

# HAIBIN YANG

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Department of Management, CUHK Business School  
Room 806, 8/F, Cheng Yu Tung Building  
Chinese University of Hong Kong, Shatin, N. T., Hong Kong

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## EDUCATION

**University of Texas at Dallas**  
*Doctor of Philosophy in Strategic Management*

**Peking University, Beijing, China**  
*Master of Business Administration*

**Renmin University of China, Beijing, China**  
*Bachelor of Law in International Relations*

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## ACADEMIC POSITION

2022-present     **Chinese University of Hong Kong**  
*Professor in Department of Management (01/2022-)*

2005-2021     **City University of Hong Kong**  
*Professor (07/2013-12/2021)*  
*Director of Joint DBA program with Fudan University (09/2016-07/2021)*  
*Joint Appointment in Department of Marketing & Department of Management (09/2012-2021)*  
*Acting Head, Department of Management (10/2018-08/2019)*  
*Acting Head, Department of Marketing (07/2015-10/2015)*  
*Associate Professor in Department of Management (09/2010-06/2013)*  
*Assistant Professor in Department of Management (06/2005-08/2010)*

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## RESEARCH INTERESTS

Strategic Networks, Alliances, Acquisitions, Entrepreneurship, Innovation, and Market Competition in China  
([Google Scholar](#), [CityU Scholars](#))  
Google citations: 3,482; Scopus citations: 1,689 by Dec 2021; H-index: 17

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## TEACHING INTERESTS

Business Policy and Strategy, International Management, Chinese Business Culture and Management

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## REPRESENTATIVE JOURNAL PUBLICATIONS

(UT-Dallas listed journals, Financial Times 50 journals)

1. Yu, C., Yang, H., Sun, H., & Lin, Z. 2021. Rivals or collaborators? Relational ambidexterity and absorption speed. Forthcoming at *Journal of Management*.
2. Gao, Y., & Yang, H. 2021. Does ownership matter? Firm ownership and corporate illegality in China. *Journal of Business Ethics*, 168: 431-445.
3. Lin, Y., Shi, W., Prescott, J., & Yang, H. 2019. In the eye of the beholder: Firm long-term time orientation, industry context and decision making processes. *Journal of Management*, 45: 3114-3145.

4. Zhong, W. G., Lin, Y., Gao, D., & Yang, H. 2019. Does politician turnover affect foreign subsidiary performance? Evidence in China. *Journal of International Business Studies*, 50: 1184-1212.
5. Cui, V., Yang, H., & Vertinsky, I. 2018. Attacking your partners: Strategic alliances and competition between partners in product markets. *Strategic Management Journal*, 39: 3116-3139.
6. Xia, J., Wang, Y., Lin, Y., Yang, H., & Li, S. 2018. Alliance formation in midst of market and network: Insights from resource dependence and network perspectives. *Journal of Management*, 44: 1899-1925.
7. Yang, H., Zheng, Y., & Zaheer, A. 2015. Asymmetric learning capabilities and stock market returns. *Academy of Management Journal*, 58: 356-374.
8. Zheng, Y., & Yang, H. 2015. Does familiarity foster innovation? The impact of alliance partner repeatedness on breakthrough innovations. *Journal of Management Studies*, 52: 213-230.
9. Yang, H., Zheng, Y., & Zhao, X. 2014. Exploration or exploitation? Small firms' alliance strategies with large firms. *Strategic Management Journal*, 35: 146-157.
10. Yang, H., Lin, Z., & Peng, M. 2011. Behind acquisitions of alliance partners: Exploratory learning and network embeddedness. *Academy of Management Journal*, 54: 1069-1080.
11. Dess, G., Pkinkham, B., & Yang, H. 2011. Entrepreneurial orientation: Assessing the construct's validity and addressing some of its implications for research in the areas of family business and organizational learning. *Entrepreneurship Theory and Practice*: 1077- 1090.
12. Yamakawa, Y., Yang, H., & Lin, Z. 2011. Exploration versus exploitation in alliance portfolio: Performance implications of organizational, strategic, and environmental fit. *Research Policy*, 40: 287-296.
13. Yang, H., Lin, Z., & Lin, Y. 2010. A multi-level framework of firm boundaries: Firm characteristics, dyadic differences, and network attributes. *Strategic Management Journal*, 31: 237-261 (Lead Article).
14. Lin, Z., Peng, M., Yang, H., & Sun, L. 2009. How do networks and learning drive M&As? An institutional comparison between China and America. *Strategic Management Journal*, 30: 1113-1132.
15. Lin, Z., Yang, H., & Arya, B. 2009. Alliance partners and firm performance: Resource complementarity and status association. *Strategic Management Journal*, 30: 921-940 (Lead Article).
16. Lin, Z., Yang, H., & Demirkan, I. 2007. The performance consequences of ambidexterity in strategic alliance formations: Empirical investigation and computational theorizing. *Management Science*, 53: 1645-1658.
17. Lin, Z., Yang, H., Arya, B., Huang, Z., & Li, D. 2005. Structural vs. individual perspectives on the dynamics of group performance: Theoretical exploration and empirical investigation. *Journal of Management*, 31: 354-380.

## **OTHER REFEREED JOURNAL PUBLICATIONS**

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1. Gao, Y., & Yang, H. 2021. Too bad to fear, too good to dare? Performance feedback and corporate misconduct. *Journal of Business Research*, 131: 1-11.
2. Zeng, X., Chen, L., Yan, J., Yang, H. 2020. CEO military experience and acquisition premium: A perspective of fit between imprinting and environment. *Foreign Economy and Management*, 42: 94-106. (In Chinese)
3. Yang, H. 2019. Management research and Chinese practice (管理学研究与中国实践). *Quarterly Journal of Management*, 4: 29-38. (In Chinese)

4. Gao, Y. Q., Yang, H., & Hafsi, T. 2019. Corporate giving and corporate financial performance: An S-curve relationship. *Asia Pacific Journal of Management*, 36: 687-713.
5. Yang, H., Dess, G., & Robins, J. 2019. Does entrepreneurial orientation always pay off? The roles of resource mobilization within and across organizations. *Asia Pacific Journal of Management*, 36: 565-591.
6. Su, Z., & Yang, H. 2018. Managerial ties and exploratory innovation: An opportunity-motivation-ability perspective. *IEEE Transactions on Engineering Management*, 65: 227-238.
7. Gao, Y. Q., Lin, Y., & Yang, H. 2017. What's the value in it? Corporate giving under uncertainty. *Asia Pacific Journal of Management*, 34: 215-240.
8. Gao, Y. Q., & Yang, H. 2016. Do Employees Support Corporate Philanthropy? Evidence from Chinese Listed Companies. *Management and Organization Review*, 12, 4: 747-768.
9. Wu, X., Yang, X., Yang, H., & Lei, H. 2016. Cross-border mergers and acquisitions by Chinese firms: Value creation or value destruction? *Journal of Contemporary China*, 25, 97: 130-145.
10. Yang, X., Li, S., & Yang, H. 2015. Market-based reforms, synchronization and product innovation. *Industrial Marketing Management*, 50: 30-39.
11. Liu, W., Yang, H., & Zhang, G. 2012. Does family business excel in firm performance? An institution-based view. *Asia Pacific Journal of Management*, 29: 965-987.
12. Yang, H., Sun, L., Lin, Z., & Peng, M. 2011. Behind M&As in China and the United States: Networks, learning and institutions. *Asia Pacific Journal of Management*, 28: 239-255.
13. Sun, L., Zhao, X., & Yang, H. 2010. Executive compensation in Asia: A critical review and outlook. *Asia Pacific Journal of Management*, 27: 775-802.
14. Lin, Z., Kitts, J., Yang, H., & Harrison, R. 2008. Elucidating strategic network dynamics through computational modeling. *Computational and Mathematical Organization Theory*, 14: 175-208.

#### **GUEST EDITOR FOR SPECIAL ISSUES**

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1. Su, C. T., Yang, H. 2017. Supplier-buyer relationship management in marketing and management research: An area for interdisciplinary integration. *Journal of Business Research*, 78: 180-183. (2019 journal impact factor: 4.874)

#### **BOOK CHAPTERS**

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1. Integrating relative standing and market discipline: A complexity theory perspective of post-merger and acquisition executive departure (with Iriyama, A., Park, J., Supriyadi, F). In S. Finkelstein & C. Cooper (Eds.), *Advances in Mergers & Acquisitions*, 2012, vol. 11: 181-197. Emerald Group Publishing Ltd.
2. Where do entrepreneurial orientations come from? An investigation on their social origin (with Dess, G). In G. T. Lumpkin & J. A. Katz (Eds.), *Advances in entrepreneurship, firm emergence, and growth*, 2007, vol. 10: 223-247. Greenwich, CT: JAI Press.
3. On event Studies (with Zhong, W., Liu, D.). In X. P. Chen, & W. Shen. (3<sup>rd</sup> Eds.), *Empirical Methods in Organization and Management Research (组织与管理研究的实证方法)*, 2018: 596-624. Beijing: Beijing University Press. (In Chinese)

#### **BEST PAPER PROCEEDINGS**

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1. Shi, L., Yang, H. 2021. Attention stability, strategic stability, and firm performance in hypercompetitive environments. *Academy of Management Best Paper Proceedings*, STR.
2. Cui, V., Yang, H., & Vertinsky, I. 2015. Do alliances lead to competition? An empirical analysis of the U.S. biopharmaceutical industry. *Academy of Management Best Paper Proceedings*, TIM.
3. Zhong, W., Yang, H., & Wang, J. 2013. Will you get what you want? Managerial ties, knowledge acquisition, and firm performance in China. *Academy of Management Best Paper Proceedings*, BPS.
4. Zhang, G., Kim, K., & Yang, H. 2012. Status and reproduction of structural holes. *Academy of Management Best Paper Proceedings*, BPS.
5. Yang, H., & Lin, Z. 2005. Interfirm distances as channels for external resources: The choice between alliances and mergers & acquisitions. *Academy of Management Best Paper Proceedings*, BPS: I1-6.

## TEACHING CASES

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1. Su, N., Fang, Y., Yang, H., & Yang, Y. The Entrepreneur's Dilemma: Alibaba, Tencent and Amazon as e-Commerce Platforms. Ivey Publishing & available at Harvard Business (HBR) Case Study on Innovation & Entrepreneurship.

## REFEREED CONFERENCE PRESENTATIONS

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### 2021 AOM

Shi, L., & Yang, H. Attention stability, strategic stability, and firm performance in hypercompetitive environments. *Academy of Management Annual Meeting (virtual)*

### 2020 AOM

Cai, Y., Lin, F., & Yang, H. An unintended spillover: Political social movement and corporate social responsiveness. *Academy of Management Annual Meeting (virtual)*

### 2019 AOM

Weng, D., & Yang, H. Is red or blue more likely to make a fat king and lean beggar? The effect of CEO political ideology on CEO-worker pay gap. *Academy of Management Annual Meeting, Boston, MA.*

### 2018 SMS

Li, Y., & Yang, H. Venture capital portfolio investment under uncertainty: Real options and networks. *Strategic Management Society Annual Meeting, Paris, France.*

### 2018 AOM

Yu, C., & Yang, H. Network memory and firm innovation: The effect of network consistency. *Academy of Management Annual Meeting, Chicago, IL.*

### 2017 SMS

Cui, V., Yang, H., & Vertinsky, I. Attacking your partners: Strategic alliances and competition between partners in product markets. *Strategic Management Society Annual Meeting, Houston, TX.*

### 2017 AOM

Wang, L., & Yang, H. CEO affective ambivalence and acquisition premiums. *Academy of Management Annual Meeting, Atlanta, GA.*

Fu, R., & Yang, H., A change of tack: The role of star inventors on organizational repositioning. *Academy of Management Annual Meeting, Atlanta, GA.*

#### 2016 AOM

Gao, Y. Q., Lin, Y., & Yang, H. What's the value in it? Corporate giving under uncertainty. *Academy of Management Annual Meeting, Anaheim, CA.*

Gao, Y. Q., & Yang, H. Aspiration Performance and Corporate Illegality: An Empirical Examination. *Academy of Management Annual Meeting, Anaheim, CA.*

Zang, J., & Yang, H. The dynamics of structural holes: Status and technology asymmetry. *Academy of Management Annual Meeting, Anaheim, CA.*

#### 2015 AOM

Cui, V., Yang, H., & Vertinsky, I. 2015. Do alliances lead to competition? An empirical analysis of the U.S. biopharmaceutical industry. *Academy of Management Annual Meeting, Vancouver, Canada.*

#### 2014 SMS

Su, Z., & Yang, H. Managerial ties and exploratory innovation: An opportunity-motivation-ability perspective. *Strategic Management Society Annual Meeting, Madrid, Spain.*

#### 2014 AOM

Zhong, W., & Yang, H. Illegitimacy Recovery: The Role of Strategic Networking. *Academy of Management Annual Meeting, Philadelphia, PA.*

Zhong, W., Yang, H., & Zhang, Y. Political Ties and Business Exchange Performance: A Moderated Mediation Model. *Academy of Management Annual Meeting, Philadelphia, PA.*

Su, Z., & Yang, H. The effects of business and political ties on exploratory innovation. *Academy of Management Annual Meeting, Philadelphia, PA.*

#### 2013 AOM

Zhong, W., Yang, H., & Wang, J. Will you get what you want? Managerial ties, knowledge acquisition, and firm performance in China. *Academy of Management Annual Meeting, Orlando, FL.*

Shi, W., Yang, H., & Prescott, J. In the eye of the beholder: Managers' long-term time orientation and firm decision making processes. *Academy of Management Annual Meeting, Orlando, FL.*

#### 2012 SMS

Shi, W., Yang, H., & Prescott, J. Time orientation, strategic decision making and the contingency. *Strategic Management Society Annual Meeting, Prague, Czech Republic.*

#### 2012 AOM

Yang, H., Zheng, Y., & Zhao, X. Allying with large partners: Small firms' alliance strategy in exploration and exploitation. *Academy of Management Annual Meeting, Boston, MA.*

Cui, V., Vertinsky, I., & Yang, H. 'Will you act like we have never kissed': The impact of strategic alliances on subsequent competitions. *Academy of Management Annual Meeting, Boston, MA.*

Zhang, G., Kim, K., & Yang, H. Status and reproduction of structural holes. *Academy of Management Annual Meeting, Boston, MA.*

#### 2011 AOM

Yang, H., & Zhang, G. Why birds of a different feather flock together? A social exchange perspective on asymmetric alliance formation. *Academy of Management Annual Meeting, San Antonio, TX.*

#### 2011 AIB

Shi, W., & Yang, H.\* Managerial networks, organizational innovation, and firm performance in a transition economy. *Academy of International Business, Nagoya, Japan.*

Qian, C., Yang, H., & Tang, Y. Learning or competition? Knowledge spillover from domestic firms to foreign firms in a transition economy. *Academy of International Business, Nagoya, Japan.*

#### 2011 ACAC

Zheng, Y., & Yang, H. Does familiarity foster innovation? Repeated R&D alliances and breakthrough innovations. *8<sup>th</sup> Atlanta Competitive Advantage Conference, Atlanta, GA.*

#### 2010 AAOM

Zhang, G., & Yang, H. Post-acquisition integration and firm innovation: A social capital perspective. *7<sup>th</sup> Asia Academy of Management Conference, Macau.*

#### 2010 AOM

Yang, H., Dess, G. Entrepreneurial orientation and firm performance: The moderating effects of intra- and inter-organizational contexts. *Academy of Management Annual Meeting, Montreal, Canada.*

Zheng, Y., Yang, H., & Zaheer, A. Asymmetries in learning capabilities and returns from alliances. *Academy of Management Annual Meeting, Montreal, Canada.*

#### 2009 SMS

Chen, H., Yang, H., & Lin, Z. The moderating roles of human and social capital in CEO successions: Bridging the resource-based view and the social network perspective. *Strategic Management Society Annual Meeting, Washington DC.*

#### 2009 AOM

Lin, Z., Chen, H., & Yang, H. The performance consequence of CEO successions: Human capital, social networks and industry environment. *Academy of Management Annual Meeting, Chicago, IL.*

#### 2008 AAOM

Liu, W., & Yang, H. Does family business excel in firm performance? An institutional comparison. *6<sup>th</sup> Asia Academy of Management Conference, Taipei, Taiwan.*

#### 2008 SMS

Yang, H., Demirkan, I., & Lin, Z. Strategic alliance formation as firms' external exploration and exploitation: An extended resource-based perspective. *28<sup>th</sup> Annual International Conference of Strategic Management Society, Cologne, Germany.*

#### 2008 AOM

Atuahene-Gima, K., & Yang, H. Market orientation, managerial interpretation, and the nature of innovation competence development. *Academy of Management Annual Meeting, Anaheim, CA.*

Lin, Z., & Yang, H. Network expansion and consolidation through partner selections: Firm characteristics, environmental conditions, and network attributes. *Academy of Management Annual Meeting, Anaheim, CA.*

#### 2007 AOM

Yang, H., Lin, Z., & Peng, M. 2007. Behind mergers and acquisitions: Alliance network embeddedness and learning approaches. *Academy of Management Annual Meeting, Philadelphia, PA.*

Yang, H., & Atuahene-Gima, K. 2007. Ambidexterity in product innovation management: The direct and contingent effects on product development performance. *Academy of Management Annual Meeting, Philadelphia, PA.*

Yang, H., Lui, S., & Lin, Z. 2007. Alliance scope diversity and firm performance: An organizational identity approach. *Academy of Management Annual Meeting, Philadelphia, PA.*

#### 2007 SMS

Yang, H., & Zhao, X. Dancing with the wolf: A longitudinal study of how entrepreneurial firms benefit from strategic alliances with large firms. *27<sup>th</sup> Annual International Conference of Strategic Management Society, San Diego, CA.*

Lin, Z., Peng, M., Yang, H., & Sun, L. 2007. How do M&As in China and America differ? The roles of network embeddedness and behavioral learning. *Strategic Management Society (SMS) Special Conference on China Strategies, Shanghai, China.*

#### 2006 SMS

Yang, H., & Robins, J. 2006. The impact of organizational embeddedness on inter-firm differences: A road towards homogeneity or heterogeneity? *26<sup>th</sup> Annual International Conference of Strategic Management Society, Vienna, Austria.*

#### 2006 AOM

Lin, Z., Yang, H., & Demirkan, I. 2006. Exploration and exploitation in strategic alliance formations: Antecedents and consequences. *Academy of Management Annual Meeting, Atlanta, Georgia.*

#### 2005 AOM

Yang, H., & Lin, Z. 2005. Interfirm distances as channels for external resources: The choice between alliances and mergers & acquisitions. *Academy of Management Annual Meeting, Honolulu, Hawaii.*

Yang, H., & Dess, G. 2005. Where do entrepreneurial orientations come from? An investigation on their social origin. *Academy of Management Annual Meeting, Honolulu, Hawaii.*

Lin, Z., & Yang, H. 2005. The performance consequences of ambidexterity in strategic alliance formations: Empirical investigation and computer simulation. *Academy of Management Annual Meeting, Honolulu, Hawaii.*

#### 2004 SMS

Yang, H. 2004. Networking capabilities and governance structure: A choice between alliances and mergers and acquisitions. *24<sup>th</sup> Annual International Conference of Strategic Management Society, Puerto Rico.*

2004 AOM

Lin, Z., & Yang, H. 2004. Alliance partners and firm performance: Resource complementarity or association for legitimacy. *Academy of Management Annual Meeting, New Orleans, Louisiana.*

2004 Midwest AOM

Yang, H. 2004. Leveraging social networks to cultivate entrepreneurial orientation: An organizational embeddedness perspective. *Midwest Academy of Management Conference, Minneapolis, MN.*

Yang, H., & Lin, Z. 2004. The impact of alliance network on the formation of mergers and acquisitions: An organizational embeddedness perspective. *Midwest Academy of Management Conference, Minneapolis, MN.*

Beydoun, A., & Yang, H. 2004. Resource development of organization task environments. *Midwest Academy of Management Conference, Minneapolis, MN.*

**TEACHING EXPERIENCE**

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Chinese University of Hong Kong (2022- present)

EMBA: Strategic Management

MBA: Strategic Management

City University of Hong Kong (2005- 2021)

PhD: Advanced Topics in Organization and Strategy

DBA: Research Method III

EMBA: Strategic Management

MBA: Global Business Management

*Undergraduate:* Strategic Entrepreneurship, Strategy and Policy, International Business and Trade Organizations, Chinese Business Culture and Management, Strategic Management Consultancy Project in Chinese Enterprises, Global Perspective on Contemporary Issues

PhD, DBA, MPhil, MBA Committees

Chair, PhD student, Furuchunyi (2019): Assistant Professor at Shanghai University of Finance and Economics

Chair, PhD student, Chengke Yu (2019): Assistant Professor at Nanjing University of Finance and Economics

Chair, PhD student, Linlin Wang (2018): Assistant Professor at Nankai University

Chair, PhD Dissertation, Jingjuan Zang (2016)

Chair, DBA Dissertations (2011- present): Ruhua Zhu, Jiaoqing Yu, Zijiang Yang, Jimin Zhao, Feixiong Huang, Barry Lee, Guoxiong Wang

Member, PhD Dissertations: Jennifer Wang, Zhenzhen Xie, Fang Jia, Kirsty Liu, Yuan Ma, and many others

Member, DBA & IDBA Dissertations (2011 - present, City University of Hong Kong)

Member, DBA Dissertations (2010 - present, Hong Kong Polytechnic University)

University of Texas at Dallas (2004-2005)

*Undergraduate:* Social & Political Environment of Business (Strategic Management)



## INDUSTRY EXPERIENCE

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China Xinxing Corporation (Group), Beijing, China (1995-2001)

- Full-time managerial position involved with HR, project management, international joint venture, and pharmaceutical business.

## INVITED PRESENTATIONS

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Mainland China: Peking University, Tsinghua University, Zhejiang University, University of Science and Technology of China, Wuhan University, Huazhong University of Science and Technology, Sun Yat-Sen University, Nanjing University, Shanghai University of Finance and Economics, Xi'an Jiaotong University, Shanghai Jiaotong University, Hunan University, Central South University, Shenzhen University, Zhejiang Gongshang University, Zhongnan University of Economics and Law, Huazhong Agricultural University, China European International Business School

Hong Kong: Chinese University of Hong Kong, Hong Kong University of Science and Technology, University of Hong Kong, Baptist University of Hong Kong, Hong Kong Polytechnic University

Singapore: National University of Singapore

Australia: University of Melbourne

United States: Indiana University, University of Texas at Dallas, Old Dominion University, University of Texas at El Paso

## PROFESSIONAL AFFILIATIONS

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Member, Academy of Management (AOM)

Member, Strategic Management Society (SMS)

Member, Academy of International Business (AIB)

Member, International Association for Chinese Management Research (IACMR)

## PROFESSIONAL SERVICES

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### Service to the Chinese Management Scholars' Community (CMSC)

I am one of the major organizers and contributors to this informal, open-platform community that offers career-related services to Chinese (or Chinese-speaking) management scholars. This community was founded by Prof. Ming-Jer Chen in 2006, and its focus is on serving scholars in the management area. We offer the following member-centered programs at the annual conferences of Academy of Management: 1) CMSC-Workshop; 2) CMSC-Reunion; 3) CMSC-RF (Research Forum); 4) CMSC-TF (Teaching Forum); 5) CMSC-Camp (Mentors' Camp).

### Service to Academy of Management (AOM)

Global Rep in Asia BPS division, Academy of Management (2013-2015)

### Service to Strategic Management Society (SMS)

Track Chair 2016 special conference of Strategic Management Society in Hong Kong

### Service to International Association for Chinese Management Research (IACMR)

Panel Member 2018 PDW for junior faculty members and doctoral students

Chair 2018 Best Macro Conference Paper Award Committee

Faculty Advisor 2017 Research Method Workshop

Track Chair 2016 conference of International Association for Chinese Management Research (IACMR)



- 2019 Principal Investigator for Strategic Research Grant on VC investment (Project No. 7005389; HK\$ 100,000), City University of Hong Kong
- 2018 Principal Investigator for Strategic Research Grant on managerial networks (Project No. 7005201; HK\$ 100,000), City University of Hong Kong
- 2016 Principal Investigator for Strategic Research Grant on managerial networks (Project No. 7004784; HK\$ 100,000), City University of Hong Kong
- 2015 Principal Investigator for Hong Kong RGC (Research Grant Council) research project (HK\$ 364,120)
- 2014 Principal Investigator for Overseas Collaboration Fund at National Natural Science Foundation of China (RMB\$200,000)
- 2012 Principal Investigator for Hong Kong RGC (Research Grant Council) research project (HK\$ 450,395)
- 2011 Research Award, College of Business, City University of Hong Kong
- 2011 Principal Investigator for Strategic Research Grant on managerial networks (Project No. 7002645; HK\$ 112,650) , City University of Hong Kong
- 2010 Principal Investigator for Hong Kong RGC (Research Grant Council) research project (HK\$ 424,575)
- 2009 Principal Investigator for Strategic Research Grant on Product Innovation (Project No. 7008022; HK\$132,234), City University of Hong Kong
- 2008 Principal Investigator for Strategic Research Grant on Product Innovation (Project No. 7002348; HK\$180,000), City University of Hong Kong
- 2008 Principal Investigator for Strategic Research Grant on Ambidexterity Research (Project No. 7002252; HK\$135,990), City University of Hong Kong
- 2007 Research Award, Faculty of Business, City University of Hong Kong
- 2006 Principal Investigator for Hong Kong RGC (Research Grant Council) research project (HK\$454,300).
- 2006 Start-up Grant (HK\$300,000), City University of Hong Kong