

Curriculum Vitae

Lotte Holck

Langagervej 14,

2500 Valby

Mobile: +45 29290724

Mail: Lho.ioa@cbs.dk

Educations

- 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.

Academic Work

- 2015- PostDoc 'Leading Cultural Diversity Ethically', 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 Consultant 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:

1: articles

- Holck, Lotte and Muhr, Sara Louise Muhr (2016, forthcoming): 'From affirmative to transformative diversity management: How the logics of the welfare model obstruct ethnic diversity in the Danish workforce', *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*
- Holck Lotte, Sara Louise Muhr and Florence Villeseche (forthcoming 2016): Identity, diversity and diversity management: On theoretical connections, assumptions and implications for practice. *Equality, Diversity and Inclusion: An International Journal*

4. Book chapters

- Muhr, Sara Louise and Lotte Holck (forthcoming): Diversity and organization studies. In *Global Encyclopedia of Public Administration and Public Policy*, Springer
- Romani, Laurence, Lotte Holck, Charlotte Holgersson, and Sara Louise Muhr (Forthcoming 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): Virksomhedskultur. Forlaget '94
- Holck, Lotte and Thomas Bitsch Jørgensen (2009, 2011): Image og Branding. Forlaget '94

Non-Peer reviewed publications:

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

- 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 practitioners and researchers 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
- Forsknings 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