

Curriculum Vitae (without publications)

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Research Agenda

Organizational learning and adaptation are running themes in my research focusing on; a) sensemaking and sensegiving in organizations, as exemplified in my research on crowd safety management, and b) organizational improvisation. Another research interest is innovation and knowledge processes in organizations. This research formed the basis for my position as lead-developer of the executive program - Master in Leadership and Innovation in Complex Systems (LAICS), which took off in 2006. Finally, I am the co-founder and CBS-coordinator of Copenhagen Center for Disaster Research (COPE), established in the fall of 2012, in collaboration between Copenhagen Business School and University of Copenhagen.

Present and Past Positions

05/2016 -

Professor with special responsibilities in Organizational Learning and Improvisation. Copenhagen Business School, Department of Organization.

12/2012 -

CBS Coordinator and Co-Founder of Copenhagen Center for Disaster Research, Copenhagen Business School/University of Copenhagen.

02/2017 - 06/2017:

Visiting Researcher, University of Gothenburg, School of Business, Economics and Law, Department of Business Administration.

04/2009 - 04/2016:

Associate Professor with special qualifications, Copenhagen Business School, Department of Organization.

01/2005 - 06/2008:

Lead Developer of Executive Program – Master in Leadership and Innovation in Complex Systems (LAICS). Copenhagen Business School/Aarhus University.

01/2002 - 03/2005:

Head of Department, Copenhagen Business School, Department of Informatics.

08/2000 - 12/2000:

Denmark-America Foundation Scholar, Kozmetsky Global Collaboratory, Institute for International Studies, Stanford University.

03/1999 - 03/2009:

Associate Professor, Copenhagen Business School, Department of Informatics.

02/1998 - 06/1998:

Fulbright Research Scholar, Scandinavian Consortium of Organizational Research, Stanford University.

02/1997 - 05/1997:

Visiting Lecturer, University of Greenland, Department of Management & Economics.

02/1997 - 03/1999:

Assistant Professor, Copenhagen Business School, Department of Informatics & Management Accounting (from 05/1998 at Department of Informatics).

11/1996 - 02/1997:

Assistant Professor, Roskilde University, Department of Communication and Computer Science.

03/1995 - 10/1996:

Assistant Professor, Copenhagen Business School, Department of Informatics & Management Accounting.

07/1993 - 02/1995:

Research Associate, Copenhagen Business School, Department of Informatics and Management Accounting

01/1992 – 07/1992:

Visiting Scholar, Scandinavian Consortium of Organizational Research (SCANCOR), Stanford University

01/1991 – 06/1993:

Industrial Researcher, Computer Resources International A/S, and Ph.D.-student, Copenhagen Business School

09/1990 – 12/1990:

Research Assistant, Copenhagen Business School, Department of Informatics & Management Accounting

06/1988 - 02/1990:

Systems Developer, Baltica Bolig A/S. Responsibilities; design, development, and implementation of financial modules of an IT-system used by real estate agents.

01/1985 – 12/1988:

Information Systems Designer, Danish Energy Agency. Responsibilities; design, development and implementation of office information systems.

Education

December 1995:

- Ph.D. in Organization Theory

August 1990:

- M.Sc. in Business Administration and Computer Science

June 1987:

- B.Sc. in Business Administration and Computer Science

Membership of Boards, Committees and Juries

- Educational Expert Committee for the B.Sc. program in Emergency and Risk Management, University College Copenhagen, 2018-
- Board of Directors for Nordic Academy of Management, 2017-
- Expert Panel for Business Administration, The Danish Bibliometric Research Indicator, 2017-
- Executive Committee for NORDRESS - Nordic Centre of Excellence in Resilience and Societal Security, 2015-
- Board of Directors, Copenhagen Business School, 2012-2016 (Nomination Committee Member, 2014-2016)

- Steering Committee for High-Technology Network for Research Based User-Driven Innovation, 2005-2007
- Jury for the Danish E-Business Award, 2004-2008
- Steering Committee for the Mobiconomy Project, 2003-2005
- Board of Directors, Øresund IT Academy, 2002-2006
- Board of Directors, The Alumni Association for CBS Graduates in Business Administration & Computer Science, 1992-1994

Professional Honors & Awards

2016:

- Listed in the 33rd Edition of Who'sWho in the World (last edition in print, only available online since 2017).
- Performance Bonus by Copenhagen Business School – Salary bonus for extraordinary contributions to the development and standing of Copenhagen Business School.

2015:

- Listed in the 32nd Edition of Who'sWho in the World.
- Performance Bonus by Copenhagen Business School – Salary bonus for extraordinary contributions to the development and standing of Copenhagen Business School.

2014:

- Listed in the 31st Edition of Who'sWho in the World.
- Performance Bonus by Copenhagen Business School – Salary bonus for extraordinary contributions to the development and standing of Copenhagen Business School.

2013:

- Listed in the 30th Edition of Who'sWho in the World.
- Performance Bonus by Copenhagen Business School – Salary bonus for extraordinary contributions to the development and standing of Copenhagen Business School.

2012:

- Five Year Bonus by Copenhagen Business School – Salary bonus granted for consistently high all-round performance over a longer period.

2011:

- Performance Bonus by Copenhagen Business School – Salary bonus for achievements in research activities – especially international publications, in 2010.

2010:

- Outstanding Reviewer Award from Journal of Knowledge Management.
- Outstanding Reviewer Award from the Managerial and Organizational Cognition Division of the Academy of Management.
- Performance Bonus by Copenhagen Business School – Salary bonus for achievements in research activities – especially international publications, in 2009.

2009:

- Performance Bonus by Copenhagen Business School – Salary bonus for achievements in research activities – especially international publications, teaching activities, conference organizing, strengthening relations with private business/public organizations, and dissemination, communication and media activities, in 2008.

2008:

- Best Reviewer Award at the 16th European Conference on Information Systems, June 9th – 11th, Galway, Ireland.
- Listed in the 10th Edition of Who'sWho in Science and Engineering.
- Permanent Bonus by Copenhagen Business School – Salary Bonus granted for consistently high research performance over a 4 year period.

2007:

- Performance Bonus by Copenhagen Business School – Salary bonus for achievements in teaching and development activities, conference organizing, editorial work, strengthening relations with private business/public organizations, and dissemination, communication and media activities, in 2006
- Listed in the 24th Edition of Who'sWho in the World.

2006:

- Performance Bonus by Copenhagen Business School – Salary bonus for achievements in research activities – especially international publications, teaching and development activities,

- conference organizing, editorial work, and strengthening relations with private business/public organizations, in 2005.
 - Performance Bonus by Copenhagen Business School – Salary bonus for achievements in research activities – especially international publications, teaching and development activities, conference organizing, editorial work, and strengthening relations with private business/public organizations, in 2005.
 - Listed in the 9th Edition of Who'sWho in Science and Engineering.
- 2005:
- Performance Bonus by Copenhagen Business School – Salary bonus for achievements in research activities – especially international publications, conference organizing, and strengthening relations with private business/public organizations, in 2004.
 - Listed in the 8th Edition of Who'sWho in Science and Engineering.
- 2004:
- Performance Bonus by Copenhagen Business School – Salary bonus for achievements in research activities – especially international publications, conference organizing, and strengthening relations with private business/public organizations, in 2003.
 - Listed in the 21st Edition of Who'sWho in the World.
- 2003:
- Promoted for Membership of Copenhagen Rotary Club.
 - Performance Bonus by Copenhagen Business School – Salary bonus for achievements in research activities – especially international publications, teaching and development activities conference organizing, and strengthening relations with private business/public organizations, in 2002.
 - Listed in the 7th Edition of Who'sWho in Science and Engineering.
- 2002:
- Highly Commended Paper Award for: Understanding Context: Its Emergence, Transformation and the Role in Tacit Knowledge Sharing. Published in Journal of Knowledge Management, vol. 5, no. 2, pp. 125-136 (co-authored with M. Augier and S. Z. Shariq).
 - Performance Bonus by Copenhagen Business School – Salary bonus for achievements in research activities – especially international publications, in 2001.
 - Listed in the 6th Edition of Who'sWho in Science and Engineering.
- 2000:
- Outstanding Paper Award for: Networks, Cognition and Management of Tacit Knowledge. Published in Journal of Knowledge Management, vol. 3, no. 4, pp. 252-261 (co-authored with M. Augier).
- 1997:
- Selected for participation in the OMT/OB Junior Faculty Workshop at the Academy of Management Meeting. Boston, August 8. - 13. 1997.
- 1995:
- Nominated for the Best Paper Award for: Seesawing between Social Science and Managerial Practice - on the art of duality of learning partnerships. Paper presented at The 36th Western Academy of Management Conference. San Diego, CA. (co-authored with M. Morsing).
- 1994:
- Selected for participation in the ODC/OB/OMT Doctoral Consortium at the Academy of Management Meeting. Dallas, August 12. - 17. 1994.
 - Tietgen Award.

Research Grants & Scholarships

- 2017:
- Otto Mønsted Visiting Professorship obtained for Professor Claus Rerup, Frankfurt School of Finance and Management (D.kr. 205.000,-).
- 2016:
- Industrial PhD Scholars obtained for Signe Bruskin. Project title: Making Sense of Organizational Change.
- 2014:
- Nordic Centre of Excellence on Resilience and Societal Security (NORDRESS) funded by Nord-Forsk (COPE-CBS share N.kr. 893.125,-).
- 2000:

- Scholarship awarded by the Denmark-America Foundation.
- 1998:
- Fulbright Research Scholarship awarded by the Danish Fulbright Commission.
- 1992:
- Visiting Scholarship granted at Scandinavian Consortium of Organizational Research, Stanford University.
- 1991:
- Industrial Ph.D.-Scholarship awarded by the Danish Academy of Technical Sciences.
- 1990:
- Research Grant from Holger Laage-Petersen and Wife's Foundation.

Membership of Professional Associations

- EGOS (European Group for Organizational Studies), since 1997
- Academy of Management, since 1993
- E-Business Strategy Group, Danish E-Commerce Association (FDIH), 2008-2009
- International Association for Chinese Management Research, 2007-2011
- Association of Information Systems Interest Group for IS Department Heads, 2004-2005
- Information Systems Research in Scandinavia, 2001-2003
- Western Academy of Management, 1995-2011
- Network for Learning and Interactive Multimedia, 1995-2003
- INFORMS College on Organization, 1994-2010

Membership of Assessments Committees

I have served as chair and member of assessment committees for assistant- and associate professorships at: Babson College, Brunel University, Copenhagen Business School, University of Southern Denmark, and University of Aarhus (School of Education).

Supervision of Assistant Professors and Post Docs.

2017:

Jan Hermes, Department of Organization, Copenhagen Business School.

2013-2016:

Frans Bevort, Department of Organization, Copenhagen Business School.

Supervision of Ph.D. Students

2016-

Signe Bruskin. Project title: Making Sense of Organizational Change.

2016-

Katharina Christiane Jeschke (Susanne Boch Waldorff act as primary supervisor) Project title: Safety Cultures in Organizations: How the Management influence Safety in Construction Industry.

2011-2015:

Michael Simon Nixon (John Sahl Andersen, University of Copenhagen, acted as primary supervisor). Thesis title: Organising Medication Discontinuation – The Decision Making Processes of GPs when Discontinuing Statins. Thesis defended February 6th 2015.

2010-2014:

Peter Holm Jacobsen (Erik Axel, Roskilde University, acted as primary supervisor). Thesis title: Situeret Læring i Designprojekter – Et etnografisk studie af en proceskonkurrence på Carlsberg (Situating Learning in Design projects – An Ethnographic Study of a Process Competition at Carlsberg). Thesis defended February 7th 2014.

2008-2010:

Christine Secher (Peter Kjær acted as secondary supervisor). Thesis title: E-deltagelse I Praksis – politikernes og forvaltningens medkonstruktion og konsekvenserne heraf (E-participation in Practice – the politicians' and the administrators' co-construction and its consequences). Thesis defended February 4th 2010.

2004-2008:

Frederikke Krogh-Meibom (Jesper Strandgaard Pedersen acted as secondary supervisor). Thesis title: The Co-Evolution of Institutions and Technology – A Neo-Institutional Understanding of Change Processes within the Business Press - the Case of Financial Times. Thesis defended December 22nd 2008.

2002–2004:

Annemette Leonhardt Kjærgaard (Niels Bjørn-Andersen acted as secondary supervisor). Thesis title: Knowledge Management as Internal Corporate Venturing – a Field Study of the Rise and Fall of a Bottom-Up Process. Thesis defended May 11th 2004.

Membership of Ph.D. Evaluation Committees

- Christina Villefrance Møller: Organizational Learning Perspective on Continuous Improvement and Innovation in Product Realization. Department of Management Engineering, Technical University of Denmark. (Member of the committee, thesis defended May 23rd 2018)
- Louise Lyngfeldt Gorm Hansen: Triggering Earthquakes in Science, Politics and Chinese Hydropower. Department of International Management and Economics, Copenhagen Business School. (Chairman of the committee, thesis defended December 11th 2017)
- Seyed Mehdi Safavi: A Performative View of Knowledge Exploitation and Exploration: A Case Study of a Higher Education Merger. University of Edinburgh, Business School. (External examiner, thesis defended November 5th 2013)
- Elisabeth Naima Mikkelsen: Making Sense of Organisational Conflict – An empirical study of enacted sensemaking in everyday conflict at work. Department of Organization, Copenhagen Business School. (Chairman of the committee, thesis defended January 8th 2013)
- Mojtaba Naghavi Senjani: The Relationship among Organizational Factors, Knowledge Management Processes, Organizational Innovation and Organizational Performance in the Iranian's Public Banks. Graduate School of Management, Universiti Putra Malaysia. (Member of the committee, thesis defended May 29th 2012)
- Pernille Maya Sørensen Smith: Knowledge Exchange and Knowledge Creation in Inter-Organizational R&D A Longitudinal Study of Micro-Level Practices in Collaborative Innovation. Department of Management, University of Aarhus. (Member of the committee, thesis defended February 10th 2012).
- Bo Hansen Hansen: Enriching Software Process Improvement with Knowledge Management. Department of Informatics, Copenhagen Business School. (Chairman of the committee. Evaluation completed October 2007, the thesis was not accepted for the defence of the Ph.D.-degree)
- Mikkel Lucas Overby: Strategic Alliances in Emerging High-Tech Markets: What's the Difference and does it Matter? Department of Informatics, Copenhagen Business School. (Chairman of the committee, thesis defended July 4th 2006)
- Nina Christiansen: From expert to novice in a few seconds - an analysis of technological novices. Department of Informatics, Copenhagen Business School. (Chairman of the committee. Evaluation completed in February 2006, the thesis was not accepted for the defence of the Ph.D.-degree).
- Hanne Westh Nicolajsen: Adaptation of groupware in organizations – the importance of metastructuring. Center for Tele-Information, Technical University of Denmark. (Member of the committee, thesis defended June 2nd 2005).

I have served as discussant at Ph.D. Work in Progress seminars for, Brett Crawford, Sofie Blinkenberg Federspiel, Louise Lyngfeldt Gorm Hansen, Anne Krebs, Adela Michea, Steiner Nebb, Árni Jóhan Petersen, Robert Gavin Strand, Per Sveivig and Angeli Weller.

Editorial Positions and Reviewing for Scholarly Journals

Editorial Positions:

- Member of International Editorial Board for Management Learning Quarterly, since 04/2008
- Member of Editorial Board for Scandinavian Journal of Management, since 01/2015
- Associate Editor for Scandinavian Journal of Management, 01/2012-12/2014
- Member of Editorial Advisory Board for Journal of Knowledge Management, 01/2011-12/2014
- European Editor for Routledge Series in Information Systems, 2005-2012

Member of Editorial Review Board for:

- Information Resources Management Journal, 2009-2011
- Interdisciplinary Journal of Information, Knowledge and Management, 2006-2009
- International Journal of Doctoral Studies, 2006-2011
- International Journal of Enterprise Information Systems, 2005-2007

- Journal of Information, Information Technology and Organizations, 2006-2008
- Management Decision, 2006-2009

Reviewer for:

- Journal of Knowledge Management, since 2009
- Management Learning Quarterly, since 2004
- Scandinavian Journal of Management, since 2002

Book reviewer for: Management Learning Quarterly, 2002-2008

Ad-hoc reviewer for: CERN IdeaSquare Journal of Experimental Innovation, Communications of the ACM, Communications of the AIS, Encyclopedia of Knowledge Management, European Journal of Information Systems, Group & Organization Management, International Journal of Entrepreneurship and Innovation Management, Journal of Contingencies and Crisis Management, Journal of Information Technology and People, Journal of Management Studies, Journal of Modelling in Management, Knowledge Management Research & Practice, Management and Organization Review, Management International Review, Organization Science, Rationality and Society, R&D Management, and Tidsskrift for Arbejdsliv.

Major Research Projects.

January 2015 – December 2019:

NORDRESS – Nordic Centre of Excellence on Resilience and Societal Security

NORDRESS is a Centre of Excellence under the Social Security Programme of NordForsk. Its aim is to carry out multidisciplinary studies to enhance societal security and resilience to natural disasters. Partners from 15 institutions in all Nordic countries will join forces to increase the resilience of individuals, communities, infrastructure and institutions.

January 2007 -:

Crowd Safety Organizing (with Claus Rerup, Ivey Business School, Western University).

In 2000 nine young people were trampled and killed during a concert with Pearl Jam at Roskilde Festival. Large and successful outdoor concerts had been taking place at Roskilde without mishap since the early 70s, and event organizers were very experienced in safety and crowd control. Since the tragedy, new crowd control measures have been put in place at Roskilde Festival. The audience is divided into a number of fenced zones, allowing security guards to get closer to the crowd. A crane hovers over the audience, with cameras that can zoom in to a potential trouble spot. The organizers have also installed a traffic light on stage. A red light means stop everything you're doing and look around to see if anyone's in trouble. In the project we research how organizing for crowd safety can be achieved in order to prevent alike tragedies at similar events.

November 1998 – December 2001:

Knowledge: Networks, Exchange and Uses (KNEXUS) (with Syed Z. Shariq, Kozmetsky Global Collaboratory, Stanford University).

The research focused on the study of cognitive processes to explain the interactivity between context creation and content generation in the knowledge work setting. The role of information and knowledge management technologies, and artifacts in the knowledge work process was also considered. The research findings clarified some implicit structure and assumptions embodied in the study of knowledge work based on the classical behavioral and organizational theories. A set of case studies, focusing on the knowledge work settings involving “design work” and “software work”, was carried out to develop a proposed theoretical structure and assumptions conducive to the study of knowledge work embedded in the cognitive processes. The results provided insights into the possibility of developing a theoretical framework for the cognition-based economics of knowledge work.

January 1998 – May 2002:

Organizing for Software Reuse (in cooperation with IBIS Consulting Inc., San Francisco, CA).

The purpose of the project was to investigate organizational and managerial aspects of software reuse. This approach was chosen as previous studies of the phenomenon have shown that a technical approach to software reuse does not produce the expected results with regard to reuse-percentage, expected reduction in development time og predictability of the development process.

The project defines organizational and managerial aspects of software reuse as related to knowledge management, communication and the establishment of communities of practice. The project is expected to produce advanced knowledge concerning, how the organizational and managerial set-up in a software firm promotes respectively hinders software reuse.

February 1995 - September 1997:

MANICORAL (with Janni Nielsen, Department of Informatics & Management Accounting).

MANICORAL (Multimedia and Networks in Cooperative Research and Learning) a research project funded by the EU. The overall objective for the project was to create more effective means for distributed collaboration. The project strived to attain these objectives through; a) development of an IT-system which supported distributed collaboration, and b) improved understanding of how groups collaborate in distributed contexts.

January 1991 - February 1995:

Management of New Business Creation in Software Firms

Software firms and other firms within the IT industry confront turbulent and changing environments, as organizations and people constantly define and discover new areas of application for IT. Thus, if software firms want to stay in the race then they must be able to manage new business creation to success. The ability of software firms to develop and market new products and services for markets, unknown as well as known to the firms, is not examined in detail. Therefore, this project, carried out in close contact with a Danish software firm, focus on management of new business creation in software contractors. Especially, the project focused on how these firms establish new business areas. Also, the project investigated if models of innovation developed by Burgelman & Sayles (1986) and Van de Ven et al. (1989) cover organizational aspects of renewal and innovation in a young immature software firm.

Conference Organizing and Invited Talks

2018:

- Co-Organizer (with Marco Zamarian, Laura Frigotto and Loris Gaio) of Panel 15: Preparedness 2.0: A Learning Approach to New Emergencies, at Third Northern European Conference on Emergency and Disaster Studies (NEEDS), March 20th – 23th 2018.

2017:

- Research Seminar: Organizing Against the Power of Crowds – From Untamed to Controlled Crowds, at University of Gothenburg, School of Business Economics & Law, May 24. 2017.
- Paper Session (Coordination and Communication Challenges) Chair at Second Northern European Conference on Emergency and Disaster Studies (NEEDS), May 17th – 19th 2017.

2015:

- Invited Talk: Crowd Safety, Warning Signs and Decision in Tight Situations, at Roskilde Festival Seminar on Crowd Movements, April 20. 2015.

2014:

- Reviewer for the Managerial and Organizational Cognition Division at the Academy of Management Meeting. Philadelphia, Pennsylvania, August 1. - 5. 2014.

2013:

- Presenter in Professional Development Workshop on Management Education for the Future – Towards responsibility, Sustainability and Integrity, at the Academy of Management Meeting. Lake Buena Vista (Orlando), Florida, August 9. - 13. 2013.
- Reviewer for the Managerial and Organizational Cognition Division at the Academy of Management Meeting. Lake Buena Vista (Orlando), Florida, August 9. - 13. 2013.
- Invited Talk: Management of Sensegiving, Space and Expectations in Crowd Safety Work, at the Annual Roskilde Festival Crowd Safety Supervisor Day, June 15. 2013.
- Invited Talk “Applying Lessons from Roskilde” at The 16th Yourope Health & Safety Seminar: Crowd Management and Event Security “Tomorrows Challenges”. Great Missenden, Buckinghamshire, April 18.-19, 2013.
- Organizer of the COPE (Copenhagen Center for Disaster Research) International Research Seminars.

2012:

- Discussant at Research Seminar on Collapse and Growth in Modern Disaster Culture. Carlsberg Academy, Copenhagen, October 2. 2012.

- Reviewer for the Managerial and Organizational Cognition Division at the Academy of Management Meeting. Boston, Massachusetts, August 3. - 7. 2012.
 - Invited Talk: Crowd Safety in an Organizational Perspective, at the Annual Roskilde Festival Crowd Safety Supervisor Day, June 23. 2012.
- 2011:
- Reviewer for the Managerial and Organizational Cognition Division at the Academy of Management Meeting. San Antonio, Texas, August 12. - 16. 2011.
- 2010:
- Discussant at Conversations on Relevance and Engagement with Practice, a seminar with Andrew Van de Ven and Chris Grey. Copenhagen Business School, October 8. 2010.
 - Reviewer for the Managerial and Organizational Cognition Division at the Academy of Management Meeting. Montreal, August 6. - 10. 2010.
 - Reviewer for the 2010 IACMR Conference – Innovation and Change in Chinese Organizations. Shanghai, June 16. – 20. 2010.
- 2009:
- Chair and Discussant at Paper Sessions organized by the Managerial and Organizational Cognition Division at the Academy of Management Meeting. Chicago, August 7. - 11. 2009.
 - Reviewer for the Managerial and Organizational Cognition Division at the Academy of Management Meeting. Chicago, August 7. - 11. 2009.
 - Reviewer for the 17th European Conference on Information Systems. Verona, Italy, June 8. – 10. 2009.
 - Invited talk on "Experience with change of supervisor for Ph.D.-students who are well into their Ph.D.-project" at Danish Research School for Information Systems (DaRSIS) Workshop, April 29. - 30. 2009.
 - Reviewer and member of the program committee for 11th IBIMA conference on Innovation and Knowledge Management in Twin Track Economies, Cairo, Egypt, January 4. - 6. 2009.
- 2008:
- Reviewer for the 16th European Conference on Information Systems – Track 9: Economics of Information Systems. Galway, Ireland, June 9. – 11. 2008.
- 2007:
- Reviewer for the Knowledge Management track at the 28th International Conference on Information Systems. Montreal, Canada, December 9. – 12. 2007.
 - Reviewer for the Managerial and Organizational Cognition Division at the Academy of Management Meeting. Philadelphia, August 3. - 8. 2007.
- 2006:
- Associate Editor for the track on Breakthrough Ideas in IT/IS at the 27th International Conference on Information Systems. Milwaukee, Wisconsin, December 10. – 13. 2006.
 - Reviewer for the Entrepreneurship and the Organizational Communication and Information Systems Division at the Academy of Management Meeting. Atlanta, August 11. - 16. 2006.
 - Member of the program committee for the International Conference on Mobile Business. Copenhagen, Denmark, June 26. – 27. 2006.
- 2005:
- Reviewer for the Entrepreneurship and the Organizational Communication and Information Systems Division at the Academy of Management Meeting. Honolulu, Hawaii, August 5.-10. 2005.
 - Reviewer for the 46th Western Academy of Management Conference. Las Vegas, Nevada, March 30. – April 2. 2005.
 - Invited speaker at the INNOVAMUS conference: Erhvervsinnovation/Næringslivinnovation som verktøj. LO-skolen, Helsingør, March 31. – April 1. 2005.
 - Reviewer for the 38th Hawaii International Conference on System Sciences – Minitrack: DT - Agent Technology, Intelligent Systems and Software Computing in Management Support. Hilton Waikoloa Village, Big Island, Hawaii, January 3. – 6. 2005.
- 2004:
- Reviewer for the Organization and Management Theory Division at the Academy of Management Meeting. New Orleans, August 6. – 11. 2004.
 - Reviewer for the 45th Western Academy of Management Conference. Anchorage, Alaska, March 31. - April 4. 2004.
 - Co-organizer (with Kim Viborg Andersen) of the conference: The Past and Future of Information Systems. Copenhagen Business School, February 28. 2004.

- Reviewer for the 37th Hawaii International Conference on System Sciences – Minitrack: Intelligent Systems and Soft Computing. Hilton Waikoloa Village, Big Island, Hawaii, January 5. – 8. 2004.
- 2003:
- Reviewer for the Business Policy and Strategy Division, the Organizational Communication and Information Systems Division, and the Organization and Management Theory Division at the Academy of Management Meeting. Seattle, August 1. - 6. 2003.
 - Associate Editor for the 11th European Conference on Information Systems. Naples, June 16. – 21. 2003.
 - Research presentation: The Role of Networking in Software Reuse. MindTree, Bangalore, India. April 29. 2003.
 - Reviewer for the 44th Western Academy of Management Conference. Palm Springs, California, April 9. - 12. 2003.
 - Reviewer for the 36th Hawaii International Conference on System Sciences – Minitrack: Intelligent Systems and Soft Computing. Hilton Waikoloa Village, Big Island, Hawaii, January 6. – 9. 2003.
- 2002:
- Co-Organizer (with Keld Bødker, Jacob Nørbjerg, Mogens Kühn Peder-sen and Jesper Simon-sen) of Information Systems Research Conference in Scandinavia (IRIS-25). Bautahøj, Denmark, August 10. - 13. 2002.
 - Research Seminar on: The Role of Learning, Networking and Risk Taking by Innovative Software Firms, at Graduate School of Information Technology, Management and Communication. University of Bologna, June 11. 2002.
 - Research Seminar on: The Role of Networking in the Software Development Organization. University of Bologna, June 10. 2002.
 - Reviewer for IFIP WG 8.4 - Second Conference on E-Business: Multidisciplinary Research and Practice. Copenhagen, Denmark, June 10. - 11. 2002.
 - Organizer and Chair of Symposium on: The Role of Reputation in a Globalizing Economy, at The 43rd Western Academy of Management Conference. Santa Fe, New Mexico, March 21. - 23. 2002.
 - Reviewer for and Paper Session Chair at The 43rd Western Academy of Management Conference. Santa Fe, New Mexico, March 21. - 23. 2002.
- 2001:
- Reviewer for the Organizational Communication and Information Systems Division at the Academy of Management Meeting. Washington D. C., August 3. - 8. 2001.
 - Country Representative for Portland International Conference on Management of Engineering and Technology, Portland, Oregon, July 29. – August 2. 2001.
 - Reviewer for IFIP WG 8.4 Working Conference: Developing a dynamic, integrative, multi-disciplinary research agenda in E-Commerce/E-Business. Salzburg, Austria, June 22. – 23. 2001.
 - Research Seminar on Technology Reuse and Knowledge Sharing in Software Firms, in the 2001 ROCK Seminar Series: Modularity in Problem Solving and Artifact Production, Department of Computer and Management Sciences. University of Trento, Italy, May 4. 2001.
 - Reviewer for and Discussant at The 42nd Western Academy of Management Conference. Sun Valley, Idaho, April 5. - 7. 2001.
 - Research Seminar on Storytelling and High Tech Selling, at SCANCOR, Stanford University, March 26. 2001.
- 2000:
- Reviewer for the Organizational Communication and Information Systems Division at the Academy of Management Meeting. Toronto, Canada, August 4. - 9. 2000.
 - Co-organizer (with Mie Augier, Hans Siggaard Jensen and Lykke Margot Richter) of the workshop on: Science as a Spontaneous Order. Klitgården Refugium, Skagen, Denmark, January 15. – 18. 2000.
- 1999:
- Reviewer for the International Conference on Information Systems. Charlotte, North Carolina, December 13. - 15. 1999.
 - Reviewer for the Organizational Communication and Information Systems Division and the Organization & Management Theory Division at the Academy of Management Meeting. Chicago, August 6. - 11. 1999.

- Discussant at the KNEXUS Research Symposium on The Evolution of Institutions, Organizations, and Knowledge Networks in Economic Growth. Stanford University, August 2. 1999.
 - Associate Editor and Member of the International Program Committee for the Seventh European Conference on Information Systems. Copenhagen, June 23. - 25. 1999.
 - Research Seminar on Narrating Future Performance – advancing reputation through storytelling. The Behavioral Perspectives on Strategy Seminar Series. Odense University, May 21. 1999.
 - Discussant at session on: Time in Economics: Shackle, Time and the Charge of Nihilism, at the 25th Annual Conference of the Eastern Economic Association. Boston, March 12. – 14. 1999.
- 1998:
- Reviewer for the Organizational Communication and Information Systems Division at the Academy of Management Meeting. San Diego, August 9. - 12. 1998.
 - Reviewer for the Sixth European Conference on Information Systems. Aix-en-Provence, June 4-6, 1998.
 - Reviewer for The 39th Western Academy of Management Conference. Portland, Oregon, March 26. - 28. 1998.
- 1997:
- Reviewer and Discussant for the Organizational Communication and Information Systems Division at the Academy of Management Meeting. Boston, August 8. - 13. 1997.
- 1996:
- Reviewer for the OT/OC/OD/Managerial Consultation Track of the 1996 Southern Management Association Meeting. New Orleans, November 1996.
 - Reviewer for the Organization & Management Theory Division at the Academy of Management Meeting. Cincinnati, August 11. - 14. 1996.
 - Reviewer for the Organizational Behavior Track for the 1996 Southwest Academy of Management Conference. San Antonio, March 6. - 9. 1996.
- 1995:
- Reviewer for The Southern Management Information Systems Association, Second Annual Conference, October 5. - 7. 1995.

Teaching Experience and Course Coordination

2017-

Lecturer in and Coordinator of Crisis Management course, Global Executive MBA program, Copenhagen Business School.

2012-

Lecturer in and Coordinator (with Susanne Boch Waldorff) of Ph.D.-Course: Perspectives in Organizational Analysis. Doctoral School in Organization and Management Studies, Copenhagen Business School.

2011-

Coordinator of Organization & Management course. B.Sc. program in Business Administration and Management Science, Copenhagen Business School.

2006-

Lecturer in and Coordinator of Creating Space for Innovation seminar. Master program in Leadership and Innovation in Complex Systems (LAICS), Copenhagen Business School/Aarhus University.

2006-

Lecturer in and Coordinator of Organizational Environments course. B.Sc. program in Business Administration and Psychology, Copenhagen Business School.

1995-

Supervisor of Master- and Bachelor Theses. During my career at Copenhagen Business School more than 60 students have successfully completed their master thesis with me as their supervisor.

2012-2014:

Lecturer in Managing Organizational Change and Innovation. M.Sc. program in Economics & Business Administration, Strategy, Organization and Leadership, Copenhagen Business School.

2011-2014:

Coordinator of Organization course. B.A. program in English and Organizational Communication, Copenhagen Business School.

2009-2017:

Coordinator of Elective Courses offered by Department of Organization at the B.Sc. program in Economics and Business Administration, Copenhagen Business School.

2009-2013:

Master Thesis Coordinator for the Master of Social Sciences program in Management of Creative Business Processes, Copenhagen Business School.

2009-2012:

Coordinator of Organizational Behavior course. B.Sc. program in Business Administration and Service Management, Copenhagen Business School.

2008-2010:

Coordinator of The Business of Innovation module. Master Program in Leadership and Innovation in Complex Systems (LAICS).

2006-2011:

Coordinator of all courses on the second and third semester of the B.Sc. program in Business Administration and Psychology, Copenhagen Business School.

2006-2009:

Lecturer in and Coordinator of Information Technology & Process Management course. HD part II program in Management Accounting and Process Management, Copenhagen Business School.

2002-2005:

Lecturer and Supervisor at the CBS Internship Program in International Business Development.

2001-2003:

Lecturer in and Coordinator of Organizational Behavior course. Master Program in ICT and Learning, Copenhagen Business School/Aalborg University.

2001-2003:

Lecturer in and Coordinator of IT Management courses. B.Sc. program in Business Administration and Computer Science, Copenhagen Business School.

2001-2002:

Lecturer in Knowledge Management course. Global e-Management Executive Program.

1999-2001:

Coordinator of the M.Sc. Program in Business Administration and Computer Science, Copenhagen Business School.

1994–2003 and 2006-2007:

Lecturer in and Coordinator of M.Sc.-courses in: Leadership and Innovation in Knowledge- and Technology-Intensive Firm, Knowledge Management, Project Management, Management of Information Technology, and Interpretation and Understanding of Information Systems and IS Development in Organizations.

1993-2001:

Lecturer in and Coordinator of courses in Organizational Behavior and Methodologies in the Social Sciences at the B.Sc. program in Business Administration and Computer Science, Copenhagen Business School

Administrative Assignments

2015-

Ph.D.-Coordinator at Department of Organization, Copenhagen Business School.

2005-

Founding Member of the Steering Committee for Master in Leadership and Innovation in Complex Systems (LAICS).

2007-2012:

Member of the Study Board and Debuty Study Leader for the B.Sc./M.Sc. program in Business Administration and Psychology, Copenhagen Business School.

2006-2009:

Member of the Study Board for the HD part II program in Management Accounting and Process Management, Copenhagen Business School.

2001-2004:

Member of the Department Board at Department of Informatics, Copenhagen Business School.

1996-2001:

Member of the Study Board for the B.Sc. and M.Sc. Programs in Business Administration & Computer Science, Copenhagen Business School.

1994:

Chairman of a committee revising the curriculum for the B.Sc. program in Business Administration & Computer Science, Copenhagen Business School

1991, 1996-1997:

Member of the Department Board at Department of Informatics & Management Accounting, Copenhagen Business School.