

CURRICULUM VITAE

PERSONAL INFORMATION

Surname Dowejko
Names Marta Katarzyna
E-mail mdowejko@hkbu.edu.hk

EDUCATION

2008 – 2012 **The University of Hong Kong, Hong Kong**
PhD in Management at the School of Business

Dissertation title: “What Makes International New Ventures Grow and Survive? The Interplay of Social Capital and Dynamic Capabilities in Achieving Evolutionary Fitness.”

Committee Members: Gilbert Y.Y. Wong, Simon S.K. Lam, Xu Huang, Chun Hui, Thomas W.H. Ng, Bennett C.K. Yim

2004 – 2006 **Free University of Brussels, Belgium**
MPhil in Management Sciences at the Solvay Brussels School of Economics and Management

Graduated with honors

Thesis title: “Uncovering the Influence of Brands’ European Origins on their Evaluation: Polish Students’ View.”

2003 **Free University of Brussels, Belgium**
International exchange student at Solvay Brussels School of Economics and Management

1999 – 2004 **Warsaw University, Poland**
MA in Marketing and Management at the Faculty of Management

Individualized path of studies, graduated with highest honors (*Summa Cum Laude*), Top 1 percent score, one of three laureates of Best Student Award from Warsaw University (all Faculties concerned) for the best Master’s Thesis and the best academic performance

Thesis title: “Shaping the Image of Poland in the European Union Countries.”

RESEARCH INTERESTS

Entrepreneurial social capital, intra- and inter-organizational networks, internationalization, team dynamics, entrepreneurial strategy

TEACHING INTERESTS

Entrepreneurship, business strategy, international business, management, social networks in business

ACADEMIC EXPERIENCE

- Since 2016 **Hong Kong Baptist University**
Research Assistant Professor in Entrepreneurship at the Department of Management
- 2014 – 2016 **The Chinese University of Hong Kong**
Postdoctoral Fellow at the Centre for Entrepreneurship
- 2013 – 2014 **The Hong Kong University of Science and Technology**
Business Case Writer at the Thompson Centre for Business Case Studies
- 2007 – 2011 **The University of Hong Kong**
Centre Manager and Senior Research Assistant at the Centre for Asian Entrepreneurship and Business Values
- 2006 – 2007 **The University of Hong Kong**
Research Assistant at the Faculty of Social Sciences
- 2004 – 2005 **Free University of Brussels, Belgium**
Research Fellow at Euro-marketing Research Centre and at Centre Emile Bernheim and Teaching Assistant

BUSINESS EXPERIENCE

- 2008 – 2014 **Love My Pearls, Hong Kong**
Co-founder and Marketing Director of a leading online pearl jewellery retailer targeting international markets
- 2007 – 2009 **Centre for Asian Entrepreneurship & Business Values, Hong Kong**
Multiple consultancy projects in management
- 2004 – 2005 **Fountain Group, Belgium**
External Consultant in the field of branding and market research; value of the project: 300,000 EUR
- 2004 **K2 Internet SA, Poland**
Strategic Director's Assistant and Strategic Consultant for online brand strategy
- 2003 – 2004 **L'Oréal, Poland**
 - intern responsible for qualitative market research and retail strategy redevelopment
 - junior product manager for luxury product department, responsible for Giorgio Armani Perfumes and Ralph Lauren Perfumes brands
- 2003 **G7 Advertising Agency (Leo Burnett Group), Poland**
Intern in the strategic planning department
- 2001 – 2003 **Warsaw University, Poland**
First President and Co-founder of the largest student organization at the Faculty of Management – Marketing Student Society "Target"

TEACHING EXPERIENCE

- 2016/17 **Entrepreneurship & Innovative Thinking (BUSI2026)**
Co-developed and taught undergraduate course at Hong Kong Baptist University
- 2018/19 **Entrepreneurship & New Venture (BUSI2016)**
2017/18 Redesignated & taught undergraduate course at Hong Kong Baptist University
2015/16
- 2015/16 **Global Entrepreneurship (MGNT 4570)**
2014/15 Redeveloped and co-taught undergraduate course at The Chinese University of Hong Kong
2010/11
- 2009/10 **Business networking: Managing Social Networks for Business Success (EMBA6101)**
MBA elective course for two programmes: HKU MBA (ranked no. 31 in the World) and EMBA-Global Asia (joint program of The University of Hong Kong, London Business School, and Columbia Business School)
- 2009/10 **Social Network Theory Application in Social Media Strategies**
The University of Hong Kong; guest lecturer for visiting MBA students from Solvay Brussels School
- 2006/07 **Polish Way to Market Economy**
The University of Hong Kong, European Studies, guest lecturer for undergraduate courses “Foundations of European Studies” and “European Political and Economic Institutions and Processes” on the transition processes of Polish economy in years 1989 – 2000
- 2004/05 **International Marketing Seminar; Marketing Theory**
Free University of Brussels; undergraduate courses; teaching assistant with teaching obligations
- 2004/05 **Euro-marketing**
Free University of Brussels; postgraduate short course delivered to visiting students from Vietnam

PUBLICATIONS

- Dowejko M.K., Au, K., Xiao, Y. 2018. Time to Be Innovative, Hong Kong: Time Orientation, Creativity and Entrepreneurial Activities. In A.K-Y. Leung, L.Y-Y Kwan, & S. Liou (Eds.) *Handbook of Culture and Creativity: Basic Processes and Applied Innovations, Frontiers of Cultural Psychology*. Oxford: Oxford University Press.
- Dowejko, M.K. & Au, K. 2017. It Takes Two to Tango: Reciprocity in Entrepreneurial Mentorship Tie Formation. *Academy of Management Best Paper Proceedings*.
- Au, K., Dowejko, M.K., Shiu, B., Ding, Z. 2016. Angel Investment in Asia Pacific: Policies Looking Forward, in John Y. Lo (ed.) *Angel Financing in Asia Pacific*: 459-474. Bingley: Emerald Group Publishing Limited.
- Dowejko M.K., & Au, K. 2016. Social Networks and Organizational Performance. In J. Stone, X. Hou, D. Routledge, P. Rizova, P., & A. Smith (Eds.) *The Wiley-Blackwell Encyclopedia of Race, Ethnicity, and Nationalism*. Hoboken: Wiley-Blackwell.
- Dowejko, M.K., & Wong, G.Y.Y. 2010. Entrepreneurial Network: Key to the Market Entry in China? A study of social capital dimensions configurations for service SMEs. In T. Goydke (Ed.) *Corporate Culture in China and Japan*: 27-58. Münster: MV-Verlag.
- Yung B., Tsang C., & Dowejko, M.K. 2007. Interdisciplinary Social Science Education in Hong Kong: An Early Attempt. *International Journal of Interdisciplinary Social Sciences*, 1(4): 63-72.
- Dowejko, M.K. & Lach, M. 2004. Marketing Interaktywny Dóbr Trwałych. *Marketing w Praktyce (Marketing Practice)*, 11: 15-20. [Translation: Interactive Marketing for Durable Goods.]
- Dowejko, M.K. 2004. Marka dla Polski. *Uniwersytet Warszawski (Warsaw University Quarterly)*, 2(18): 22-23. [Translation: Brand for Poland.]

WORK IN PROGRESS

- Xiao, T., Dowejko, M.K., Au, K.; Hsu, A. (under review) “Jack-of-All-Trades” with Passion: Keener to Pursue Startup in A Team? Submitted to *Journal of Small Business Management*.
- Dowejko. M.K., Xiao, T. & Au, K. *Opposites Attract? Partner Selection Mechanisms in Building Entrepreneurial Mentorship Relationship*. In preparation for Organization Science. [development stage: submission draft revisions]
- Dowejko. M.K., Au, K., & Chan, E. *Arranged Marriage or Love at First Sight: Trust-building mechanisms in sustaining economic relations*. In preparation for Administrative Science Quarterly. [development stage: submission draft revisions]
- Salanave-Pehe, J., Dowejko, M.K. *New Way of Seeing High-growth New Ventures: Meta-analysis and Recommendations*. In preparation for Journal of Business Venturing. [development stage: data analysis].
- Dowejko, M.K., Yitshaki, R., & Chan, E. *What do Startup Mentors Do? Founder and Mentor Perspective on Entrepreneurial Mentoring Functions*. In preparation for Journal of Business Venturing. [development stage: data collection and analysis].
- Dowejko, M.K. & Markoczy L. *Deep-level Mechanisms of New Venture Team Formation*. In preparation for Academy of Management Journal. [development stage: literature review].
- Dowejko, M.K., Au, K., Salanave-Pehe, J. *Startup Mentoring: Review and Research Agenda*. In preparation for Journal of Management. [development stage: literature review].

POLICY RESEARCH BOOKS & MONOGRAPHS

- Dowejko, M.K. & Au, K. 2017. *Global Entrepreneurship Monitor 2016-17: Hong Kong and Shenzhen Edition*. Center for Entrepreneurship. The Chinese University of Hong Kong, Hong Kong.
- Cited in 130+ media publications in Hong Kong and abroad, including The Economist, Yahoo! Finance, South China Morning Post, China Daily, Hong Kong Economic Journal, and more
- Dowejko, M.K., & Au, K. 2015. *Crouching Tigers, Hidden Dragons. Eight Action Plans for Invigorating Hong Kong's Startups and Awakening Local Innovation*. Center for Entrepreneurship. The Chinese University of Hong Kong, Hong Kong.
- Cited by South China Morning Post, China Daily, Wall Street Journal, Huffington Post, the Financial Times, Hong Kong Economic Times, Hong Kong Economic Journal, and more
- Dowejko, M.K., Au, K. & Shen, N. 2014. *Entrepreneurship Ecosystem of Hong Kong. Interim Report*. Center for Entrepreneurship. The Chinese University of Hong Kong, Hong Kong.
- Cited by Bauhinia Foundation Research Centre, South China Morning Post, Capital Entrepreneur, China Daily, Hong Kong Economic Times, Hong Kong Economic Journal, and more

SELECTED CONFERENCE PAPERS

- Dowejko, M.K., Chan, E., & Au, K. 2019. *Arranged Marriage or Love at First Sight: Effectiveness of Mentoring Relationships in the Entrepreneurial Setting*. Paper to be presented at the 2019 Academy of Management Meeting, Boston, MA, USA.
- Dowejko, M.K., Chan, E., & Au, K. 2019. *Sustaining Efficient Relations in Startup Mentoring*. Paper to be presented at BCERC 2019, Boston, USA.
- Dowejko, M.K., Chan, E., & Au, K. 2018. *Arranged Marriage or Love at First Sight: Effectiveness of Mentoring Relationships in the Entrepreneurial Setting*. Paper presented at the INSEAD Doriot Entrepreneurship Conference, Fontainebleau, France.
- Dowejko, M.K., Chan, E. 2018. *What Do Startup Mentors Do? Founders' Perspective on Entrepreneurial Mentoring Functions*. Academy of Management Meeting, Chicago, USA.
- Dowejko, M.K., Au, K., Xiao, T. 2018. *Opposites Attract? Partner Selection Mechanisms in Building Entrepreneurial Mentorship Relationship*. Paper presented at Founding Team Research Symposium, The University of Hong Kong, Hong Kong.
- Dowejko, M.K., Clark, M., Deeds, D., Ling, Y. 2018. *Towards the Theory of Entrepreneurial Teams: Defining Features and Processes for Performance*. Sustainability, Ethics, & Entrepreneurship Conference, Washington DC, USA.
- Dowejko, M.K., Chan, E., Xiao, Y-Z. & Au, K. 2017. *Convenience or Long-term Value? Selection Mechanisms in the Start-up Mentorship Tie Formation*. Paper presented at Annual International Conference of Strategic Management Society, Houston, USA.
- Dowejko, M.K. & Au, K. 2017. *It Takes Two to Tango: Reciprocity in Entrepreneurial Mentorship Tie Formation*. Paper presented at the Academy of Management Meeting, Atlanta, USA.
- Xiao, Y-Z., Au, K., Liu, Z. & Dowejko M.K. 2017. *Strategic orientations in China's social enterprises: Doing well? Doing good?* Paper presented at the Asia Academy of Management Meeting, Fukuoka, Japan.
- Dowejko, M.K. 2017. *Accessibility or long-term value? Partner Selection Mechanisms in Building Entrepreneurial Mentorship Relationships*. Paper presented at CIV2017HK - The Collier Institute of Venture Annual Conference, Hong Kong.
- Dowejko, M.K., Chan, E., & Au, K. 2017. *Opposites Attract? Partner Selection Mechanisms in Building Entrepreneurial Mentorship Relationship*. Paper presented at the INSEAD Doriot Entrepreneurship Conference, Fontainebleau, France.
- Dowejko, M.K. 2016. *Do All Roads Lead to Rome? The Configuration-Evolution Patterns of Social Capital in Driving Performance of New Ventures*. Paper presented at the Academy of Management Meeting, Anaheim, USA.
- Dowejko, M.K., Chan, E. & Au, K. 2016. *Missed Opportunities in Entrepreneurial Social Capital Development*. Paper presented at BCERC 2016, Bodo, Norway.
- Xiao, Y-Z., Au, K., & Dowejko M.K. 2015. *Two Sides of the Same Coin: A Further Look at Human Capital and Career Choice*, Paper presented at the Asia Academy of Management Conference, Hong Kong.
- Shen, N. Au, K., & Dowejko, M.K. 2014. *Financial Literacy for Young Entrepreneurs in Hong Kong*. Paper presented at *The 10th Annual Meeting of the Chinese Hayek Society*, Taiwan.
- Dowejko, M.K. 2011. *What Makes International New Ventures Grow? Linking Social Capital and Dynamic Capabilities*. Paper presented at the Academy of Management Annual Meeting, San Antonio, USA.
- Dowejko, M.K., & Lam, S.K. 2010. *The Role of Social Capital and Dynamic Capabilities in Growth and Survival of International New Ventures*. Paper presented at the Asia Academy of Management Conference, Macau.
- Dowejko, M.K., & Wong, G.Y.Y. 2008. *Entrepreneurial Network: Key to the Market Entry in China? A Study of Social Capital Dimensions Configurations for Service SMEs*. Paper presented at the International Workshop on Corporate Strategies in the New Asia: Management in China, Japan and South Korea between Competition and Cooperation, Bremen, Germany.

OTHER WORKING PAPERS

- Dowejko, M.K. 2011. *Methodology Manual for Interlocking Directorates Research*. Working paper, The University of Hong Kong, Hong Kong.
- Dowejko, M.K. 2010. *Social Media for Online Retailers: A Study of Entrepreneurial Activities Online*. Working paper, The University of Hong Kong, Hong Kong.
- Dowejko, M.K. 2009. *Developing New Markets through Your Facebook Page*. Working paper, The University of Hong Kong, Hong Kong.
- Dowejko, M.K. 2009. *Interlocking Directorates in Hong Kong in 2007*. Working paper, The University of Hong Kong, Hong Kong.
- Dowejko, M.K., Lam C.W., Yung B., & Francesch M. 2006. *Multidisciplinarity Tamed. The Evaluation Report of Multi-disciplinary Programme*. Unpublished research report, Faculty of Social Sciences. The University of Hong Kong, Hong Kong.
- Dowejko, M.K. 2006. *Uncovering the Influence of Brands' European Origins on their Evaluation: Polish Students' View*. Working paper, Free University of Brussels, Brussels.

REGULAR PRESS ARTICLES

- Dowejko M.K & Au, K. 2016. Partners in Crime: What makes a good startup mentorship relationship? *Hong Kong Economic Journal*, February 22.
- Dowejko M.K & Au, K. 2014. The “Ed” Factor. *South China Morning Post*, August 24.
- Dowejko, M.K. 2011. Foreign Business in Asia: Networking Lessons from Non-Local Entrepreneurs. *Silk Road*, 1-7.

SELECTED MEDIA COVERAGE

- The Economist. 2017. What the country can learn from the Pearl River Delta. April 8 [https://www.economist.com/special-report/2017/04/08/what-the-country-can-learn-from-the-pearl-river-delta]
- China Daily. 2017. Shenzhen, HK lauded as bastions for entrepreneurs. February 17 [http://www.chinadaily.com.cn/business/2017-02/17/content_28238020.htm]
- Hong Kong Economic Journal. 2017. 港初創 7 年多兩倍遜深圳 學者倡兩地變紐約口谷 合作締雙贏. February 16 [http://startupbeat.hkej.com/?p=41359]
- South China Morning Post. 2017 Explosion in Hong Kong's start-up culture as more people recognize opportunities. February 15 [http://www.scmp.com/news/hong-kong/economy/article/2071098/explosion-hong-kongs-start-culture-more-people-recognise]
- China Daily. 2016. Angel choir turns deaf ear to local startups. March 24 [http://annx.asianews.network/content/angel-choir-turns-deaf-ear-local-startups-12530]
- China Daily. 2015. City 'in late spring' for startups and is on right track. March 24 [www.chinadailyasia.com/hknews/2015-03/24/content_15242747.htm]

CASE STUDIES

- Dowejko, M.K. 2014. *Ghosts of the Past. Roleplaying Scenario for Startup Team Conflict Resolution*. The Chinese University of Hong Kong, Hong Kong.
- Dowejko, M.K. 2014. *Eco.S Development: From Innovator to Evangelist. A mini-case study*. In Center for Entrepreneurship. (Eds.) Hong Kong: The Chinese University of Hong Kong.
- Dowejko, M.K. & Shen, N. 2014. *Lab Made: Is this Legal? A mini case study*. In Center for Entrepreneurship. (Eds.) Hong Kong: The Chinese University of Hong Kong.
- Dowejko, M.K. 2014. *The Mustard Seed Workshop: The Triple Whammy of Female Social Entrepreneurs. A mini case study*. In Center for Entrepreneurship. (Eds.) Hong Kong: The Chinese University of Hong Kong.
- Dowejko, M.K. 2014. *CashYou: Give them a Little Push. A mini-case study*. In Center for Entrepreneurship. (Eds.) Hong Kong: The Chinese University of Hong Kong.
- King, R., Peng, W. & Dowejko M.K. 2014. *Sun Hing: Keeping the Family Together through Philanthropy*. In Thompson Center for Business Case Studies. (Eds.) Hong Kong: Business School of Hong Kong University of Science and Technology.
- King, R., Peng, W. & Dowejko M.K. 2014. *Sun Hing: Keeping the Family Together through Philanthropy. In Thompson Center for Business Case Studies. Teaching Note*. (Eds.) Hong Kong: Business School of Hong Kong University of Science and Technology.
- King, R., Peng, W. & Dowejko M.K. 2014. *Lee Kum Kee: Female Succession in Family Business*. In Thompson Center for Business Case Studies. (Eds.) Hong Kong: Business School of Hong Kong University of Science and Technology.
- Farmer, R., & Dowejko, M.K. 2012. *Hanging the Competition Out to Dry: The Expansion of The Maid Dry Cleaning and Laundry Service Company*.
- Dowejko, M.K., & Wong, G.Y.Y. 2011. *The Lao Coffee Industry: Implementing Vertical Integration for a Social Cause at Bolaven Farms*. In CASEBV & ACRC (Eds.) Hong Kong: The University of Hong Kong.
- Dowejko, M.K., & Wong, G.Y.Y. 2011. *The Lao Coffee Industry: Implementing Vertical Integration for a Social Cause at Bolaven Farms. Teaching Note*. In CASEBV & ACRC (Eds.) Hong Kong: The University of Hong Kong.
- Wong G.Y.Y., Chung P., Wang I., & Dowejko M.K. 2009. *Sowers Action: A Grass-root NGO*. In CASEBV & ACRC (Eds.) Hong Kong: The University of Hong Kong.
- Wong G.Y.Y., Chung P., Wang I., & Dowejko M.K. 2009. *Sowers Action: A Grass-root NGO. Teaching Note*. In CASEBV & ACRC (Eds.) Hong Kong: The University of Hong Kong.

RECOGNITION FOR CASE STUDIES

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| 2013 | Case used in HSBC Business Case Competition (Bangladesh)
Dowejko, M.K., & Wong, G.Y.Y. 2011. <i>The Lao Coffee Industry: Implementing Vertical Integration for a Social Cause at Bolaven Farms</i> . In CASEBV & ACRC (Eds.) Hong Kong: The University of Hong Kong. |
| 2013 | Case used in semi-finals of John Molson MBA International Case Competition (Canada)
Farmer, R., & Dowejko, M.K. 2012. <i>Hanging the Competition Out to Dry: The Expansion of The Maid Dry Cleaning and Laundry Service Company</i> .
(http://www.mbacasecomp.com/en/cases) |
| 2011 | Case used in Finals of the HSBC/McKinsey Business Case Competition (Hong Kong)
Dowejko, M.K., Wong, G.Y.Y. 2011. <i>The Lao Coffee Industry: Implementing Vertical Integration for a Social Cause at Bolaven Farms</i> . In CASEBV & ACRC (Eds.) Hong Kong: The University of Hong Kong.
(http://www.acrc.org.hk/casecompetition11/index.asp) |

AWARDS AND RESEARCH GRANTS

- 2018 **The Chinese University of Hong Kong**
Co-principal Investigator for “Collaboration and Emergence of Startup Teams in Business Accelerators in the Rapidly Innovating Great Bay of China” for the value of HK\$ 200,000. Seed grant awarded on a competitive basis by CUHK in support of the subsequent application for the Collaborative Research Grant from University Grants Council.
- 2018 **Hong Kong Baptist University**
Principal Investigator; internal research grant for the development of the impact case entitled “Entrepreneurial Ecosystem Stakeholders and Activities in the Greater Bay Area” for the value of HK\$ 50,000 and a duration of 18 months.
- 2017 **University Grants Council/ General Research Fund**
Principal Investigator for „Mentorship relations in startup performance: goal and attitude congruence and their implications for divergent thinking” for the value of HK\$ 472,397 and a duration of 36 months.
- 2016 **Pooled Grant from Savantas Policy Institute, CUHK, HKU, HKBU, & SZASS**
Principal Investigator for “Global Entrepreneurship Monitor 2016-17: Hong Kong and Shenzhen Edition” cross-border research project for the value of HK\$ 877,915 and a duration of 12 months.
- 2013 **John Molson MBA Case Writing Competition, Canada**
1st runner up for the Best Case Study Award
- 2008 – 2011 **Research Grants Council (RGC), Hong Kong**
3-year postgraduate studentship for the PhD thesis development
- 2004 – 2005 **Government of Poland, Poland and Belgium**
Scholarship granted in cooperation with Belgian authorities for MPhil thesis development
- 2004 **Procter & Gamble Best Student Award, Poland**
One of three laureates of from Warsaw University (all faculties concerned) for the best Master’s Thesis and the best academic performance.
- 2002 – 2004 **Global Management Challenge, Poland**
International business simulation game, double country-level finalist (2002 and 2004): fourth and third place respectively
- 2002 **L’Oréal Marketing Award, Poland**
Third position (team leader) in Polish finals
- 1999 – 2004 **Warsaw University, Poland**
Summa Cum Laude, highest level of scholarship for the entire duration of studies (5 years) awarded for the academic performance

SELECTED INVITED PRESENTATIONS

- 2018 **The 2nd Annual Guangzhou International Innovation Festival, China**
Invited as panellist by Brinc to speak on the topic of “Greater Bay Startup Ecosystem, Where We Are Today and Where We Need to Go”.
- 2018 **Startup Launchpad International Conference, Hong Kong**
Invited to moderate a panel “Leading corporate approaches in supporting innovation in retail sectors, and the added value that they bring alongside early-stage investors”.
- 2018 **Cyberport, Hong Kong**
Exposé entitled “Startup Ecosystems of Hong Kong and Shenzhen: Potential for Collaboration”.
- 2018 **Startup Investors Forum, Hong Kong**
Invited as panellist by China InvestMatch of China Global Sources to speak on the topic “Build a high growth tech ecosystem and create A-level playing field for backing high growth entrepreneurs”.
- 2017 **The University of Hong Kong**
Invited academic presentation at one day symposium on “Entrepreneurial Teams” organized in collaboration between HKBU, CUHK, HKU and with participation from PolyU and HKUST.
- 2017 **Startup Investors Forum, Hong Kong**
Invited as panellist by China InvestMatch of China Global Sources to speak on the topic “In startup investing, should you invest for people or products?”
- 2016 **The Collier Institute of Venture CIV2017HK, Hong Kong**
Invited academic presentation “Accessibility or long-term value? Partner Selection Mechanisms in Building Entrepreneurial Mentorship Relationships”
- 2015 **L’UFE Fête la Francophonie : Table Ronde “A la Rencontre des Acteurs Francophones au Service de l’entrepreneuriat à Hong Kong”**
- 2015 **The Collier Institute of Venture at Tel Aviv University and Hong Kong Cyberport CIV2015HK: The Future of Venture**
Responder to the keynote speaker on policy perspective towards entrepreneurship
- 2015 **Federation of Hong Kong Industries**
Exposé entitled “Opportunities and Challenges of Hong Kong as Startup Hub: Role of Local Industrialists.”
- 2014 **Investable.vc**
Startup training seminar entitled “Navigating in the startup support ecosystem of Hong Kong.”
- 2013 **The Rotary Club of Hong Kong**
Exposé on “Entrepreneurial Networks of Success.”
- 2013 **Peking University HSBC Business School, Shenzhen**
Research seminar entitled “Evolution of Social Capital and Its Impact on New Venture’s Survival and Growth: Case of International New Ventures.”
- 2013 **Hang Seng Management College, Hong Kong**
Research seminar entitled “Social Capital And Firm Capabilities: How New Firms Develop and Deploy External Resources and Internal Capacities in Search for a Better Performance.”

CONTRACT RESEARCH

Dowejko M.K., Huang X. 2018. *Tracking Study of Entrepreneurial Mindset in Hong Kong Youth and Young Entrepreneurs*. Study commissioned by Alibaba Entrepreneurs Fund and KPMG Hong Kong.

EXTERNAL SERVICE

2018 **Academy of Management**
Chair for Session 1910 “The Growth Process” at 2018 Academy of Management Conference, Chicago

2018 **Journal of Management Studies**
Reviewer for journal submissions

2017 **Academy of Management**
Discussant for Session 1944 “Opportunity Identification” at 2017 Academy of Management Conference, Atlanta

Since 2011 **Academy of Management**
Reviewer for the ENT and BPS Divisions for Academy of Management Meetings

2010 **Asia Academy of Management**
Chair for Session 22 “Firm’s Capabilities” at 2010 Asia Academy of Management Conference, Macau

PROFESSIONAL MEMBERSHIP

Since 2014 **Strategic Management Society**

Since 2011 **Academy of Management**

Since 2010 **Asia Academy of Management**

RECENT PROFESSIONAL DEVELOPMENT

2019 **Paper Development Workshop**
1-day paper writing workshop at HKUST organized by Academy of Management Perspectives

2018 **Inductive Research with Multiple Case Methods Workshop**
2-day research methodology workshop at HKUST

2018 **Paper Development Workshop**
1-day paper writing methodology workshop at HKBU organized by Journal of Management Studies

2017 **Qualitative Comparative Analysis Workshop**
3-day methodology workshop at UC Irvine, California, US

2016 **Teaching Entrepreneurship Conference**
One day teaching conference and workshop at The Academy of Management Annual Meeting, Anaheim, US

THESIS COMMITTEE MEMBERSHIP

2018	PhD Thesis Supervisor (HKBU) Thesis on venture capital for entrepreneurial ventures by Mr. Julien Salanave-Pehe.
2018	DBA Thesis Secondary Supervisor (HKBU) Thesis entitled “From Entrepreneurial Learning to Entrepreneurial Intention: The Mediating Role of Entrepreneurial Self-Efficacy and The Moderating Roles of Entrepreneurial Climate, Curiosity, Orientation and Openness” by Mr. Joey Wan.
2018	PhD Thesis Internal Examiner (HKBU) Thesis entitled “The Effect of Product Diversification on Firm Performance in an Emerging Economy: A Perspective of Sub-National Institutions” by Ms. Alice Hu Yanghong.
2013	Master Thesis External Reviewer (Peking U) Thesis entitled “Relating M&A Activity to Economic Activity – A Provincial Approach to China” by Mr. Gareth John Wetherill (Master Thesis in Management; Peking University).

SKILLS

Computer	NVivo, SPSS, UCINET, NetDraw, Pajek, LISREL, EViews, EndNote
Languages	English (fluent), French (fluent), Polish (fluent; mother tongue)

COMMUNITY SERVICE

2018	Startup Launchpad Investment Competition Final Pitching Round Judge for a prize of US\$ 100,000
2018	“KPMG + Inside Retail: Top 50 Retail Innovative Leaders” Judging Panel Member
2017 - 2018 2016 - 2017	HKBU-UC Berkeley Entrepreneurship Bootcamp Mentor to participating teams
2015 -2016	Junior Achievement Hong Kong Mentor to secondary schools in Company Programme
Since 2013	The Rotary Club of Hong Kong President (2016/17) Board member since 2014