

TAN Wee Liang

Lee Kong Chian School of Business
Singapore Management University

wltan@smu.edu.sg
Office Phone: 6828 0157

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Citizenship: Singapore



Education

2010	PhD, Eindhoven University of Technology
1991	MSc (Management) Massachusetts Institute of Technology
1984	LLM (Honors) Cambridge University (Magdaline College)
1983	LLB (Honors) National University of Singapore

Position(s) Held

2007 - Now	Co-ordinator MSc Management
2006 - 2007	Academic Advisor, Lee Kong Chian School of Business
2006 - 2007	Founder Director, Lien Centre for social innovation,
2005 - Jul 2006	Faculty Director, UOB-SMU Entrepreneurship Alliance Centre
2004 - 2005	SMU's nominee's to the Harvard Program on Case Method and Participant Centered
2004 - 2006	Area Coordinator, Management Group, Lee Kong Chian School of Business
01 Apr 2000	Associate Professor of Management Lee Kong Chian School of Business Singapore Management University
1999 - 01 Jan 2001	Acting Director, Office of Counselling and Career Planning
1999 - Jun 2000	Acting Director, Office of Student Life
16 Apr 1999	Core Planning Team Member & Professor of Entrepreneurship and Law, Singapore Management University
01 Jan 1998	Associate Professor, Nanyang Technological University
1995 - 1999	Director, Nanyang Technological University Entrepreneurship Development Centre
Jun 1993 - Jun 1995	Sub-Dean, Nanyang Business School, Nanyang Technological University
1992 - 1993	Vice Dean (Administration), Nanyang Business School, Nanyang Technological University
06 Jul 1987 - Dec 1990	Lecturer, Nanyang Technological University
02 May 1985 - 05 Jul 1987	Lecturer, National University of Singapore
Mar 1981 - Nov 1983	Research Assistant, Faculty of Law, National University of Singapore
1976 - 1979	National Service Clerk NCO, Ministry of Defence
01 Jan 1991	Tenured Faculty Member, Nanyang Technological University
1991 - Dec 1997	Senior Lecturer, Nanyang Technological University

Professional Certification

- Advocate & Solicitor, Supreme Court of Singapore , 1986
- Fellow of the Institute of Chartered Secretaries & Administrators (UK) , 1993

Grants

- Impact of Technological Training on Entrepreneurship, 1997
- Role of Strategic Alliances in the Regionalisation of Business in Asia, NTU, 1995
- Entrepreneurial Attitudes, NTU Entrepreneurship Development Centre, 1994
- The Entrepreneurship Inclination of Tertiary Students in Singapore., 1992

Research Interests

- Entrepreneurship
- Corporate Management
- Small and Medium-sized Enterprises
- Corporate Governance
- Family Businesses
- Strategic Alliances

Journal Articles (Refereed)

1. "Impact of culture on 'partner selection criteria' in East Asian international joint ventures", by Zutshi RAVINDER and Wee Liang TAN, 2009, 5, 4 (2009), *The International Entrepreneurship and Management Journal*, Page 369 -393
2. "Corporate entrepreneurship: Current research and future directions", by Phillip H PHAN, Mike WRIGHT, Deniz UCBASARAN, and Wee Liang TAN, 2009, 24, 3, *Journal of Business Venturing*, 197-205
3. "When Asian Small-and Medium-Sized Family Firms Spread Their Wings", by Wee Liang TAN, 2008, 16, 2, *Multinational Business Review*
4. "The Effects of Entrepreneurial Growth Orientation on Organizational Change and Firm Growth", by Wee Liang TAN, Thomas MENKHOFF, and Yue Wah CHAY, 2007, 15, 2, *Small Enterprise Research*, 88-99
5. "Action Means More Than Words: How Effective Can A Global Action-Learning Program For Entrepreneurship Education Be? A Comparison Of Action-Learning Outcomes In Singapore, China, Korea, New Zealand and Australia", by J. MUELLER, J. THORNTON, J. DEWBERRY, Wee Liang TAN, and H. HU, 2006, 3, 2, *Action Learning: Research and Practice*, 161-173, United Kingdom

6. "Altruism and Entrepreneurship: Partners in Social Entrepreneurship", by Wee Liang TAN, John WILLIAMS, and Teck Meng TAN, 2006, 3, *Resource*, pp 8 - 11
7. "Creating Empowered, Entrepreneurial Opportunities in Indigenous Communities - A Comparative Evaluation of Action-Learning in Singapore, China, Korea, New Zealand & Australia": A Possible Approach for Indigenous Non-Profit Groups to meet Sponsor Requirements", by J. MUELLER, B. OHIA, J. THORNTON, J. DEWBERRY, Wee Liang TAN, and H. HU, 2005, 1, 1, *International Indigenous Journal of Entrepreneurship, Advancement, Strategy and Education: Special Edition*, 88
8. "Politico-Economic Factors Associated With Interest In Starting A Business: A Multi-Country Study", by T. BEGLEY, Wee Liang TAN, and H. SCHOCH, 2005, 29, 1, *Entrepreneurship Theory & Practice*, 35-55
9. "Expatriate Development For Asia-Pacific: A Study Of Training Contents And Methods", by M. Osman-Gani AAHAD and Wee Liang TAN, 2005, 5, 1, *International Journal of Human Resources Development and Management*, 41-56
10. "National Venture Competition And Technopreneurship Development In Malaysia", by Wee Liang TAN, Egge KARL, and Mohamad OSMAN, 2005, II, 2, *Journal for International Business and Entrepreneurship*, 69-81
11. "Managing For Innovation: A Process To Develop Entrepreneurial Young Leadership In Multi-National Firms In Asia A Discussion Of The Corporate Acceptance Of An Entrepreneurship Training Program In Singapore, India, China, Korea, Malaysia, New Zealand And Australia", by J. MUELLER, J. THORNTON, Wee Liang TAN, and H. HU, 2005, 3, 1, *Journal of Advances in Management Research*, 7-1, India
12. "Venture Gestation Paths of Nascent Entrepreneurs: Exploring the Temporal pattern", by Jianwen LIAO, Harold WELSCH, and Wee Liang TAN, 2005, 16, *Journal of High Technology Management Research*, 1-22
13. "WHAT IS THE 'SOCIAL' IN 'SOCIAL ENTREPRENEURSHIP'? INCORPORATING ALTRUISM INTO ENTREPRENEURSHIP", by Wee Liang TAN, John WILLIAMS, and Teck-Meng TAN, 2005, 1, 3, *The International Entrepreneurship and Management Journal*, 353-365
14. "Entrepreneurship and Social Endeavours in Singapore", by Wee Liang TAN, 2003, 2, *NCSS Social Service Journal*, 4-5
15. "Social Entrepreneurship in Singapore (German Version)", by Wee Liang TAN and Teck Meng TAN, 03/2002, *Zeitschrift für Klein- und Mittelunternehmen*
16. "The Socio-Cultural Environment for Entrepreneurship: A Comparison Between East Asian and Anglo Countries", by Wee Liang TAN and Thomas BEGLEY, 2001, 32, 3, *Journal of International Business Studies*, 537-553
17. "The Influence of Dissemination Risks, Need for Operational Flexibility and Global Management Skills on Firms Modal Decision in Host Countries", by B TAN, Wee Liang TAN, and K ERRAMILLLI, 2001, 10, 3, *International Business Review*, 323-340
18. "Coping With Growth Transitions: The Case of Chinese Family Business in Singapore", by Wee Liang TAN and ST FOCK, 2001, 14, 2, *Family Business Review*, 132-140
19. "Applying Customer Focus to Entrepreneurship Course Development", by Wee Liang TAN and M. VENKATAPPARAO, 2001, 16, 1, *Journal of Small Business and Entrepreneurship*
20. "Challenges Confronting Asia-Pacific Nations in the 21st Century", by Teck Meng TAN and Wee Liang TAN, 2001, 7, *Ritsumeikan Journal of Asia Pacific Studies*, 14-20, Japan

21. "FAMILY BUSINESSES AND PROFESSIONAL MANAGERS: RECRUITING THE PROFESSIONALS IS ONLY THE BEGINNING", by Wee Liang TAN and R. ZUTSHI, 2001, 48, *Zeitschrift F?r Klein-Und Mittelunternehmen (Periodical for SMEs)*, 220-236
22. "The Key Success Factors, Distinctive Capabilities, Strategic Thrusts of Top SMEs in Singapore", by B C GHOSH, Wee Liang TAN, Teck Meng TAN, and Chan BEN, 03/2001, 51, 3, *Journal of Business Research*, 209-221
23. "The Implications of the Knowledge for Venture Promotion Policies", by Wee Liang TAN and Teck Meng TAN, 2000, *Asian Small Business Review*
24. "ENTREPRENEURIAL INFRASTRUCTURE IN SINGAPORE: DEVELOPING A MODEL AND MAPPING PARTICIPATION", by T. M. TAN, Wee Liang TAN, and J. E. YOUNG, 2000, 9, 1, *The Journal of Entrepreneurship*, Sage Publishers, 1-33
25. "INTERNATIONAL BRIEFING & TRAINING AND DEVELOPMENT IN SINGAPORE", by A. OSMAN-GANI and Wee Liang TAN, 12/2000, 4, 4, *International Journal Of Training And Development*, 305-323
26. "SINGAPORE UNDERGRADUATE MANAGEMENT EDUCATION AT THE CROSSROADS", by Wee Liang TAN and Teck Meng TAN, 1999, 1, 4, *Review of Pacific Basin Financial Markets and Policies*, 569-580
27. "SINGAPORE VENTURE CAPITALISTS (VCS) INVESTMENT EVALUATION CRITERIA: A REEXAMINATION", by R. K. ZUTSHI, Wee Liang TAN, D. G. ALLAMPALLI, and P. GIBBONS, 08/1999, 13, 1, *Small Business Economics*, 9-26
28. "TRAITS OF SUCCESSFUL BUSINESS OWNERS: A COMPARATIVE STUDY OF ENTREPRENEURS IN SINGAPORE, THE USA, RUSSIA AND KAZAKHSTAN", by A. ZHUPLEV, F. KIESNER, Wee Liang TAN, A.B. KOZHAKHMETOV, and A. KONKOV, 03/1999, 6, 3, *Journal of Enterprising Culture*, 257-268
29. "A PROFILE OF VENTURE CAPITAL FIRMS IN SINGAPORE", by P. GIBBONS, R. K. ZUTSHI, Wee Liang TAN, and D. G. ALLAMPALLI, 02/1999, 14, 4, *Journal of Asian Business Studies*, 53-66
30. "HUMAN RESOURCE DEVELOPMENT: KEY TO SUSTAINABLE GROWTH AND COMPETITIVENESS OF SINGAPORE", by A. OSMAN-GANI, M. AHAD, and Wee Liang TAN, 1998, 1, 4, *Human Resource Development International*, 417-432
31. "STRATEGIES ADOPTED BY SINGAPORE SMES IN HARD TIMES", by Wee Liang TAN and L. B. L. TAN, 10/1998, 1, 1, *Asian Small Business Review*, 115-128
32. "TRAINING MANAGERS FOR OVERSEAS BUSINESS OPERATIONS IN THE ASIA PACIFIC REGION: A STUDY OF SINGAPORE-BASED COMPANIES", by A. OSMAN-GANI, M. AHAD, Wee Liang TAN, and T.S TOH, 06/1998, 2, 2, *International Journal of Training and Development*, Oxford, UK, 119
33. "INTERNATIONALISATION OF MBA PROGRAM IN ASIA-PACIFIC: LOOKING BEYOND BUSINESS STUDY MISSIONS", by Teck Meng TAN, Aik Meng LOW, and Wee Liang TAN, 1997, 9, 1, *Journal of Teaching in International Business*, 15-31, United States Of America
34. "Entrepreneurship on the Threshold of 21st Century", by Wee Liang TAN, 1997, 5, 2, *Journal of Enterprising Culture*, v-viii
35. "Entrepreneurship Attitude Orientation and the Intention to Start a Business", by Wee Liang TAN, Wayne A. LONG, and Peter ROBINSON, 04/1997, 13, 4, *Journal of Small Business and Entrepreneurship*

36. "CROSS HOLDINGS: CONTROLS AND SELFOWNERSHIP", by Wee Liang TAN and Khye Chong TAN, 01/1997, 4, 1, *Accountancy and Business Review*, 107-116
37. "THE ENTREPRENEURSHIP INCLINATION OF BUSINESS STUDENTS IN SINGAPORE", by Joon Chian DOH, Wee Liang TAN, and Thomas CHIONG, 1996, 4, 2, *Journal of Enterprising Culture*, 209-223
38. "STRATEGIC PLANNING AND SMES IN SINGAPORE: THE CONTRIBUTION OF FORMAL PLANNING AND OUTSIDE EXPERTS", by Wee Liang TAN, 07/1996, 3, 2, *Accountancy and Business Review*, 241-256
39. "Entrepreneurism: It's Time for a Clearer Definition", by Wee Liang TAN, 03/1996, 13, 1, *Journal of Small Business and Entrepreneurship*, 4-7
40. "Entrepreneurial Spirit of Tertiary Students in Singapore", by Wee Liang TAN, Lai Kuan SIEW, Wei Hong TAN, and Siow Ching WONG, 1995, 3, 2, *Journal of Enterprising Culture*, 211-227
41. "Globalisation-What This Means to Companies in Singapore", by Gillian YEO, Soo Chiat HWANG, Eddie LEE, Wee Liang TAN, Teck Meng TAN, and Adrian WONG, 07/1993, 9, 3, *Singapore Accountant*, 21-30
42. "PROBLEMS FACED BY SINGAPORE ENTREPRENEURS IN THE FIELD OF BIOTECHNOLOGY", by Erin GOH and Wee Liang TAN, 07/1993, 1, 1, *Journal of Enterprising Culture*, 133-144
43. "CPF SAVINGS AND BANKRUPTCY", by Wee Liang TAN, 1990, 32, *The Malaya Law Review*, 138-150
44. "TAX AVOIDANCE AND S.33 OF THE INCOME TAX ACT", by Wee Liang TAN, 1990, 2, *Malayan Tax Cases*, vii-xxx
45. "TAX AVOIDANCE AND SECTION 33 OF THE INCOME TAX ACT", by Wee Liang TAN, 06/1989, 31, *The Malaya Law Review*, 78-111, Singapore
46. "OF CAVEATS AND CHARGING ORDERS", by Wee Liang TAN, 06/1989, 31, *The Malaya Law Review*, 167-174, Singapore
47. "THE SOURCE OF INTEREST: SECTION 10 AND SECTION 12(6) OF THE INCOME TAX ACT", by Wee Liang TAN, 12/1988, 30, *Malaya Law Review*, 393-400, Singapore
48. "REPUDIATION OF LEASES - THE APPLICATION OF CONTRACTUAL PRINCIPLES TO LEASES", by Wee Liang TAN, 07/1988, 30, *Malaya Law Review*, 130-151, Singapore
49. "LEASES AND LICENCES IN SINGAPORE, AFTER STREET V MOUNTFORD", by Wee Liang TAN, 06/1988, 30, *Malaya Law Review*, 190-199, Singapore

Journal Articles (Non-refereed)

1. "Entrepreneurship as a Wealth Creation and Value-adding Process", by Wee Liang TAN, 06/2007, 15, 2, *Journal of Enterprising Culture*, 101-105
2. "Creating An Early Start For Entrepreneurs: Action Learning Outcomes in Developing and Developed Countries", by Mueller JENS, West VICKI, Wee Liang TAN, and Min REN, 06/2007, 3, 1, *International Journal of Management & Entrepreneurship*, 45-58
3. "Creativity Needed in Non-Profits?", by Wee Liang TAN, 12/2006, 20, *Social Service Journal*
4. "Singapore: Feeling The Impact", by Wee Liang TAN, 08/2004, 21, 5, *Chartered Secretary*, 22-23

5. "MEETING CHALLENGES IN THE NEW MILLENNIUM: SOME PERSPECTIVES OF SINGAPORE COMPANIES IN TRANSITION", by B. TAN and Wee Liang TAN, 2000, *Today's Manager*, SIM Publishers
6. "AN INNOVATION IN ACCOUNTING EDUCATION: THE MBA (ACCOUNTANCY) PROGRAMME IN SINGAPORE", by Wee Liang TAN, 1994, 3, 2, *Accounting Education*, 115-131, United Kingdom
7. "WILL ENTREPRENEURSHIP BE PERMITTED ENTRY AS AN ACADEMIC DISCIPLINE?", by Wee Liang TAN, 10/1994, 2, 3, *Journal of Enterprising Culture*
8. "THE CREATION OF WEALTH AND VALUE - YET ANOTHER DEFINITION OF ENTREPRENEURSHIP", by Wee Liang TAN, 01/1994, 1, 3&4, *Journal of Enterprising Culture*
9. "CHANDOS PTE. LTD. v. COMPTROLLER OF INCOME TAX", by Wee Liang TAN, 09/1990, 6, 9, *The Singapore Accountant*, 27-31, Singapore
10. "THE FEASIBILITY OF CODIFYING THE COMMERCIAL LAW", by Wee Liang TAN, 10/1988, 9, *The Singapore Law Review*, 211-219, Singapore

Conference Papers (Refereed)

1. "Organizational cohesiveness – applying pseudo-family system to enterprises", by Wee Liang TAN and Michael-Tsabari NAVA, 2009, *CCSBE/CCPME 2009 Annual Conference*, Toronto Ontario, Canada
2. "LEARNING INTENT, ABSORPTIVE CAPACITY, AND RELATIONAL CAPITAL IN INTER-ORGANIZATIONAL LEARNING", by Wee Liang TAN and So-Jin YOO, 2008, *15th IPDMC Conference*, Hamburg
3. "Innovation, Internationalization & SMEs", by Wee Liang TAN, 2008, *5th SMEs in Global Economy Conference*, Senshu University, Tokyo Japan
4. "ORGANIZATIONAL LEARNING PLATFORM AND NEW PRODUCT DEVELOPMENT", by Wee Liang TAN and So-Jin YOO, 2008, *Rencontres de st Gall conference*, 4th West Lake, Hanoi
5. "Blended Learning Issues in Implementing a Knowledge Management Course: Lessons Learnt at the Singapore Management University", by Thomas MENKHOFF, Tza YIAN THANG, and Yue KEE WONG, 08/2008, *International IADIS Conference on WWW/Internet 2008 organised by the International Association for the Development of an Information Society (IADIS)*, Freiburg, Germany
6. "Experience of Singapore", by Wee Liang TAN, 07/2008, *APEC Workshop on Embedding Entrepreneurship in University Curriculum*, Sunway Hotel, Hanoi
7. "FAMILY ATTRIBUTES AND BUSINESS OWNER COMPETENCES", by Wee Liang TAN, 03/2008, *MERC (Mason Entrepreneurship Research Conference)*, Fairfax, Virginia
8. "Change Management, Knowledge Management and Corporate Entrepreneurship:", by Wee Liang TAN, 07/2007, *14th ICAM Conference*, Niagara Falls, Toronto, Canada
9. "Environmental Stewardship: Just tell me who is watching", by Wee Liang TAN, 07/2007, *14th ICAM Conference*, Niagara Falls, Toronto, Canada
10. "Beyond Social Responsibility - Will government incentives make the difference?", by Wee Liang TAN, 07/2007, *14th ICAM Conference*, Niagara Falls, Toronto, Canada
11. "ORGANIZATION AND ENVIRONMENT FACTORS AS INHIBITORS OF EXTERNAL LEARNING IN NEW PRODUCT AND TECHNOLOGY DEVELOPMENT", by So Jin YOO and Wee Liang

TAN, 06/2007, *International Product Development Management Conference 2007*, Portugal

12. "INCORPORATING LEARNING THROUGH DOING IN ENTREPRENEURSHIP EDUCATION - THE CASE OF AN UNIVERSITY INDUSTRY ALLIANCE IN ASIA", by Wee Liang TAN and David B. MONTGOMERY, 05/2007, *Academic Business World International Conference*, Nashville
13. "Overcoming the distrust hurdle when partnering overseas", by Wee Liang TAN and So-Jin YOO, 2006, Melbourne
14. "CREATIVE TEACHING - EFFECTIVE LEARNING, ENTREPRENEURIAL ACTION LEARNING IN 9 COUNTRIES", by J MUELLER, H KLANDT, Wee Liang TAN, and H KOCH, 11/2006, *10th Gforum 2006 Interdisciplinary Conference For Foundation Research*, Berlin, Germany
15. "INTERNATIONAL COOPERATIVE ARRANGEMENTS INVOLVING SME's IN ASIA", by Wee Liang TAN, 05/2006
16. "To Pete Or Not To Pete - Review Of The Practical Entrepreneurship Teaching Engagement", by J. MUELLER, J. THORNTON, J. DEWBERRY, Wee Liang TAN, and H. HU, 10/2005, Vol 1, Issue II, *Journal of Asia Entrepreneurship and Sustainability*
17. "How Well SMEs Cope With Risk Management Issues: A Study In Singapore Context", by B C GHOSH, Wee Liang TAN, Anthony MAK, Calvin FOO, Richard ONG, and Thomas MATHEW, 06/2005, *International Council For Small Business (Icsb) Conference*, Washington, DC
18. "Organisation Learning Within Innovative SMEs - The Effect of Attitude, Culture and Prior Experience on Knowledge Development in Entrepreneurial Firms", by Wee Liang TAN and So-Jin YOO, 11/2004, *Rent XV111 - Research in Entrpereneurship and Small Business, Managing Complexity and Change in SMEs*, Copenhagen, Denmark
19. "THE PREFERENCES OF FAMILY BUSINESS SUCCESSION: AN ANALYSIS OF PATERNALISM AND ENTREPRENEURIALISM", by J. W. LIAO, Harold WELSCH, and Wee Liang TAN, 11/2004, *Decision Science International Annual Meeting*, Boston
20. "The Antecedents of Value Creation in Singapore Corporation", by Wee Liang TAN and Teck-Meng TAN, 09/2004, *Rencontres de St-gall 2004*, Appenzell, Switzerland
21. "The Impact of Corporate Governance on Value Creation in Entrepreneurial Firms", by Wee Liang TAN and Teck-Meng TAN, 09/2004, *Rencontres de St-gall 2004*, Appenzell, Switzerland
22. "Organizational Learning and New Product Development Within Innovative Firms", by Wee Liang TAN, So-Jin YOO, and Dylan JONES-EVANS, 07/2004, *R&D Management Conference*, Sesimbra, Portugal
23. "Organizational Learning In Inter-Firm Collaboration", by Wee Liang TAN, So-Jin YOO, and Dylan JONES-EVANS, 06/2004, *Babson Kauffman Entrepreneurship Research Conference (BKERC)*, Glasgow, Scotland
24. "The Benefits and Costs of Large Block Ownership Before and During The East Asian Crisis", by Wee Liang TAN and Michael A. HITT, 2003, Presented at 63rd Annual Meeting of the Academy of Management, Seattle, USA
25. "THE INFLUENCE OF POLITICAL FREEDOM ON ENTREPRENEURSHIP INTENTIONS", by Wee Liang TAN, Denis LEUNG, and Thomas BEGLEY, 2003, *Babson-Kauffman Entrepreneurship Research Conference*
26. "NATIONAL VENTURE COMPETITION AND TECHNOPRENEURSHIP DEVELOPMENT IN MALAYSIA", by Wee Liang TAN, Karl EGGE, and Osman MOHAMED, 2003, *ICSB 48th World Conference*, Belfast

27. "SMES AND EMERGING TECHNOLOGIES", by Oscar HAUPTMAN and Wee Liang TAN, 11/2003, *METiA 2003 Conference*
28. "What is the Social in Social Entrepreneurship?", by Wee Liang TAN, John WILLIAMS, and Teck Meng TAN, 06/2003, 48th International Council for Small Business (ICSB) World Conference: Advancing Entrepreneurship and Small Business, Northern Ireland
29. "BOOSTING TECHNOPRENEURSHIP THROUGH BUSINESS PLAN CONTESTS: MALAYSIA'S VENTURE 2001 & 2002 COMPETITIONS", by Karl EGGE, Wee Liang TAN, and Mohamed OSMAN, 06/2003, *Hawaii International Conference on Business*
30. "IMPACT OF CULTURE ON "PARTNER SELECTION CRITERIA" IN EAST ASIAN INTERNATIONAL JOINT VENTURES", by Ravinder K. ZUTSH and Wee Liang TAN, 2002, *ICAM*, Boston
31. "SOCIAL ENTREPRENEURSHIP IN SINGAPORE (GERMAN VERSION)", by Wee Liang TAN and Teck Meng TAN, 2002, *Zeitschrift fur Klein – und Mittelunternehmen*
32. "ENTREPRENEURSHIP DEVELOPMENT IN SOUTH-EAST ASIA", by Wee Liang TAN, 2002, *ASEAN Roundtable 2002, Entrepreneurship and SMEs in Southeast Asia's Economic Development, Institute of Southeast Asian Studies*, Singapore
33. "SOCIAL ENTREPRENEURSHIP IN SINGAPORE", by Wee Liang TAN and Teck Meng TAN, 09/2002, 133-142, *Rencontres - de St-Gall 2002 - Radical change in the world - will SMEs soar or crash? Hergiswil, Luzern*
34. "HUMAN RESOURCE DEVELOPMENT PROGRAMS FOR OVERSEAS ASSIGNMENTS IN THE ASIA-PACIFIC: A STUDY OF MANAGERS IN SINGAPORE", by AAhad M. OSMAN-GANI and Wee Liang TAN, 07/2002, *International Conference on Advances in Management*
35. "ENTREPRENEURSHIP CHALLENGES AHEAD FOR SINGAPORE", by Wee Liang TAN, 06/2002, *Entrepreneurship in Asia Expert Workshop*, the Mansfield Center for Pacific Affairs, Hong Kong
36. "The Effects of Entrepreneurial Growth Orientation on Organizational Change and Firm Growth", by Wee Liang TAN, Thomas MENKHOFF, and Yue Wah CHAY, 06/2002, *the 2002 World Conference of the International Council for Small Business*, San Juan, Puerto Rico
37. "PERCEPTION OF POLITICS: DOES IT INFLUENCES RETENTION OF PROFESSIONAL MANAGERS IN CHINESE FAMILY BUSINESSES?", by R. K. ZUTSHI and Wee Liang TAN, 06/2001, *46th ICSB Conference*, Taipei, ROC
38. "SMEs AND OVERSEAS PARTNER SELECTION - OVERCOMING DISTRUST", by Wee Liang TAN and J. V. AKEN, 06/2001, *2001 Babson College-Kauffman Foundation Entrepreneurship Research Conference*, Jonkoping International Business School, Sweden
39. "STRIKING OUT: INTERNATIONALISING SINGAPORE SMEs AND ALLIANCE FORMATION PROCESS", by Wee Liang TAN and J. V. AKEN, 06/2001, *Technological Entrepreneurship In The Emerging Regions Of The New Millennium*, Traders Hotel, Singapore
40. "ENTREPRENEURIAL INFRASTRUCTURE IN SINGAPORE: DEVELOPING A MODEL AND MAPPING PARTICIPATION", by T. M. TAN, Wee Liang TAN, and J. E. YOUNG, 2000, *APO Seminar on Enhancement of Small and Medium Enterprises, Policies and Measures for SME Development – Asia Pacific Perspective*, Singapore
41. "CONSISTENCY OF ENTRY MODE CHOICE", by M. K. ERRAMILI, B. TAN, and Wee Liang TAN, 11/2000, *2000 Annual Meeting, Academy of International Business Conference*, Phoenix, Arizona

42. "CORPORATE GOVERNANCE IN SINGAPORE – AN OVERVIEW, CORPORATE GOVERNANCE AND THE FINANCIAL CRISIS, CURRENT PRACTICE AND BEST PRACTICE", by Wee Liang TAN, 11/2000, *The Way Forward*, Kuala Lumpur, Malaysia, UNDP
43. "INTERNATIONALISATION OF SMES IN ASIA THROUGH STRATEGIC ALLIANCES", by Wee Liang TAN and J. V. AKEN, 09/2000, p423-433, *In Pleitner, J. H and Weber, W. (eds) 2000. SMEs in the 21st Century - impulses, perspectives, concepts, Swiss Research Institute of Small Business and Entrepreneurship at the University of St. Gallen*, St. Gallen
44. "CORPORATE NAME VS BRAND NAME: DEMYSTIFICATION OF CONTROVERSY", by B. C. GHOSH, M. L. CHAN, and Wee Liang TAN, 08/2000, *International Conference of the Academy of Business Administration*, Radisson Edwardian, London
45. "INTERNATIONAL JOINT VENTURES BETWEEN CHINESE "COUSINS"", by R. ZUTSHI and Wee Liang TAN, 07/2000, 266-283, *Proceedings of the 2000 Annual Conference of Academy of International Business Southeast Asia Region*, In Yau, O.H.M. (ed). *Advances in International Business 2000*, City University of Hong Kong
46. "ACHIEVING GROWTH THROUGH CORPORATE PARTNERSHIPS AND JOINT VENTURES: WILL SINGAPORE'S STRATEGIC LEAP INTO THE REGION WORK?", by R. K. ZUTSHI and Wee Liang TAN, 06/2000, p673-684, *Proceedings of SMEs in a Global Economy Conference: SMEs in East Asia in the Aftermath of the Asian Financial and Economic Crisis* In Harvie, C. and Lee, B.C. (eds) 2000., University of Wollongong, Australia
47. "SINGAPORE: SMEs IN THE TRANSITION TO THE KNOWLEDGE-BASED ECONOMY", by Wee Liang TAN and B. C. LEE, 06/2000, p563-574, *Proceedings of SMEs in a Global Economy Conference: SMEs in East Asia in the Aftermath of the Asian Financial and Economic Crisis. In Harvie, C. and Lee, B.C. (eds) 2000*, University of Wollongong, Australia
48. "EXPATRIATE SELECTION IN ASIAN MNEs: A COMPARATIVE ANALYSIS OF THE CRITERIA USED TO SELECT MANAGERS FOR THE ASIA-PACIFIC REGION", by Wee Liang TAN and A. A. OSMAN-GANI, 1999, *Eighth Annual World Business Congress*, Monterey, California, USA
49. "ORGANISATIONAL AND SOCIAL SUPPORTS FOR EFFECTIVE EXPATRIATE PERFORMANCE IN ASIA: A COMPARATIVE STUDY OF SINGAPORE BASED COMPANIES", by Wee Liang TAN and A. A. OSMAN-GANI, 1999, *Eighth Annual World Business Congress*, Monterey, California, USA
50. "SELECTION OF EXPATRIATES FOR REGIONAL BUSINESS OPERATIONS IN ASIA: A STUDY OF MNE MANAGERS IN SINGAPORE", by Wee Liang TAN, A. A. OSMAN-GANI, and T. S. TOH, 1999, *Academy of Management Conference*, Chicago
51. "FOREIGN MARKET ENTRY MODES AS AN ORDINAL PROGRESSION: THE ROLE OF FIRMS' MARKETING CAPABILITY", by Wee Liang TAN and B. L. B. TAN, 1999, *Eighth Annual World Business Congress*, Monterey, California
52. "THE IMPLICATIONS OF THE KNOWLEDGE ECONOMY FOR VENTURE PROMOTION POLICIES", by Wee Liang TAN and T. M. TAN, 1999, Pg 87-120., *3rd Asia-Pacific Forum for Small Business*, Soongsil University, Seoul, Korea
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2. "IMPLEMENTING CREATIVE ENTREPRENEURSHIP IN CORPORATIONS", by Wee Liang TAN, 2008

Conference Presentations

1. "CORPORATE ENTREPRENEURSHIP AND INNOVATION: KEY THRUSTS IN THE KNOWLEDGE-BASED ECONOMY (KBE)", by Wee Liang TAN, 07/2002, *Entrepreneurship in Knowledge-based Industry*, Taipei, ROC
2. "SINGAPORE SMEs IN THE FACE OF 21ST CENTURY CHALLENGES", by Wee Liang TAN, 04/2001, *Symposium on New Roles of Small and Medium Enterprises (SMEs)*, New Delhi, India
3. "SUPPLY MECHANISM OF TECHNICAL INFORMATION FOR SMEs: CASE OF SINGAPORE", by Wee Liang TAN, 09/2000, *Symposium on Technical Information Mechanism for Small Business*, Taipei, Republic of China
4. "POLICIES, PERFORMANCE AND EVALUATION OF SME EXPORT: EXPERIENCE OF SINGAPORE", by Wee Liang TAN, 02/2000, *Symposium on Export Orientation for Small & Medium Enterprises (SMEs)*, Surabaya, Indonesia
5. "ENTREPRENEURSHIP DEVELOPMENT CENTRE (ENDEC) OF THE SCHOOL OF ACCOUNTANCY AND BUSINESS, NTU, SINGAPORE- ITS' PAST, PRESENT AND ITS FUTURE DIRECTION", by B. C. GHOSH, Wee Liang TAN, and D. G. ALLAMPALLI, 1998, Madingley Hall, Cambridge
6. "Entrepreneurship: Entrepreneurship in Transitional Economies", by S. Y. WONG, R. ZUTSHI, Raymond KAO, and Wee Liang TAN, 12/1995, *Proceedings of the ENDEC World Conference*
7. "Internationalizing MBA Programmes in the Asia-Pacific: Looking Beyond Business Study Missions", by Teck Meng TAN, Aik Meng LOW, and Wee Liang TAN, 11/1995, IMDA, College of Business, Boston U, 808 Commonwealth Ave, Boston, MA 02215, Orlando, USA
8. "Entrepreneurship Dynamic Entrepreneurship", by S. Y. WONG, Raymond KAO, and Wee Liang TAN, 07/1993, *Proceedings of the ENDEC World Conference*

Invited Academic Talks, Lectures and Panels

1. "Enterprise Culture: A View From The Pacific Rim", by Wee Liang TAN, 09/2006
2. "Forum on Development of National Productivity Organization", by Wee Liang TAN and . TEHRAN, 12/2002, *Islamic Republic of Iran*

Courses Taught - Masters

- MSc in management Introduction to Research (Core), 2008

Courses Taught - Undergraduate

- Term 1: MGMT104 Entrepreneurial Management, August 2007 - December 2007

- Term 2: MGMT104 Entrepreneurial Management, January 2008 - April 2008
- Term 2: MGMT223 Social Entrepreneurship, January 2008 - April 2008
- Term 3A: MGMT301 Country Studies/ Business Study Mission, April 2008 - June 2008
- Term 2: MGMT104 Entrepreneurial Management, January 2009 - April 2009
- Term 2: MGMT223 Social Entrepreneurship, January 2009 - April 2009
- Term 2: MGMT301 Country Studies/ Business Study Mission, January 2009 - April 2009
- Term 1: MGMT305 Enterprise Consulting, August 2010 - December 2010
- Term 1: MGMT221 Enterprise Development, August 2010 - December 2010

Committees

- Chairman, Singapore Committee of the Pacific Economic Cooperation Council, Ministry of Foreign Affairs, Singapore, July 2008 - 2009
- Member, Executive Committee and Standing Committee, Pacific Economic Cooperation Council, July 2008 - 2009
- Past International President, Institute of Chartered Secretaries and Administrators, UK, 2008 - 2010
- Alternate Chairman, Criminal Law Advisory Committee, Ministry of Home Affairs, Singapore, March 2008 - Now
- Member, Audit Committee, CWT Holdings Limited, Singapore, 2008 - Now
- Immediate Past Chairman, Management Council, Singapore Association of the Institute of Chartered Secretaries and Administrators, Singapore, 2008
- Member, SMU Business Innovations Generator, Singapore Management University, 2007 - 30 June 2008
- Chariman, LKCSB Student Fund Committee, SMU, 2007 - Now
- Co-ordinator, MSc (Management), Singapore Management University, 2007 - Now
- Member, SPRING SQC-PEO Committee, Singapore Quality Class- Prof Educational Organization, 2006 - 2009
- Member, AGSE International Entrepreneurship Research Exchange committee , 2005 - Now
- Member , University Self Assessment Team, Singapore Management University, 2005 - 2006
- Member, 3rd and 4th Faculty Senate, Singapore Management University, 2007 - 2010
- Chairman, 2nd Faculty Senate, SMU, May 2005 - May 2007
- Resource Person, Pre-University Seminar 2004, Ministry of Education, 25 March 2004
- Member, Entrepreneurship Advisory Committee, National Youth Council, November 2003 - 2009
- Chairman, SMU Committee on Business Incubation and Development, Singapore Management University, 05 June 2002 - December 2005

- Chairman, Faculty Senate Taskforce, Singapore Management University, 30 April 2002 - 30 April 2003
- Coordinator, Singapore National Council of the Pacific Economic Cooperation Council, Singapore Ministry of Foreign Affairs, 1999 - 2010
- Recruitment, Faculty recruitment, student admissions & student activities, Singapore Management University, 1999 - Now
- Member, School of Business Administration Advisory Committee, Singapore Polytechnic, 1997 - Now
- President, Entrepreneurship Forum, Singapore, 1995 - 2006
- Member, Executive Committee Presbyterian Community Services, 1994 - Now
- Member, Criminal Law Advisory Committee, Ministry of Home Affairs, 1991 - Now
- International President, Institute of Chartered Secretaries and Administrators, UK, 2007 - 2008

Conference Program Committee and Advisory Services

- Chairman, Organizing Committee, SMU EDGE Conference, 2005
- Member, Conference Organizing Committee, AGSE, 2005
- Panel Chairman, Conference on Family-Linked Enterprises Summit: and the Beat Goes on, Suntec Singapore International Convention & Exhibition Centre, 12 October 2004
- Chairman, SMU EDGE Conference, Singapore Management University, 2004
- Faculty Advisor, Initiatives in Social Entrepreneurship, Singapore Management University, 2003 - Now
- Academic Advisor, E-Business Textbook for McGraw-Hill, Global Entrepreneurship Institute, 2000
- Chairman, 43rd International Council for Small business conference, Singapore, 1998
- Chairman, ENDEC World Entrepreneurship Research Conference Organizing Committee, Shanghai, 1995
- Chairman, ENDEC World Entrepreneurship Research Conference Organizing Committee, Singapore, 1993 - 1994
- Chairman, ENDEC World Entrepreneurship Research Conference Organizing Committee, Singapore, 1993 - 1994 (Singapore), 1995 (Shanghai), 1991

Editorial Boards

- Member, Editorial Boards, Journal of Small Business Management, 1997 - Now
- Member, Editorial Board , Zeitschrift f?r KMU & entrepreneurship (AfKE), leading SME and entrepreneurship journal in the German speaking countries in Europe, 13 August 2004 - Now
- Member, Editorial Board, Corporate Who's Who in Singapore to be published by the Singapore Manufacturers' Federation 2005, 2004

- Member, Editorial Board, International Entrepreneurship and Management Journal (IEMJ), 23 July 2003 - Now
- Member, Editorial Board , Journal of Business Finance and Accounting, 1988 - 1993

Editorial Duties

- Reviewer for Human Resource Development International, 2008
- Ad hoc reviewer for Journal for Business Venturing , 01 June 2007
- Academic Reviewer, Entrepreneurship and Family Business Division of ASAC, April 2006
- Associate Editor, International Indigenous Journal of Entrepreneurship, Advancement, Strategy & Education, 13 November 2005 - 2006
- Associate Editor for Journal of Asia Entrepreneurship and Sustainability, 2004 - 2005
- Ad hoc reviewer, Journal of World Business, 2004 - 2005
- Reviewer for Strategic and Operations Management, subject in the Professional stage of the examinations of the Institute of Chartered Secretaries and Administrators (UK), 2002 - 2003
- Reviewer for the Eric Sprott School of Business, Carleton University on their entrepreneurship concentration and Centre of Entrepreneurship, 2002
- Reviewer, Asia Small Business Review, Asia Small Business Forum, Soongsil University, Korea, 1999 - 2004
- Reviewer, Journal of Small Business Management, Basil Blackwell, 1999 - 2005
- Managing Editor, The Chartered Secretary and Administrator, Journal of the Singapore Association of the Institute of Chartered Secretaries and Administrators., 1995 - 1997
- Managing Editor, Journal of Enterprising Culture, World Scientific Publishing, 1993 - Now
- Ad hoc reviewer, Voluntas, 2010

Conducting Workshops

- Organizing Chairman, Family Business Network - SMU EDGE Family Business Research Roundtable, Suntec City Convention Centre, 15 October 2008 - 17 October 2008

Consultancy

- Design of the Commonwealth Secretariat SME Financing Workshop, 2008
- Consultant, Tan Wee Liang and Associates, Management consultant practice, July 2001 - Now
- Consultant, C W Lee Chia Peng Philip, firm of advocates and solicitors, 2000 - July 2004
- Asian Productivity Organisation (Japan) - National Expert for Singapore for Entrepreneurship; Chief Facilitator in Forum on the Development of National Productivity Organizations, 1995 - Now

Other Services

- Programme Co-ordinator, MSc (Management), 2007 to Present
- Course Coordinator (MGMT104, MGMT218 & MGMT305)
Lee Kong Chian School of Business, 2006-2008
- Course Coordinator (MGMT002, MGMT003, MGMT102, MGMT104, MGMT205 & MGMT218)
Lee Kong Chian School of Business, 2006-2007
- Founder Director, Lien Centre for Social Innovation, 02/2006- 04/2007
- SMU Collaborator, Small Worlds in a Global Economy, 2002-2003
- Convenor, SMU EDGE, 2003 to Present
- Coordinator Entrepreneurship Track, 2009 - present
- Founder Director, UOB-SMU Entrepreneurship Alliance Centre, 2005 to 2006

Memberships in Professional Organizations

- Associate Member, Centre for Small Business and Regional Research, University of Wollongong, 31 October 2005
- Chairman, Management Committee, Singapore Association of the Institute of Chartered Secretaries and Administrators, 2004 - 2008
- International Vice-President, Institute of Chartered Secretaries and Administrators, U. K., 2004 - 2007
- Chairman, International Professional Standards Committee, Institute of Chartered Secretaries and Administrators, UK, 1999 - 2004
- Member, Management Committee, Singapore Association of the Institute of Chartered Secretaries and Administrators, 1999 - Now
- Vice-Chairman, Management Committee, Singapore Association of the Institute of Chartered Secretaries and Administrators, 1999 - 2003
- Vice-president , Economic Development, International Council of Small Business, 1994 - 1996
- Honorary Treasurer, Management Committee, Singapore Association of the Institute of Chartered Secretaries and Administrators, 1994 - 1995
- Honorary Secretary, Management Committee, Singapore Association of the Institute of Chartered Secretaries and Administrators, 1996 - 1998

Invited Talks

- Organizing Chairman, Commonwealth Secretariat SME Financing Workshop, 15 to 19 April 2008, Copethorne Waterfront Hotel, Singapore., 15 April 2008 - 19 April 2008

Interviews by Media

- 98Live on Campus - was on panel , 26 September 2008
- People matters in family businesses, The Business Times, p 7 Associate Professor Tan Wee Liang noted that Asian family businesses are less open to involving outside professional managers in running their companies., 12 May 2008

Other Activities

- Independent Director, CWT Holdings, 2008
- External Examiner, University of Wales, 2008 to Present
- External Examiner, Raffles University, 2008 to 2010
- External Examiner, Raffles College of Design and Commerce, 2010