ACADEMIC CV

Jun.-Prof. Dr. Tim Heubeck

TU Dortmund University

Junior Professor of Management and Leadership

Friedrich-Wöhler-Weg 6, 44227 Dortmund, Germany

tim.heubeck@tu-dortmund.de

SHORT BIOGRAPHY

Jun.-Prof. Dr. Tim Heubeck is the junior professor of Management and Leadership at TU Dortmund University, Germany. He was previously an assistant professor at the University of Bayreuth (International Management). His research explores four interrelated themes: strategic leadership and corporate governance; corporate social responsibility and sustainability; dynamic (managerial) capabilities; and digital transformation and innovation management.

Jun.-Prof. Dr. Heubeck publishes regularly in premier international, peer-reviewed journals, such as the *Journal of Business Ethics*, *Business Strategy and the Environment*, *International Business Review*, and *Review of Managerial Science*. He regularly presents his work at leading international conferences. In addition to his publishing record, he advances the field through service on the editorial (review) boards of the *Journal of Business Research*, *Business Ethics, the Environment & Responsibility*, and *Digital Business*.

RESEARCH INTERESTS

- Strategic Leadership and Corporate Governance
- CSR and Corporate Sustainability
- Dynamic (Managerial) Capabilities
- Digital Transformation and Innovation Management
- International Business

SCHOLARLY PROFILES

Google Scholar:	https://scholar.google.de/citations?user=xK6Vah8AAAAJ&hl=en
ORCID:	https://orcid.org/0000-0002-8590-1435
ResearchGate:	https://www.researchgate.net/profile/Tim-Heubeck-2
Faculty website:	https://ml.wiwi.tu-dortmund.de/en/

ACADEMIC WORK EXPERIENCE

2026–currently	**Junior Professor** of Management and Leadership at TU Dortmund University
2024–2026	**Assistant Professor** (German equivalent: Akademischer Rat a. Z.) at the Chair of International Management, University of Bayreuth, Germany
2023–currently	**Habilitation candidate** at University of Bayreuth, Germany Supervisors: Prof. Dr. Reinhard Meckl (University of Bayreuth, Germany), Prof. Dr. Dirk Holtbrügge (University Erlangen/Nürnberg, Germany), Prof. Dr. Rodrigo Isidor (University of Bayreuth, Germany)
2020–2024	**Research and Teaching Associate** at the Chair of International Management, University of Bayreuth, Germany

ACADEMIC EDUCATION

2020–2023	**Doctor of Business Administration** (Dr. rer. pol.) *University of Bayreuth, Chair of International Management*
2018–2020	**Master's Degree of Business Administration** (M. Sc.) *University of Bayreuth*
2014–2018	**Bachelor's Degree Business Science** (B. A.) *Friedrich-Alexander-Universität Erlangen-Nürnberg*

SCHOLARLY PUBLICATIONS

Publications in peer-reviewed journals (sorted in descending order by publication date)

(1) Heubeck, T. (2026). Does it take two CEOs to tango? An integrative review and agenda for co-CEO leadership research. *Management Review Quarterly*. https://doi.org/10.1007/s11301-026-00645-6

(2) Heubeck, T., Held, P., & Meckl, R. (2026). Slack resources and SMEs' international performance: The moderating role of dynamic capabilities. *International Business Review*, *35*(5), 102608. https://doi.org/10.1016/j.ibusrev.2026.102608

(3) Blay, T., Schöbel, S., Heubeck, T., Reinwald, M., Zeller-Lanzl, J., Froese, F. J., Tenzer, H., Presbitero, A., Stein, M.-K., Taras, V., & Kolbe, L. (2026). The future of global virtual work: Toward an interdisciplinary and integrative research agenda. *German Journal of Human Resource Management*, 23970022261436919. https://doi.org/10.1177/23970022261436919

(4) Held, P., Heubeck, T., & Meckl, R. (2026). Boosting SMEs' digital transformation: The role of dynamic capabilities in cultivating digital leadership and digital culture. *Review of Managerial Science*, *20*(5), 1687–1715. https://doi.org/10.1007/s11846-025-00919-5

(5) Heubeck, T. & Ahrens, A. (2025). Governing the responsible investments of slack resources in environmental, social, governance (ESG) performance: How beneficial are CSR committees? *Journal of Business Ethics*, *198*(2), 365–385. https://doi.org/10.1007/s10551-024-05798-6

(6) Held, P., Heubeck, T., & Meckl, R. (2025). The influence of individuals' capability to use generative AI on their idea generation: The mediating role of cognitive information-processing styles. *European Journal of Innovation Management*, *28*(10), 5376–5399. https://doi.org/10.1108/EJIM-06-2025-0711

(7) Held, P., & Heubeck, T. (2025). GenAI and employee innovativeness: How employees' sensing capabilities and the capabilities to use and evaluate GenAI shape their innovative work behavior. *Digital Business*, *5*(2), 100149. https://doi.org/10.1016/j.digbus.2025.100149

(8) Ahrens, A., & Heubeck, T. (2025). Top management as an enabler of firms' sustainable and digital transformation: A literature review and research agenda for twin transformation. *International Journal of Innovation Management*, *29*(05n06), 2540006. https://doi.org/10.1142/S1363919625400067

(9) Heubeck, T. & Ahrens, A. (2025). Sustainable by ideology? The influence of CEO political ideology and Ivy League education on ESG (environmental, social, and governance) performance. *Business Strategy and the Environment*, *34*(4), 4785–4810. https://doi.org/10.1002/bse.4212

(10) Bendig, D., Schulz, C., Erbar, F., & Heubeck, T. (2025). Apples to apples: Accurately assessing corporate carbon performance. *Journal of Cleaner Production*, *486*, 144338. https://doi.org/10.1016/j.jclepro.2024.144338

(11) Heubeck, T. (2024). Looking back to look forward: A systematic review of and research agenda for dynamic managerial capabilities. *Management Review Quarterly*, *74*(4), 2243–2287. https://doi.org/10.1007/s11301-023-00359-z

(12) Heubeck, T., Storz, A.-S., & Meckl, R. (2024). Success factors of global virtual teamwork: A social capital perspective. *Digital Business*, *4*(2), 100081. https://doi.org/10.1016/j.digbus.2024.100081

(13) Heubeck, T. (2024). Untangling the paradoxical relationship between religion and business: A systematic literature review of chief executive officer (CEO) religiosity research. *Journal of Business Ethics*, *195*(1), 191–214. https://doi.org/10.1007/s10551-024-05688-x

(14) Heubeck, T. (2024). Walking on the gender tightrope: Unlocking ESG potential through CEOs' dynamic capabilities and strategic board composition. *Business Strategy and the Environment*, *33*(3), 2020–2039. https://doi.org/10.1002/bse.3578

(15) Heubeck, T., & Meckl, R. (2024). Does board composition matter for innovation? A longitudinal study of the organizational slack–innovation relationship in Nasdaq-100 companies. *Journal of Management and Governance*, *28*, 597–624. https://doi.org/10.1007/s10997-023-09687-4

(16) Heubeck, T. (2024). The impact of dynamic managerial capabilities on firm performance: A moderated mediation analysis of German DAX firms. *Journal of Management & Organization*, *30*(5), 1538–1563. https://doi.org/10.1017/jmo.2023.57

(17) Just, R., Sommer, F., Heubeck, T., & Meckl, R. (2023). Sustainability as a stumbling block in closing acquisitions? The joint effect of target and acquirer ESG performance on time to completion. *Finance Research Letters*, *58*, 104422. https://doi.org/10.1016/j.frl.2023.104422

(18) Heubeck, T., & Meckl, R. (2023). Microfoundations of innovation: A dynamic CEO capabilities perspective. *Managerial and Decision Economics, 44*(6), 3108–3126. https://doi.org/10.1002/mde.3866

(19) Heubeck, T. (2023). Managerial capabilities as facilitators of digital transformation? Dynamic managerial capabilities as antecedents to digital business model transformation and firm performance. *Digital Business*, *3*(1), 100053. https://doi.org/10.1016/j.digbus.2023.100053

(20) Heubeck, T., & Meckl, R. (2022). Dynamic managerial capabilities and R&D spending: The role of CEO founder status. *International Journal of Innovation Management*, *26*(10), 2250074. https://doi.org/10.1142/S1363919622500748

(21) Heubeck, T., & Meckl, R. (2022). More capable, more innovative? An empirical inquiry into the effects of dynamic managerial capabilities on digital firms' innovativeness. *European Journal of Innovation Management*, *25*(6), 892–915. https://doi.org/10.1108/EJIM-02-2022-0099

(22) Heubeck, T., & Meckl, R. (2022). Antecedents to cognitive business model evaluation: A dynamic managerial capabilities perspective. *Review of Managerial Science*, *16*(8), 2441–2466. https://doi.org/10.1007/s11846-021-00503-7

Please note: Current and working projects are not listed. Please inquire if you would like more information about my current research projects.

Books, book chapters, and conference proceedings

(1) Kim, A., & Heubeck, T. (2026). The Double-Edged Nature of CEO General Human Capital. *Academy of Management Proceedings*, *2026*(1), 10442. https://doi.org/10.5465/AMPROC.2026.10442abstract

(2) Heubeck, T., Held, P., & Meckl, R. (2026). Dynamic Capabilities as Leverage for Slack Resources: Evidence from SMEs' International Performance. *Academy of Management Proceedings*, *2026*(1), 10466. https://doi.org/10.5465/AMPROC.2026.10466abstract

(3) Meckl, R. & Heubeck, T. (2025). *Internationales Management* (4th edition). Vahlen.

(4) Kim, Y. A., & Heubeck, T. (2025). The impact of religious (in)congruence between the top management team and the board. *Academy of Management Proceedings*, *2025*(1), 11191. https://doi.org/10.5465/AMPROC.2025.11191abstract

(5) Heubeck, T., & Held, P. (2025). Management capabilities in the age of generative artificial intelligence (GenAI): A conceptual framework and future research directions. In J. Liebowitz (Ed.), *Achieving Digital Transformation through Analytics and AI* (pp. 131–153). World Scientific. https://doi.org/10.1142/13939

AWARDS AND RECOGNITION

2024 **Research Award of the University Association Bayreuth e. V.**

University-wide award for outstanding academic achievements

More details (in German only): https://www.universitaere-preise.uni-bayreuth.de/de/wissenschaftspreis/heubeck/index.html

EDITORIAL AND REVIEW ACTIVITIES

Editorial Board *Digital Business*

Editorial Review Board *Journal of Business Research*
Business Ethics, the Environment & Responsibility

Ad-Hoc Reviewer *Journal of Business Ethics, Long Range Planning, Review of Managerial Science, Business Strategy and the Environment, Scandinavian Journal of Management, Journal of Business Research, International Journal of Innovation Management, Management Decision, Management Review Quarterly, Managerial and Decision Economics, Business Ethics, the Environment, and Responsibility* and more

ACADEMIC MEMBERSHIPS

- *Academy of Management*
  Divisions: Strategic Management; Organizations and the Natural Environment;

- *German Academic Association for Business Research (VHB)*
  Divisions: Strategic Management; Sustainability Management; Technology, Innovation, and Entrepreneurship

- *Strategic Management Society*
  Interest Groups: Stakeholder Strategy; Strategic Leadership and Governance

- *New Realities of Global Virtual Work: Interdisciplinary Perspectives and Integrative Approaches*
  DFG-funded Scientific Network

- *Sino-German Research Network*
  DFG and NSFC-funded Scientific Network

TEACHING EXPERIENCE: TU DORTMUND UNIVERSITY

Bachelor courses

- Strategic Management
- Management

Master courses

- Review Research in Management and Leadership Research

TEACHING EXPERIENCE: UNIVERSITY OF BAYREUTH

Bachelor courses

- Fundamentals of International Management
- Internationalization of Business Management
- Bachelor's Seminar in International Management

Master courses

- Intercultural Management
- Master's Seminar on International Management
- Conceptual and Empirical Research in International Management

Supervision activities

- > 50 final theses for Business Administration (B.Sc./M.Sc.) and Law students
- Two co-supervised doctoral students (successful 2026 graduation)