. 3: "Keuze voor outsourcing is complex – Bedrijfskundige Michael Mol: Gooi je kerncompetenties niet overboord").
- Interviewed and quoted in large number of other media outlets (magazines, newspapers, local and national radio stations) in among others Australia, Belgium, Czech Republic, Denmark, France, Lithuania, the Netherlands, the United Kingdom and South Africa and global outlets such as the International Business Times.

Current Memberships

- Academy of International Business
- Academy of Management
- European International Business Academy
- Strategic Management Society

Professional services undertaken

- Editorial (review) board member of Academy of Management Journal (2016-2019), Africa Journal of Management (2014-), British Journal of Management (2009-), California Management Review (2018-, initially called 'International Advisory Board'), Global Strategy Journal (2014-), Journal of International Business Studies (2013-2022), Journal of International Management (2005-), Journal of Purchasing and Supply Management (2004-2005), Management and Organization Review (2013-2016), Organizations and Markets in Emerging Economies (2009-unknown date).
- Ad hoc reviewer for AIB Insights, Academy of Management Review, Industrial and Corporate Change, Industrial Marketing Management, Industry and Innovation, International Business Review, International Journal of Operations and Production Management, International Journal of Management Reviews, Journal of Business Ethics, Journal of Business Research, Journal of Management Studies, Journal of Purchasing and Supply Management, Journal of World Business, Management International Review, Managerial and Decision Economics, Organization Science, Organization Studies, Personnel Review, Production Planning & Control, Research Policy, Strategic Management Journal, Supply Chain Management: An International Journal, Technovation, and Thunderbird International Business Review.

- Proposal reviewer for the European Commission, the UK Economic and Social Research Council, the Portuguese Fundação para a Ciência e a Tecnologia, the Austrian Science Fund, the Israeli Ministry of Science, Technology and Space, and the Swiss National Science Foundation.
- Reviewer of book proposals for Cambridge University Press, Cengage, Edward Elgar, Pearson Education, Routledge, Sage Publications and Thomson Learning.
- Conference reviewer for: STR Division, IM Division, OMT Division, and TIM Division of the AoM; AIB, EIBA; EURAM; IPSERA; SMS annual conference and special conferences.
- Reviewer for SMS Conference Best Paper award (2013).
- At-large representative of SMS Strategy Process Interest Group (2017-2019).
- Member of Teaching Committee of AoM STR division, including co-organizing junior faculty teaching consortium (2023-2025).
- Advisory board member SMS Rio de Janeiro Conference on Latin America (2011).
- Co-organizer of SMS Conference Extension on Sustainable and Responsible Practices (2022); track chair for main SMS conference (2020); track chair for AIB conference (2009, 2019); track chair for AIB UK&I conference (2017); co-organizer of SMS Conference Extension on Strategy in Africa (2014); co-organizer of track for EURAM conference (2007); track organizer for International Business conference, University of Reading (2007); assisted in organization of AIB conference track (2005).
- External panel member for Professorship (University of Edinburgh, 2015; University of St. Gallen, 2025).
- Member of International Scientific Committee, Rennes School of Business (2017-2022).
- Member of Advisory Board, Centre of Innovation and Technology Management, Durham University (2019-2022).

Administrative duties undertaken

- Copenhagen Business School: Member of Academic Council (2022-2024).
- Copenhagen Business School: Head of Strategic Management and Globalization department (2016-2018).
- University of Warwick: Head of Strategy and International Business group (2014).
- University of Warwick: Academic director for full-time MBA programme (2010-2012).
- University of Reading: Research and PhD director for Management school within Henley Business School (2008).
- University of Reading: Undergraduate admissions tutor (2007-2008).
- University of Reading: Director of MSc programs in International Consulting and Accountancy (2004-2005); International Management and Consulting (2006-2007).
- University of Reading: Organizer of research workshop on trust (2004).
- University of Reading: Dissertations coordinator for MSc program (2003-2004).

- Radboud University: Member of various ad hoc committees (2001-2003).
- Erasmus University: Organizer of research seminars in International Management and Organization Theory (2000-2001).
- Erasmus University: Member, then chairman, of school Academic Council (1999-2001).

Other

- Internship for Siemens AG, Berlin (1997).
- Company-sponsored M.Sc. thesis on IT outsourcing, Amsterdam (1996).
- Research assistant, Erasmus University (1995-1997).
- Excellent speaker of English, German, and Dutch (native), advanced level of Spanish, intermediate level of French and Danish.
- Hobbies include cycling and playing and designing strategy board games. Formerly marathon running and track & field.
- Held various voluntary and governance roles in schools, political and sports organizations.
- Married, with 2 children.