

CURRICULUM VITAE
Gabriel Henry Jacob
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Education

2021 — 2023	Postgraduate Diploma in Islamic Studies, University of Wales, Trinity Saint David
2020 — 2022	Certificate in Islamic Studies, Fuller Theological Seminary
2020 — 2021	Master of Divinity, Asian Pastoral Institute
2013 — 2018	PhD (Management), NUS Business School, National University of Singapore
2011 — 2013	Master in Public Policy, Lee Kuan Yew School of Public Policy, National University of Singapore
2009 — 2018	Master of Arts in Pastoral Studies, Asian Pastoral Institute
2004 — 2008	Bachelor of Business Administration (Honours), NUS Business School, National University of Singapore

Awards

2023	John Gokongwei School of Management Outstanding Scholarly Work Award, Ateneo de Manila University
2013 — 2018	NUS Research Scholarship
2017	Best Poster Award (Department of Management & Organisation), 6th Annual PhD Research Day, NUS Business School
2016	Selected for Doctoral Consortium, Entrepreneurship, Academy of Management
2016	3rd prize winner (Department of Management & Organisation) for poster competition, 5th Annual PhD Research Day, NUS Business School
2015	1st prize winner (Department of Management & Organization) for poster competition, 4th Annual PhD Research Day, NUS Business School
2013	WyWy Gold Medal for Best policy analysis exercise, Lee Kuan Yew School of Public Policy, NUS
2005	NTUC Income Prize (Best student in Management & Organisation)

Professional Appointments

2024 — Present	Associate Pastor, Crystal Tabernacle
2020 — Present	Faculty, Asian Pastoral Institute
2020 — 2024	Assistant Pastor, Crystal Tabernacle
2020 — Present	Research Assistant, Nanyang Business School
2018 — 2020	Research Fellow, Nanyang Business School
2013 — 2015	Social Entrepreneurship Fellow, Asia Centre for Social Entrepreneurship and Philanthropy, NUS Business School
2010 — 2013	Research Associate, Asia Centre for Social Entrepreneurship and Philanthropy, NUS Business School
2008 — 2010	Corporate Finance Associate, Provenance Capital
2008	Equity Analyst, JL Capital

Membership and Professional Affiliations

Ad-hoc Reviewer for Journal of Business Venturing, Entrepreneurship Theory and Practice, Applied Psychology: An International Review, and Group & Organization Management

Advisor, Salutat, a start-up that provided customer relationship management for microfinance institutions

Chartered Financial Analyst, CFA Institute

Member, Beta Gamma Sigma

Teaching Interests

Entrepreneurship and innovation

Entrepreneurship training (Master trainer of Personal Initiative training and STEP)

Research method

Muslim-Christian relations

Research Interests

Psychology of entrepreneurship

Entrepreneurship for poverty alleviation

New venture team

Muslim-Christian relations

Publications

Refereed Articles

Uy, Marilyn Ang, Sun Shuhua, Michael Marcus Gielnik, Gabriel Henry Jacob, John Luis D. Lagdameo, Armando G. Miclat Jr., and Enrico C. Osi. "Unpacking the nonlinear effect of self-efficacy in entrepreneurship: Why and under which condition more is not better." *Personnel Psychology* 77, no. 1 (2024): 81-108.

Bernadus, Denny, Fulgentius Danardana Murwani, Imanuel Deny Krisna Aji, Wirawan Endro Dwi Radianto, Liestya Padmawidjaja, Stefan Yudana Jatiperwira, Imanuel Hitipeuw, and Gabriel Henry Jacob. "Do Entrepreneurial Characteristics Moderate the Relationship between Experiential Learning and Entrepreneurial Mindset?" *Journal of Educational and Social Research* 13, no 1 (2023): 106-122.

Lex, Maïke, Michael Marcus Gielnik, Matthias Spitzmuller, and Gabriel Henry Jacob. "How Passion in Entrepreneurship Develops Over Time: A Self-Regulation Perspective." *Entrepreneurship Theory and Practice* 46, no 4 (2022): 985-1018.

Bernadus, Denny, Fulgentius Danardana Murwani, Imanuel Deny Krisna Aji, Wirawan Endro Dwi Radianto, Liestya Padmawidjaja, Stefan Yudana Jatiperwira, Imanuel Hitipeuw, and Gabriel Henry Jacob. "Psychometric Properties of the Indonesian Adaptation of the Entrepreneurial Mindset Scale." *Academic Journal of Interdisciplinary Studies* 11, no 3 (2022): 310-334.

Uy, Marilyn Ang, Gabriel Henry Jacob, Michael Marcus Gielnik, Michael Frese, Tony Antonio, Daniel Martomanggolo Wonohadidjojo, and Christina. "When Passions Collide: Passion Convergence in Entrepreneurial Teams." *Journal of Applied Psychology* 106, no 6 (2021): 902-920.

Tripathi, Neha*, Jinlong Zhu*, Gabriel Henry Jacob, Michael Frese, and Michael Marcus Gielnik. "Intraindividual Variability in Identity Centrality: Examining the Dynamics of Perceived Role Progress and Identity Centrality." *Journal of Applied Psychology* 105, no 8 (2020): 889-906. (* Joint first author)

Lam, Swee Sum, Weina Zhang, Achsa X. Ang, and Gabriel Henry Jacob. In Press. "The Reciprocity of Financial and Social Performance in Social Enterprises: Evidence from MFIs." *Public Performance and Management Review* 43, no 1 (2019): 206-31.

Jacob, Gabriel Henry, Michael Frese, Stefanie I. Krauss, and Christian Friedrich. "On the Importance of a Motivational Agency Variable: Being a Formal Business in Developing Countries Is Only Helpful for Growth if Business Owners Show a High Degree of Personal Initiative." *Journal of Applied Psychology* 104, no 9 (2019): 1181-194.

Seidel, Jan, Anna Sundermann, Steven A. Brieger, Pepe Strathoff, Gabriel Henry Jacob, Tony Antonio, and Christina W. Utami. "On How Personal Values and Sustainability Conceptions Impact Students' Sustainability Management Orientation: Evidence from Germany, Indonesia, and the USA." *Journal of Global Responsibility* 9, no 4 (2019): 335-54.

Lam, Swee Sum, Weina Zhang, and Gabriel Henry Jacob. "The Mispricing of Socially Ambiguous Grey Stocks." *Finance Research Letters* 13 (2015): 81-89.

Edited Book

Seah, David Jeremiah Hok Heng, Swee Sum Lam, Kian Cheng Lee, and Gabriel Henry Jacob, eds. 2025. *Celebrating God's Goodness*. Singapore: The Tabernacle Church and Missions.

Chapter in Book

Jacob, Gabriel Henry. 2025. "The Man – A Spiritual Entrepreneur." In *Celebrating God's Goodness*, edited by David Jeremiah Seah Hok Heng, Swee Sum Lam, Kian Cheng Lee, and Gabriel Henry Jacob, 25-46. Singapore: The Tabernacle Church and Missions.

Best Paper Proceedings

Uy, Marilyn Ang, Gabriel Henry Jacob, Tony Antonio, Johan Hasan, and Swee Sum Lam. 2017. "Entrepreneurial Passion Heterogeneity and New Venture Team Performance." In *Academy of Management Best Paper Proceedings [Entrepreneurship Division]*, Atlanta, August 4-8, 2017.

Zhu, Jinlong, Neha Tripathi, Gabriel Henry Jacob, Nan Wang. 2016. "The Dynamic Construction of Entrepreneurial Identity: A Dual-Process Model." In *Academy of*

Management Best Paper Proceedings [Entrepreneurship Division], Anaheim, August 5-9, 2016.

Conference Presentations

Huang, Yi*, Marilyn Ang Uy*, Gabriel Henry Jacob, Trianggoro Wiradinata, and Tony Antonio. 2025. "Experiencing Multiple Functional Identity Centrality: A Within-Individual and Within-Team Investigation." Paper will be presented at the Academy of Management Conference, July 25-29, 2025. (* Joint first author)

Huang, Yi, Marilyn Ang Uy, Gabriel Henry Jacob, Trianggoro Wiradinata, and Tony Antonio. 2024. "Team Synergy Unveiled: Identity Centrality and New Venture Team Progress." Paper presented at the Asian Management Research Consortium 2024, Nanyang Business School, Singapore, April 26-27, 2024.

Uy, Marilyn Ang, Sun Shuhua, Gabriel Henry Jacob, and Michael Marcus Gielnik. 2022. "Too Much of a Good Thing? A Within-Person Examination of Entrepreneurial Self-Efficacy and Venture Goal Progress." Paper Presented at the ACERE Conference, Melbourne, February 8-11, 2022.

Huang, Yi, Marilyn Ang Uy, Jin Linlin, Gabriel Henry Jacob, and Tony Antonio. 2021. "Unpacking the Profiles of Entrepreneurial Passion: Examining the Nature and Consequences of Entrepreneurial Passion Profiles." Paper Presented at the ACERE Conference, Brisbane and Gold Coast, February 9-12, 2021.

Uy, Marilyn Ang, Gabriel Henry Jacob, Michael Marcus Gielnik, John Luis Lagdemo, Armando Miclat G. Miclat Jr., and Enrico Osi. 2020. "Affect and Personal Initiative Among Early-Stage Entrepreneurs: A Dual Tuning Perspective." Paper presented at the Academy of Management Conference, August 7-11, 2020.

Uy, Marilyn Ang, Gabriel Henry Jacob, Waifong Boh, and Qi Liu. 2020. "Does Pivoting Help or Hurt the Startup Business Viability? The Moderating Role of Personal Initiative." Paper presented at the ACERE Conference, Adelaide, February 4-7, 2020.

Uy, Marilyn Ang, Gabriel Henry Jacob, Michael Marcus Gielnik, Michael Frese, Tony Antonio, Daniel M. Wonohadidjojo, and Christina. 2019. "When Passions Collide: Emergence and Consequence of Passion Convergence in Entrepreneurial Teams." Paper presented at the Academy of Management Conference, Boston, August 9-13, 2019.

Jacob, Gabriel Henry, Stefanie I. Krauss, and Christian Friedrich. 2018. "Formalization and Personal Initiative for Entrepreneurial Growth in Developing Countries." Paper presented at the Academy of Management Conference, Chicago, August 10-14, 2018.

Jacob, Gabriel Henry, Marilyn Ang Uy, Tony Antonio, Christina, and Daniel M. Wonohadidjojo. 2017. "Personal Initiative: Influencing Team Members Through Developmental Feedback." Paper presented at the Academy of Management Conference, Atlanta, August 4-8, 2017.

Uy, Marilyn Ang, Gabriel Henry Jacob, Tony Antonio, Johan Hasan, and Swee Sum Lam. 2017. "Entrepreneurial Passion Heterogeneity and New Venture Team Performance." Paper presented at the Academy of Management Conference, Atlanta, August 4-8, 2017.

Jacob, Gabriel Henry, Michael Marcus Gielnik, Michael Frese, Alexander Kuschauer, Elmer Lorenzana, Maria Crestia Banares, Mary Anne Ansano, Nolan Belaro, Rey Joseph Redobalo, and Emily Agonos. 2016. "Taking Step to Entrepreneurship: Randomized Evaluation of an Action-Based Entrepreneurship Training in the Philippines." Paper presented at the INSEAD and ILO Evidence Symposium: Promoting Entrepreneurship for Inclusive Growth and Decent Jobs, Abu Dhabi, November 14-15, 2016.

Kaur, Ameek, Gabriel Henry Jacob, Michael Marcus Gielnik, Michael Frese, Tony Antonio, and Swee Sum Lam. 2016. "Shared Leadership and Team Innovation: "What Leadership Roles Should Be Shared?" Paper presented at the IEEE International Conference on Management of Innovation and Technology, September 19-22, 2016.

Zhu, Jinlong, Neha Tripathi, Gabriel Henry Jacob, and Nan Wang. 2016. "The Dynamic Construction of Entrepreneurial Identity: A Dual-Process Model." Paper presented at the Academy of Management Conference, Anaheim, August 5-9, 2016.

Uy, Marilyn Ang, Gabriel Henry Jacob, and Michael Marcus Gielnik. 2016. "Of Flickering Flames and Forest Fires: The Impact of Diversity in Entrepreneurial Passion on Team Performance." Paper presented at the Babson College Entrepreneurship Research Conference, June 8-11, 2016.

Lex, Maike, Michael Marcus Gielnik, Michael Frese, Matthias Spitzmuller, and Gabriel Henry Jacob. 2016. "Reconciling Through Reciprocity: An Integrated Model on the Reciprocal Relationships between Entrepreneurial Passion, Self-Efficacy, and Venture Success." Paper presented at the Babson College Entrepreneurship Research Conference, June 8-11, 2016.

Kaur, Ameek, Gabriel Henry Jacob, Michael Marcus Gielnik, Michael Frese, Tony Antonio, and Swee Sum Lam. 2016. "Shared Leadership, Role Sharing and Team Innovation: A Team Ambidexterity Perspective." Paper presented at the Interdisciplinary Network for Group Research, 2016.

Kaur, Ameek, Gabriel Henry Jacob, Michael Marcus Gielnik, Michael Frese, Tony Antonio, and Swee Sum Lam. 2016. "Shared Leadership and Team Innovation: "What Leadership Roles Should Be Shared? A Team Ambidexterity Perspective." Paper presented at the Lead in Asia Conference, Bali, 2016.

Ang, Achsa X., Gabriel Henry Jacob, Lam Swee Sum, and Weina, Zhang. 2016. "The Reciprocity of Financial and Social Performance in Social Enterprises: Evidence from MFIs." Paper presented at the 2016 International Symposium on Social Enterprises, April 22, 2016.

Lam, Swee Sum, Gabriel Henry Jacob, and Achsa X. Ang. 2015. "Structuring Microfinance Institutions for Performance and Sustainability: For-Profit or Not-For-Profit?" Paper presented at the 9th ISTR Asia Pacific Regional Conference, August 27-28, 2015.

Jacob, Gabriel Henry, Xinye Liang, Michael Marcus Gielnik, Ameek Kaur, Tony Antonio, Danardana Murwani, Hendrasmoro, Johan Hasan, Gamaliel Waney, Natalia Christiani, Swee Sum Lam, and David Jeremiah Seah. 2015. "Team Ambidexterity: Examining its Antecedent and Consequence on Innovation Success." Paper presented at the Academy of Management Conference, Vancouver, August 7-11, 2015.

Liang, Xinye, and Gabriel Henry Jacob. 2015. "Managing Exploration-Exploitation Tensions: The Role of Ambidextrous Leadership." Paper presented at the Academy of Management Conference, Vancouver, August 7-11, 2015.

Jacob, Gabriel Henry, Michael Marcus Gielnik, Kim Marie Bischoff, and Michael Frese. 2014. "Fostering Entrepreneurship with a Student Training for Entrepreneurial Promotion (STEP)." Paper presented at the International Conference on Entrepreneurship Education, Surabaya, August 28-29, 2014.

Lam, Swee Sum, Weina Zhang, and Gabriel Henry Jacob. 2013. "The Mispriced Greys: Mispricing in the Socially Ambiguous Stocks." Paper presented at the PRI-NUS Asia-Pacific RI Forum, Singapore, 2013.

Lam, Swee Sum, Gabriel Henry Jacob, and Andy Song Yee Toh. 2012. "Socially Responsible Investment Styles: Equity Risk, Return and Valuation." Paper presented at the PRI-CBERN Academic Conference, Toronto, October 1-3, 2012.

Lam, Swee Sum, and Gabriel Henry Jacob. 2012. "Entrepreneurship for Sustainable Development." Paper presented at the Philanthropy in Asia Summit, Singapore, September 11, 2012.

Lam, Swee Sum, and Gabriel Henry Jacob. 2011. "Landscape Study on Donations and Grant Making Entities in Singapore." Paper presented at the NVPC inaugural Philanthropy Roundtable, Singapore, November 10, 2011.

Lam, Swee Sum, David Jeremiah Seah, and Gabriel Henry Jacob. 2011. "Roots of Philanthropy." Paper presented at the Annual ERNOP Conference 2011, Philanthropy and Civil Society: European and Transnational Perspectives, Vienna, June 7, 2011.

Lam, Swee Sum, and Gabriel Henry Jacob. 2010. "Can Philanthropy be Learnt? Intergenerational Effects of Philanthropy." Paper presented at the CSEP Conference on Philanthropy, Singapore, 2010.

Case Studies

Lam, Swee Sum, Achsah Ang, and Gabriel Henry Jacob. "Lien Foundation: Philanthropy for Social Innovation." Case Centre Reference No. 317-0396-8. Singapore: Asia Centre for Social Entrepreneurship and Philanthropy, 2017.

<https://www.thecasecentre.org/programmeAdmin/products/view?id=148453>

Lam, Swee Sum, Achsah Ang, and Gabriel Henry Jacob. "Universitas Ciputra: A Philanthropist's Vision for Entrepreneurship in Indonesia." Case Centre Reference No. 816-0092-1. Singapore: Asia Centre for Social Entrepreneurship and Philanthropy, 2016.

<https://www.thecasecentre.org/main/products/view?id=137415>

Lam, Swee Sum, Leland dela Cruz, David Jeremiah Seah, and Gabriel Henry Jacob (Eds). 2013. *Asia Centre for Social Entrepreneurship and Philanthropy Case Series on Social Entrepreneurship: A Case Collection on Philippines (2012)*. Singapore: Asia Centre for Social Entrepreneurship and Philanthropy.

<https://bschool.nus.edu.sg/acsep/wp-content/uploads/sites/19/2018/10/SWP5.pdf>

Lam, Swee Sum, and Gabriel Henry Jacob. "Media Development Loan Fund (A): Venture Philanthropy for Independent Media." Case Centre Reference No. 714-060-1. Singapore: Asia Centre for Social Entrepreneurship and Philanthropy, 2012.

<https://www.thecasecentre.org/educators/products/view?id=124798>

Lam, Swee Sum, and Gabriel Henry Jacob. "Media Development Loan Fund (B): Venture Philanthropy Cycle." Case Centre Reference No. 714-060-1. Singapore: Asia Centre for Social Entrepreneurship and Philanthropy, 2012.

<https://www.thecasecentre.org/educators/products/view?id=124800>

Lam, Swee Sum, and Gabriel Henry Jacob. "PinoyME Foundation: Scaling Up the Philippines Microfinance Sector." Singapore: Asia Centre for Social Entrepreneurship and Philanthropy, 2012. <https://bschool.nus.edu.sg/Portals/0/docs/ACSEP/pinoyme.pdf>

Organisation of Workshops and Trainings

Organiser (with Michael Frese): Train-the-trainer workshop on Personal Initiative Mindset Training for trainers in the Asian region and beyond. Ateneo de Manila University, Manila, February 19-26, 2018.

Organiser (with Michael M. Gielnik and Michael Frese): Train-the-trainer workshop for participants from four universities in the Philippines (De La Salle University, Ateneo de Manila University, University of the Philippines, Bicol University): Enhancing Entrepreneurship Skills through Action Regulation Training, Manila, December 5-10, 2013.

Media

Media mentions

Lam, Swee Sum, and Gabriel Henry Jacob. "A landscape Study on Donations in Singapore." *SALT Online*, January 31, 2011. <http://www.salt.org.sg/1406/a-landscape-study-on-donations-in-singapore/>.

Lam, Swee Sum, and Gabriel Henry Jacob. "Everyone can be Philanthropic," *Humaneity Magazine*, December 2010, 24-26.

Singaporeans are Donating More. Study featured in Sunday Times, March 4, 2012.

Youtube Presentations

Asia Centre of Social Entrepreneurship and Philanthropy Conversations in Philanthropy Series, No. 2, Panel interview on “Fostering Entrepreneurship for Sustainable Development”, on the Temasek Foundation Project on capacity building and capability training in collaboration with Ateneo de Manila University and Gawad Kalinga, 12 minutes, broadcast quality. Panel interview by Lam Swee-Sum, Gabriel Henry Jacob and David Jeremiah Seah (https://www.youtube.com/watch?v=L5S8vm_enu0).