

KOEN H. HEIMERIKS

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ACADEMIC POSITIONS

INSEAD

Strategy Area, Visiting Scholar (Host: Philippe Meyer-Doyle) 2015 (05-06)

TILBURG UNIVERSITY

Full Professor of Strategy & Corporate Growth, Tias Business School, 2013-present
Academic Director Executive MBA (2013-14) and
CentER Research Fellow, Tilburg School of Economics and Management

ROTTERDAM SCHOOL OF MANAGEMENT, ERASMUS UNIVERSITY

Associate Professor of Strategy & Entrepreneurship (ERIM High-Performance Member) 2011-2012
Assistant Professor of Strategy & Entrepreneurship (ERIM Member) 2007-2011

CARNEGIE MELLON UNIVERSITY

Center of Organizational Learning, Innovation, and Knowledge, 2008(06)
Visiting Scholar (Host: Linda Argote)

COPENHAGEN BUSINESS SCHOOL

Assistant Professor of Strategy, Center for Strategic Management & Globalization 2005-2007

INDUSTRY EXPERIENCE

STRATEGY WORKS

Strategy consultant 2004-2005

TWYNSTRA GUDDE

Junior Management Consultant 2000-2001

PRICEWATERHOUSECOOPERS

Summer Intern, Corporate & Operations Strategy 1999(7)

EDUCATION

EINDHOVEN UNIVERSITY OF TECHNOLOGY

Ph.D in Organization Science 2001-2005
Dissertation title: "Developing Alliance Capabilities."

MAASTRICHT UNIVERSITY

Bachelor and Master of Science (MSc) in International Business 1995-2000
Master thesis with KPMG 'Mention Cum laude'.

PUBLICATIONS

REFEREED ARTICLES

1. Wollersheim J, & Heimeriks KH. 2016. Dynamic capabilities and their characteristic qualities: insights from a lab experiment. Conditional Accept *Organization Science*.
• Also published in Academy of Management Best Paper Proceedings
2. Bingham C, Heimeriks KH, Schijven, & Gates S. 2015. Concurrent learning: how firms develop multiple dynamic capabilities in parallel. *Strategic Management Journal*, 36(12): 1802-1825.

3. Heimeriks KH, Bingham CB, & Laamanen T. 2015. Unveiling the temporally contingent role of codification in alliance success. *Strategic Management Journal*, 36(3): 462-473.
4. Foss N, Heimeriks KH, Winter S, & Zollo M. 2012. A Hegelian dialogue on the microfoundations of organizational routines and capabilities: thesis and antithesis. *European Management Review*, 9(4): 173-197.
5. Duysters GM, Heimeriks KH, Lokshin B, Meyer E, & Sabidussi A. 2012. Alliance portfolio complexity and alliance portfolio performance: the moderating effect of alliance experience and capability. *European Management Review*, 9(3): 139-152.
6. Heimeriks KH, Schijven M, & Gates S. 2012. Manifestations of higher-order routines: the underlying mechanisms of deliberate learning in the context of post-acquisition integration. *Academy of Management Journal*, 55(3): 703-726.
 - Distinguished Paper Award, Nominee Glueck Award, Academy of Management
 - Also published in Academy of Management Best Paper Proceedings
7. Felin T, Foss N, Heimeriks KH, & Madsen T. 2012. Microfoundations of routines and capabilities: individuals, processes, and structure. *Journal of Management Studies*, 49(8): 1351-1374.
8. Heimeriks KH. 2010. Confident or competent? How to avoid superstitious learning in alliance portfolios. *Long Range Planning*, 43(1): 57-84.
9. Heimeriks KH. 2009. Superstition undermines alliances. *Harvard Business Review*, 87(4): 20-21.
10. Heimeriks KH, Klijn E, & Reuer JJ. 2009. Building capabilities for alliance portfolios. *Long Range Planning*, 42(1): 96-114.
11. Heimeriks KH, Gates S, & Zollo M. 2008. The secrets of successful acquisitions. *Sloan Management Review*, Business Insight (WSJ), R9.
12. Heimeriks KH, Duysters GM, & Vanhaverbeke W. 2007. An exploratory study of learning mechanisms and differential performance effects in alliance portfolios. *Strategic Organization*, 5(4): 373-408.
 - Winner -- Sumantra Ghoshal Research & Practice Award
 - One of the "Top 20" articles of *Strategic Organization*
13. Heimeriks KH, & Duysters GM. 2007. Alliance capability as mediator between experience and alliance performance: an empirical investigation into the alliance capability development process. *Journal of Management Studies*, 44(1): 25-49.

ARTICLES SUBMITTED FOR PEER-REVIEW

1. Graebner M, Vaara E, Huy Q, & Heimeriks KH. A review and research agenda on post-merger integration. R&R invited for publication in *Academy of Management Annals*.
2. Heimeriks KH, & Graebner M. Organizational or vicarious routines? Serial acquirers' learning processes and acquisition integration performance. Under review at *Strategic Management Journal*.
 - Also published in Academy of Management Best Paper Proceedings
3. Heimeriks KH, & Schijven M. Managing experience spillovers across corporate development capabilities. In preparation for submission to *Academy of Management Journal*.
4. Bingham C, Kolev K, Haleblan JJ, & Heimeriks KH. Experience schedules: unpacking experience accumulation and its consequences. In preparation for submission to *Organization Science*.

WORK IN PREPARATION FOR JOURNAL SUBMISSION

1. Graebner M, Heimeriks KH, & Caldwell A. Power and politics in post-acquisition integration processes: a process study. Target journal: *Academy of Management Journal*.

2. Bingham C, Gates S, Heimeriks KH, & Schijven M. How firms learn across different corporate development activities. Target journal: Sloan Management Review.
3. Bingham C, Heimeriks KH, & Meyer-Doyle P. A multiple case on the role of individuals in post-merger integration processes. Target journal: Academy of Management Journal.
4. Bingham C, Heimeriks KH, & Meyer-Doyle P. A single case on synergy realization in acquisition integration processes. Target journal: Administrative Science Quarterly.
5. Heimeriks KH, Schijven M. A “fuzzy set” analysis of learning to manage acquisitions. Target journal: Academy of Management Journal.
6. Maciejovsky B, Haleblan JJ, & Heimeriks KH. Employee voice and acquisition integration processes. Target journal: Administrative Science Quarterly.
7. Finkelstein S, Graebner M, & Heimeriks KH. Mastering acquisitive growth. Target journal: Harvard Business Review.

BOOKS AND CASE STUDIES

1. Heimeriks KH, & Geenen R. 2014. Philips-Indal: The deal from Heaven? *Ivey Publishing* case studies.
2. Heimeriks KH, Gunther M, & Lelieveld M. 2014. Lighting up Philips Asian Entertainment activities. *Ivey Publishing* case studies.
3. Heimeriks KH, & Gates S. 2010. Dow’s acquisition program. *Ivey Publishing* case studies.
 - Finalist Decision Sciences Institute’s Best Teaching Case.
4. Heimeriks KH, & Schreiner M. 2010. Relational quality, alliance capability, and alliance performance: an integrated framework. *Advances in Applied Business Strategy, Elsevier: Oxford*, Sanchez R, Heene A (eds), Vol. 12.
5. Heimeriks KH. 2008. Developing alliance capabilities. *Palgrave MacMillan: New York* (ISBN-13: 978-0-230-20169-9).
6. Duysters GM, & Heimeriks KH. 2005. Developing alliance capabilities in a new era. In *Advances in Applied Business Strategy, Vol. 8, Competence Perspectives on Managing Interfirm Interactions*, Sanchez R, Heene A (eds) *Elsevier: Oxford*: 151-167.
7. Heimeriks KH, & Duysters GM. 2005. A study into the alliance capability development process. In *Research in Competence Management, Vol. 3, A Focused Issue on Understanding Growth: Entrepreneurship, Innovation and Diversification* Sanchez R, Heene A (eds). 2005. *Elsevier: Amsterdam*: 261-281.

HONORS AND AWARDS

- Finalist of the NWO VIDI Research Incentives Scheme (€800K), 2013.
- Finalist for the 2010 Decision Sciences Institute’s Best Teaching Case, San Diego, 2010.
- BPS Distinguished Paper Award, Nominee Glueck Award, Academy of Management, BPS division, 2009.
- Best Reviewer Award, Academy of Management 2007, Business Policy and Strategy Division, Philadelphia, 2007.
- Teacher of the Year, Copenhagen Business School, Award for Excellence in Teaching 2006-2007, 2007
- Best European CEMS Course of the Year, CEMS core course MIM program, Copenhagen Business School, Best out of 100+ courses in Europe, 2006.
- Sumantra Ghoshal Research and Practice Award, Academy of Management 2005, Business Policy and Strategy Division, Honolulu, Hawaii, 2005.

TEACHING RECORD

TILBURG UNIVERSITY

Advanced Strategy for Controllers 2015
• Latest teaching rating (out of 5.0): 4.4

Organizational Change -- Executive Program 2014
• Latest teaching rating (out of 5.0): 4.5

Open Program -- Module Capabilities for Alliances and Network Management (with G. Duysters) 2014
• Latest teaching rating (out of 5.0): 4.5

Executive Master in Finance -- Mergers & Acquisitions and Corporate Growth Strategies 2014
• Latest teaching rating (out of 5.0): 4.7

In-company program -- Strategic Growth & Marketing 2013
• Latest teaching rating (out of 5.0): 4.1

ROTTERDAM SCHOOL OF MANAGEMENT

In-company program -- Strategic Marketing 2013
• Latest teaching rating (out of 5.0): 4.9

In-company program -- Organizational Change 2012
• Latest teaching rating (out of 5.0): 4.6

MPhil/PhD course -- Advanced Topics of Research in Strategy 2012
• Latest teaching rating (out of 5.0): 4.2

Master elective -- Managing Inter-organizational Strategies 2010-2012
• Latest teaching rating (out of 5.0): 4.6

CEMS Master in International Management -- International Strategy 2007-2012
• Latest teaching rating (out of 5.0): 4.0

COPENHAGEN BUSINESS SCHOOL

CEMS Master in International Management -- International Strategy 2005-2007
• Latest teaching rating (out of 5.0): 4.6
• Best European Course of the Year 2007

Master in Strategy -- Foundations of Strategy 2005-2007
• Latest teaching rating (out of 5.0): 4.3
• Honored with excellent teaching performance

PhD course (with Nicolai Foss and Torben Pedersen) -- Theories in International Management 2005-2007
• Latest teaching rating (out of 5.0): 4.4

PhD course (with Jeff Reuer) -- Theory of Strategic Alliances: Fundamentals and State of the Art 2006
• Latest teaching rating (out of 5.0): 4.5

MBA -- Full-times MBA Projects 2006
• Latest teaching rating (out of 5.0): 4.1

EMBA -- Strategy course 2007
• Latest teaching rating (out of 5.0): 4.0

RECENT INVITED SEMINARS, WORKSHOPS, CONFERENCES

- Organization Science Winter Conference, Park City, United States 2015
- Strategic Management Society, Annual Meeting, Denver, United States
- Academy of Management Annual Meeting, Vancouver, Canada
- Seminar series at Universität St. Gallen, St. Gallen, Switzerland

- Seminar Department of Organization Studies, Tilburg University, The Netherlands 2014
- Academy of Management Annual Meeting, Philadelphia, United States
- Strategic Management Society, Special Conference. Copenhagen, Denmark
- Organization Science Winter Conference, Steamboat, United States

- Academy of Management Annual Meeting, Orlando, United States 2013
- Strategic Management Society, Annual Meeting, Atlanta, United States
- Strategic Management Society, Special Conference, Geneva, Switzerland

- Academy of Management Annual Meeting, Boston, United States 2012
- Seminar ETH, Zurich, Switzerland
- EURAM, Annual Meeting, Rotterdam, The Netherlands
- Organization Science Winter Conference, Steamboat, United States

- Academy of Management Annual Meeting, San Antonio, United States 2011
- Seminar IESE, Barcelona, Spain
- Organization Science Winter Conference, Steamboat, United States

- Academy of Management, Annual Meeting, Montreal, Canada 2010
- Seminar Aalto University, Helsinki, Finland
- Organization Science Winter Conference, Steamboat, United States
- Seminar Ross School of Business, University of Michigan, ICOS Series, Ann Arbor, United States

PROFESSIONAL SERVICE

EDITORIAL BOARD MEMBER

Strategic Organization	2016-2018
Strategic Management Journal	2013-present
Organization Science	2008-present
Journal of Management	2008-2013

AD-HOC REVIEWER

Academy of Management Journal	2008-present
Industrial and Corporate Change	2009-present
Journal of Management Studies	2005-present
Journal of Economic Geography	2010-present
Journal of International Business Studies	2005-present
Long Range Planning	2005-present
Organization Studies	2006-present
Research Policy	2007-present
Strategic Organization	2007-2015

MEMBERSHIPS

Strategic Management Society	2000-present
Academy of Management (BPS, OMT)	2001-present
INFORMS Organization Science	2005-present

PhD SUPERVISION AND COMMITTEES

- PhD Supervision, Alfons de Laat (supervisor: Geert Duysters), Tilburg University, 2015.
- PhD Supervision, Jacob Derks (supervisor: Geert Duysters), Tilburg University, 2015.
- Internal committee member—PhD Dissertation Zhengyu Li (supervisor: Geert Duysters, Tilburg, 2015.
- Internal committee member—PhD Dissertation Trang Thu Doan (supervisor: Arjen van Witteloostuijn), Tilburg University, the Netherlands, 2014.
- External committee member—PhD Dissertation Pasi Kuusela (supervisor: Thomas Keil), Aalto University, Finland, 2013.
- External Committee—PhD Dissertation Sofie Verbieren (supervisor: Martine Cools), Leuven University, Belgium, 2013.
- External Committee—PhD Dissertation Thomas Mortensen (supervisor: Thorbjorn Knudsen), University of Southern Denmark, Denmark, 2010.

CONFERENCE ORGANIZER

- Corporate Development Activities—Two workshops for academics & practitioners (with Laamanen T, Zollo M, Lavie D), Tilburg, 2014

- Journal of Management Studies, Special Issue Conference (with Felin T, Foss N, & Madsen T), Helsinki, 2010
- Micro-level Origins of Organizational Routines and Capabilities, (with Winter S, & Foss N), Rotterdam, 2009
- Organization Science Winter Conference (with Argote L), Co-Program Chair, Steamboat, 2008
- Barriers to Knowledge Transfer (with Argote L, & Szulanski G), Copenhagen, 2007
- Annual Conference on Strategic Management (with Foss N), Copenhagen, 2006

SEMINAR SERIES ORGANIZER

- Rotterdam School of Management, Strategy Speaker Series
- Copenhagen Business School, Center Speaker Series

RECENT (RESEARCH) CONSULTING PROJECTS

- Open Innovation and Alliance Formation Project, World-leading Japanese High-Tech firm, 2015(3)
- Assessing and Developing Acquisition Capability, World-leading German High-Tech firm, 2014-current
- Organizational Change Project, Large European Insurer, 2014(5)
- Boardroom Strategy Consulting project, Leading branch of global bank, 2013(03)
- Strategic Turnaround project for Worldwide leading travel operator, 2012-13
- Organizational and regulatory change project with one of Europe's largest Mobile Telecom operators, 2012(04)
- Project for Sales synergy tracking process tool, Corporate M&A office Worldwide Technology Leader, 2011-current

REFERENCES

Available upon request.
