



ALMA MATER STUDIORUM  
UNIVERSITÀ DI BOLOGNA



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## MIGRANT ENTREPRENEURSHIP: DEVELOPMENTS AT THE INTERSECTION OF POLICY AND PRACTICE

*Final conference of the project MIG.EN.CUBE*

**28<sup>TH</sup> 2023 - SALA BORSA, PIAZZA DEL NETTUNO 3, BOLOGNA**

**09:00-10:30 ACADEMIC PAPERS PARALLEL SESSIONS:**

### **1) Refugee Entrepreneurship**



**Lukas Valek** obtained bachelor's degree in Financial Management at Faculty of Informatics and Management of the University of Hradec Kralove (FIM, UHK) and master's degree in Corporate Finance and Business at Faculty of Business and Management of University of Technology Brno. He holds PhD in field of Information and Knowledge Management from FIM, UHK. He is active in non-profit, non-governmental (NGO) sphere since 2010 and focuses on relations between NGOs and business. Since 2012 he is involved in projects of programme Erasmus+ in various roles including consultant for the Czech National Agency. His publishing activities are related mainly to non-mainstream complementary economic systems and further to migration and entrepreneurship. He has long experience in application of methods of non-formal learning in education and in project management, and since 2017 worked as Technology Scout in field of humanities (University of Hradec Kralove).



**Benson Honig** (Ph.D. Stanford University) is the Teresa Cascioli Chair in Entrepreneurial Leadership, DeGroote School of Business, McMaster University, Canada. His Research activities include over 120 peer reviewed publications with over 17,000 citations world-wide, focusing on professional ethics as well as subjects such as ingenuity, nascent entrepreneurship, social entrepreneurship, migration issues, and entrepreneurship in transition environments. He is past president of the Canadian Council of Small Business and Entrepreneurship; Past Chair of the Academy of Management's ethics education committee and a founding board member of the Africa Academy of Management. He is also co-founder of the Reframery, a social innovation virtual incubator supporting marginalized entrepreneurs, at [www.reframery.org](http://www.reframery.org). We target marginalized impacted communities by reducing financial instability, supporting SMBs and self employment activities in the pre and post COVID era. We apply research findings to communities in real time, offering support of self employment training for women, refugees, minorities, immigrants, Indigenous and persons with disabilities, with proprietary research designed instructional tools, coaching, mentoring, and micro-lending at a vastly reduced cost. We are replicating our model for refugee communities 'left out' of global markets due to institutional, social and geographic constraints exacerbated by COVID.



**Hülya Kaya** graduated from Ankara University, Law Faculty in Turkey. She holds a Masters degree from the University of Portsmouth and a PhD from the University of Sussex. Currently, she is working as lecturer at Gedik University, Faculty of Law in Turkey. She is teaching International and European refugee and migration law. She gave a lecture to LLM students on Refugee Law within the Law Faculty, Gedik University, Istanbul between 2021 and 2022. Her thesis was published in 2020 as a book by Edward Elgar under the title 'The EU-Turkey Statement on Refugees: Assessing Its Impact on Fundamental Rights'. The book critically evaluates how the EU-Turkey Agreement on refugee issues affects the rights of refugees. She is also working as a District Governor of Pendik in Istanbul. She has implemented many socio-economic development projects related to women, children, refugees and disadvantaged persons with NGOs and international organisations.



**Mustafa F. Özbilgin** is a Professor of Organisational Behaviour at Brunel Business School, London. He also holds two international positions: Co-Chaire Management et Diversité at Université Paris Dauphine and Visiting Professor of Management at Koç University in Istanbul. His research focuses on workplace equality, diversity and inclusion from comparative and relational perspectives. He is an engaged scholar, driven by values of workplace democracy, equality for all, and humanisation of work. He has conducted field studies in the UK and internationally, and his work is empirically grounded. He has authored and edited more than 20 books and published over 200 papers in academic journals, and has served as the editor-in-chief in *European Management Review* and is currently serving on the editorial boards of over 20 journals internationally. His research has been supported by international and national grants.



**Dr. Jörg Freiling** is Full Professor and Head of the LEMEX Chair in Small Business & Entrepreneurship at University of Bremen. His major research fields are transnational, migrant and refugee entrepreneurship, entrepreneurial ecosystems, entrepreneurial support systems (incubators, accelerators), and small business management. Freiling is involved in many editorial boards and review boards of international journals and published in international journals like *Journal of Management Studies*, *Organization Studies*, *Entrepreneurship & Regional Development*, *International Small Business Journal*. Address: LEMEX, University of Bremen, Enrique Schmidt Str. 1, D-28359 Bremen. E-mail: [freiling@uni-bremen.de](mailto:freiling@uni-bremen.de), Web: [lemex.uni-bremen.de](http://lemex.uni-bremen.de).



**Tenzin Yeshi** is a Ph.D. candidate at Bremen University (LEMEX), Germany. His research primarily emphasizes the emerging research field of displaced and refugee entrepreneurship, employing an academic lens to investigate the labor market integration of transnational (forced migrant) entrepreneurs in the host country. Tenzin was also involved in Erasmus+ project “Virtual Incubator for Refugee Entrepreneurs (VIFRE)”, an online business incubator platform that successfully navigated entrepreneurship education explicitly designed for refugee entrepreneurs.





**Samaneh Khademi** is a sociologist and researcher with a keen interest in refugee entrepreneurship and inclusion. Khademi's research focuses on the agency of refugees and their intersectional positions in relation to opportunity structures within host societies. Her PhD dissertation compares the experiences of established refugee entrepreneurs (Iranians) with a newer group of refugee entrepreneurs (Syrians) in the Netherlands. Samaneh has developed a conceptual model for studying refugee entrepreneurship that combines mixed embeddedness theory with intersectionality, which she has submitted for publication. Khademi has published an article titled "Iranian Refugee Entrepreneurship and Inclusion in the Netherlands" in the Journal of Refugee Studies, in which she emphasizes the importance of an inclusion-based approach to analyzing refugee entrepreneurship. Her research examines the inclusion of Iranian refugee entrepreneurs in terms of their sense of belonging and felt respect. Currently, she is focusing on Syrian refugee entrepreneurs and their agency in relation to intersecting backgrounds such as class, gender, age, ethnicity, and religion in the Dutch context. Through her studies, Khademi sheds light on the challenges and opportunities faced by refugee entrepreneurs, with implications beyond the Netherlands. Her research makes significant contributions to the field of refugee studies.

## 2) "Micro-Macro Relationships"



**Rosana Silveira Reis** is Associate Professor at ISG International Business School. She has been living in Europe since July 2004. She spent six years in Italy, where she defended her Ph.D. in Management at the University of Bologna, and the last thirteen years in France where she is currently Associate Professor at ISG International Business School in Paris. She has 35 years of experience in Human Resources, 15 of them as a manager in large companies in Brazil. Since 2000 she has been teaching in undergraduates, Master and MBA Programs, the disciplines: Human Resource Management, International HRM, Organization Behaviour, Management of Innovation, Cross Cultural Management, and Doing Business in America. In her research, she is working in the cross-border of Organization Behaviour, Innovation, and Entrepreneurship. Her focus is on Ecosystems of Innovation, Migrant Entrepreneurs, Platform workers, Culture & Inclusion, Creativity in Global Teams, and Leadership. She was elected Country Representative to represent France in the EURAM Council of Country Representatives for the period 2021 to 2024. She is also French Coordinator at MIG.EN.CUBE Project – International Research Consortium sponsored by Erasmus+



**Erika Branca** is a postdoctoral researcher in the field of Entrepreneurship, currently working on the GUESSS 2023 - ECOOM student-entrepreneurship project at the University of Antwerp and Ghent University, Belgium. She received her PhD in Business Administration and Management at the University of Pisa, with a dissertation on the role of the acculturation process in immigrant entrepreneurship. Her research interests include the intersection of entrepreneurship and psychology with a particular focus on the emotional and cognitive foundations of entrepreneurial behaviour, as well as the drivers and outcomes of entrepreneurial venture strategy.



Dr **Veselina Stoyanova** is currently an Associate Professor in Strategy & International Business at the University of Birmingham, Business School, UK. Her research work and interest is in the intersection of strategy, entrepreneurship and the creation of social impact. She has published in Journal of Management, Technological Forecasting and Social Change, Journal of International Management, Management and Organisation Review, International Small Business Journal. Recently, Veselina is included in Poets & Quants Best MBA Professors 40 under 40 in the world.



**Andrea Lasagni** is Associate Professor of Applied Economics at the Department of Economics and Management of the University of Parma. After a Master of Science in International Economics at the University of Sussex (UK), he completed a PhD in Economics at the University of Pavia. His main research topics include institutions and productivity; firm size and growth; and migrant entrepreneurship. Andrea Lasagni has published in international peer-reviewed journals, such as The International Journal of Entrepreneurship and Innovation, Scottish Journal of Political Economy, Industrial and Corporate Change, and Industry and Innovation.



**Eleni Chiarapini** is a Doctoral Researcher at Alliance Manchester Business School funded by the University of Manchester and the Economic and Social Research Council. Eleni is a member of the European International Business Academy, British Academy of Management, and the Academy of International Business and presented her research in Madrid, Oslo, Manchester, Reading, and Glasgow (April 2023). Eleni's research focuses on migrant social entrepreneurship in the United Kingdom, specifically looking at work integration social enterprises, she aims to understand how migrants and refugees are having a social impact in host societies. Her prior publication focused on how International Business research can help achieve the Sustainable Development Goals. She also worked as a research assistant on the project MNEDevelop looking at how MNEs' actions can alleviate poverty in developing countries. Eleni conceptualized and delivered a seminar on social impact and social value creation for the MSc International Business and Management and works as a seminar leader on different Entrepreneurship courses for bachelor's degrees. Eleni is currently working part-time as an associate research consultant with Code-Switch Consultants.



**Asma Naimi** is an Assistant Professor at the Faculty of Social Sciences of the Vrije Universiteit Amsterdam. Her work focuses on the role of social entrepreneurship in

tackling large scale societal challenges that span borders, such as migration, poverty, inequality, and injustice. She studies the direct actions of social entrepreneurs to make an impact and their storytelling practices to create awareness and mobilize support for their mission. Her research on social entrepreneurship also considers emancipation in marginalized and stigmatized groups, and innovation in the context of uncertainty and fragility. Asma is passionate about combining knowledge and creativity to create social change. By founding Changemaker Studio she closely connects her research with practice. She works as an advisor in the field of international development, social entrepreneurship, and corporate social responsibility to empower changemakers through innovative approaches that build on their talent and potential. Asma is also Chair of the Board at NewBees, a social enterprise committed to creating an inclusive workplace by collaborating with newcomers, companies, and municipalities. Asma's wide range of cross-sector and cross-cultural experiences allow her to foster our interconnection to build the foundation for more equitable societies.

### 3) Policies and Supports



Professor **Monder Ram** OBE is the Director of the Centre for Research in Ethnic Minority Entrepreneurship (CREME) at Aston University. One of the foremost international scholars researching ethnic minority entrepreneurship, Prof Monder Ram's work has helped to shape the field over the past 3 decades. From his considerable research output to the founding of the Centre for Research in Ethnic Minority Entrepreneurship, Prof Ram has become established as a leading scholar and impactful researcher. His commitment to engaged scholarship has resulted in several social science inspired initiatives that have benefited diverse and overlooked communities. His research outputs are complemented by a lengthy record of external research funding awards from prestigious sources such as ESRC, NERC and Low Pay Commission as well as from national and regional public bodies. Prof. Ram has held visiting Professorships at Lund University and Turku University in Finland. He serves as an advisor to the All Party Parliamentary Group for BAME Business Owners and is a member of the Ethnic Minority Business Group at the Department for Business, Energy, and Industrial Strategy (BEIS).



**Dr. Shekh Mohammad Altafur Rahman** is a faculty member at the School of Global Studies, at Thammasat University, Thailand. He has his doctoral degree in Human Rights and Peace Studies, along with a Masters in Law and Masters in Human Rights and Social Development. Before his academic career, Dr. Rahman served with several international development and human rights organizations across Asia and the Pacific for fifteen years. He is a lawyer under Bangladesh Bar Council. He has initiated a number of platforms, which are keeping their marks notably to date. Dr. Rahman's research areas include international human rights and its intersectionality, human security as a policy framework, functionalities of the globalized world, Muslim's areal complexities, and peaceful transition and negotiation. Contact Email: [smaltaf2003@gmail.com](mailto:smaltaf2003@gmail.com)



Dr **Wendy Wu** is an experienced entrepreneur, academic, and educator who has created integrated coaching methodologies to develop entrepreneurs' business competence and creativity for over two decades. She is a lecturer in Entrepreneurship and Innovation and Business Adviser at Edinburgh Napier University, where she has advised over 300 businesses from ideation to scale up. Her expertise includes change management, entrepreneurship development, philanthropic funding strategy, innovative business models, and diversity integration. Dr Wu advocates ethical and value-oriented entrepreneurship and is committed to advancing impact investment, ESG, and purpose-driven business. Dr Wu has served as a Programme Manager for a multi-million-pound educational programme, an Education Officer for the Scottish Arts Council, a CEO of a London-based international charity, and a business owner in the service industry. In 2020, she founded the Edinburgh Napier University Impact Investment Symposium, bringing together more than 100 investors, academics, philanthropists, entrepreneurs, and other change-makers to advance impact investment and purpose-driven business. Dr Wu is a senior fellow of a Higher Education Academy in the UK and an accredited Team Coach with Tiimiakatemia in Finland and Akatemia in the UK. Dr Wu also enjoys writing poetry and is a mindfulness practitioner.



**Maria Elo**, associate professor, University of Southern Denmark, professor, Belt and Road Institute of International Business at Shanghai University, senior research fellow, University of Turku and adjunct professor, Åbo Akademi University works on international business, -entrepreneurship and -migration with topics such as internationalization, resources of skilled migrants and returnees, migrant and diaspora entrepreneurship, transnational and family businesses, diaspora networks, diaspora investment and remittances. She has published books and articles, for example, in Journal of World Business, Journal of International Business Policy, Industrial Marketing Management, Regional Studies, Journal of International Entrepreneurship and International Journal of Entrepreneurship and Small Business.





**Eunice CASCANT**, is a third-year doctoral researcher at IAE University Jean Moulin Lyon3 with a background in International management. Currently ,working on the European Project Horizon 2020 together with her dissertation supervisors Catherine Mercie-Suissa and Noémie Domonguez. The project aims at examining existing integration policies and initiatives on the European, regional and local level as well as individual policies in which housing plays an important role. The project's final objective is to measure long term effects of best practices and participatory initiatives focusing on integration of migrants through housing tested and replicated in three EU countries: France (Lyon), Spain (Valencia) and Sweden (Gothenburg). Within the framework of Merging H2020, CASCANT's research focuses on the entrepreneurial processes of highly skilled female refugee social entrepreneurs and their interactions within the French entrepreneurial ecosystem.



**Ebru Sarikaya** did an apprenticeship as a bank clerk. After her training, she worked in the bank as a trainee and study group spokeswoman in Corporate Banking in the field Cash Management & International Business and in the Relationship Banking Department. She graduated with a bachelor's degree from the University of Cologne in 2015 with a focus on Finance & Business Psychology. In 2018 she completed her master's degree at the University of Wuppertal with the research focus on Entrepreneurship, Intercultural Management and Technology & Innovation Management. From 2017 up to 2021 she worked as a Relationship Manager in Corporate Banking in Dusseldorf and in London and as a Manager Corporate Banking for Large Corporates. In addition to her work in the bank, she worked as an assistant to the Professor of Economic and Social Psychology at the Institute of Sociology and Social Psychology at the University of Cologne. Since 2018 she is working as a Research Associate in the ifm (Institut für Mittelstandsforschung) at the University of Mannheim. Her research interest is focused on the combination of theoretical and practical knowledge in SME research, migrant entrepreneurship and gender studies.



## 11:00-12:30 ACADEMIC PAPERS PARALLEL SESSIONS:

### 4) Refugee Entrepreneurship



**Huriye Yeröz** is a Senior Lecturer in Entrepreneurship at Leicester Castle Business School, De Montfort University, United Kingdom and a visiting scholar at Sabancı University, Turkey. Dr Yeröz's research concerns the identity and capital development processes of migrant-refugee and women entrepreneurship around intersecting gender, ethnicity, and social class axes. She uses diverse perspectives in her research, such as feminist theory, practice theory and institutional theory, and specialises in the narrative/life-story approach. Her work has been published in international journals. Her ongoing research is titled 'Integration of Refugees into Entrepreneurship: Empirical Analysis of New Venture Legitimation Processes in the context of Syrian Refugee Entrepreneurship in Turkey', which has received funding from the EU Horizon 2020 research and innovation programme and the Turkish Scientific and Technology Council. In addition, she has been involved in providing various academic services as a stream convener, reviewer, supervisor, and mentor for PG and PhD students. Before her PhD studies, she worked in various managerial roles for governmental organisations and international companies. She has also been involved in research projects consultancy funded by diverse bodies such as European Union, Trade and Government Agencies.



**Tenzin Yeshe** is a Ph.D. candidate at Bremen University (LEMEX), Germany. His research primarily emphasizes the emerging research field of displaced and refugee entrepreneurship, employing an academic lens to investigate the labor market integration of transnational (forced migrant) entrepreneurs in the host country. Tenzin was also involved in Erasmus+ project "Virtual Incubator for Refugee Entrepreneurs (VIFRE)", an online business incubator platform that successfully navigated entrepreneurship education explicitly designed for refugee entrepreneurs.



**Alexandra David** (PhD) is senior researcher on Migration, Innovation and Entrepreneurship at the Westphalian University, Institute for Work and Technology (IAT). After her communication science studies at the University Duisburg-Essen (Germany) and economic studies at the Distant University in Hagen (Germany), she wrote her PhD in sociology at the University of Twente (Netherlands) while working at the IAT as researcher and as a consultant in Bern (Switzerland). To this day, her research questions focus on the topics of diversity, migration, innovation, and integration from the entrepreneurial perspective. Alexandra has advised the German Integration Commissioner of the Federal Government on migrant entrepreneurship and was part of the Ashoka Hello Europe round table on migrant and refugee accelerator development. In the course of time, she has accompanied and advised several mentoring programs for migrant, female and refugee entrepreneurs. She is author of books and articles and a reviewer for the European Commission and several German ministries. She is a founding member of a regional think tank on migrant and multicultural entrepreneurship in the Ruhr Area.



Dr. **Isilay Talay** is an Assistant Professor in Operations and Supply Chain Management in Trinity Business School, Trinity College Dublin, the University of Dublin. She teaches in multiple MSc programs and supervises MSc dissertations in MSc in Entrepreneurship, Business Analytics, and Operations and Supply Chain Management programs. Her previous publications and research interests include promoting sustainable finance for SMEs in emerging economies, interplay of production and financing decisions, and international trade. Coupled with Turkish landscape for SMEs and refugee influx, a recent dissertation written by Meryemhan Gul lead to a joint work with Dr André van Stel and Dr Orkun Bayram to explore common success factors for refugee entrepreneurs in Türkiye, which will form the focus of our presentation.

## 5) Transnationalism and Return



**Vittoria G. Scalera**, Ph.D., is an Associate (tenured) Professor of International Business at the Amsterdam Business School (University of Amsterdam) and Director of the research platform “A Sustainable Future” at the Faculty of Business and Economics of the University of Amsterdam. She has been a visiting scholar at the Fox School of Business, Temple University, at the Henley Business School (University of Reading), and at Bocconi University. In 2017, she was awarded the John H. Dunning Visiting Fellowship, sponsored by the John H. Dunning Centre for International Business at Henley Business School (University of Reading). Her research mainly lies at the intersection between international business and innovation management, where she focuses on cross-border innovation, diversity in innovation teams, and the green transition of multinational enterprises. Her research has received several awards and grants, including the Academy of International Business (AIB) Conference Best Paper Award, the Global Strategy Journal Best Paper Award, an Erasmus+ grant by the European Commission, and a three-year individual research grant (VENI) by the Netherlands Organization for Scientific Research (NWO). Her works have been published or are forthcoming in leading academic journals, including the *Journal of International Business Studies*, *Research Policy*, *Global Strategy Journal*, *Journal of World Business*, and *Leadership Quarterly*, among others. She has recently co-edited an Oxford University Press book titled “Cross-border Innovation in a Changing World”.



**Robert C. Kloosterman** is Emeritus Professor of Economic Geography and Planning at the Universiteit van Amsterdam. His research is guided by questions about how social, economic and cultural changes of advanced urban economies have impacted on different social groups. The transformation of urban production systems plays a key role in his work. He uses the interactionist mixed embeddedness concept to explore the relationship between shifts in the opportunity structure and the processes of insertion of migrant entrepreneurs. Apart from his work on migrant entrepreneurship, he has published on issues such as labour market developments in urban areas, and, more recently, on cultural industries, especially music and architectural design, as well as planning issues related to cultural amenities. He has advised the Dutch national Social-Economic Council and the OECD on the issue of migrant entrepreneurship. He currently leads the Horizon 2020 project Cicerone on production networks in cultural and creative industries.



**Qiong Wu** is a PhD candidate at IE Business School majoring in Entrepreneurship. Before joining IE, she graduated with a Bachelor's degree in Business Administration at Renmin University of China and a Master's degree in Public Policy at Chinese University of Hong Kong. She has rich working experience in government, new ventures, and listed companies. She is interested in immigrant entrepreneurship, public policy, and entrepreneurial financing. Her current research looks at the decision making of immigrant entrepreneurs and the role of remittance in this process.



**Jan Brzozowski** is an economist with major specialization in international migration research. He is currently an associate professor at Institute of European Studies at Jagiellonian University in Kraków, Poland and the head of the Jagiellonian Centre of Migration Studies at this university. His professional interests include immigrant, ethnic and refugee entrepreneurship, migrant's socio-economic adaptation, financial and social remittances and migrants' transnationalism. He has been published as author in such journals as Entrepreneurship & Regional Development, International Journal of Entrepreneurial Behavior & Research, International Migration, International Migration Review, European Urban & Regional Studies or Post-Communist Economies. He has coordinated & participated in several research & applied projects in the field of international migration, including Horizon Europe, Interreg Central Europe, Erasmus +, and National Research Centre (PL) grants. Recipient of Emerald Literati Award 2022.



**Valdet Hadri** is a PhD student on Doctoral Programme: Entrepreneurship, Innovation and Economic Development at Alpen-Adria-University Klagenfurt, Austria. His dissertation topic is: Migrant and family entrepreneurship: An exploration of migrant and family influence as part of family entrepreneurship. Before starting the PhD Program, he completed a master's degree in Business and Marketing Management at College AAB in Prishtina, Kosovo. His main areas of research are entrepreneurship, migrant entrepreneurship and family entrepreneurship. Currently, he is employed as Senior Researcher for Budget and Finance Analysis, Department for Research and Library at the Parliament of Kosovo.



## 6) Policies and Support



**Nina Bilal**, PhD works as a researcher at Luleå University of Technology. Her research interests encompass entrepreneurship with the focus on refugees and immigrants, diversity management and sustainable food systems. She holds her PhD from the University of Warsaw Faculty of Management where in September 2022 she successfully defended her doctoral thesis on the determinants of the formation of entrepreneurial intention in case of newly arrived immigrants in the context of Sweden. She has conducted both qualitative and quantitative research. Nina is a graduate of Uppsala University where she had completed a 2-year Master program in Peace and Conflict Studies. She had done several short-term research projects at Stockholm International Peace Research Institute (SIPRI), Stockholm Institute of Transition Economics (SITE), Nordic Africa Institute (NAI) in Uppsala and Queen's University Belfast. Nina is a Senior Fellow with Humanity in Action, international non-profit organisation that educates and connects young leaders on issues related to human and minority rights. She has gained international work experience from Sweden, Spain, Bosnia and Herzegovina as well as Poland.



**Dr Stoyan P. Stoyanov** is an Associate Professor in Entrepreneurship at the University of Bath, School of Management. Stoyan's research focuses on migrant entrepreneurs' business development in the home and host country context. His research explores how entrepreneurs access, acquire, and adapt knowledge and capabilities. He explores the business assets entrepreneurs obtain from their membership in various organizations and how it influences their knowledge management processes. Stoyan has previously carried out projects on examining the business activities of entrepreneurs in the UK, Chile, Brazil and China.



**Florian Koehne** is a postdoctoral researcher at the Institute for Entrepreneurship at the Johannes Kepler University Linz. He received a PhD in Management from the University of Edinburgh in Scotland, where he also completed a master's degree in International Business and Emerging Markets with distinction. He has been an external research partner (pro bono) of the Universidad San Francisco de Quito in Ecuador and developed his research as a visiting scholar at the McMaster University in Canada and the Mondragon University in Spain. Prior to his academic career, he worked in the areas of international business development and marketing for the Symrise AG in Germany and Mexico. The interdisciplinary research of Florian Koehne broadly focuses on social entrepreneurship and migrant entrepreneurship in a transnational context. In current research projects, he explores the work of transnational social entrepreneurs with indigenous communities in South America, the effectiveness of social entrepreneurship spaces for refugee and migrant support in Europe, as well as polycratic governance approaches for hybrid organizations. He regularly presents his research at international conferences such as the Academy of Management Meeting and the European Group for Organizational Studies (EGOS). His work has been published in leading international journals such as the Journal of Business Venturing.



**Cecilia Olivieri** is a social researcher at X23 Science in Society. Development and Cooperation, with a focus on ICT and social good, are her main academic fields of study. Within the X23 research team, she specifically focuses on conducting and designing interviews, performing linguistic analysis on interview texts, and interpreting qualitative results via conscious writing.



**Shaghayegh Attar** is a social researcher and process designer at X23 Science in Society. She graduated in Politics and Society with a main focus on nonviolence and conflict resolution. Within the X23 research team, she especially focuses on performing analysis of interview texts and interpreting qualitative results via conscious writing.



**Dimitris Polychronopoulos** is a PhD candidate at the University of South-Eastern Norway where he is also a project manager for the entrepreneurship path of a research project called “Migrant Work Inclusion”, funded by the Research Council of Norway. Dimitris has mentored for numerous startups in Europe, the Middle East and India, and is an angel investor in several Nordic startups. He also introduced the Founder Institute startup accelerator to Oslo and ran a total of five cohorts of startups on the director team. Dimitris has experience as a lecturer in qualitative methods at Kristiania University College in Oslo and as an intercultural coach for newcomers to Norway. He has a Master of Business Administration from BI Norwegian Business School and a Master of International Studies from UP Diliman. In addition to Norway, his home for the last ten years, Dimitris has lived in six other countries: France, Greece, Philippines, Spain, Taiwan, and the United States. He is a member of the International Association of Hyperpolyglots, with fluency in English, French, Greek, Italian, Norwegian, and Spanish, and conversational ability in Catalan, Dutch, German, Mandarin, Portuguese, and Russian.