

**Frank LAMBRECHTS**

Hasselt University

RCEF

Research Center for Entrepreneurship and Family Firms

Martelarenlaan 42

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RESEARCH FOCUS

- System-wide strategic change and strength-based change (appreciative inquiry)
- Family firm learning and innovation
- Systemic learning and sustainable value creation

EDUCATION

- 2009 - 2012 PhD in Business Economics, Joint Degree, Hasselt University, Belgium
- 2009 - 2012 PhD in Economics & Business Administration, Joint Degree, Jyväskylä University, Finland
- 2000 - 2007 PhD in Social Sciences, Organizational Psychology, Tilburg University, The Netherlands
- 2006 Executive Development Program Matrix – Leadership & coaching in connection (sensitivity training, process consultation skills, interpersonal and group consultation), Hasselt University, Belgium (Certificate)
- 1994 - 2000 Master in Psychology, Organizational Psychology, Leuven University, Belgium

ACADEMIC EXPERIENCE

- 2015 - present Hasselt University, Associate Professor Organizational Change & Learning
- 2012 - present Jyväskylä University (Finland), School of Business & Economics, Affiliate Professor
- 2009 - 2014 Hasselt University, Assistant Professor Organizational Change & Learning
- 2007 - 2009 Hasselt University, Postdoctoral researcher

FOREIGN STAYS

- 2015 Case Western Reserve University, Weatherhead School of Management, Visiting scholar and facilitator CIGO executive program (Host: Professor Ronald Fry). USA, Cleveland, March (short 8 day stay)
- 2014 Case Western Reserve University, Weatherhead School of Management, Visiting scholar and facilitator CIGO executive program (Host: Professor Ronald Fry). USA, Cleveland, March (short 8 day stay)
- 2013 University of Alberta, School of Business, Centre for Entrepreneurship & Family Enterprise, Visiting scholar on invitation (Host: Professor Lloyd Steier). Canada, Edmonton, October 22-November 22

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- 2009 - 2012 Jyväskylä University, School of Business & Economics, Visiting scholar on invitation (Host: Professor Matti Koiranen). Finland, Jyväskylä, six month stay (several visits)
- 2008 15-day visit School of Business and Economics, Jyväskylä University & Helsinki School of Economics, Helsinki University, Finland

DEVELOPMENT JOINT PHD PROGRAMS

- 2009 - present Joint PhD program between Hasselt University, Belgium (Faculty of Business Economics) and Jyväskylä University, Finland (School of Business & Economics)

POLICY FUNCTIONS

- Chairman Education Management Team Business Economics (2016-present)
- Vice chairman Accountancy, Finance & Governance group (2014-2018)
- Vice-chairman Examination Committee Business Economics, bachelor and master (2016-present)
- Member of the External Commission of Appeal “Function Classification Hudson” of Hasselt University (2015)
- Member of the Education Management Team Business Economics (2012-2015)
- Member of the Examination Committee Bachelor in Business Economics (2010-2014, 2015)
- Member of the Business Economics Master Thesis Committee (2010-2014)
- Member of the Faculty board Business Economics (2009-present)

TEACHING EXPERIENCE (COURSES)

- 2016 - present Business Ethics and Corporate Governance (Business Economics, Business Engineering, member of the education team)
- 2015 - 2016 Governance and Accountability (Business Engineering, member of the education team)
- 2015 - present Exploration at Hasselt University (Faculty of Medicine, member of the education team)
- 2014 - present Organizational change and strategy formation (Business Economics, Coordinating lecturer)
- 2009 - present Sustainable entrepreneurship (Business Economics, Coordinating lecturer)
- 2009 - 2014 Organizational behavior and strategic management (Business Economics, Coordinating lecturer)
- 2007 - present Family firms (Business Economics, Member of the education team)
- 2008 - 2013 Research methods – Case study approach (Business Economics, Member of the education team)
- 2008 - 2009 Strategy and ethics (Business Economics/Business Engineering, Coordinating lecturer)
- 2007 - 2008 Research methods and psychology (Business Economics/Business Engineering, Member of the education team)

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	Communication skills (Faculty of Medicine, Member of the education team)
2001 - 2003, 2007 - 2009	Organizational Psychology (Erasmus, Coordinating lecturer)
2002 - 2006	Competence management (Business Economics, coordinating lecturer)

PUBLICATIONS

REFEREED JOURNAL ARTICLES

Bergs, J., Lambrechts, F., Simons, P., Vlayen, A., Marneffe, W., Hellings, J., Cleemput, I., & Vandijck, D. (2015), "Barriers and facilitators related to the implementation of surgical safety checklists: A systematic review of the qualitative evidence", *BMJ Quality & Safety*, 24, 776-786.

Murphy, L., & Lambrechts, F. (2015), "Investigating actual career decisions of the next generation: The impact of family business involvement", *Journal of Family Business Strategy*, 6(1), 33-44.

Verleynsen, B., Lambrechts, F., & Van Acker, F. (2015), "Building psychological capital with appreciative inquiry: Investigating the mediating role of basic psychological need satisfaction", *The Journal of Applied Behavioral Science*, 51(1), 10-35.

Henssen, B., Voordeckers, W., Lambrechts, F., & Koiranen, M. (2014), "The CEO autonomy –stewardship behaviour relationship in family firms: The mediating role of psychological ownership", *Journal of Family Business Strategy*, 5(3), 312-322.

Lambrechts, F., Taillieu, T., Grieten, S., & Poisquet, J. (2012), "In-depth joint supply chain learning: Towards a framework", *Supply Chain Management: An International Journal*, 17, 627-637.

Lambrechts, F., Bouwen, R., Grieten, S., Huybrechts, J., & Schein, E.H. (2011), "Learning to help through humble inquiry and implications for management research, practice, and education: An interview with Edgar H. Schein", *Academy of Management Learning & Education*, 10, 131-147.

Vandewaerde, M., Voordeckers, W., Lambrechts, F., & Bammens, Y. (2011), "Board team leadership revisited: A conceptual model of shared leadership in the boardroom", *Journal of Business Ethics*, 104, 403-420.

Lambrechts, F., Taillieu, T., & Sips, K. (2010), "Learning to work with interdependencies effectively: The case of the HRM forum of the suppliers teams at Volvo Cars Gent", *Supply Chain Management: An International Journal*, 15, 95-100.

Sluismans, R., Den Hertog, F., Lambrechts, F., & Lommelen, T. (2010), "Robust regional innovation policy learning: Key lessons from a large-scale intervention program", *Argumenta Oeconomica*, 24(1), 89-107.

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Lambrechts, F., Grieten, S., Bouwen, R., & Corthouts, F. (2009), "Process consultation revisited: Taking a relational practice perspective", *Journal of Applied Behavioral Science*, 45(1), 39-58.

Lambrechts, F., Sips, K., Taillieu, T., & Grieten, S. (2009), "Virtual organizations as temporary organizational networks: Boundary blurring, dilemmas, career characteristics and leadership", *Argumenta Oeconomica*, 22(1), 55-81.

Berings, D., Grieten, S., Lambrechts, F., & De Witte, H. (2008), "Work values and facets of job satisfaction as predictors of employees' attitude to change in higher education", *Gedrag & Organisatie*, 21, 493-517.

Lambrechts, F., Martens, H., & Grieten, S. (2008), "Building high quality relationships during organizational change: Transcending differences in a generative learning process", *The International Journal of Diversity in Organizations, Communities & Nations*, 8(3), 93-102.

Lambrechts, F., & Martens, H. (2008), "The reemployment process of older managers after a plant closing. Towards a career transition framework", *The Business Renaissance Quarterly*, 3(1), 41-75.

Martens, H., Lambrechts, F., Manshoven, J., & Vandenberg, A. (2006), "An organizational development approach towards age diversity practices in Belgian organizations", *Ageing International*, 31(1), 1-23.

OTHER ARTICLES

Lambrechts, F. (2015), "Appreciative Inquiry als veranderingsbenadering: Hefboom van vitaliteit en ontwikkeling van menselijk potentieel", *People Sphere*, 96(6), 55-57. (Dutch)

Lambrechts, F. (2008), "Tuomo Alasoini: 'From the margins to the mainstream'", *Develop*, 4(3), 46-49.

Lambrechts, F., & Corthouts, F. (2008), "Workplace Development Program Tykes: Organisatieontwikkeling als hefboom voor duurzame groei", *Develop*, 4(3), 40-45. (Dutch)

Lambrechts, F., Grieten, S., & Verheyen, L. (2008), "Ontwikkeling³: individu x organisatie x maatschappij. De rol van innovatie en ondernemerschap voor een duurzame samenleving", *Develop*, 4(3), 4-7. (Dutch)

Lambrechts, F., Martens, H., & Poisquet, J. (2007), "Generatief leren tussen en in organisaties", *Develop*, 3(3), 20-36. (Dutch)

Lambrechts, F., & Martens, H. (2007), "Met goesting blijven werken en leren. Lessen uit drie onderzoeksprojecten", *Over.Werk. Tijdschrift van het Steunpunt Werkgelegenheid, Arbeid en Vorming*, 17(3/4), 128-133. (Dutch)

Grieten, S., Lambrechts, F., & Corthouts, F. (2006), "Lessen uit een grote groepsinterventie. *Develop*, 2(1), 9-23. (Dutch)

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Martens, H., Lambrechts, F., Vandenberk, A., De Weerd, S., & Manshoven, J. (2005), "Zilveren instrumenten en processen. Langer met goesting werking", *Over.Werk. Tijdschrift van het Steunpunt Werkgelegenheid, Arbeid en Vorming*, 15(1), 148-152. (Dutch)

BOOKS & BOOKLETS

Hendriks, W., Lambrechts, F., Vandenrijt, L., Kelleci, R., Voordeckers, W., Huybrechts, J., & Dekker, J. (2014), "De niet-familiale CEO in het familiebedrijf. Hoe komen tot een succesvolle en duurzame relatie?", Hasselt, VKW Limburg, 135 pages.

Huybrechts, J., Hendriks, W., Hendrikx, K., Lambrechts, F., & Voordeckers, W. (2012), "Radical innovatie door familiebedrijven. Openheid voor vernieuwing door behoud van waarden", Hasselt, VKW Limburg, 87 pages.

Hendriks, W., Voordeckers, W., Lambrechts, F., & Vandewaerde, M. (2011), "Corporate governance in het familiebedrijf. Hoe beter en sneller beslissen?", Hasselt, VKW Limburg, 143 pages.

Lambrechts, F., & Voordeckers, W. (2010), "Is uw familiebedrijf een lerend familiebedrijf? Expertise kun je kopen – Leren niet", Hasselt, VKW Limburg, 183 pages.

Lambrechts, F., Martens, H., & Poisquet, J. (2007), "Met goesting blijven werken en leren. Werkende praktijken", Diepenbeek, UHasselt, 43 pages.

Lambrechts, F., Martens, H., & Poisquet, J. (2007), "Met goesting blijven werken en leren. Interorganisationeel leren en innoveren via actieleergroepen", Diepenbeek, UHasselt, 27 pages.

Lambrechts, F., Martens, H., Poisquet, J., & Jordens, P. (2007), "Met goesting blijven werken en leren. Kritische condities voor een duurzaam personeelsbeleid", Diepenbeek, UHasselt, 23 pages.

Martens, H., Manshoven, J., Lambrechts, F., & Vandenberk, A. (2006), "Leeftijdsbewust personeelsbeleid. Doe-het-zelf instrument", Diepenbeek, UHasselt, 65 pages.

BOOK CHAPTERS

Grieten, S., & Lambrechts, F. (2011). De theoretische grondslagen van Appreciative Inquiry. In G. Bouwen, & M. Meeus (Eds.), *Vuur Werkt. Met Talent toekomst maken* (pp. 145-161). Leuven: LannonCampus.

Lambrechts, F., Grieten, S., & Taillieu, T. (2010). Gezamenlijk interafhankelijkheid managen: Het HRM-forum van de toeleveranciers van Volvo Cars Gent. In M. Andriessen, T. Bossuyt, H. De Witte, G. Francois, K. Proost, & B. Schreurs (Eds.), *HRM. Werken aan evenwicht* (pp. 53-78). Antwerpen: De Boeck.

Lambrechts, F. (2007). Virtuele organisaties als tijdelijke organisatienetwerken gefaciliteerd door ICT: Grensvervaging, dilemma's, loopbaanmerken en (bege)leiding. In S. Prins, S. Schruijer, J. Verboven, & K. De Witte (Eds.), *Diversiteit en vertrouwen in sociale systemen* (pp. 125-146). Leuven: Lannoo Campus.

Lambrechts, F., & Grieten, S. (2007). Academische verantwoording waarderend onderzoek of ‘Appreciative Inquiry’. In G. Bouwen (Ed.), *Van bezieling tot beweging. De waarderende benadering toegepast. Praktijkboek voor begeleiders en verantwoordelijken in de social-profit* (pp. 91-102). Genk, België: Stebo vzw.

Martens, H., Manshoven, J., & Lambrechts, F. (2007). Personeelsbeleid voor oudere werknemers. Effectief en efficiënt langer aan de slag. In W. De Lange, & J. Thijssen (Eds.), *De waardevolle senior. Personeelsbeleid voor oudere werknemers* (pp. 153-166). Amsterdam: WEKA Uitgeverij.

Martens, H., Manshoven, J., Lambrechts, F., & Vandenberg, A. (2006). Silver processes and instruments. Towards an age-friendly HR management. In T.S. Rocco, & J.G.L. Thijssen (Eds.), *Older Workers, New Directions. Employment and Development in an Aging Labor Market* (pp. 82-93). Miami, USA: Center for Labor Research and Studies, Florida International University.

Lambrechts, F., De Weerd, S., Corthouts, F., & Kauwenberghs, S. (2002). Duurzame ontwikkeling, duurzaam ondernemen, levenslang leren. Lessen voor het personeelsbeleid. In L. Peeters, P. Matthyssens, & L. Vereeck (Eds.), *Stakeholder Synergie* (pp. 29-49). Leuven: Garant.

CONFERENCE PRESENTATIONS

On average 2 to 3 paper presentations a year at various conferences such as US Academy of Management, International Family Enterprise Research Academy (IFERA), European Academy of Management (EURAM), Multi-Organisational Alliances, Partnerships and Networks (MOPAN), European Institute for Advanced Studies in Management (EIASM).

More detailed information: <https://uhdSPACE.uhasselt.be/dSPACE/report?type=author&id=1402>

AWARDS AND DISTINCTIONS

- Shortlisted for the Alan Moon Memorial Prize for the paper “Career – a driver of family business involvement for next generation family members?” (Murphy, L., Lambrechts, L., & Huybrechts, J.) at the 16th International Conference on Human Resource Development Research and Practice across Europe, Cork, Ireland (2015)
- Outstanding Contribution in Reviewing, Journal of Family Business Strategy (2015)
- Best Conference Research Paper Award for First-Time Presenter for the paper “How about this other succession option? Gaining a deeper understanding of the conditions under which a nonfamily CEO can thrive” (Kelleci, R., Lambrechts, F., Voordeckers, W., & Huybrechts, J.) at the 14th Annual IFERA World Family Business Conference, Lappeenranta, Finland (2014)
- The University of Alberta Best Research Paper Award for the paper “The Distinctiveness of Family Firm Intangibles: an Empirical Study” (Huybrechts, J., Voordeckers, W.,

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Lambrechts, F., Steijvers, T. & Liebaert, N.) at the 12th Annual IFERA World Family Business Conference, Bordeaux, France (2012)

- Nominated for the Best Paper Award for the paper “Co-creating psychological ownership for the changing family firm: Applying a Relational Practice Perspective” (Lambrechts, F., Koironen, M., Grieten, S., & Bouwen, R.) at the 5th EIASM Workshop on family firms management research (2009)
- Schelstraete & Desmedt Human Resources Award for Best Master Thesis in Organizational Psychology, Leuven University (2000)

DOCTORAL STUDENT ADVISOR/JURY MEMBER

- Lore Vanheusden, “Renewal processes in family firms”, Hasselt University (co-supervisor) - Ongoing
- Alana Vandebek, “The “family factor” in board dynamics”, Hasselt University (co-supervisor) - Ongoing
- Bilal Latif, “Corporate governance in Pakistan”, Hasselt University (co-supervisor) – Ongoing
- Koen Van Bergen, “CEO socialization paths”, Hasselt University (co-supervisor) - Ongoing
- Rüveyda Kelleci, “Nonfamily CEO in family firms”, Hasselt University (supervisor) - Ongoing
- Bert Verleysen, “Generatief organiseren”, Hasselt University (supervisor) – Ongoing
- Jochen Berghs, “Patient safety in hospitals: Implementation of the surgical safety checklist”, Hasselt University (co-supervisor), 2016
- Karolien Hendrix, “Organizational change in family firms”, Hasselt University (co-supervisor), 2014 - Now at PXL Business
- Ingeborg Vandepoel, “Cooperating and learning from a distance: Scrum in distributed teams and a learning perspective on cooperation”, Tilburg University, 2016 (pre-examiner, member of the jury, opponent PhD defense)
- Jenni Luoma, “Understanding change management through the psychological ownership framework. Examination of Antecedents of Successful Change”, University of Jyväskylä, 2015 (pre-examiner, opponent PhD defense)
- Annelies Thoelen, “The value of ethnic identity for creative entrepreneurs: Essays on legitimacy, innovation and identity in the creative industries”, Hasselt University (committee member & jury member) - Ongoing

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- Hannah Vermaut, “In search of the diversity in diversity management: Exploring novel practices to manage a diverse workforce”, Hasselt University (committee member & jury member) - Ongoing
- Annika Saarikoski, “Understanding Existential Courage in Entrepreneurship”, Hasselt University/Jyväskylä University (supervisor) - Ongoing
- Linda Murphy, “To Enter or not to Enter is *not* the question. A qualitative inquiry into the Career Experiences of Next Generation Family Members”, Hasselt University/Jyväskylä University, 2014 (supervisor)
- Maarten Vandewaerde, “Board leadership revisited: Essays on Shared Leadership within the Boardroom”, Hasselt University, 2013 (co-supervisor) - Now at Ernst & Young
- Jorge Zumaeta, “The Cool Entrepreneurship Program for At-Risk Youth: An Illustration of the Social Construction of Economic Thinking”, Universiteit van Tilburg, 2013 (jury member)
- Swinnen Marleen, “Governance in Private Family SMEs”, Hasselt University, 2013 (committee member & jury member)
- Anne Laakkonen, “Construction of the entrepreneurial identity in the family business context. A cross-cultural study”, Hasselt University/Jyväskylä University, 2012 (supervisor)
- Henssen Bart, “‘Mine’ or ‘ours’? Perspectives on psychological ownership in family firms”, Hasselt University, 2012 (co-supervisor) - Now at HUB-KAHO
- Jelle Mampaey, “Legitimiteitsmanagement van inclusieve scholen in de Vlaamse onderwijsmarkt: Een synthese van het neo-institutioneel en impressiemanagement perspectief”, Hasselt University, 2012 (commission member & jury member)
- Joseph Roevens, “Systemic Constellations Work in Organizations”, Universiteit van Tilburg, 2008 (jury member)

REVIEWING

AD HOC REVIEWING - JOURNALS

Academy of Management Learning & Education
 Supply Chain Management: An International Journal
 Production Planning & Control
 The International Journal of Diversity in Organizations, Communities and Nations
 Family Business Review
 Journal of Family Business Strategy
 Journal of Cooperative Organization and Management
 Corporate Governance: An International Review
 Organization Studies

AD HOC REVIEWING - CONFERENCES

US Academy of Management
 European Academy of Management (EURAM)
 IFERA World Family Business Conference
 European Institute for Advanced Studies in Management (EIASM)

SERVICE*A. SERVICE ORIENTED TOWARDS THE ACADEMIC COMMUNITY*

- Starting from 2009 I have engaged in the role of session chair and Faculty Development Consortium speaker at various conferences such as IFERA & EIASM
- Co-organization showcase symposium in honor of Edgar H. Schein, “The Challenges of the Scholar-Practitioner”, 2009 US Academy of Management, Chicago.
- Ad hoc reviewing for conferences and journals (see reviewing)

B. SERVICE ORIENTED TOWARDS THE BUSINESS COMMUNITY

- Member of the steering group Limburg Platform for Family Firms (Limburgs Platform Familiebedrijven – LPF) at the employers organization VKW Limburg
- Entrepreneurs University (OndernemersUniversiteit): a collaboration between C.E.O. Limburg & Hasselt University (“Ambassadors” group) (2010-2014)
- Staff and board member of three executive development programs within Hasselt University’s School of Expert Education (SEE): HR Leadership (2009-present), CIGO (Consultancy in Groups & Organization: a collaboration with Case Western Reserve University, Cleveland, 2012-2015) & Matrix (Leadership & coaching in connection)
- Founding member of the Allegro alumni network which unites alumni from CIGO, Matrix and HR Leadership (ongoing)
- Chairman of the jury annual VOKA prize “Limburg HR Manager of the year” (2012 – present)
- Docent in the OpenBorders MBA (a collaboration between Hasselt University, FH Aachen & HEC-ULg Management School) (2013 - present)
- Organization Development advising in various companies (2002 - present)
- Co-organization HRM conference “Working H³R practices: clear, heart & hard” (10/10/2008)
- Co-organization HRM conference “Appreciative organizing & co-creation: The job of the people manager” (08/10/2010)
- Co-organization HRM Open Forum (31/03/2011)
- Co-organization learning network day “Generative Leadership, Hic et Nunc” (28/09/2012)
- Co-organization Summer Learning Café “Dialogic Organization Development” with Prof.dr. Gervase Bushe (Beedie School of Business, Simon Fraser University, Canada) (17/08/2013)
- Frequent speaker at interactive sessions with entrepreneurs (VKW Limburg, approx. 6 sessions of 3 hours annually)

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C. SERVICE ORIENTED AT EDUCATION DEVELOPMENT

- Speaker & forum member at the study day on “Activating, cross-boundary & competence oriented learning”, Hasselt University, 02/12/2009
- Speaker at the study day on “Integration of research in education”, Hasselt University, 05/10/2009
- Speaker at the study day for teachers & docents Economy, Hasselt University, 16/02/2011
- 2012 - present: Coach post-doctoral researchers within the Education Development Program of the Faculty of Business Economics, Hasselt University

PRESS

A. INVITED INTERVIEWS FOR NEWSPAPERS

- 13/10/2010 *Belang van Limburg* – Limburgs boek over lerende familiebedrijven voorgesteld: ‘Leren brengt veel op’ (Limburg book presented about learning family firms: ‘Learning brings profit’)
- 31/01/2008 *De Standaard* – Verschillende remedies tegen het stakingsvirus (Different remedies against the strikes virus)
Het Nieuwsblad – Lang geen eensgezindheid over remedies tegen stakingsgolf: ‘Meer samenhang op de werkvloer’ (Long no consensus on remedies against the wave of strikes: ‘More cohesion on the workflow’)
- 28/11/2007 *Het Nieuwsblad* – UHasselt leert hoe de motivatie aan te wakkeren (UHasselt teaches how to stimulate motivation)

B. INVITED INTERVIEWS & COMMENTS FOR BUSINESS/ENTREPRENEURSHIP MAGAZINES & WEBSITES

- 07/2016 *Motmans & Partners Magazine* – De niet-familiale CEO in het familiebedrijf. Hoe komen tot een succesvolle en duurzame relatie?
- 07/06/2016 *Jobat.be* – Klassieke organisatieschema is aan herziening toe (Classical organigram needs revising)
- 04/2016 *Trends Family Business* (Nr. 27) – Als de kapitein het schip verlaat (When the captain leaves the ship)
- 04/2016 *Sterck Magazine* – De koers van familiebedrijven (The course of family firms)
- 02/10/2015 <http://iedereenverdientvakantie.be> – Multi-actor samenwerking is actuele uitdaging. Vakantieparticipatie inspireert
- 29/09/2015 <http://iedereenverdientvakantie.be> – Vakantieparticipatie werkt door focus op sterkten en innovatie
- 25/09/2015 <http://iedereenverdientvakantie.be> – Straf netwerk maakt ‘iedereen verdient vakantie’ concreet
- 08/2015 *Kunstlaan 16* (Jg. 17, Nr. 4) – De niet-familiale CEO in het familiebedrijf. Hoe komen tot een succesvolle en duurzame relatie?
- 01/2015 *Trends Family Business* (Nr. 15) – Langetermijndenken stimuleert risicovolle innovatie – Familiebedrijven zijn koplopers in innovatie (Long-term thinking stimulates risky innovation – Family firms are frontrunners in innovation)
- 02/2015 *Trends Family Business* (Nr. 16) – ‘Wij willen in de keuken van het

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- familiebedrijf komen' ('We want to be in the family firm's kitchen')
- 2015 Jobat.be – Moet een familiebedrijf kiezen voor een externe CEO? (Must a family firm choose a non-family CEO?)
- 12/12/2012 *Made in Limburg* – Praktisch boekje leert familiebedrijven innoveren (Practical booklet learns family firms how to innovate)
- 2012 *Limburg Actueel* – Radicale innovatie door familiebedrijven (Radical innovation by family firms)
- 2011 *Kunstlaan 16* (Jg 13, Nr. 2) – Expertise kun je kopen, leren niet. Is uw familiebedrijf een lerend bedrijf? (You can buy expertise, not learning. Is your family business a learning company?)
- 2010 *Limburg Manager* (Jg 10, Nr. 55) – VKW Limburg lanceert boek over lerende family bedrijven (VKW Limburg launches book about learning family firms)
- 27/08/2009 *Trends* – Wel en wee op het werk (The daily life on the job)
- 09/03/2002 *Vacature* – Ondernemen. Lessen voor het personeelsbeleid: 'Ieder is co-Ondernemer' (Lessons for HR management: 'Everybody is co-entrepreneur')

C. INVITED INTERVIEWS ON TELEVISION: TV LIMBURG – LIMBURG@WORK – NEWS

- 28/04/2009 HR versus econochock
- 29/06/2008 Privacy op het werk (Privacy on the workfloor)
- 19/04/2008 Hoe omgaan met stress? Tips (How to cope with stress? Tips)
- 30/03/2008 Sociaal overleg (Social dialogue)