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Can you describe your background and what brought you to Academia?

I read Commercial Engineering in Belgium which is a combination of business strategy, applied economics and basic courses in the exact sciences, after which I specialized in Corporate Social Responsibility in Nottingham. After two years of travelling and working in ad-hoc jobs, I became a sustainable innovation consultant for about two years in a boutique consultancy that later got acquired by EY. I went to Imperial College London to do my PhD in 2011 and eventually moved to Singapore together with my supervisor Gerry George in 2015.

What have been some of the key moments/events/people in your career development?

1) Looking for a dissertation topic in my first master year (Belgium has a 3+2 system) and bumping onto the field of ethics and Professor Luc van Liedekerke, under whose guidance I wrote my first dissertation on Buddhist Economics
2) Seeing the 2007 TED talk from William McDonough during my studies at the University of Nottingham on Cradle to Cradle Design. I still watch it once a year at least to remind me of why we have to continue working on positive environmental solutions for the world. https://www.youtube.com/watch?v=IoRjz8iTVoo
3) Getting talked out of pursuing a PhD by Professor Andy Crane in 2007. He told me to leave university, do something else, and eventually, if I really wanted to, come back with real life experience.
4) Getting talked out of pursuing a PhD in Chile again by Professor Andy Crane in 2011. He convinced me to apply for Imperial College London instead and try to work with Gerry George
5) Doing the most difficult interview of my life and eventually and totally unexpectedly getting accepted into the PhD program at Imperial under the supervision of Gerry George
6) Finishing my PhD a year sooner than anticipated due to my supervisor's immanent departure from London and getting a Post-Doc position for 18 months at SMU. After this period I started as an assistant professor in this amazing school.

What does the organizations and environmental (ONE) field mean to you?

For me the ONE field is probably the most important field there is, perhaps in combination with behavioral science that is trying to understand how we can make people change their habits. Given the magnitude and the urgency of the environmental challenges we face and the fundamental existential threat this imposes upon us a species, I am always baffled that there are so many people who do not seem to care about this at all. I am interested in innovation and strategy in general but the phenomena and contexts I really care about are all related to the

natural world. I hope that as my career evolves I will be able to spend more and more of my time researching and teaching these topics to advance academic insights and have real world impact.

What are you working on at the moment? Why is it exciting do you?

My research remains eclectic with papers investigating topics as diverse as knowledge recombination, team dynamics and technological landscapes (innovation), the ethics of big data (issue evolution), and theorizing natural resource dependence. I am conducting case studies on companies engaged in agricultural innovation and am hopeful we will receive funding to set up a living lab of small-scale rooftop Spirulina production to study team innovation processes over time. The book I edited with Gerry George called "Managing Natural Resources" is being published end of this month which is something I really look forward to (http://www.e-elgar.com/shop/managing-natural-resource). The most exciting things at the moment for me are happening on the cross-section of sustainability, transparency, and blockchain innovation. In teaching, case studies, industry outreach, and hopefully soon academic research, I thoroughly enjoy studying the possibilities enabled by this new technology.

What do you do to get and stay inspired?

Listen more to non-academics than to academics

A book, paper, video, essay, or other that inspires you at the moment…

Everything on the cross-section of blockchain technology and sustainability, natural capital accounting, the future of money and so on (e.g. https://www.youtube.com/watch?v=AH0uLmymkeU).

What do you like about your job?

In 2015 shortly after moving to Singapore, I received an email invitation to attend a lecture about Ethereum, to be held by Vinay Gupta. The email contained about 15 words I had never heard about which sparked my interest. After listening to Vinay for 90 minutes, I walked straight to the Dean's office and explained him that I wanted to spend half of my time during the next year on studying this new technology called blockchain. He said, "sounds good" and down the rabbit hole I went. In no other job would this be possible.

What advice do you give Ph.D. students?

I would probably give them bad advice, but let me try. Study many theories in the first two years and spend your time reading broadly. Focus on topics that you care about, on phenomena that are important to you, and on contexts that you are actually interested in. Use theories as lenses through which you can see the world, as tools in a toolbox rather than as an ontological stance about how the world works. Put the phenomena you are passionate about at the heart of your research and seek to contribute to real world understanding while you are making academic contributions. As a business school professor, I believe you should be trying to have an effect on the people who are actually in business, and probably on government as well. Those people are

unlikely to ever read your academic work, so find other ways to spread your ideas and engage with them. Not only do they possess a wealth of information and pull you out of the ivory tower academia can be, but the direct reality check a business person or industry expert offers to your ideas should never be disregarded. It is your moral duty to make your work matter.