

ANNE-MARIE SØDERBERG PUBLICATIONS

(Revised September 2011)

EDITED BOOKS

1. Søderberg, A.-M. & Vaara, E. (Eds.): *Merging across Borders. People, Cultures and Politics*. Copenhagen Business School Press, Copenhagen, 2003 (281 p.)
2. Gertsen, M. Cardel, Søderberg, A.-M. & Torp, J.E. (Eds.): *Cultural Dimensions of International Acquisitions*. Walter de Gruyter, Berlin & New York 1998. (205 p.)
3. Hjort K., Løngreen, H. & Søderberg, A.M. (Eds.): *Interkulturel kommunikation - spændingsfeltet mellem det globale og det lokale*. Samfundslitteratur, København 1993. (331 p.)
4. Søderberg, A.-M. (Ed.): *Er lyset for de lærde blot...? - Humaniorarapporten i kritisk belysning*. Gymnasieskolernes Lærerforening, København 1985. (94 p.)
5. Jelved, M. & Søderberg, A.-M. (Eds.): *Det er dansk! Læseplan og hverdag*, Dansk lærerforening, København 1984. (190 p.)

AUTHORED BOOKS

6. Gertsen, M.C.; Søderberg, A.M. & Zølner, M.: *Global Collaboration. Intercultural Experiences and Learning*. PalgraveMacmillan, New York 2012.
7. Søderberg, A.-M. & Villemoes, A.: *Undervejs. Sprog, kultur og kommunikation i den erhvervsproglige medarbejders perspektiv*. Samfundslitteratur, København 1994 (258 p.)
8. Projekt Skolesprog: *Skoledage*, vol. 1 - 2, GMT og Unge Pædagoger, Kongerslev 1979. (742 p.)

AUTHORED RESEARCH REPORTS

9. *Den kommunikerende organisation - Den organiserende kommunikation: Argumenter for en erhvervsøkonomisk kommunikationsuddannelse*. Forskningsrapport udgivet af Handelshøjskolen i København 2001. (92 p.)
10. *Kommunikation i fokus på HHK. Rapport nr. 2 fra det tværfakultære kommunikationsudvalg*, Handelshøjskolen i København 1996 (førsteforfatter i samarbejde med Tore Kristensen, Majken Schultz og Anette Villemoes) (30 p. + 28 p.)

11. *Kommunikation i fokus på HHK. Rapport nr. 1 fra det tværfakultære kommunikationsudvalg*, Handelshøjskolen i København 1996 (førsteforfatter i samarbejde med Tore Kristensen, Majken Schultz og Anette Villemoes)
12. *Alle tiders musik. En evaluering af det første forsøg med mediestøttede, åbne universitetsstudier i Danmark* (med Estrid Anker Olsen), Danmarks Radio og Københavns Universitet, København 1989. (100 p.)

ARTICLES IN FOREIGN LANGUAGE JOURNALS AND ANTHOLOGIES

13. Facilitating Mergers through Management and Organization of Communication. An Analysis of Corporate Communications in a Cross-Border Merger. In Weber, Y. (Eds.) *Handbook for Mergers and Acquisitions Research*. Edward Elgar, Cheltenham UK (forthcoming).
14. Engaged Scholarship? Experiences with and reflections upon strategic research in collaboration with a Danish multinational company. In Holmgren, L.-L. (Ed.) *Culture and Identity in Organisations*. Ålborg: Aalborg Universitetsforlag (forthcoming).
15. Inpatriation in a globalizing MNC: Knowledge exchange and translation of corporate culture (with Martine Cardel Gertsen). *European Journal of International Management* vol. 6, January 2012, vol. 6 no. 1.
16. Communication and collaboration in subsidiaries in China - Chinese and expatriate accounts (with Verner Worm). *European Journal of Cross-Cultural Competence and Management* 2011 vol. 2 (1), pp. 54-76.
17. Intercultural Collaboration Stories. On Narrative Inquiry and Analysis as Tools for Research in International Business (with Martine Cardel Gertsen). *Journal of International Business Studies*, 2011, vol. 42 (6), pp. 765–786.
18. “Together we are stronger” – A case study of Carlsberg’s concept “Winning Behaviours” in the wake of a series of international acquisitions. (with Martine Cardel Gertsen). In Ławniczak, R. (Eds.): *Challenges for Communication Management and Public Relations in International Mergers and Acquisitions*. CEED Research, Poznan. 2011, pp. 87-109.
19. Communicative and Cultural Challenges in Managing International Mergers and Acquisitions. In Ławniczak, R. (Eds.): *Challenges for Communication Management and Public Relations in International Mergers and Acquisitions*. CEED Research, Poznan, 2011, pp. 3-26.

20. Expatriate stories about cultural encounters - a narrative approach to cultural learning processes in multinational companies (with Martine Cardel Gertsen) *Scandinavian Journal of Management* 2010, 26, pp. 248-257.
21. Translating a Management Concept: Diversity Management in Denmark. (with Annette Risberg). *Gender in Management Review. An International Journal* 2008, 23 (6), pp. 426-441 in Special issue 'Critical perspectives in diversity and equality management'.
22. The Formation of the Global Soldier. Managing Identities in Multinational Military Units (with Merete Wedell-Wedellsborg). In Manigart, P. & Soeters, J. (eds.): *Military Cooperation during Multinational Peace Operations. Managing Cultural Diversity and Crisis Response*. London & New York: Routledge 2008, pp. 180-197.
23. Narrative Interviewing and Narrative Analysis in a Study of a Cross-border Merger. *Management International Review*, 2006, 46 (4), pp. 397-416.
24. The HR function in Large-Scale Mergers and Acquisitions: The case of Nordea (with Ingmar Björkman). *Personnel Review*, 2006, 35 (6), pp. 609-617.
25. Corporate Communications in a Complex Merger Process. In Johansson, C. & Nord, L. (Eds.) (2006): *Makten över kommunikationen. Communiqué 2006*. Sundsvall, pp. 44-59.
26. Sensegiving and sensemaking in an integration process. A narrative approach to the study of an international acquisition. In Risberg, A. (Ed.): *Mergers and Acquisitions. A Reader*. London & New York: Routledge 2006, pp. 121-142.
27. The Case of Cross-border Nordic Mergers. In Magala, S. 'Cross-Cultural Competence', London and New York: Routledge 2005, pp.122-126.
28. Gender and National Identity Constructions in a Cross-Border Merger Context. (with J. Tienari, C. Holgersson & E. Vaara). In *Gender, Work and Organizations*, 2005, 12 (3), pp. 217-241.
29. An uneasy coupling - Reflections on women and management in a merging organization (with Janne Tienari, Charlotte Holgersson and Eero Vaara). In Söderberg, Anne-Marie & Vaara, Eero (Eds.): *Merging across Borders. People, Cultures and Politics*, Copenhagen 2003, Copenhagen Business Press, pp. 229-252.
30. From words to action? - Socio-cultural integration initiatives in a cross-border merger (with Ingmar Björkman). In Söderberg, Anne-Marie & Vaara, Eero (Eds.): *Merging across Borders. People, Cultures and Politics*, Copenhagen 2003, Copenhagen Business Press, pp. 139-176.
31. Nation talk - The construction of national stereotypes in a merging multinational (with Eero Vaara, Annette Risberg and Janne Tienari). In Söderberg, Anne-Marie & Vaara, Eero (Eds.): *Merging across Borders. People, Cultures and Politics*, Copenhagen 2003, Copenhagen Business Press, pp. 61-86.

32. The Nordea case and the Nordic setting (with Ingmar Björkman, Tore Hundsnes, Karl-Olof Hammarkvist, Janne Tienari and Eero Vaara). In Søderberg, Anne-Marie & Vaara, Eero (Eds.): *Merging across Borders. People, Cultures and Politics*, Copenhagen 2003, Copenhagen Business Press, pp. 49-60.
33. Quo vadis, HR? - An analysis of the roles played by the HR function during the post-merger process (with Ingmar Björkman). In Søderberg, Anne-Marie & Vaara, Eero (Eds.): *Merging across Borders. People, Cultures and Politics*, Copenhagen 2003, Copenhagen Business Press, pp. 177-202.
34. Theoretical and methodological considerations (with Eero Vaara). In Søderberg, Anne-Marie & Vaara, Eero (Eds.): *Merging across Borders. People, Cultures and Politics*, Copenhagen 2003, Copenhagen Business Press, pp. 19-48.
35. "We need more women in managerial jobs"- Gender Equality and Management in a Nordic Context. Deconstruction and critical perspectives (with Janne Tienari, Charlotte Holgersson, Susan Meriläinen and Eero Vaara) In *Compartamento Organizacional e Gestao* 2003, 2, pp. 147-161.
36. Sensegiving and sensemaking in an integration process. A narrative approach to the study of an international acquisition. In Czarniawska, B. & Gagliardi, P. (Eds.): *Narratives we organize by. Narrative approaches in organization studies*. Amsterdam/Philadelphia 2003: John Benjamins, pp. 3-35.
37. The discourse of all.department e-mails: An explorative case study. (with Karl-Heinz Pogner). In Müller, A.P. & Kieser, A. (eds.): *Communication in Organizations*. Frankfurt am Main 2003: Peter Lang Verlag, pp. 241-259.
38. Rethinking cross-cultural management in a globalising business world (first author, with N.J. Holden). *International Journal of Cross Cultural Management*, 2002, 12 (1), pp.103-121.
39. Organisationsinterne "E-Mail an alle"-Kommunikation: Informationsüberführung oder Kommunikationsraum? (with K.H. Pogner). In Handler, Peter (Ed.): *E-Text. Strategien und Kompetenzen. Elektronische Kommunikation in Wissenschaft, Bildung und Beruf*. Frankfurt am Main 2001: Lang, pp. 235-254.
40. Rethinking cross-cultural management: Why cross-cultural management must be redefined to suit the new business world (with N. Holden). In Cuk, A. & Campo, F. del (Eds.) *One Community and many Identities. On the Crossroads of a new Europe*. Trieste: Battello Stampatore 2001, pp. 180-192.
41. Review of Elin Fredsted (1998): *Analyser af dansk og tysk talesprog. (Analyses of Danish and German speech situations)* Novus, Oslo 1998, in Ammon, U. (Ed.): *Sociolinguistica. Internationales Jahrbuch für Europäische Soziolinguistik* 14, Tübingen, Max Niemeyer 2001 (3 p)

42. All department e-mails: An organizational information transmission system or a forum for dialogue. In: Appolon, D. et al (eds.): *Proceedings of the 7th Conference of the International Society for the Study of Europea Ideas (ISSEI)*, August 14-18, 2000, University of Bergen. Bergen: HIT Centre, 2000. (first author, with K.-H. Pogner)
43. Tales of Trial and Triumph: A narratological perspective on international acquisition (with M. C. Gertsen) In Cooper, C. & Gregory, A. (Eds.): *Advances in International Mergers and Acquisitions*. Vol. 1, JAI Press, Elsevier Science, London 2000, pp. 239-272.
44. A Business Systems Perspective on International Acquisitions: The Case of a Danish Company with British and German Owners. (with M.C. Gertsen) In: *Strategic Change* 16 1999, pp. 413-419 and pp. 473-484.
45. Do National Cultures always make a Difference? Theoretical Considerations and Empirical Findings related to a Series of Case Studies of Foreign Acquisitions of Danish Companies. In: Vestergaard, T. (Ed.): *Language, Culture and Identity*. Aalborg University Press, Aalborg 1999, pp. 137-171.
46. Different Approaches to the Understanding of Culture in Mergers and Acquisitions (with M.C. Gertsen and J.E.Torp). In: Gertsen, M., Søderberg, A.-M. & Torp, J.E. (Eds.): *Cultural Dimensions of International Acquisitions*. Walther de Gruyter, Berlin & New York 1998, pp. 17 - 38.
47. Foreign Acquisitions in Denmark: Cultural and Communicative Dimensions (with M.C. Gertsen) In: Gertsen, M., Søderberg, A.-M. & Torp, J.E. (Eds.): *Cultural Dimensions of International Acquisitions*. Walther de Gruyter, Berlin & New York 1998, pp. 167 – 196.
48. Teaching (Inter)cultural Awareness. In: Aarup Jensen, A.; Jæger, K. & Lorentsen, A. (Eds.): *Intercultural Competence. A New Challenge for Language Teachers and Trainers in Europe. Vol. II: The Adult Learner*. Aalborg University Press, Aalborg 1995, pp. 285 - 304.
49. Tekst - Pædagogik - Reception - Socialisation. (på baggrund af officiel opposition i forbindelse med Annica Danielssons doktorafhandling *Tre antologier - tre verkligheter*, Lunds Universitet 28.5.1988.) In: *Tidsskrift för litteraturvetenskap* 4, Umeå 1989, pp. 49 - 69.
50. Reading Texts - Speech in an Echo Chamber. A Study of Text Analysis in the High School, In: *Scandinavian Journal of Educational Research*, London 1989, vol 1, pp. 184 -199.
51. The Teacher in the Interface between Education and Therapy. In: Strømnes, C. & Søvik, N. (Eds.): *Teachers' Thinking. Perspectives and Research*. Trondheim 1987 pp. 107-143.

52. Dansk i kikkertperspektiv. Refleksioner over et pædagogisk feltarbejde. In: *Nordisk Pædagogik 4*, Universitetsforlaget, Oslo 1988, pp. 165-177.
53. Om att förnimma barnet inom sig och låta det växa. In: Bering, E. (Ed.): *Vad är psykoanalys? Erfarenheter och upplevelser*. Rabén & Sjögren, Stockholm 1989, pp. 30-50.
54. De tysta flickorna. Recension av Steen Pedersen, A. & I. Frimodt-Møller (Ed.): *Piger i gymnasiet og på HF - overlevelse eller frigørelse?* In: *Kvinnovetenskapeligt Tidsskrift 1*, Lund 1984, pp.79 - 83.
55. Er vi alle Tristans børn? Til diskussionen af Thomas Bredsdorffs "Tristans børn". In: *Nordisk Forum* vol. 41, 1984, pp. 74 – 79.
56. Anti-patriarkalsk passions-skrift. En diskussion af Rakel Nordseths "Kvinneinteriør". In: *Kvinnoidentitet & Kvinnorörelse. Nordisk Forum* vol. 31, 1981, pp. 120 – 127.
57. Skoleforskning mellem oprør og tilpasning - Projekt Skolesprog som eksempel. In *Kritisk Utbildningstidsskrift*, Stockholm 1981. (19 s)
58. Negts arbeidsundervisning. In: *Skolbulletin 2*, Göteborg 1978.
59. Om å ta utgangspunkt i elevane sine erfaringer (sammen med N.Kryger og H.Bjerrum Nielsen). In: *Praxis, tidsskrift for skole og samfunn*, nr. 31-32, Oslo 1977.

ARTICLES IN DANISH JOURNALS AND ANTHOLOGIES

60. Kulturel intelligens som strategisk ressource. In *Ledelseidag.dk*, juni 2008.
61. Kommunal fusionsledelse. Strategisk ledelse og kommunikation i spændingsfeltet mellem det private og det offentlige. In Pedersen, D.; Greve, C. & Højlund, H. (Eds.): *Genopfindelsen af den offentlige sektor*. København: Børsens forlag 2008, pp.105-128.
62. Sådan kommunikerer lederen under fusioner (with Annette Risberg). *Årsskrift 2006 for Ledelse i Dag*, København, pp.24-26.
63. Respekter diversitet under fusioner og opkøb. (with Annette Risberg). *Ledelse i dag*, Juni vol. 3, 2006
64. God strategisk kommunikation under fusioner (with Annette Risberg). *Ledelse i dag*, Juni vol. 3, 2006
65. Fusioner i private virksomheder – centrale forskningstemaer. In *Fusionserfaringer fra det private erhvervsliv. Inspiration til de kommunale sammenlægningsprocesser*. København, Kommunernes Landsforening 2004, pp. 43-51.

66. Konstruktion af identitet og mening i en organisatorisk forandringsproces. – Diskursanalyse af fortællinger om en fusion. In Kjørbeck, Susanne (ed.): *Historiefortælling i praktisk kommunikation*. Roskilde Universitetsforlag 2004, pp. 53-77.
67. Fusioner på tværs. Kulturer, identiteter og kommunikation i en international fusion. In *Finansfokus* 2, 2003, København, pp. 10-19.
68. Kulturelle aspekter ved fusioner og virksomhedsopkøb (with M.C. Gertsen). In Strandgaard Pedersen, J. (Ed.): *Fusioner på tværs - fra plan til praksis*. Jurist- og Økonomforbundets forlag, København 1998, pp. 89-116.
69. FONODAN - fra lokal nichevirksomhed til global masseproducent. En case om internationale opkøb af en nordjysk elektronikvirksomhed (with M. Cardel Gertsen). In: Strandgaard Pedersen, J. (Ed.): *Fusioner på tværs - fra plan til praksis*. Jurist- og Økonomforbundets Forlag, København 1998, pp.144 -164.
70. Virksomhedskommunikation til en kritisk offentlighed - Shell mellem fornuft og følelser, pp.43-80 In: Hjort, K. (Ed.): *Diskurs. Analyser af tekst og kontekst*. Samfundslitteratur, København 1997, p.43-80.
71. Interkulturelle læreprocesser ved internationale virksomhedsopkøb (sammen med M. C. Gertsen). In: Gullestrup, H. & Lorentsen, A. (Eds.): *Interkulturel kompetence - bidrag fra et forskningsseminar. Sprog og kulturmøde* nr. 16, Aalborg Universitetsforlag 1996, pp. 73-94.
72. Interkulturel kompetence - hvad er det, og hvordan udvikler man den? In: *Kulturmøde og interkulturel kompetence. Sprog og Kulturmøde* No. 6 Aalborg 1994, pp. 48 – 68.
73. Indledning til Hjort, Løngreen & Søderberg (Eds.): *Interkulturel kommunikation - spændingsfeltet mellem det globale og det lokale*. Samfundslitteratur, København 1993, pp. 9 – 20.
74. Turisten og den professionelle rejsende. Om antropologisk feltarbejde og kulturanalyse. In: Hjort, Løngreen & Søderberg (Eds.): *Interkulturel kommunikation - spændingsfeltet mellem det globale og det lokale*. Samfundslitteratur, København 1993, pp. 21 – 46.
75. Danskhed og dansk identitet som temaer i EF-unionsdebatten. In: Hjort, Løngreen & Søderberg (Eds.): *Interkulturel kommunikation - spændingsfeltet mellem det globale og det lokale*. Samfundslitteratur, København 1993, pp. 191 – 212.
76. Anmeldelse af Brink, Lund, Heger & Normann Jørgensen: Den Store Danske Udtaleordbog. In: *SPRINT* 1, København 1991.(3 s)
77. Om at mærke barnet i sig og lade det vokse. In: Bering, E. (Ed.): *Hvad er psykoanalyse?*, Rosinante, København 1988, pp. 30 – 49, og Samlerens Bogklub, Gyldendal, København 1989.

78. Læreren som professionel hjælper. In: *Dansk Pædagogisk Tidsskrift* 6, København 1987, pp. 259 – 265.
79. Filosofisk problemløsning - en gennemgang af Sven Erik Nordenbos nye bog om filosofi i gymnasiet. In: *Dansk Pædagogisk Tidsskrift* 5, København 1987, pp. 223 – 225.
80. Mellem pædagogik og terapi - om læreprocesser i danskundervisningen. In: *Dansknoter* 1, Dansk lærerforening, København 1986, pp. 7-17.
81. Anmeldelse af Thorkil Borup Jensens "Hvordan opleves danskundervisningen, og hvordan opfattes danskfaget af elever i 6. - 10. klasse?". In: *Dansk Pædagogisk Tidsskrift* 3, København 1986.
82. *Tekstlæsning i gymnasiet - i fagdidaktisk perspektiv* In: Årsberetning fra Selskabet for nordisk filologi, Københavns Universitet, København 1985, pp. 75 – 83.
83. "Så fik man den litterære sæk trukket ned over hovedet..." Om gymnasieeleverne og humaniorarapporten. In: Søderberg, A.-M. (Ed.): *Er lyset for de lærde blot...? - Humaniorarapporten i kritisk belysning*, Gymnasieskolernes Lærerforening, København 1985, pp. 67 – 79.
84. Dannelsens grænser (sammen med H. Tofte Jespersen). In: *Dansknoter* 3, Dansk lærerforening, København 1985, pp. 23 – 28.
85. Tekst, historie og erfaring. In: Jelved, M. & A.-M. Søderberg (Eds.): *Det er dansk! Læseplan og hverdag*, Dansk lærerforening, København 1984, pp. 134 – 151.
86. Erfaringer og faglighed. Om mine personlige forudsætninger og interesser i at arbejde med didaktik. In: *Humaniora mellem fortid og fremtid*, Forum for humanistisk fagdidaktik, Københavns Universitet, København 1984. (24 s)
87. De stille piger. Anmeldelse af Steen Pedesen, A. & I. Frimodt-Møller (Ed.): *Piger i gymnasiet og på HF - overlevelse eller frigørelse?* In: *Politisk Revy* nr. 443, København 1983.
88. Når skolen har mistet sin aura. Introduktion til Ziehe & Stubenrauch: *Ny ungdom og usædvanlige læreprocesser*. In: *Politisk Revy* nr. 446, København 1983.
89. Tekstanalyse - i faghistorisk og didaktisk perspektiv. In: *Modersmålsundervisningen, Forskningsrapport nr. 2 fra Det Centrale Uddannelsesråd*, Undervisningsministeriet, København 1982, pp. 87-130.
90. Om Glocksee-skoleforsøget. In: *Pædagogikbladet*, Institut for Pædagogik, Københavns Universitet, København 1981. (20 s)

91. Dansk som dannelsesfag - utopi eller pædagogisk realitet? In: Kuhlmann, J. & M. Jelled: *Begynderundervisning i dansk*, Dansk lærerforening, København 1981, pp. 7 – 29.
92. Danskfagets didaktik - og nogle faglig-pædagogiske strategier i gymnasiets undervisning. In: *Symposion*, Filosofisk Institut, Odense Universitet 1981. (30 s)
93. Den kunst at blive en god Pige, Hustru, Moder og Huusmoder - Kvinders liv og arbejde i-1800-tallet (with A.Hoppe, A.B. Richard & V.Wegener). In: *Kritik* 54, København 1981, pp. 35-57.
94. Glocksee - en hjertesag. In: *Unge Pædagoger* 2, København 1980, p. 13 – 23.
95. Glocksee - kommentar og kritik. In: *Kontext* 40, Modtryk, Århus 1980, p. 36 – 47.
96. Myter og modbilleder. Tendenser i nogle danske kvindefilm efter 1970. In: Troelsen, A. (Ed.): *Levende billeder af Danmark*, Medusa, København 1980, pp. 401-445.
97. Sprog, erfaring og frigørende pædagogik (first author, with H. Bjerrum Nielsen, K. Larsen and N. Kryger). In: Gregersen et al (Eds.): *Klassesprog. Sociolingvistik og uddannelse*, Borgen, København 1979, pp. 341- 380.
98. Afsluttende rapport fra Projekt Skolesprog til Statens Humanistiske Forskningsråd, København 1979. (45 p.)
99. En eksemplarisk beskrivelse af en folkeskolelærers praksis. In: *PAPIR* nr.7, GMT, Kongerslev 1977, pp. 39 – 123.
100. Dansk læreren og sprogrigtigheden (with K. Larsen and H. Bjerrum Nielsen). In: *Meddelelser fra Dansk lærerforening* 1,1977 (22 p.)
101. Af erfaring skal man lære... - om at tage udgangspunkt i elevernes erfaringer (with N. Kryger and H. Bjerrum Nielsen). In: *Meddelelser fra Dansk lærerforening* 3, København 1977, pp. 82 - 94.
102. Funktionel sproganalyse (with H. Bjerrum Nielsen). In: *Nogle forudsætninger for analyser af sprog i skolen: empirisk sociolingvistik og klasseværelsesobservation*. Publikation fra Projekt Skolesprog, København 1976, pp. 115 – 176.
103. Anmeldelse af F. Gregersen mfl. (Ed.): Børn, sprog og undervisning. In: *PAPIR* nr.5, GMT, Kongerslev 1976, pp. 91 – 101.

WORKING PAPERS

104. *Sensegiving and sensemaking in an integration processes. A narrative approach to the study of international acquisitions*. Working Paper, Department of Intercultural

- Communication and Management, Copenhagen Business School, Copenhagen 2003. (44 s.)
105. *The Discourse of All.Department E-mails: A Case Study.* (with K.H. Pogner). Working paper no. 1 from Centre for Corporate Communication, Copenhagen Business School, Copenhagen 2001 (20 s.)
 106. *Cultural Change Processes in Mergers. A Social Constructionist Perspective* (first author, with M.C. Gertsen and E. Vaara). Working Paper no. 38, Department of Intercultural Communication and Management, Copenhagen Business School, Copenhagen 2000. (42 s.)
 107. *Tales of Trial and Triumph: A narratological perspective on international acquisition* (first author, with M.C. Gertsen) Working Paper no 36, Department of Intercultural Communication and Management, Copenhagen Business School, Copenhagen 2000. (35 s.)
 108. *Shell International between Human, Environmental and Economic Considerations. A Critical Discourse Analysis.* Occasional paper no. 64 from the international conference on 'Discourse and Social Research', Department of Intercultural Communication and Management, Copenhagen Business School, Copenhagen 1998.(21 s.)
 109. *Integration Processes Following International Acquisitions in Denmark: A Case Study of European Organizational Integration* (with M. C. Gertsen). Working Paper no 64, Department of Intercultural Communication and Management, Copenhagen Business School, Copenhagen 1998. (27 s)
 110. *Kulturmøder ved internationale virksomhedsopkøb: Indkredsning af forskningsfeltet* (with M.C. Gertsen and J.E. Torp). Working Paper no. 9, Department of Intercultural Communication and Management, Copenhagen Business School 1996. (45 s)
 111. *Changes in Companies' Organization and Identity. Theoretical Considerations in Connection with a Series of Case Studies of Foreign Acquisitions of Danish Companies.* (with M. C. Gertsen). Working Paper no. 8, Department of Intercultural Communication and Management, Copenhagen Business School, Copenhagen 1996. (25 s)
 112. *Cultural Contacts in International Acquisitions* (with M.C. Gertsen and J. E. Torp). Occasional Paper no. 5 from the international research workshop: The Cultural Dimensions of International Mergers and Acquisitions, Department of Intercultural Communication and Management, Copenhagen Business School, Copenhagen 1996. (35 s)
 113. *Kulturmøder i forbindelse med virksomheders internationaliseringsproces.* (with M. C. Gertsen and J. E. Torp). Working paper no. 1, Department of Intercultural Communication and Management, Copenhagen Business School 1995.(24 s)

RECENT CONFERENCE PAPERS

114. *'Winning Behaviours' in East and West. Recontextualizing a Strategic Concept within a Global Organization'* Paper submitted to the Academy of Management Conference, San Antonio, USA, August 12-16, 2011 (with Martine Cardel Gertsen)
115. *Storytelling in international business. Narrative Methods for qualitative studies of intercultural collaboration.* Paper submitted for the EURAM conference, Talinn, Estonia, June 1-4, 2011. (with Martine Cardel Gertsen)
116. *Chinese and expatriate managers' narratives on communication and collaboration in subsidiaries in China.* Paper to be presented at the Fourth Global Communication Forum, Shanghai, China, September 29-30, 2010 (with Verner Worm).
117. *Communication and collaboration in subsidiaries in China – Chinese and expatriate accounts.* Paper presented at the Academy of Management Conference, Montreal, Canada, August 6-11, 2010 (with Verner Worm).
118. *Inpatriates in a globalizing Danish MNC: Experiences and cross-cultural learning.* Paper presented at the 11th IHRM conference at Aston Business School, Birmingham, UK, June 9-12, 2010 (with Martine Cardel Gertsen)
119. *What do corporate staff employees learn about during extended business trips? A case study of short-term assignments in a multinational company.* Paper presented at the EURAM conference, Tor Vergata University, Rome, Italy, May, 19-22, 2010. (with Mette Zølner)
120. *"Together we are stronger" – A case study of Carlsberg's concept "Winning Behaviours" in the wake of a series of international acquisitions.* Paper presented at the EconPR 2010 conference, Poznan University of Economics, Poland, April 16-18, 2010 (with Martine Cardel Gertsen).
121. *Cultural Learning Processes in Globalizing Companies. A Narrative Approach to the Development of Cultural Intelligence.* Paper presented at the 7th EIASM Workshop on International Strategy and Cross-Cultural Management. Helsinki School of Economics, September 25-26, 2009 (with Martine Cardel Gertsen).
122. *Cultural learning processes through international short-term assignments – Individual motivations, functional roles and organizational outcomes.* Paper presented at the European Group for Organizational Studies. ESADE, Barcelona, Spain, July 2-4, 2009. (with Mette Zølner).
123. *Cultural Intelligence as a Strategic Resource in Multicultural Teams.* Paper presented at the ACM International Workshop on Intercultural Collaboration, Stanford University, Palo Alto, CA, USA, February 20-21, 2009. (with Lisbeth Clausen, Mette Zølner and Verner Worm)

124. *Intercultural Encounters in an English Subsidiary: An Ethnographic Field Study* (with Toke Bjerregaard and Jakob Lauring). Paper presented at the European Academy of Management Conference, Ljubljana, Slovenia, May 14-17, 2008.
125. *Diversity Management in Large Firms in Denmark: Policies and Practices*. Paper presented at the European Academy of Management Conference, Paris, May 16-19, 2007.
126. *Managing Multiple Identities in a Cross-border Merger. A Case Study of the Interplay between Corporate Identity Formation and Individual Managers' Identifications*. Paper presented at The international workshop on Managing Identities in Complex Organizations, Lund University, Sweden, May 11-12, 2006
127. *Challenges to Uniformity: Managing the Changing Identities of Multinational Military Units* Paper presented at European Group for Organizational Studies' 21th Colloquium, June 30 –July 2, 2005, Berlin, Germany, Subtheme: Role of Culture in Unlocking Organizations (with Merete Wedell-Wedellsborg).
128. *Diversity Management in Large Firms in Denmark – Perceptions and Policies*. Paper presented at European Group for Organizational Studies' 21th Colloquium, June 30 – July 2, 2005, Berlin, Germany, Subtheme 4: Locking and Unlocking Gender and Ethnicity: Negotiating Diverse Organizational Identities (with Annette Risberg)
129. *The End of Uniformity? Towards a Contingency Perspective on Multinational Military Culture and Identity Formation*. Paper presented at European Academy of Management's conference in Munich May 4-7, 2005 Subtheme 2: Responsible Management as Identity in Practice (with Merete Wedell-Wedellsborg).
130. *'Diversity management in an Anglo-Saxon and a Danish Context. A critical investigation of a new management approach'* Paper presented at European Group for Organizational Studies' 20th Colloquium, July 1-3, 2004 Ljubljana, Slovenia, Subtheme 10: Beyond Dichotomies and Stereotypes: The production and reproduction of "gender" and "ethnicity"(with Annette Risberg)
131. *'Communicating and collaborating in a Nordic cross-border merger'*. Paper presented at the 3rd Critical Management Studies Conference at Lancaster University, UK, July 7-9, 2003.
132. *'The roles played by the HR function in large-scale mergers and acquisitions: The case of Nordea*. Paper presented at the International HR Management conference at the University of Limerick, Ireland, June 4-6, 2003 (with Ingmar Björkman)
133. *'Managing identities in a Nordic cross-border merger. A case study of storytelling*. Paper presented at the European Academy of Management's 3rd annual conference, April 3-5 2003, Milan, Italy.

134. *'Yes, But...': Struggles in the Discursive Accomplishment of Gender (In)equality.* Paper presented at the 5th International Conference on 'Organizational Discourse: From Micro-Utterances to Macro-Inferences'. King's College, University of London, July 24-26, 2002 (with Janne Tienari and Eero Vaara).
135. *The role of national discourse in restructuring multinational corporations.* Paper presented at the Standing Conference on Organizational Symbolism (SCOS) 'Research and Representation in the Age of Instantaneous Organization' July 10-13, 2002 Budapest, Hungary (with Annette Risberg, Janne Tienari and Eero Vaara)
136. *Narrating Gender in a Cross-Border Merger Context: Nordic Executives Excusing for Inequality.* Paper presented to the 18th European Group for Organization Studies (EGOS) Colloquium 'Reclaiming Hope: Organizational Politics and the Politics of Organizations', Subtheme 'Diversity, Gender and Organization', Barcelona, Spain, July 4-6. (with Janne Tienari, Charlotte Holgersson and Eero Vaara)
137. *Nordic ideas – from words to action. A case study of corporate storytelling in a postmerger integration process.* Paper presented at the 18th EGOS (European Group for Organisation Studies) Colloquium 'Organizational Politics and the Politics of Organizations', Barcelona, Spain, July 4-6, 2002.(with Steffen F. Mathiesen)
138. *Big Boys Come Up With Small Stories: Nordic Executives Justifying Gender Inequality.* Paper presented at the EIASM International Workshop on 'Crossing Issues on Gender and Mangement in Organizations'. Brussels, Belgium, March 15-16, 2002 (with Janne Tienari, Charlotte Holgersson and Eero Vaara)
139. *Sensegiving and sensemaking in postmerger integration processes. A narratological perspective on international acquisitions.* Paper presented at the track 'Narratives we organize by' at the EGOS (European Group for Organization Studies) conference in Lyon, July 6-9, 2001.
140. *All.Department e-mails. An organizational message delivery system or a forum for dialogue?* Competitive paper written for the division: Organizational Communication, at the 51st Annual Conference of the International Communication Association, May 24-28, 2001, Washington DC, USA. (First author, with K.-H. Pogner)
141. *The discourse of all.department e-mails: An explorative case study.* Paper presented at the 1st International and Interdisciplinary Symposium on Communication in Organizations, University of Mannheim, March 29-31, 2001. (with K.-H. Pogner)
142. *All.Department e-mails. An organizational information transmission system or a forum for dialogue?* Paper presented at the workshop 'Writing in the computer age', at the 7th Conference of the International Society for the Study of Europea Ideas (ISSEI), University of Bergen, August 17-20, 2000. (first author, with K.-H. Pogner).

143. *Tales of Trial and Triumph: A narratological approach to international mergers and acquisitions.* Paper presented at the 4th International Conference on 'Organizational Discourse', King's College, University of London, July 26-28, 2000.
144. *Organisationsinterne "E-Mail an alle"-Kommunikation: Informationsüberführung oder Kommunikationsraum?* Paper presented at PROWITEC Kolloquium: Textproduzieren in elektronischen Medien. Wirtschaftsuniversität Wien, April 27-29, 2000 (with K.H. Pogner).
145. *Why cross-cultural management must be redefined to suit the new business world.* Paper presented at a Euro-conference on 'Cultural Standards in Business and Society in the European Union' Katsdorf, Østrig, 7-10 June 1999 (with N. Holden)
146. *Rethinking cross-cultural management: Why practitioners see it differently from the professors* Paper presented at the SIETAR Europe Congress, Trieste, February 24-27 1999. (with N. Holden)
147. *Shell International between Human, Environmental and Economic Considerations. A Critical Discourse Analysis.* Paper presented at the international conference on 'Discourse and Social Research', Sørup Herregaard, September 24-26, 1998.
148. *Between Sense and Sensibilities. A Critical Discourse Analysis of Shell International's Construction of a New Corporate Image.* Paper presented at the 3rd International Conference on 'Organizational Discourse', King's College, University of London, July 29-31, 1998
149. *Integration Processes Following International Acquisitions in Denmark: A Case Study of European Organizational Integration* (with M. Cardel Gertsen). Paper presented at European Group of Organisation Studies' 14th Colloquium (Subtheme: European Organisational Integration), Maastricht, The Netherlands, July 1998.
150. *Shell International between Human, Environmental and Economic Considerations. A Critical Discourse Analysis of Shell International's Construction of a New Corporate Identity and Image.* Paper presented at European Group of Organisation Studies' 14th Colloquium (Subtheme: Organisational and Corporate Identity), Maastricht, The Netherlands, July 1998.
151. *Do National Cultures always make a Difference? Theoretical Considerations and Empirical Findings related to a Series of Case Studies of Foreign Acquisitions of Danish Companies.* Paper presented at the 3rd conference in the Nordic Network for Intercultural Communication, Aalborg University, November 1996.
152. *Cultural Contacts in Foreign Acquisitions of Danish companies* (with M.C. Gertsen and J.E.Torp). Paper presented at the International Research Workshop: The Cultural Dimensions of International Mergers and Acquisitions, Copenhagen Business School, August 1996.

153. *Changes in Companies' Organization and Identity. Theoretical Considerations in Connection with a Series of Case Studies of Foreign Acquisitions of Danish Companies.* (with M. C. Gertsen). Paper presented at the Standing Conference on Organizational Symbolism (SCOS), Turku, Finland, July 1995.

RECENT CONTRIBUTIONS TO THE PUBLIC DEBATE, PUBLIC LECTURES AND PRESENTATIONS OF RESEARCH

2011

'Finanskrisen var ikke en naturkatastrofe'. Interview i magasinet *Bankinfo* nr. 1 Februar 2011, p. 12

2010

'Da Hansen mødte Chang'. Interview om dansk-kinesisk samarbejde i kinesiske virksomheder. *Berlingske Nyhedsmagasin* nr. 29, 1.-7. oktober 2010, pp.30-31.

Diskussion af virksomheden ISS' initiativer inden for mangfoldighedsledelse med Tænketanken for Mangfoldighed. *DI*, 6. Maj 2010.

'Find the right words – On strategic communication in mergers'. In *Communication Director. Magazine for Corporate Communications and Public Relations* 2, 2010, pp. 58-61.

Communicative and Cultural Challenges in Managing International Mergers and Acquisitions. Keynote speech at EconPR conference 2010, Poznan University of Economics, Poland, April 16, 2010.

Kulturer, identiteter og kommunikation. Om at give og skabe mening med fusionsprocesser. Oplæg for ledelsesgrupper på Danmarks Designskole og Kunstakademiets Arkitektskole 7. april 2010.

Cross-Cultural Communication and Collaboration in MNCs. Guest lecture at Aalborg University, March 23, 2010.

Den gode forskningsansøgning. Oplæg ved seminar på Institut for Internationale Sprogstudier og Vidensteknologi, CBS, 18.marts 2010.

Mangfoldighed som forskningsområde på CBS. Præsentation for integrationsminister Birte Rønn Hornbech ved hendes besøg på CBS, 29. januar 2010.

Vi er ikke nødvendigvis så magtfulde på den globale arena. Interview i KOM-magasinet nr 45, januar 2010, pp. 30-33.

2009

5 hurtige til professor Anne-Marie Søderberg om global kommunikation. Interview 9. december på www.kommunikationsforening.dk

Professoren tog partnerne på ordet. Interview i CBS Observer nr. 9. december 2009.

Kultur på tværs – om kulturel intelligens som strategisk ressource. Workshop for medlemsvirksomhederne i Rådet for bæredygtig erhvervsudvikling. 30.11.2009.

Strategisk forskning med danske virksomheder som partnere. Et eksempel på 'engaged scholarship'. Tale ved modtagelsen af Danmarks Erhvervsakademis pris som 'Årets erhvervsforsker i kultur og kommunikation' 19.11.2009.

Diversity management in Denmark. Translation of a Management Concept. Seminar in CBS' interdepartmental research group on diversity and equality. CBS 8.10.2009.

'Cultural aspects of international mergers and acquisitions'. Seminar with Novozymes' international team of facilitators, Rungstedgaard, 7.10. 2009.

Samspil mellem forskning og erhvervsliv i forskningsprojekter. Paneldiskussion ved Det Strategiske Forskningsråds konference om det kreative og innovative samfund. FUHU 22.9. 2009.

Stereotypisering som motstånd og Språket i en fusion – Artikler til den nye merger management website i Posten Norden AB (fusion mellem Post DK og svenske Posten AB).

Placing Language Policies and Practices in Corporate Life and Higher Educational Institutions on the National Agenda. Invitation to roundtable discussion at the International Workshop on Language, Multilingualism and Management. Themes, Concepts and Methodologies. HANKEN School of Economics, Helsinki, June 11-12, 2009.

Kulturelle udfordringer og muligheder i den dansk-svenske postfusion. Oplæg for ledergruppen i Post DK Informationsteknologi 28.5.2009

Cultural intelligence as a strategic human resource in global companies. Lecture at international symposium 'Culture, Creativity and Talent Management in Large Danish Organizations' at Aalborg University, March 27, 2009.

Ledelsen skal signalere muligheder. Interview i C3 Magasinet om Ledelse og Økonomi, nr. 02 2009, p. 21.

Preparation and Support for Intercultural Collaboration in a Virtual Environment: Field Studies in HR Departments of Global Companies. Panel session at ACM International Workshop on Intercultural Collaboration, Stanford University, Palo Alto, CA, USA, February 20-21, 2009.

2008

Danskerne snubler over kulturkløften. Interview i Berlingske Nyhedsmagasin nr. 38, 28. november - 4. december 2008, pp.56-60.

Global ledelse på et globalt arbejdsmarked – Oplæg ved konferencen Personaleledelse. HR i praksis 2008, Aalborg Kultur- og Kongrescenter 5. november 2008.

Er du kulturelt intelligens? Workshop (sammen med Elisabeth Plum) ved Ledelsens Dag, Bella Centret 28. november 2008.

Cultural Intelligence – An HR Tool and a Strategic Asset in Managing Cultural Complexity Workshop (with Elisabeth Plum) at global conference in Society of Intercultural Education, Training and Research (SIETAR), Granada, Spain, October 23, 2008.

'5 hurtige til Anne-Marie Søderberg om kulturel intelligens' – Interview til Dansk Kommunikationsforenings on-line nyhedsbrev på www.kommunikationsforening.dk, 27. august 2008.

'Om at tænke kommunikation på tværs'. Oplæg i paneldiskussion ved Forbundet Kommunikation og Sprogs konference '*Kommunikation: et fagområde med stort potentiale*', Københavns Universitet 29. maj 2008.

'Byg bro mellem kulturerne'. Interview i *Berlingske Tidende* Karriere 14. maj, *Erhvervsbladet* 15. maj og *URBAN* 23. maj 2008.

'*Organizational Studies or Organizational Communication? Two Research Traditions in Dialogue*'. Presentation and participation in a panel discussion Copenhagen Business School. April 24, 2008 (with professor Tim Kuhn, University of Colorado, Boulder, associate professor Dan Kärreman, Lund University, professor Dennis Mumby, University of North Carolina at Chapel Hill and professor Lars Thøger Christensen, University of Southern Denmark.)

'*Kulturel intelligens som strategisk ressource i virksomheders globaliseringsproces*'. Gæsteforelæsning på Örebro Universitet, Sverige, 24. april 2008.

'*Kulturel diversitet og medarbejderdreven innovation*'. Oplæg ved seminar på Center for Innovationsforskning, Stavanger Universitet, 10. april 2008.

'*Kulturel intelligens som strategisk ressource*' Præsentation af nyt forskningsprojekt i Forum Business Communication, Copenhagen Business School, 6. februar 2008.

'*Cultural intelligence as a strategic resource in managing multinational business teams*'. Project presentation at international conference on '*Cultural Intelligence. How to use Difference as a Resource in Business*' at Middlesex University Business School, London, January 31- February 1, 2008.

2007

Kulturforståelse, kommunikation og samarbejde på tværs af landegrænser. Lederudviklingsseminar for VELFAC, VELUX-gruppen, Ringkøbing, 13. december 2007.

Kommunal fusionsledelse. Strategisk ledelse og kommunikation i spændingsfeltet mellem det private og det offentlige. Det Danske Ledelsesakademi 9-10. december 2007.

Fusionsledelse: om at give og skabe mening med fusionsprocesser. Inspirationsseminar for styregruppen for Det Nye Universitetshospital, Skejby, Århus. 29. november 2007.

Kulturel intelligens som strategisk ressource i virksomheders globaliseringsproces. Foredrag ved CBS jubilæumskonference, 8. november 2007.

Globaliseringens konsekvenser for sprog og kommunikation i danske virksomheder – nogle forskningstemaer. Oplæg for regeringens udvalg om 'sprog i erhvervslivet', 20. august 2007.

Merger Management and Strategic Communication in Private and Public Organizations. Presentation at the Inaugural Conference for the Åland International Institute for Comparative Island Studies. Åland Parliament, June 13, 2007.

Hvordan skaber man et kulturelt fællesskab efter en fusion? Eksempler på kulturdannelsesprocesser i Nordea og Danske Bank. Foredrag for ledere i Nykredit, 20. april 2007.

Diskursanalyse. Ph.D.-kursus for Forskerskole Øst, Roskilde Universitetscenter 19. april 2007.

'Virksomhedernes image-magere'. Interview i Børsen Magazine, 21. marts, 2007, pp. 44-45.

Narratological Approaches to the Study of Organizational Change Processes. Guest lecture at Lund University, Department of Media and Communication Studies, March 15, 2007.

'Kan man handle med arvefjenden?'. Interview i feature-artikel om kulturforskelle i Norden. Berlingske Tidende, Magasinet 10. februar 2007, p. 18-19.

'Multinational corporate cultures in the interface between cultural integration and localization'. Lecture to the HR-Forum, the Confederation of Danish Industries, February 7, 2007

'Le storytelling nécessite empathie et capacité d'adaptation'. Interview in *Business Digest* No. 170, Paris, Janvier 2007, pp.19-20.

Lecture on '*Strategic Communication in Organizational Change Processes*' at the Swedish Communication Association's conference 'New Challenges and Borderlands for the Communication Manager', Stockholm, January 25, 2007.

Lecture on '*Merger Management and Strategic Communication*' 'at the conference 'Mergers and Merger Management', Copenhagen Business School, January 22, 2007

2006

Strategic Communication Initiatives in a Transnational and Multilingual Merger. Guest lecture for PhD students at University of California Santa Barbara, December 8, 2006

Narratological Approaches to the Study of Organizational Change Processes. Guest lecture at Texas A & M University, December 1, 2006.

'*Det er nu det gælder*'. Interview om uddannelsesfusioner til professionshøjskoler. Interview i Magisterbladet, 1. december, 2006.

Denmark. Interview about national stereotyping in *CNBC European Business Feature*, November 2006.

Diversity Management in Large Danish Companies. Policies and Practices. Presentation at Research Seminar at Stanford University November 10 .2006

Managing Multiple Identities in a Cross-border Merger – A Case Study of the Interplay between Corporate Identity Formation and Individual Managers' Identifications. Presentation at Research Seminar at Stanford University October 2. 2006

Virksomheder halter på kommunikation – og de ved det. Interview i Børsen 27.10. 2006

Global Business English – Going Native. Interview in Business Spotlight Oct. 6, 2006.

Deltagelse i *Fusion Camp 2006.* 31. 8- 2.9. 2006. Interview på Undervisningsministeriets hjemmeside www.uvm.dk.

Key-note speaker at a Communication Research Conference, *Communiqué – Communicare* with a lecture on '*Nordic Ideas in Words and Action – Corporate Communications in a Transnational Merger*'. The Swedish Mid University, Sundsvall, Sweden, May 30, 2006

Seminar om *Intranettet som forandrings- og fusionsværktøj* 17.5. 2006

Mangfoldighed er guld værd for erhvervslivet. Interview i Ingeniøren 5.5. 2006.

Forskellene bliver mindre. Interview i Magisterbladet 5, 2006.

Gæsteforelæsning om *Fusionsledelse*, MPA-studiet, Aalborg Universitet, 31.3. 2006

Global kampagne til oprettelse af Danmarks omdømme. Interview i Danmarks Radio P1 Orientering 23.3. 2006

Guest lecture on *Transnational Companies and Transcultural Management* for Denmark's International Study Programme (DIS) 20.3. 2006

Guest lecture on '*Cultures, Identities and Communication in an International Merger*' University of Southern Denmark 15.3. 2006

Dårlig ledelse præger fusioner. Interview i Ingeniøren 10.3. 2006.

Mærsk kan – Fogh har svært ved det. Interview i Børsen 10.2. 2006

Dansk omdømme skudt i stykker. Interview i Børsen 3.2. 2006.

Om ledelsens nye udfordringer i de kommunale organisationer'. Foredrag i Lederforum, Odense Congress Center 31.1.2006

2005

'Kulturer , identiteter og kommunikation i forbindelse med fusioner' Foredrag for børne-, kultur- og socialchefer i Vestsjællands, Roskilde og Storstrøms Amt, 26.8. 2005.

'Kulturer og fusionsdannelse' Foredrag på Amtsgården, Frederiksborg Amt 25.8.2005

'Lederen som forandringsagent og strategisk kommunikator' Foredrag for kommunaldirektører i Frederiksborg Amt 10.6. 2005.

'Topledere forsømmer intern kommunikation' Interview i Ugebrevet Mandag Morgen 23.5. 2005, pp. 23-26.

'Spøgelset fra Nakskov driver Frederikshavn'. Interview i Dagbladet Politiken 21.5.2005, p. 15

'Overtagelser mere effektive end fusioner' Interview i Dagbladet Børsen 11.5, 2005, p.13.

'Managing Identities in a Cross-Border Merger' International Research Seminar at Copenhagen Business School May 10-11 2005

'Lederen som forandringsagent og strategisk kommunikator' Foredrag på Amtsgården i Århus, 2.5., 2005

'Lederen som forandringsagent og strategisk kommunikator'. Foredrag i Amtsrådsforeningen, København 28.4., 2005

'Lederen som strategisk kommunikator'. In KOM-magasinet 5, 2005, pp. 21-22

'Synspunkter på fusionsledelse – private og kommunale erfaringer' DVD udgivet af Kommunernes Landsforening marts 2005

'Frem med fordommene' artikel i Københavns Amts medarbejderblad 'Åkanden' februar 2005.

'Lederes kommunikation i organisationer under forandring' Foredrag ved Lederseminar i Århus Kommunes 1. magistrat. Vejlbj-Risskov-hallen 8.2.2005.

2004

Organisationers forandringsprocesser – et fusionsperspektiv’ Foredrag og workshop for Amtsgårdens ledere og medarbejdere, Københavns Amt 6.og 19.12.2004.

’Venskaber mellem ledere skal sikre god IT-fusion’ Interview i Ingeniøren, Karriere 10.12.2004.

’HA (kom)- cand. merc.(kom) – uddannelser i strategisk virksomhedskommunikation’ Oplæg for sekretariatsmedarbejdere i Forbundet Kommunikation og Sprog 6.12.2004.

’Flere kvinder på chefgangen’. Interview i Ingeniøren, Karriere 3.12.2004.

’Cooperation and Communication within a Nordic Business Context – Perceived Cultural differences and Similarities’ Key note address and workshop at a seminar for union representatives from 11 countries forming a cross-border Nordea Union. Kobæk Strand 1.12.2004.

’Om kommunikationens rolle i organisationers forandringsprocesser’. Foredrag på seminar arrangeret af Kommunaldirektørforeningen og Dalum Kommunikation, Århus 19.11.2004

’Fremtidens kommunikatører skal kunne mere end at kommunikere’ Oplæg til paneldiskussion ved *’Kommunikatørernes Dag*’ arrangeret af Dansk Kommunikationsforening, København 17.11.2004.

’Ledelse, kulturer, identiteter og kommunikation i fusioner’ Workshop ved konference arrangeret af Kommunernes Landsforening og DJØF om strukturreformen og kommunesammenlægningsprocessen, Radisson Hotel Scandinavia, København, 8.11.2004

’Cross-cultural management and communication in a Nordic business context’. Key note address at an international conference on ‘Globalisation, Internationalisation of Companies and Cross-Cultural Management’, Aalborg University and Copenhagen Business School 26.-29.10.2004

’Fusionskommunikation’ Interview og omtale af bogen *’Merging across Borders*’ på www.kommunikationsforum.dk, 26.10.2004

’Medarbejdere skal være med i fusionen’ Interview i Ingeniøren 22.10.2004

’Globalisering og lokalisering i en virksomhedskontekst’ Keynote address ved konference om *’International fagkommunikation – globalisering og lokalisering*’, Copenhagen Business School 1.10.2004

’Fusioner gør ondt – men kommunikation kan sætte fokus på gevinsten’ Interview i Kommunikatøren nr. 4, 2004, pp. 8-9.

Interview i *Danmarks Radio P1* morgen om forholdet mellem private fusioner og kommunesammenlægninger i anledning af afslutningen af forårets politiske forhandlinger om strukturreformen. 24.6.2004

'Kulturer, identiteter og kommunikation i en fusionsproces'. Foredrag i Aarhus Amts Uddannelsesafdeling 8.6.2004

'Konstruktion af identitet og mening i en organisatorisk forandringsproces – Diskursanalyse af fortællinger om en fusion' Oplæg ved konference om historiefortælling. Roskilde Universitetscenter 3.6.2004

Arrangør af og foredragsholder ved seminaret '*Ledelse over grænser. Kulturer, identiteter og kommunikation i en global virksomhedskontekst*', Copenhagen Business School. 25.5.2004

Oplæg ved og deltager i paneldiskussion ved Humanistisk Temadag på Syddansk Universitet arrangeret af Statens Humanistiske Forskningsråd. 18.5.2004

'Kampen om værdierne' Interview i *Ingeniørens* imagednummer 'Profil 2004', nr. 19, 2004, pp. 10-22.

Seminar om HR-procesguide for kommunesammenlægninger i *Kommunernes Landsforening* 29.3.2004

'Kulturer, værdier og kommunikation i fusioner og overtagelser' Foredrag for forbundsledelsen i Kvindeligt Arbejderforbund i Danmark, 25.3.2004

'HR-perspektiver på fusioner' Foredrag for Nordea HR partners, 15.3.2004

'Flere veje til den gode fusion' Interview i *Teknikeren* 03, 04, pp. 20-21

'Mellemledere risikerer at blive klemte i Falck-fusion' Interview i *Berlingske Karriere* 10.3.2004

'Kommunal kulturfusion' Interview i *DJØF-bladet* nr. 3, 11.2. 2004.

Interview i *Danmarks Radio*, P1 Morgen, om private fusioner og de forestående kommunesammenlægninger 23.1., 2004

'Fusionsmagerens store udfordring'. Interview om Nordea fusionen og Vestas/NEG_Miconfusionen i Børsen Karriere/Job 19.12.2003.

Oplæg om Nordea-fusionen ved seminar om '*Multikulturel projektledelse i Skandinavien*', Forskerbyen Symbion, 3. november, 2003.

'*Managing Human Resources in Changing Organizations*' Efteruddannelseskursus for Nordea-mellemledere i samarbejde med Handelshøjskolens Efteruddannelse, Krägga Herrgård, Sverige 26.-27.11, 2003.

'*Engelsk som koncernsprog*'. Interview i '*Kommunikatøren*' nr. 5, Oktober 2003.

'*Cultures, Identities and Communication in a Cross-Border Merger*'. Guest lecture at the Erasmus Research Institute of Management, Erasmus University, Rotterdam, October 15, 2003.

'*Læren af Nordea-fusionen*'. Interview i *Berlingske Nyhedsmagasin* nr. 30, 13.-19.oktober 2003.

'*Fra redningsmand til banemand*'. Interview om Lundbeck-sagen i *Berlingske Nyhedsmagasin* nr. 29, 5.-12. oktober 2003.

'*Humanisten på Kræmmerskolen*', Erhvervsportræt i *Berlingske Tidende* 6. juni 2003.

'*Kulturer, identiteter og kommunikation i en nordisk fusion*'. Gå-hjem-møde i Nordea Danmark, June 3, 2003.

'*External and internal branding of a multinational merger*' Guest lecture at Swedish School of Economics and Business Administration, Helsinki, April 29, 2003.

'*Socio-cultural Change as a Continuous Challenge: Findings and Suggestions*'. Presentation of research findings at Nordea's Group Senior Management seminar in Såstaholm, Stockholm, February 27-28, 2003.

2002

Guest Lecture on '*Managing identities in a Nordic cross-border merger. A case study of storytelling*' at Helsinki School of Economics and Business Administration, November 22, 2002.

'*Nordic Ideas - From Words to Action. A case study of corporate storytelling*'. Research seminar at Copenhagen Business School, November 19, 2002.

Lecture on '*Women's Education, Career and Power Positions in the Danish Society 2002*' at the German Embassy in Copenhagen, November 15, 2002.

Invited by the Bertelsmann Foundation as participant in an expert seminar on *Corporate Cultures in Global Interaction*, November 6.-7. 2002, Gütersloh, Germany.

Kommunikationschefer efterspørger strategiske kommunikatører. Artikel i Dansk Kommunikationsforenings tidsskrift *Kommunikatøren* nr. 5, 2002.

Rift om at blive strategisk kommunikatør. Interview om HA (kom.)-studiet i *Berlingske Tidendes KarriereGuide*, 24. september 2002.

Corporate storytelling – og de individuelle aktørers fortællinger. Foredrag i Post Danmark ved efteruddannelseskursus for HR-managers, 11. juni 2002.

Kommunikation på økonomisk. Interview og omtale af HA (kom)-uddannelsen ved Henrik Rygaard Jensen, Rekrutteringsforum, torsdag d. 11. april 2002.
(www.kommunikationsforum.dk)

Skærpet kamp om kommunikationsjob. Interview og omtale af HA (kom.)-studiet i relation til de humanistiske kommunikationsuddannelser ved Sigurd Nissen Petersen i *Magisterbladet* nr. 6 - 27. marts 2002.

HA (kom)mer i 2002. (New study program in organizational communication (HA (kom) starts in 2002). Interview by Jakob Ravn in *Kræmmerhuset*, February 2002.

2001

Ny uddannelse i virksomhedskommunikation i 2002. (New study program in organizational communication in 2002). Interview by Christina Andersen in *Kommunikatøren* 6, December 2001.

Corporate storytelling – og de individuelle aktørers fortællinger. (Corporate story-telling – and the stories told by individual organizational actors). Guest lecture at Roskilde University, October 2, 2001.

Engelsk vinder frem som arbejdsprog. (English gains ground as working language in Danish companies) Interview by Lone Schrøder Jeppesen in the magazine *Sprog og Erhverv* 2001.

Intranet kan bremse e-mailstrøm. (Intranet can reduce the flux of e-mails) Interview by Jamilla Sophie Alvi in the newspaper *Jyllandsposten*. May 31th 2001.

Semiotik og virksomhedskommunikation. (Semiotics and Corporate Communication) Seminar as part of a nation wide in-service training course for Corporate Communication teachers at Danish universities and business schools. University of Southern Denmark, Odense. February 5th 2001.

Den kommunikerende organisation. (The Communicating Organisation) Presentation of results from an interview survey to the president, the deans and interested professors at Copenhagen Business School plus representatives of the communication executives and consultants interviewed to the survey. January 16th 2001.

2000

Humaniora på Handelshøjskolen. (Humanities at Copenhagen Business School) Interview by Louise Witt Hansen presented as *Ugens profil* (Profile of the Week) (week 44, 2000) at www.kommunikationsforum.dk, which is the website of Advice, a Danish communication and management consultancy company.

Nu skal der kommunikeres! Det kundeorienterede universitet er en realitet. (It's time for communication! The customer-oriented university is a reality.) Interview by Søren Wenneberg featuring an ongoing interview survey with corporate communication managers in the CBS magazine *Kræmmerhuset*. November 2000.

På forkant med fusionen. Virksomhedens sjæl står på spil. (At the cutting edge of mergers. The soul of the company at stake.) Interview on mergers in the Danish newspaper *Jyllandsposten*. October 18th 2000.

Cross-cultural communication. Pre-departure Course. Danida Training Centre. October 9th 2000.

Cross-cultural communication. Pre-departure Course. Danida Training Centre. June 13th 2000.

Cross-cultural communication. Pre-departure Course. Danida Training Centre. March 13th 2000.

1999

'*Narratological perspectives on international mergers and acquisitions*'. Research seminar May 5th 1999 at Copenhagen Business School.

'*Kommunikative og kulturelle dimensioner af integrationsprocessen ved udenlandske virksomhedsopkøb*' (Communicative and cultural dimensions of the integration process in foreign acquisitions). Guest lecture April 27th 1999 at Aalborg University.

Presentation on '*Interkulturel kommunikation som forskningsområde*' (Intercultural Communication as Research Area) and participation in panel discussion at the annual meeting in ADLA (Association Danoise de Linguistique Appliquée) at The Royal Danish School of Educational Studies. January 29th 1999.

'Narratives of intercultural learning processes and organizational change' Presentation of recent research at a meeting January 12th 1999 with the HRM-director in Bosch Telecom Denmark and the director of the Intercultural Management Training Unit in Robert Bosch GmbH., Stuttgart.

1998

'Kulturelle og kommunikative dimensioner ved fusioner og virksomhedsopkøb' (Cultural and Communicative Dimensions of Mergers and Acquisitions). Lecture at the conference 'Fusioner på tværs' December 3 1998, arranged by Dansk Jurist- og Økonomforbund (The Danish Union of Lawyers and Economists).

'Hvorfor er kulturen sat på dagsordenen? Om nationale kulturer, organisations- og professionskulturer i relation til fusioner og virksomhedsopkøb' (Why is Culture on the Agenda? On National Cultures, Organisational Cultures and Cultures of the Professions in Relation to Mergers and Acquisitions). Lecture November 12th 1998 at Lisegården, Liseleje as part of in-service training course for executives at Compaq Computer, Danmarks Radio, FDB, Højgaard & Schultz and Sophus Berendtsen.

'Virksomhedskulturelle aspekter af fusioner' (Aspects of Corporate Culture in Connection to Mergers). Lecture November 4th 1998 at executive meeting at Sjællandske Kraftværker.

'Vi prater lite om mögligheterna'. Interview about 'Scandinavian' and English as corporate languages in companies in the Scandinavian region, printed in the magazine *'Lederne'*, published by the Association of Danish Managers.

'Engelsk bliver arbejdssprog' (English becomes working language) Interview in the newspaper *Politiken* and in *Denmark's Radio* 6.8.98 about English as a corporate language and about the progressive loss of linguistic domains in Danish.

'Når amerikanerne kommer' (*When the Americans come..*) Interview 3.6.98 in the newspaper *Jyllandsposten* about US-American acquisitions in Denmark.

European Integration at an Organizational Level. The Integration Processes Following the British and German Acquisitions of the Danish Company Dancall'. Lecture given 23.6.98 in relation to the general assembly of the German-Danish Chamber of Commerce.

'Kommunikative og kulturelle dimensioner af integrationsprocessen ved udenlandske virksomhedsopkøb'. *virksomhedsopkøb'* (Communicative and cultural dimensions of the integration process in foreign acquisitions). Guest lecture 19.5.98 at Aalborg University.

Interview 10.2.98 about communicative and cultural aspects of international mergers as contribution to the journalist Gitte Meyer's book *'Erhvervsromantik. Fornuft, følelser og fusioner'*, published by Copenhagen Business School 1998.

'*Udlandet overtager dansk teleindustri*' (Foreign companies take over the Danish telecommunication industry). Interview to the magazine *Teletema no. 1*, February 1998, published by the National Telecom Industry, The Ministry of Research.

1997

Nogle betragtninger om kultur, kommunikation og ledelsesstil i forbindelse med udenlandske virksomhedsopkøb. (Reflections on culture, communication and management style in relation to foreign acquisitions). lecture 19.12.97 in the Danish subsidiary of the multinational telecommunication company L.M. Ericsson.

Individualismen møder solidariteten. (Individualism in confrontation with solidarity). Article published in the magazine *Telefokus* by the union of Telecommunication workers, based on a lecture in Nyborg Strand 12.11.97, due to the US American corporation Ameritech's acquisition of TeleDanmark.

Udlandet overtager danske firmaer (Foreign companies take over Danish companies) and *Invasion fra USA* (Invasion from USA) Articles in the newspaper *Politiken* 5.11.97 based on interview by Pernille Tranberg.

Lecture on '*Kulturmøder i internationalt virksomhedssamarbejde*' (Cultural Encounters in international business cooperation) at a seminar for Danish human resource managers at Danfoss in Nordborg organized by Danish Management Center, 27.2.97.

1996

Organizer of and lecturer at seminar about '*Internationale virksomhedsopkøb og fusioner*' (International mergers and acquisitions) for managers, politicians and government officers, at Copenhagen Business School 25.9.96

Organizer of and lecturer at *International Research workshop: The Cultural Dimensions of International Mergers and Acquisitions.* Hornbæk, Trouville, August 27.-28. 1996.