



Benjamin HUYBRECHTS

Ph.D., Management Sciences, Business

Full Professor, Strategy and Sustainability

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EDUCATION

- 2026** HDR, Management Sciences, Management, University of Paris Dauphine, France
- 2010** Ph.D., Management Sciences, Business, University of Liège, Belgium
- 2007** Other, Business Administration, Management, University of Liège, Belgium
- 2003** Master, Business Administration, Management, Université catholique de Louvain, Belgium

PROFESSIONAL EXPERIENCE

ACADEMIC:

- 2021 - Present** Full Professor, IÉSEG School of Management, France
- 2017 - 2021** Associate Professor, EM Lyon, France
- 2015 - 2017** Associate Professor, University of Liège, Belgium
- 2011 - 2015** Assistant Professor, University of Liège, Belgium
- 2010 - 2010** Visiting professor, University of Oxford, Oxford, United Kingdom
- 2004 - 2011** Teaching and Research Assistant, University of Liège, Belgium

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

- Vijay D., Berkowitz H., Huybrechts B., Fotaki M., Barros M., Audebrand L., (2026), Another World is Possible, It's Already Here: A Review and Research Agenda on Alternative Organizing, *Academy of Management Annals*, 20(1), pp. 155-203
- Dal Fior C., Huybrechts B., Dufays F., (2025), Perceiving and accessing resources in uncertain environments: Insights from waste collection ventures in Burkina Faso, *International Journal of Entrepreneurial Behaviour and Research*, 31(4), pp. 1082-1100
- Dethier F., Delcourt C., Huybrechts B., (2025), Towards a normative approach of nonprofit organizations' transparency: Conceptualization and index, *Voluntas*, 36(5), pp. 758-775

- Huybrechts B., Nelson D., Nelson T., Dufays F., O'Shea N., (2025), Conform and oppose through numbers: Quantifying hybrid organizations at the International Cooperative Alliance, *Journal of Management Studies*, 62(7), pp. 2487-2516
- Huybrechts B., Haugh H., Doherty B., (2024), Mission accomplished? Balancing market growth and moral legitimation in the fair trade moral market, *Journal of Management Studies*, 61(4), pp. 1393-1426
- Huybrechts B., Pérez-Suárez M., Cobeña M., Sánchez-Torné I., (2024), Energy co-operatives in Spain: The role of social enterprises in the energy transition, *Futures*, 160(1), pp. 103381
- Soetens A., Huybrechts B., (2023), Resisting the tide: The roles of ideology in sustaining an alternative organizational form over time, *Journal of Management Inquiry*, 32(2), pp. 134-151
- Huybrechts B., Nicholls A., (2021), Le rôle de la certification dans le développement de collaborations entre acteurs aux logiques partiellement distinctes : le cas du commerce équitable, *Management International*, 25(2), pp. 141-158
- Huybrechts B., Savarese C., Hudon M., (2021), The influence of interorganizational collaboration on logic conciliation and tensions within hybrid organizations: insights from social enterprise-corporate collaborations, *Journal of Business Ethics*, 173(4), pp. 709-721
- Huybrechts B., Dufays F., O'Shea, Noreen N., Nelson T., (2020), Resisting colonisation: Worker cooperatives' conceptualisation and behaviour in a Habermasian perspective, *Work, Employment and Society*, 34(6), pp. 965-984
- Bauwens T., Huybrechts B., Dufays F., (2019), Understanding the diverse scaling strategies of social enterprises as hybrid organizations: the case of renewable energy cooperatives, *Organization and Environment*, 33(2), pp. 195-219
- Huybrechts B., Aliaga-Isla R., (2018), From 'Push Out' to 'Pull In Together': An Analysis of Social Entrepreneurship Definitions in the Academic Field, *Journal of Cleaner Production*, 205(1), pp. 645-660
- Huybrechts B., Haugh H., (2018), The roles of networks in institutionalizing new hybrid organizational forms: Insights from the European renewable energy cooperative network, *Organization Studies*, 39(8), pp. 1085-1108
- Xhaufclair V., Huybrechts B., Pichault F., (2018), How can new players establish themselves in highly institutionalized labour markets? A Belgian case study in the area of project-based work, *British Journal of Industrial Relations*, 56(2), pp. 370-394
- Huybrechts B., Hudon M., (2017), From distant neighbours to bedmates: Exploring the synergies between the social economy and sustainable development, *Annals of Public and Cooperative Economics (Annales de l'Économie publique sociale et coopérative)*, 88(2), pp. 141-154
- Huybrechts B., Nicholls A., Edinger K., (2017), Sacred alliance or pact with the devil? How and why social enterprises interact with mainstream businesses in the fair trade sector, *Entrepreneurship and Regional Development*, 29(7), pp. 586-608
- Dufays F., Huybrechts B., (2016), Where do hybrids come from? Entrepreneurial team heterogeneity as an avenue for the emergence of hybrid organizations, *International Small Business Journal*, 34(6), pp. 777-796
- Huybrechts B., Nelson T., Nelson D., Dufays F., O'Shea, Noreen N., Trasciani G., (2016), Emergent identity formation and the co-operative: Theory building in relation to alternative organizational forms, *Entrepreneurship and Regional Development*, 28(3), pp. 286-309
- Nicholls A., Huybrechts B., (2016), Sustaining Inter-Organizational Relationships across Institutional Logics and Power Asymmetries: The Case of Fair Trade, *Journal of Business Ethics*, 135(4), pp. 699-714
- Dufays F., Huybrechts B., (2014), Connecting the dots for social value: A review on social networks and social entrepreneurship, *Journal of Social Entrepreneurship*, 5(2), pp. 214-237
- Huybrechts B., Mertens S., (2014), The relevance of the cooperative model in the field of renewable energy, *Annals of Public and Cooperative Economics (Annales de l'Économie publique sociale et coopérative)*, 85(2), pp. 193-212
- Huybrechts B., (2010), Fair Trade Organizations in Belgium: Unity in Diversity?, *Journal of Business Ethics*, 92(1), pp. 217-240
- Huybrechts B., Reed D., (2010), Fair Trade in Different National Contexts, *Journal of Business Ethics*, 92(1), pp. 147-160
- Huybrechts B., Becchetti L., (2008), The Dynamics of Fair Trade as a Mixed-form Market, *Journal of Business Ethics*, 81(1), pp. 733-750
- Huybrechts B., (2007), Fondements et implications de la diversité organisationnelle au sein du commerce équitable, *Annals of Public and Cooperative Economics (Annales de l'Économie publique sociale et coopérative)*, 78(2), pp. 195-218

Communications in refereed conferences

International

Huybrechts B., (2026), *Navigating conformity and differentiation: How social enterprises attempt to build societal influence across levels of analysis* Annual Social Entrepreneurship Research Conference, Lausanne, Switzerland

Huybrechts B., Furnari S., Fabbri J., (2025), *Organizational space and mission transformation: a longitudinal study of a French coworking space* Academy of Management Annual Conference, Copenhagen, Denmark

Huybrechts B., Radoynovska N., Fusaro F., (2024), *“Everyone can become an entrepreneur”: How entrepreneurship myths affect emancipatory trajectories at a French incubator for marginalized individuals* 40th EGOS Colloquium, Milan, Italy

Huybrechts B., Dessy E., Logue D., (2022), *Contested boundary work dynamics: the case of Belgian philanthropy* European Group for Organizational Studies (EGOS), Vienna, Austria

Huybrechts B., Radoynovska N., Fusaro F., (2022), *Imagines and experiences of social inclusion and exclusion: Evidence from a longitudinal ethnography of an incubator for disadvantaged individuals* 38th EGOS Colloquium, Vienna, Austria

Huybrechts B., Fabbri J., Furnari S., (2021), *The place to bee: Collective space and the legitimation of new organizational forms* 8th EMES Conference on Social Enterprise, Teruel, Spain

Other conference and seminar presentations

International

Dufays F., Huybrechts B., Luyckx J., (2023), *How external societal debates mingle in the internal cooperative democracy: The case of the Food Coop* 9th EMES International Research Conference on Social Enterprise, Frankfurt, Germany

Huybrechts B., Fabbri J., Furnari S., (2023), *From pollination platform to place to be(e): Mission transformation and spatial repurposing in a French social entrepreneurship coworking space* 39th EGOS Colloquium, Cagliari, Italy

Huybrechts B., (2022), *Transitioning towards sustainable business: social enterprise as a source of inspiration* Francqui Chair, Louvain School of Management, Louvain-la-Neuve, Belgium

National

DESSY E., Huybrechts B., Logue D., (2023), *Should they stay or should they go? Field renewal and divergent incumbent boundary work strategies in Belgian philanthropy* ICOR Research Seminar, Lille, France

Chapters in books

Published

Huybrechts B., Soetens A., Bretos I., (2023), *Decades of Radical Self-Management at a Venezuelan Cooperative: Institutional Distinctiveness and Ideology*, in: Sonja Novkovic, Karen Miner, Cian McMahon(Eds.), *Humanistic Governance in Democratic Organizations*, 978-3-031-17405-6, Palgrave Macmillan, New York, NY, chapter 12, pp. 361-396

Huybrechts B., Haugh H., Rijpens J., Soetens A., (2020), *Building Legitimacy for Hybrid Organisations: the Case of Renewable Energy Cooperatives*, in: D. Billis, & C. Rochester(Eds.), *Handbook on Hybrid Organisations*, 978 1 78536 610 9, Edward Elgar Publishing, Cheltenham, chapter 23, pp. 407-422

Huybrechts B., Nicholls A., (2017), *The Oxford Handbook of Mutual, Co-Operative, and Co-Owned Business*, in: J. Michie, J. Blassi & C. Borzaga(Eds.), *The Oxford Handbook of Mutual, Co-Operative, and Co-Owned Business*, 9780199684977, Oxford University Press, Oxford, chapter 33, pp. 470–479

Dufays F., Huybrechts B., (2017), *Entrepreneurial teams in social entrepreneurship: When team heterogeneity facilitates organizational hybridity*, in: Cyrine Ben-Hafaïedh and Thomas M. Cooney(Eds.), *Research Handbook on Entrepreneurial Teams*, 9781784713195, Edward Elgar Publishing, Cheltenham, chapter 13, pp. 273–288

Huybrechts B., (2016), *Fair Trade and Social Enterprise*, in: Laura T. Reynolds & Elizabeth A. Bennett(Eds.), *Handbook of Research on Fair Trade*, 978 1 78347 461 5, Edward Elgar Publishing, Cheltenham, chapter 13, pp. 230-246

Huybrechts B., Mertens S., Rijpens J., (2014), Explaining stakeholder involvement in social enterprise governance through resources and legitimacy, in: J. Defourny, L. Hulgard & V. Pestoff(Eds.), *Social Enterprise and the Third Sector*, 9780203487747, Taylor & Francis Group | Routledge, Oxford, chapter 8, pp. 157-175

Huybrechts B., Nicholls A., (2012), Social entrepreneurship: definitions, drivers and challenges, in: C. K. Volkmann, K. O. Tokarski & K. Ernst(Eds.), *Social Entrepreneurship and Social Business An Introduction and Discussion with Case Studies*, 978-3-8349-2729-3, Springer, Berlin, chapter 2, pp. 31-48

Huybrechts B., Nicholls A., Mouchamps H., (2012), Entrepreneuriat social : définitions, ressorts et défis, in: Emmanuel Bayle, Jean-Claude Dupuis(Eds.), *Management des entreprises de l'économie sociale et solidaire*, 9782804170912, De Boeck Université, Brussels, chapter 5, pp. 89-106

Huybrechts B., (2010), Les organisations de commerce équitable entre solidarité et marché, in: M.-F. Turcotte, C. Hervieux(Eds.), *Mettre en marché pour une cause. Commerce équitable, une comparaison internationale*, 978-2-7605-2593-1, PUQ Presses de l'Université de Québec, Québec, chapter 6, pp. 81-94

Huybrechts B., (2006), Les enjeux d'une régulation collective des échanges marchands: le cas du commerce équitable, in: Cécile Bourreau-Dubois, Bruno Jeandidier(Eds.), *Economie sociale et Droit*, 2-296-01334-1, L'Harmattan, Paris, chapter 4, pp. 97-125

GRANTS AND HONORS

Award

2022 Francqui Chair awarded by the Louvain School of Management, Université catholique de Louvain, Belgium

PROFESSIONAL MEMBERSHIPS

EGOS - European Group on Organizational Studies

EMES International Research Network on Social Enterprise

EDITORIAL ACTIVITY

Editor in an academic journal

2023 Journal of Business Ethics

Journal of Social Entrepreneurship

Social Enterprise Journal

Reviewer in an academic journal

Administrative Science Quarterly

Entrepreneurship: Theory and Practice

Journal of Business Venturing

Journal of Management Studies

Organization Studies

Journal of Business Ethics

Business & Society

Journal of Management Studies

RESEARCH ACTIVITIES

COMMITTEE CHAIR

Co-Organizer of a workshop

Co-organizer of ICOR Days, IÉSEG School of Management, France

Supervision of Ph.D. Thesis:

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|-------------|--|
| 2020 | Director, Upset democracy: the paradoxes of developing worker participation in challenging environments, University of Liège |
| 2019 | Director, Exploring the drivers of community entrepreneurship: the case of waste management in urban Burkina Faso, University of Liège |
| 2016 | Director, Mix and match: essays on collective dynamics in nascent social entrepreneurship, University of Liège |