

**VELVETINA LIM**

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**EDUCATION**

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<b>MPhil/Ph.D. Management</b>	(Expected) 2024
<i>UCL School of Management, University College London, UK</i>	
<b>MRes Management</b>	2020
<i>UCL School of Management, University College London, UK</i>	
<b>BSc (Hons) Psychology with Management</b>	2017
<i>Department of Psychology, Goldsmiths, University of London, UK</i>	

**RESEARCH**

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**RESEARCH AREAS**

- Creative Idea Evaluation
- Social Networks
- Interpersonal Perception
- Artificial Intelligence at work

**PUBLICATIONS**

- Guenole, N., Brown, A., **Lim, V.** (2022). Faking on the Balanced Inventory of Desirable Responding: Illustrating trifactor modelling for within subject designs. *Assessment*.  
<https://doi.org/10.1177/10731911221098434> (IF: 4.282)  
 - *Undergraduate Dissertation*
- Lim, V.**, Rooksby, M., & Cross, E. S. (2020). Social robots on a global stage: Establishing a role for culture during a Human-Robot interaction. *International Journal of Social Robotics*.  
<https://doi.org/10.1007/s12369-020-00710-4> (IF: 2.516)  
 - *This project was conducted as an independent research project before my PhD.*

**WORK IN PROGRESS**

- Lim, V.**, & Landis, B. Brokerage and creative evaluation [title removed to preserve blind peer review].  
*(Writing up, Target: Organizational Behavior and Human Decision Processes)*  
 - *Job Market Paper*  
 - *Finalist of Kauffman Best Paper Award in Entrepreneurial Cognition, MOC Division, AOM 2023*
- Lim, V.**, Landis, B, Cortland, C., & Krause, R. Power, relational misperceptions and support for creative ideas. *(Writing up, Target: Journal of Applied Psychology)*
- Lim, V.**, Krause, V., & Katz, J. The influence of creativity evaluation on managerial trust. *(Data Collection, Target Journal: Journal of Applied Psychology)*
- Lim, V.**, & Mannucci, P. V. Silence and idea abandonment. *(Data Collection, Target Journal: Academy of Management Journal)*
- Lim, V.** Creativity evaluation in the whisky industry. *(Data Collection, Target Journal: Administrative Science Quarterly)*
- Lim, V.**, Krause, V., & Katz, J. The influence of creativity evaluation on producer-director relationships in the feature film industry. *(Data Collection, Target Journal: Journal of Applied Psychology)*
- Lim, V.**, Yan. T. T-Y., & He, T. Attributions of AI usage in creative competitions. *(Working Title)*

## CONFERENCE PRESENTATIONS

- Lim, V.,** Landis, B., Cortland, C., & Krause, R. (2023, Aug). A blessing in disguise? Power, imagined ties, and downstream consequences. In E. Sheinfield & D. Z. Levin (Chairs), *Overlooked ties: An examination of neglected, rare, or special relationships in organizational networks*. Symposium presented at the 83<sup>rd</sup> Academy of Management Annual Meeting, Boston, Massachusetts.
- Lim, V.** (2023, Aug). How does silence affect late-stage creative idea abandonment? In **V. Lim** (Chair), *Exploring the role of creator's responses within the creative idea evaluation process*. Symposium presented at the 83<sup>rd</sup> Academy of Management Annual Meeting, Boston, Massachusetts.
- Lim, V.** & Mannucci, P. V. (2022, Sep). How does silence affect late-stage creative idea abandonment? Paper presented at Creativity Collaboratorium, UCL School of Management, London, UK.
- Lim, V.** & Krause, V. (2022, Aug). The effects of magic on creative idea perception. In **V. Lim** & Y. Yin (Chairs), *Overcoming the bias against novelty*. Symposium presented online at 82<sup>nd</sup> Academy of Management Annual Meeting, Seattle, Washington.
- Lim, V.** & Landis B. (2022, May) Spotting the needle in the haystack: Tertius iungens and recognizing novel ideas. Paper presented at UK Creativity Researchers Annual Conference, Bartle Bogle Hegarty, London, UK.
- Lim, V.,** Landis B., & Krause, V. (2022, April). "This is creative. Now trust me!": Leader evaluation of creative ideas increases employee trust and constructive voice. Paper presented online at East Coast Doctoral Conference, Columbia Business School, New York.
- Lim, V.** & Landis, B. (2021, July). The influence of relational misperceptions on idea sharing and implementation. In F. Nannetti & T.K. T. Shakur (Chairs), *Biases in social networks: Misperceptions driving behaviors and outcomes*. Symposium presented online at 81<sup>st</sup> Academy of Management Annual Meeting.
- Lim, V.** & Landis, B. (2021, June). Recognizing novel and successful ideas: The role of Tertius Iungens. Paper presented at OB Research Day, London Business School, London, UK.

## OPEN-SOURCE RESEARCH MATERIALS

- Lim, V.** (2021). Navon Task (120 trials). URL: <https://app.gorilla.sc/openmaterials/175065>  
 \* This experimental task was developed for use in my Masters' research. It was then shared to the open-science repository for free use by researchers running studies on Gorilla's Experimental platform.

## PROFESSIONAL RESEARCH EXPERIENCE

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**Project Officer (RA to Assoc Profs. Krishna Savani & Zou Xi)** 2017-2019  
*Nanyang Business School, Nanyang Technological University, Singapore*

## TEACHING EXPERIENCE

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I am interested and able to teach courses related to innovation management, leadership, organisational behaviour, creativity, and research methods.

### UCL School of Management, London UK

#### **Managerial Decision-Making (Undergraduates)**

2022: Guest Lecturer and Seminar Instructor

*Lecture: Algorithmic Decision-Making: When Humans and Machines Worked Together*

2021: Seminar Instructor

2020: Seminar Instructor (Virtual seminars due to COVID)

#### **Innovation Management (Undergraduates)**

2022: Seminar Instructor

**Business Research Dissertation (Undergraduates)**

2022: Primary Supervisor to 4 undergraduate students

**Behavioural Science (Undergraduates)**

2022: Teaching Assistant

2021: Teaching Assistant

**Business Research (Masters)**

2021: Dissertation Marker

2020: Dissertation Marker

**Business Research Methods (Undergraduates)**

2022: Teaching Assistant

**Delivering Results through People (Undergraduates)**

2022: Teaching Assistant

**AWARDS AND GRANTS**

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**University College London – 3-Minute Thesis (2<sup>nd</sup> Prize)**

2023

*Awarding Organisation:* University College London, Faculty of Engineering**COVID-19 Emerging Scholars and Diversity Award**

2021

*Awarding Organisation:* Association for Research in Personality**Gorilla Grant**

2020

*Awarding Organisation:* Gorilla Experiment Builder*\*This grant was awarded for my MRes research project on creativity and ethical decision-making.***PROFESSIONAL SERVICE**

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**Ad-Hoc Reviewing***Journal of Applied Psychology; Social Psychological and Personality Science, Personality and Social Psychology Bulletin, Academy of Management Annual Meeting***Conference Organizer***Creativity Collaboratorium (Group for Researchers of Creativity in Organizations), (2021, 2022)**London OB Research Day (Research conference for London OB PhD students), (2022)***Public Engagement***How I create: Approach to creativity. (LinkedIn Interview with Jamie Brunskill for CrushFFF UK), 2023***REFERENCES**

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Blaine Landis

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Verena Krause

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Bocconi University

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