

CURRICULUM VITAE OF PROF. DR. H.L. (RICK) AALBERS

March, 30th, 2023

CV IN BRIEF

Rick Aalbers is a full professor ('hoogleraar') in Corporate Restructuring & Innovation at the Strategy department at Radboud University. Prior to this appointment he served for a decade as associate professor in Strategy and Innovation (tenured) at that same institute. An award winning author of national (ROA) and international (MIT) accolades he has published in journals such as *Harvard business Review*, *Research Policy*, *Long Range Planning*, *Journal of Business Research*, *PLOSone*, *Journal of Product Innovation Management*, *MIT Sloan Management Review* - winning the 2013 MIT Richard Beckhard Memorial Prize, *Journal of Engineering and Technology Management*, *Journal of Business Strategy*, *Management Decision*, *Creativity & innovation Management*, *Journal of Economic Issues*, and *British Journal of Management*, among others. His book on *Innovation networks* (with Prof. dr. Wilfred Dolfsma) appeared as a monograph in 2015 with Routledge. Rick has been a visiting scholar at Imperial College London and the National University of Ireland at Galway.

Prior to his academic career, Rick worked as a Manager at Deloitte Consulting and as Senior Consultant at *Atos-KPMG* where he advised on strategic change in the financial services industry for companies such as ING, Rabobank, ABN- Amro, Fortis, Philips, Equens and Achmea. Rick hence maintains close relations to business and governmental life across Europe, reflected in invited lectures by the banking, ministries and advisory community amongst others. In 2013 he co-founded the Dutch Research Centre for Organization Restructuring at Radboud University which has operated as a springboard for corporate restructuring related research and advisory ever since. Additionally, as an indication of the policy implications of his work, Rick has served as an expert panel member for a number of EC and OECD committees/working groups, and serves as a periodic proposal reviewer for NWO and the Flemish KVAB. As part of his international academic role, Rick is a critic for the South African Science Foundation. These research grant evaluation activities demonstrate his continued commitment to co-evaluating science policy to the national science policy.

International client organizations Rick consulted for over the past two decades include: ABN Amro, ING Wholesale, ING Retail, ING Hungary, ING Romania, Achmea, WWF, Philips, OP-Pohjola Finland, Funda, Fortis, De Goudse Insurance, Robeco, Rabobank, Ministry of Justice WODC, KBCBelgium, Nationale Nederlanden, Siemens, VION, Atos Origin, Equens, and Shell, Beaufort Corporate Consulting, PwC, BDO, Schellaert Lawyers and Atos. Client references and assignment details available upon request.

Management Consulting Specialties:

- Corporate restructuring, turnaround, alliance formation and M&A portfolio scouting.

- New business development, scenario analysis & assessments, product development, product portfoliodevelopment, organization network analysis & analytics.
- Scenario analysis & assessments, vendor selection, roadmapping, core business model transformation & program initiation.

A native of The Netherlands, he holds a Masters degree in Business Administration from Rotterdam School of Management, a second Masters degree in Business Economics (*cum laude*) from Erasmus University's School of Economics and a PhD in Business and Economics from University of Groningen that was awarded the bi-annual SOMbest dissertation award of the University of Groningen.

His current research and advisory work, infused by real world managerial challenges, focuses on organization dynamics and revolves around the following research lines:

- Collaboration within and between organizations (commercial and non-commercial, e.g. unions)
- Organizational downsizing and restructuring
- Sustainable new business model development

His quantitative and qualitative works frequently features at various international conferences, including the Academy of Management, the Organization Science Winter Conference, the Strategic Management Society, INSNA and DRUID. In terms of media exposure his research was picked up by national media via the *Financieele Dagblad*, *Parool* and featured in *Economisch Statistische Berichten (ESB)*, *Maandblad voor Accountancy en Bedrijfseconomie*, *Management Scope*, *Consultancy.nl*, *M&O magazine*, the latter winning their best article award.

CURRENT AND PRIOR BOARD MEMBER POSITIONS

Rick serves as an Editorial Board member of '*Journal of Management Studies*' for over ten years, the 8th journal in the field of Business according to the ISI Journal Citation Reports. He currently serves on the advisory board of FINDER over the last 4 years, a Marie Curie ITN Program of 1.8 million euro, funded as a competitive research grant by the European Commission on fintech collaboration. Additionally, as community service, he serves or has served the unendowed advisory boards of Unipartners and Synergy - two separate student driven advisory and student association communities respectively. Rick also served for over 8 years at the Rabobank Utrecht member council as council member, and sat on the Utrecht XL stimuleringsfonds.

In addition to the above Rick is a standing member of the Scientific advisory board of the Institute of Management research at Radboud University overseeing scientific integrity and rigor. Rick also has served as an expert member at the OECD in committees overseeing research policy as well as the European Committee where he has served on EC panels in similar capacity. Rick also acts or has acted as expert panelists with the business community (a.o. PWC, Deloitte, Atos, Beaufort, a.o.) as research and policy

review member. As part of his academic profile Rick has reviewed and continues to grant proposals for the Flemish, Polish, South African and Dutch national research funding agencies.

Currently he sits on the following additional committees:

- NWO (Dutch Science Council) Committee member - PBvL 2022-II (04 September 2022 - 31 August 2023)
- Ministry of Justice - WODC - member of the supervisory committee 'Evaluation Act passing on costs of supervision and disciplinary law for legal professions' (04 September 2022 - 31 July 2023)
- Advisory board member Unipartners / Synergy / FINDER
- Adviesraad Rabobank Energietransitie (31 May 2021)
- Rabobank Utrecht
- Volunteer firefighter - "manschap" (04 April 2022)
- Veiligheidsregio Utrecht - - Fire Department

As an academic he is a frequent reviewer for *'Research Policy'*, *'California Management Review'*, *'British Journal of Management'*, *'Journal of Management Studies'*, *'Organization Studies'*, *'Journal of Product Innovation Management'*, *'Review of Social Economy'*, *'Human Resource Management'*, *Long Range Planning*, *Journal of Business Research*, *'Journal of the Association of Information Analysts (JAIS)'* and others. Rick has reviewed grant proposals for the Flemish, Polish, South African and Dutch national research funding agencies, and has served on EC and OECD expert panels of various sorts, as well as expert panelists with the business community (a.o. PWC, Deloitte, Atos, Beaufort, a.o.).

BACKGROUND PROFESSIONAL LANDING PAGES TO RICK'S PROFILE

<https://www.ru.nl/en/people/aalbers-h>

<https://thefinderproject.eu/>

<https://www.ru.nl/nsm/imr/research-facilities/research-centres/vm/centre-organization-restructuring/research-team/>

<https://hbr.org/2022/12/research-how-many-ma-advisors-do-you-really-need>

CHRONOLOGICAL CV

EDUCATIONAL DETAILS

- 2008-2012 Ph.D. in Economics and Business, Groningen University. Dissertation title: Organizing intra-organizational networks for innovation.
(winner of the SOM Best Dissertation Award of the University of Groningen)
- Promotors: Prof. W.A. Dolfsma (Groningen University) and Prof. R.T.A.J. Leenders (Tilburg University). Reading committee: Prof. J. Birkinshaw (London Business School), Prof. F. Stokman and Prof. G. van der Vegt (both Groningen University).
- 2004 Master in Business Economics (Entrepreneurship specialization), Erasmus University.
- Thesis title: Teaming up for better or worse: Alliance formation in the Dutch biotechindustry, *Cum Laude (Grade: 9.0/10)*
- 1999-2004 Master in Business Administration (Technology and Innovation Management specialization), Erasmus University.
- Thesis title: On and off the beaten path: How Individuals Broker Innovative Knowledge through Formal and Informal Networks *(Grade: 9.5/10)*

ACADEMIC / BUSINESS EMPLOYMENT

- 2023-present Hoogleraar / Full Professor Corporate Restructuring and Innovation at Radboud University, Institute for Management research, The Netherlands.
- 2012-present Director Centre for Organization restructuring, Radboud University
<https://www.ru.nl/nsm/imr/research-facilities/research-centres/vm/centre-organization-restructuring/topics-research/>
- 2018-2023 Principal Investigator (PI) on the Marie Curie ITN Program FINDER, a competitive research grant by the European Commission (1.8 mio eur).
- 2016-2022 Associate professor Strategy and Organization (tenured) at Radboud University, Strategy department, The Netherlands.
- 2012-2015 Assistant professor Corporate Strategy (tenure track) at Radboud University, Strategy department, The Netherlands.

- 2008-2012 PhD student, SOM, University of Groningen (winner RuG - SOM best dissertation award 2012)
- 2008-2012 Manager Deloitte Consulting, Business & IT Strategy Division: project responsible advisor on a wide variety of national/ international assignments, primarily in the European financial services industry.
- 2004-2008 Consultant/ Senior Consultant Atos KPMG Consulting. Consultant on a wide variety of national/international assignments, primarily in the European financial services industry.