

Werner Liebregts

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Personal Details

Full name Liebregts, Werner Johannes

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Date of birth October 10, 1988

Place of birth Oirschot, the Netherlands

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Profile

I am an Assistant Professor of Entrepreneurship at the Jheronimus Academy of Data Science (JADS) in 's-Hertogenbosch, the Netherlands. JADS is a joint initiative of Tilburg University (TiU) and the Eindhoven University of Technology (TU/e).

My research interests lie primarily in the fields of entrepreneurship and innovation. I am particularly interested in how we can channel individuals into directions of entrepreneurial activity that are most productive to themselves, the organization(s) that they belong to (if any), and/or the society at large. Entrepreneurial activity can take place both inside and outside the boundaries of established firms (intrapreneurship and entrepreneurship, respectively). In turn, following Baumol (1990), we may distinguish between productive, unproductive or even destructive forms of entrepreneurial activity. Productive may be happiness, job satisfaction or wage income/profits at the individual level, (growth of) sales or profits at the firm level, and macroeconomic growth – for example, in terms of employment levels or labor productivity – at the country level.

Intrapreneurship is the core topic of my doctoral thesis that I recently completed at the Utrecht University School of Economics (U.S.E.). I primarily aimed to identify key formal and informal institutional determinants and the economic consequences of entrepreneurial activities by employees. Its title is *Hidden Entrepreneurship: Multilevel Analyses of the Determinants and Consequences of Entrepreneurial Employee Activity*. My doctoral defense took place in the University Hall of Utrecht University at Friday March 9, 2018.

I previously worked for the Dutch Economic Institute for Small and Medium-Sized Enterprises (EIM, now part of Panteia) and the Netherlands Organization for Applied Scientific Research (TNO). At EIM, my research particularly focused on (solo) self-employment in the Netherlands. At TNO, I conducted research on sustainable productivity and employability, especially of people with a precarious labor market position.

I have studied both *Economics* and *Econometrics and Mathematical Economics* at the Tilburg School of Economics and Management (TiSEM, Tilburg University, the Netherlands). I have written both master theses as a trainee; the first one at the Dutch Ministry of Social Affairs and Employment (MinSZW), the second one at EIM. During the first two years of my doctoral program I successfully completed a number

of additional courses, which are part of the research master program *Multidisciplinary Economics* at Utrecht University.

Work Experience

2017 – today	<p>Assistant Professor, Jheronimus Academy of Data Science (JADS), 's-Hertogenbosch, the Netherlands</p> <p>JADS is a joint initiative of Tilburg University and the Eindhoven University of Technology, located in 's-Hertogenbosch.</p>
2013 – 2017	<p>Doctoral Candidate, Utrecht University School of Economics (U.S.E.), Utrecht, the Netherlands</p> <p>Title of the doctoral thesis: <i>Hidden Entrepreneurship: Multilevel Analyses of the Determinants and Consequences of Entrepreneurial Employee Activity</i></p> <p>Course Coordinator of <i>Corporate Entrepreneurship and Innovation</i> (Undergraduate School of Economics). Supervisor of bachelor and master theses. I obtained my University Teaching Qualification (UTQ) in August 2017.</p>
2012 – 2013	<p>Junior Researcher, TNO, Hoofddorp, the Netherlands</p> <p>TNO is a Dutch nonprofit organization focusing on applied science in a broad range of research fields. At TNO, I contributed to various projects that developed knowledge to boost sustainable productivity and employability, especially of people with a precarious labor market position.</p>
2012	<p>Trainee, Panteia, Zoetermeer, the Netherlands</p> <p>As part of an internship related to the master program <i>Econometrics and Mathematical Economics</i>, I worked primarily on a quantitative master thesis about the economic performance of Dutch solo self-employed, hereby differentiating between opportunity and necessity types.</p>
2010 – 2012	<p>Student Assistant Quantitative Economist/Econometrician, EIM, Zoetermeer, the Netherlands</p> <p>EIM is a Dutch business and policy research institute. At EIM, I contributed to various projects in the field economic policy research, especially when it comes to policies affecting entrepreneurship.</p>
2010	<p>Trainee, Ministry of Social Affairs and Employment, The Hague, the Netherlands</p> <p>As part of an internship related to the master program <i>Economics</i>, I worked primarily on a qualitative master thesis about the number and characteristics of Dutch solo self-employed over time that are dependent on social assistance.</p>

Education and Training

2016	<p>Course <i>Teaching in Higher Education</i>, Utrecht University, Utrecht, the Netherlands</p> <p>List of topics of group sessions:</p> <ul style="list-style-type: none">• Making the connection and the power of feedback• Designing engaging lessons• Lecturing: The art of explanation
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- Tutorials: Transforming a class session to a workshop
- Assessing teaching and learning
- Coaching and supervising student(s) research

2013 – 2015

Research master *Multidisciplinary Economics*, Utrecht University, Utrecht, the Netherlands

List of courses:

- Advanced Macroeconomics
- Economics of Entrepreneurship and Innovation
- Experimental Economics
- Institutions, Organizations and Behavioral Economics 1
- Institutions, Organizations and Behavioral Economics 2
- Multidisciplinary Macroeconomics
- Multidisciplinary Research Project
- Social Networks: Theory and Empirics

2011 – 2012

Master *Econometrics and Mathematical Economics*, Tilburg University, Tilburg, the Netherlands

Master Thesis: *Explaining Economic Performance of Solo Self-Employed from a Motivational Perspective: Empirical Evidence from Dutch Micro Data.*

List of courses:

- Dynamic Real Investment
- Master Thesis
- Micro 3 (Incomplete Information)
- Microeconometrics
- Nonlinear and Robust Optimization
- Operations Research and Management Science in Practice
- Panel Data Analysis of Microeconomic Decisions
- Seminar Competitiveness of the European Economy

2010 – 2011

Premaster *Econometrics and Mathematical Economics*, Tilburg University, Tilburg, the Netherlands

List of courses:

- Advanced Linear Algebra
- Differentiation and Integration Theory
- Econometrics 1
- Introduction to Probability Theory
- Linear Algebra
- Mathematical Analysis 1
- Mathematical Analysis 2
- Probability and Statistics
- Proofs and Techniques
- Statistics for Econometrics

2009 – 2010

Master *Economics*, Tilburg University, Tilburg, the Netherlands

Master Thesis: *Solo Self-Employed Dependent on Social Assistance Mapped: Volume Trends over Time and Characteristics.*

List of courses:

- Applied Methods for Economists
- Leadership and Organization

- Master Thesis
- Seminar Competition and Regulation in Network Industries
- Seminar Competition and Regulation in Health Care Markets
- Seminar Development and Growth
- Seminar Environmental Economics
- Seminar Game Theory and Industrial Organization
- Seminar Labor Economics

2006 – 2009

Bachelor *Economics*, Tilburg University, Tilburg, the Netherlands

Bachelor Thesis: *The Relationship between the Generosity of Unemployment Benefits and Unemployment.*

List of courses:

- Accounting 1: Financial Accounting
- Applied Macroeconomics
- Bachelor Thesis
- Comparative Public Economics
- Economics in a Social Context
- Economy of the Public Sector
- Environmental Economics
- Excel Skills
- Experimental Economics
- Finance 1
- Financial Economics
- Fiscal Economics
- Growth and Development
- Growth and Technology
- Institutions and Incentives
- International Economics
- Labor Economics
- Macroeconomics
- Marketing 1
- Markets and Environment
- Mathematics 1
- Mathematics 2
- Microeconomics
- Organization Theory: Introduction
- Philosophy of Economics
- Presentation Skills
- Regional Economics
- Social and Economic Policy
- Social Philosophy and Philosophy of Science
- Statistics 1
- Statistics 2
- Writing Skills

2000 – 2006

Pre-university education, Heerbeek College, Best, the Netherlands

Track: Economics and Society. Elective: Management and Organization.

Other Activities

2018	Council Election Candidate for a local department of the Dutch People's Party for Freedom and Democracy (VVD), Oirschot, the Netherlands
2014	Member of the Organizing Committee of the LEG PhD Day 2014, Utrecht, the Netherlands

2014	Council Election Candidate for a local department of the Dutch People's Party for Freedom and Democracy (VVD), Oirschot, the Netherlands
2013 – 2017	Emergency Response Officer, Utrecht, the Netherlands
2013 – 2015	Member of the Financial Control Committee of the local amateur football club V.V. Oirschot Vooruit, Oirschot, the Netherlands
2013 – 2015	Member of the Financial Control Committee of a local department of the Dutch People's Party for Freedom and Democracy (VVD), Oirschot, the Netherlands
2013 – 2014	Member of the Election Program Committee of a local department of the Dutch People's Party for Freedom and Democracy (VVD), Oirschot, the Netherlands
2007 – 2012	Tutor in economics and mathematics of senior general secondary education students and pre-university education students

Publications

Work in progress

- De Vries, N., Liebrechts, W., & Van Stel, A. (2018). *Explaining entrepreneurial performance of solo self-employed from a motivational perspective*. Manuscript in preparation. [Target journal: Small Business Economics]
- Liebrechts, W.J. (2018). *On the macroeconomic benefits of entrepreneurial talent inside the firm*. Manuscript in preparation. [Target journal: Small Business Economics]
- Liebrechts, W.J., & Stam, E. (2018). *Unpacking the effects of employment protection legislation on the allocation of entrepreneurial activity in society*. Manuscript in preparation. [Target journal: International Small Business Journal]
- Liebrechts, W., Darnihamedani, P., Postma, E., & Atzmueller, M. (2018). *The promise of data science methods for research on entrepreneurial decision making: Detecting social signals during human interactions*. Manuscript in preparation. [Target journal: Small Business Economics]
- Liebrechts, W.J., Rigtering, J.P.C., & Bosma, N.S. (2018). *Different cultures, different entrepreneurs: Cultural practices and the allocation of entrepreneurial talent across entrepreneurship and intrapreneurship*. Manuscript in preparation. [Target journal: Journal of Business Venturing]
- Liebrechts, W.J., Stam, E., & Bosma, N.S. (2018). *The unintended consequences of public policies for entrepreneurial activity*. Manuscript in preparation. [Target journal: Book Oxford University Press]

2018

- Liebrechts, W. (2018). *Hidden entrepreneurship: Multilevel analyses of the determinants and consequences of entrepreneurial employee activity*. U.S.E. Dissertation Series No. 044. Utrecht: Utrecht University School of Economics.
- Liebrechts, W. (2018). *Voorbij de schaamte!* ZTalks Magazine, May 2018.

2017

- Liebrechts, W. (2017). *Hoe denken jongeren over flexibilisering op de arbeidsmarkt?* Me Judice, March 22, 2017.

- Liebrechts, W. (2017). *Iedereen ondernemend (2)*. ZTalks Magazine, January 2017.
- Liebrechts, W. (2017). *De strijd van het modern precariaat*. ZTalks Magazine, October 2017.
- Liebrechts, W. (2017). *Verhalen als bindweefsel in het bedrijfsleven*. ZTalks Magazine, July 2017.
- Liebrechts, W., & Stam, E. (2017). Ondernemende werkenden. In: Kremer, M., Went, R., & Knottnerus, A. (eds). *Voor de zekerheid. De toekomst van flexibel werkenden en de moderne organisatie van de arbeid*. WRR Verkenning nr. 36. Den Haag: WRR.

2016

- Liebrechts, W. (2016). *Iedereen ondernemend*. ZTalks Magazine, July 2016.
- Liebrechts, W. (2016). *Institutional explanations for patterns of entrepreneurial activity: The case of the Dutch task market*. FIRES Working Paper. Utrecht: Utrecht University.
- Liebrechts, W. (2016). *Why it's wrong to aim at increasing (solo) self-employment levels*. Project FIRES Blog, June 3, 2016.
- Liebrechts, W.J., & Stam, E. (2016). *Employment protection and entrepreneurship. Unpacking the effects of employment protection legislation on the allocation of entrepreneurial activity in society*. U.S.E. Discussion Paper Series nr: 16-08. Utrecht: Utrecht University School of Economics.

2015

- Liebrechts, W. (2015). *Are intrapreneurs (actually) intrapreneurial?* Intrapreneurship Conference Blog, September 22, 2015.
- Liebrechts, W. (2015). Book review: Organizing entrepreneurial judgment: A new approach to the firm. *International Small Business Journal*, 33(4), 462-463.
- Liebrechts, W., Preenen, P., & Dhondt, S. (2015). Niet iedere werknemer is een intrapreneur. *Economisch Statistische Berichten*, 100(4704), 180-181.
- Preenen, P., Liebrechts, W., & Dhondt, S. (2015). Intrapreneurship stimuleren? *Tijdschrift voor Ontwikkeling in Organisaties*, 5(3), 51-58.

2014

- Liebrechts, W. (2014). *Inkrimping bancaire sector is onnodig*. Reformatorisch Dagblad, June 3, 2014.
- Liebrechts, W. (2014). *Met strenge regels is grote bankensector prima*. Me Judice, May 23, 2014.
- Preenen, P.T.Y., Liebrechts, W.J., Dhondt, S., Oeij, P.R.A., & Van der Meulen, F.A. (2014). *The Intrapreneurial Behavior Measure (IBM). Een meetinstrument om intrapreneurial gedrag van werknemers en factoren die dit beïnvloeden te meten binnen organisaties*. Leiden: TNO.

2013

- De Kok, J.M.P., Liebrechts, W.J., Som, O., & Neuhäusler, P. (2013). *The impact of the economic crisis on European SMEs. Does a country's innovativeness affect the reaction of enterprises to a major economic crisis?* Zoetermeer: EIM.

De Vries, N., Liebrechts, W., & Van Stel, A. (2013). *Explaining entrepreneurial performance of solo self-employed from a motivational perspective*. Zoetermeer: Panteia.

Huijs, J., Liebrechts, W., Brouwer, P., Blonk, R., Luijters, K., & Andriessen, S. (2013). *Samen op weg naar werk. Onderzoek naar de effectiviteit van begeleiding naar werk van WWB'ers door twee re-integratieaanbieders*. Hoofddorp: TNO.

Sanders, J., Jetten, A., Dhondt, S., Geuskens, G., Keijzer, L., & Liebrechts, W. (2013). *Mentale pensionering. Een onderzoek naar de kenmerken, de determinanten en gevolgen*. Hoofddorp: TNO.

2012

De Vries, N., Liebrechts, W., & Vroonhof, P. (2012). *Hoe ondernemend zijn zzp'ers? Resultaten zzp-panel meting II van 2011*. Zoetermeer: Panteia.

Kwaak, T., & Liebrechts, W. (2012). *Time series for main variables on the performance of Dutch SMEs. Methodology description*. Zoetermeer: EIM.

Liebrechts, W. (2012). Onderzoek: Kwart zzp'ers is dat uit noodzaak, maakt lagere omzet. ZiPconomy, October 25, 2012.

2011

De Vries, N., Liebrechts, W., & Vroonhof, P. (2011). *Zelfbewust een Zelfstandige Positie. Economische zelfstandigheid van zzp'ers. Resultaten zzp-panel meting I van 2011*. Zoetermeer: EIM.

Scientific Events

*) Paper presentation

2018

Creative Entrepreneurship Conference, 's-Hertogenbosch, the Netherlands, April 13

Universiteitsdag 2018 on *The Future of Work*, Utrecht, the Netherlands, April 14 *)

Impact Conference 2018 on *Advancing Society: Science with a Soul*, Tilburg, the Netherlands, June 14

2017

Internal Seminar Tjalling C. Koopmans Institute (TKI) Seminar Series, Utrecht, the Netherlands, February 23 *)

Danish Research Unit for Industrial Dynamics (DRUID) Conference 2017, New York, United States, June 12-14 *)

Interdisciplinary European Conference on Entrepreneurship Research (IECER) 2017, Siegen, Germany, September 20-22 *)

MinSZW Science Day on *Verbinding tussen beleid en wetenschap*, The Hague, the Netherlands, October 9 *)

2016

Halle Institute for Economic Research (IWH) Workshop on *Entrepreneurship and the Labor Market*, Halle (Saale), Germany, April 22-23 *)

Workshop on *Institutions and Entrepreneurship: Historical and Theoretical Perspectives*, Reading, United Kingdom, May 13 *)

Dutch Academy of Research in Entrepreneurship (DARE) Research Seminar on *Entrepreneurship, Design and Innovation*, Eindhoven, the Netherlands, May 19

Babson College Entrepreneurship Research Conference (BCERC) 2016 and its Doctoral Consortium, Bodø, Norway, June 7-11

Internal Seminar Tjalling C. Koopmans Institute (TKI) Seminar Series, Utrecht, the Netherlands, June 14 *)

Conference on *Self-Employed without Personnel: Between Freedom and Insecurity*, Utrecht, the Netherlands, July 1

International Summer School on *Entrepreneurship and Innovation in Organizations and Societies: Ecosystems, Workplace and Social Innovation, Social Quality*, Hangzhou, China, July 18- 23

Annual Meeting of the Academy of Management (AOM) 2016, Anaheim, United States, August 5-9 *)

Financial and Institutional Reforms for the Entrepreneurial Society (FIRES) Conference 2016, Utrecht, the Netherlands, October 12-14 *)

Research in Entrepreneurship and Small Business (RENT) 2016 Conference and its ECSB Doctoral Workshop, Antwerp, Belgium, November 16-18 *)

Annual Meeting NWO Intrapreneurship 2016, Rotterdam, the Netherlands, November 24

Dutch Academy of Research in Entrepreneurship (DARE) Research Seminar on *Entrepreneurship in Context*, Amsterdam, the Netherlands, December 2

2015

Danish Research Unit for Industrial Dynamics (DRUID) Academy Conference 2015, Aalborg, Denmark, January 21-23 *)

Dutch Academy of Research in Entrepreneurship (DARE) Research Seminar on *Current Topics in Entrepreneurship Research*, Maastricht, the Netherlands, May 13

Antwerp Centre of Evolutionary Demography (ACED) Full Paper Presentations, Antwerp, Belgium, June 23 *)

Internal Seminar Tjalling C. Koopmans Institute (TKI) Seminar Series, Utrecht, the Netherlands, June 24 *)

Ratio Colloquium for Young Social Scientists (RCYSS) 2015, Stockholm, Sweden, August 20-22 *)

Workshop NWO Intrapreneurship on *State-of-the-Art of Intrapreneurship Research*, Utrecht, the Netherlands, September 1

Financial and Institutional Reforms for the Entrepreneurial Society (FIRES) Conference 2015, Berlin, Germany, September 2-4 *)

Dutch Academy of Research in Entrepreneurship (DARE) Research Seminar on *Establishing the Knowledge Triangle between Education, Research and Entrepreneurship*, Utrecht, the Netherlands, November 5 *)

Law, Economics and Governance (LEG) PhD Day 2015 on *Integrity*, Utrecht, the Netherlands, November 10

Opening Global Entrepreneurship Week the Netherlands (GEW NL) 2015, Amsterdam, the Netherlands, November 16

Research Workshop on *Sustainable Finance*, Utrecht, the Netherlands, November 19

Annual Meeting NWO Intrapreneurship 2015, Maastricht, the Netherlands, December 4

2014

Strategic Management Society (SMS) Special Conference 2014, Copenhagen, Denmark, June 13-15

Danish Research Unit for Industrial Dynamics (DRUID) Society Conference 2014, Copenhagen, Denmark, June 16-18

Workshop on *Entrepreneurial Ecosystems in the Netherlands*, Utrecht, the Netherlands, July 14

Law, Economics and Governance (LEG) PhD Day 2014 on *Opening Up*, Utrecht, the Netherlands, November 6

Global Entrepreneurship Week the Netherlands (GEW NL) Conference on *Engaged Entrepreneurship Research*, The Hague, the Netherlands, November 19

Workshop on *Institutions and Entrepreneurial Development: A Dynamic Perspective*, Utrecht, the Netherlands, November 20-21

Annual Meeting NWO Intrapreneurship 2014, Utrecht, the Netherlands, December 3

Internal Seminar Tjalling C. Koopmans Institute (TKI) Seminar Series, Utrecht, the Netherlands, December 3 *)

Intrapreneurship Conference 2014, Eindhoven, the Netherlands, December 10-12

2013

Babson College Entrepreneurship Research Conference (BCERC) 2013, Lyon, France, June 5-8 *)

Congress *Stimuleren Ondernemerschap als Motor voor de Lokale Economie* organized by Platform voor Publieke Ondernemersadviesorganisaties (PPO) and Vereniging van Nederlandse Gemeenten (VNG), Nieuwegein, the Netherlands, June 19 *)

Law, Economics and Governance (LEG) PhD Day 2013, Utrecht, the Netherlands, November 7

Annual INSCOPE Conference 2013, Hoofddorp, the Netherlands, November 27

EDEN Doctoral Seminar on *Methods, Techniques and Theories in Entrepreneurship and Innovation*, Brussels, Belgium, December 2-6

2012

Scientific Analysis of Entrepreneurship and SMEs (SCALES) Seminar on *Firm Size and Entrepreneurial Ambitions*, Zoetermeer, the Netherlands, October 2 *)

ZiPconomy Seminar on *Anders Werken & Organiseren*, The Hague, the Netherlands, November 21 *)

Professional and Service Activities

Membership	Academy of Management (AOM) ENT and TIM Divisions, since 2016
	European Council for Small Business and Entrepreneurship (ECSB), since 2016
Ad hoc reviewer for	Entrepreneurship Theory and Practice (ET&P)
	International Journal of Entrepreneurship and Innovation Management (IJEIM)
	Journal of Business Venturing (JBV)
	Small Business Economics (SBEJ)
	World Review of Entrepreneurship, Management and Sustainable Development (WREMSD)
	Annual Meeting of the Academy of Management (AOM), since 2016
	Babson College Entrepreneurship Research Conference (BCERC), since 2015
Columnist	ZTalks Magazine

Honors and Awards

Winner of the FORCE11 £1K Challenge, a challenge to stimulate idea generation on the future of research communication and e-scholarship, February 2015.

Nomination for the ZiPconomy Thesis Prize 2012, a prize dedicated to the best master thesis on a topic related to the flexibilization of labor and organizations, and the changing labor market, November 2012.

Teaching Experience

I obtained my University Teaching Qualification (UTQ) in August 2017.

2017/2018	Lecturer of <i>Corporate Entrepreneurship</i> (Jheronimus Academy of Data Science)
	Supervisor of four master theses (Jheronimus Academy of Data Science)
2016/2017	Course Coordinator of <i>Corporate Entrepreneurship and Innovation</i> (Undergraduate School of Economics, Utrecht University, February – April 2017)
	Supervisor of four master theses (Graduate School of Economics, Utrecht University, February – July 2017)
	Guest Lecturer in <i>Economics</i> (pre-university education, Van Lodenstein College Amersfoort, January 2017)
2015/2016	Lecturer of <i>Corporate Entrepreneurship and Innovation</i> (Undergraduate School of Economics, Utrecht University, February – April 2016)

	Supervisor of four master theses (Graduate School of Economics, Utrecht University, April – July 2016)
	Guest Lecturer in <i>Economics</i> (pre-university education, Sint-Maartenscollege Voorburg, March 2016)
2014/2015	Lecturer of <i>Corporate Entrepreneurship and Innovation</i> (Undergraduate School of Economics, Utrecht University, February – April 2015)
	Lecturer of <i>Economics of Entrepreneurship and Innovation</i> (Graduate School of Economics, Utrecht University, February – April 2015)
	Supervisor of four master theses (Graduate School of Economics, Utrecht University, April – August 2015)
	Supervisor of nine bachelor theses (Undergraduate School of Economics, Utrecht University, June – July 2015)
2013/2014	Lecturer of <i>Corporate Entrepreneurship and Innovation</i> (Undergraduate School of Economics, Utrecht University, November 2013 – February 2014)
	Supervisor of one master thesis (Graduate School of Economics, Utrecht University, April – July 2014)

Skills and Competences

Language skills	Dutch: Native
	English: Full professional proficiency
	French: Elementary proficiency
	German: Elementary proficiency
Software skills	Microsoft Office, Mplus, R, SPSS Statistics, Stata
Competences	Accurate, cooperative, flexible, good communication skills, highly motivated, proactive, representative, well-organized

References

1. Erik Stam

Prof. dr. F.C. (Erik) Stam

Professor of Strategy, Organization and Entrepreneurship, Utrecht University School of Economics, Utrecht, the Netherlands

E-mail address: E.Stam@uu.nl

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2. Niels Bosma

Dr. N.S. (Niels) Bosma

Assistant Professor, Utrecht University School of Economics, Utrecht, the Netherlands

E-mail address: N.S.Bosma@uu.nl

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3. Steven Dhondt

Prof. dr. S. (Steven) Dhondt

Senior Research Scientist, TNO, Leiden, the Netherlands

Visiting Professor, Katholieke Universiteit (KU) Leuven, Belgium

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4. André van Stel

Dr. A. (André) van Stel

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