

Curriculum Vitae

Lotte Holck

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Education:

- 2015 PhD Copenhagen Business School (CBS), Department of Organisation.
- 2008 BA in Innovation and Change Management, Copenhagen Business School (CBS).
- 1999 MA Social Geography and Administration, Roskilde University Center.

Work Experience:

- 2016 - PostDoc, Department of Organisation, Copenhagen Business School and ISS A/S
- 2015- 2016 PostDoc, Center for Advanced Studies of Leadership, Stockholm School of Economics.
- 2015 Scientific assistant Copenhagen Business School (CBS), Department of Organisation.
- 2008 - External lecturer Copenhagen Business School (CBS), Department of Organisation.
- 2012-2015 PhD fellow Copenhagen Business School (CBS), Department of Organisation.
- 2012-2014 External advisor, Foreningen Nydansker.
- 2007-2012 Chief consultant, Foreningen Nydansker.
- 2004-2007 Political advisor, Mayor of Family and Labor Market Affairs, Copenhagen Municipality.
- 2002-2004 Head of office, Ministry of Refugees, Immigrants and Integration Affairs.
- 2000-2002 Head of office, Ministry of Housing and Urban Affairs.

Reviewer for:

Organization, Equality, Diversity and Inclusion – an International Journal.

List of publications:

Peer-reviewed publications

Articles

- Holck, Lotte (2016, forthcoming): Unequal by structure: Exploring the structural embeddedness of organizational diversity. *Organization*
- Holck, Lotte (2016, forthcoming): Putting Diversity to work: An empirical analysis of how change efforts targeting organizational inequality failed, *Equality, Diversity and Inclusion: An International Journal*
- Holck, Lotte and Muhr, Sara Louise (2016, forthcoming): Practicing inequality through welfare logics of equality and solidarity, *Scandinavian Journal of Management*
- Holck, Lotte (forthcoming 2016): Spatially embedded inequality: Exploring structure, agency, and ethnic minority strategies to navigate organizational opportunity structures. *Personnel Review*, 45(4)
- Holck Lotte, Sara Louise Muhr and Florence Villeseche (2016): Identity, diversity and diversity management: On theoretical connections, assumptions and implications for practice. *Equality, Diversity and Inclusion: An International Journal*, 35(1), pp. 48-64

Book chapters

- Muhr, Sara Louise and Lotte Holck (2016): Diversity and organization studies. In *Global Encyclopedia of Public Administration and Public Policy*, Springer
- Romani, Laurence, Lotte Holck, Charlotte Holgersson, and Sara Louise Muhr (2016): Diversity Management and the Scandinavian Model: Illustrations from Denmark and Sweden, in J.F Chanlat and M. Özbilgin (Eds.) *Management & Diversity: Main constatations in different countries*. London: Emerald
- Holck, Lotte (2015): Embedded Diversity: A critical ethnographic study of the structural tensions of organizing diversity'. *CBS PhD Series* 16.2015
- Holck, Lotte and Thomas Bitsch Jørgensen (2009, 2011, 2016): Virksomhedskultur. Forlaget '94
- Holck, Lotte and Thomas Bitsch Jørgensen (2009, 2011): Image og Branding. Forlaget '94
- Holck, Lotte and Thomas Bitsch Jørgensen (2009, 2011, 2016): Organisationsforandring. Forlaget '94

Non-Peer reviewed publications

- Holck, Lotte (2012): McDiversity – a people business serving hamburgers? Om praktisk mangfoldighed i McDonalds. Beskæftigelsesministeriet and Foreningen Nydansker
- Holck, Lotte (2012): CSR-indsats I udsatte boligområder. By- og Boligministeriet, Center for Social Byudvikling (CFBU) and Foreningen Nydansker
- Holck, Lotte (2011): Mangfoldighed I praksis – 14 virksomhedsportrætter. Integrationsministeriet and Foreningen Nydansker

- Holck, Lotte (2010): Mangfoldighed I praksis – 14 virksomhedsportrætter. Integrationsministeriet and Foreningen Nydanske
- Holck, Lotte and Lucca Weiss-Kalkar (2010): Empower You. Examination case, Copenhagen Business School

Academic paper presentations and conferences:

- Holck, L. (2015) 'The politics of participative action research' paper presented at *EGOS Annual Colloquia*, American College in Athen, July 6th 2015
- Holck, L and Muhr, SL (2015) 'From Diversity Management to Diversimilation – On how the Logics of the Welfare Model Obstructs Ethnic Diversity in the Danish Workforce' paper presented at *Equal is not Enough Conference*, University of Antwerpen, Germany February 5th 2015.
- Holck L (2014) *How bureaucracy promotes inclusive organizing*. Paper presented at *EGOS Annual Colloquia*, Rotterdam, July 4th 2014.
- Holck L (2014) 'Does a spatial perspective offer new insights into inclusive organizing?' Award winning paper presented at the 7th *Equality, Diversity and Inclusion Conference* at Technical University of Munich June 10th 2014
- Holck, L (2013) 'Untangling Diversity Management vis-à-vis Sustainability', paper presented at *Sustainability in a Scandinavian Context*, CBS June 11th 2013
- Holck, L (2013) 'Tracing the ambiguous translation of diversity management in a Danish context', paper presented at *Diversity and Differences in the Contemporary Workplace*, CBS February 11th 2013

Presentation of research at practitioner conferences:

- 'Mangfoldighed og CSR – Midlet til at inkludere uudnyttede talenter' moderator in dialog forum, *Cranet Conference* at CBS, September 8th 2015
- 'Gør forskelle til Forretning', Launch of the Diversity Charter in Aarhus Municipality, Facilitator, August 28th 2015
- 'Leading Cultural Diversity Ethnically' meeting between practioners and reserachers within diversity management at CBS, facilitator. May 12th 2015.
- 'Gør forskelle til fordele' Conference on practical diversity for companies including Swedish participations, moderator, *Jobindex*, Foreningen Nydanske and Copenhagen Diversity Charter, February 25th 2015.
- Copenhagen Diversity Charter 'Competences and Inclusive organizational culture', August 26th 2014
- *Forskningens Døgn (Research Day) 2014* 'Diversity Across the North Atlantic – comparing diversity practices in USA and Denmark', April 26th 2014
- Presenting my research at Department of Communication, Colorado University in Boulder, November 12-15th 2013
- Main speaker M+ Diversity and Growth closing event 'Diversity in two front-runner organizations', Copenhagen Business School, June 12th 2013
- Main speaker Expat Network Conference in Aalborg 'Innovation and enhanced organizational performance qua diversity' April 1th 2013
- Diversity Management Conference 'Diversity Management – Business case or social justice' Saxo Bank March 21th 2013