

CURRICULUM VITAE

FOR JOHAN SIMONSEN ABILDGAARD

(née Johan Søren Simonsen)

WORK EXPERIENCE

2021 – present	Department of Organization, Copenhagen Business School <i>Associate Professor</i>
2018 – present	National Research Centre for the Working Environment, Copenhagen <i>Senior researcher</i>
2017 – 2018	National Research Centre for the Working Environment, Copenhagen <i>Postdoc</i>
2014 – 2017	National Research Centre for the Working Environment, Copenhagen <i>Researcher</i>
2012(sept) – 2013 (febr)	University of Michigan, Ann Arbor <i>Visiting scholar Affiliated with the Science Technology and Society program, and the Ross School of Business</i>
2010 – 2014	National Research Centre for the Working Environment, Copenhagen <i>Guest researcher</i>
2010 – 2014	Department of Psychology, University of Copenhagen <i>PhD fellow</i>
2009 – 2010	National Research Centre for the Working Environment, Copenhagen <i>Research assistant</i>

EDUCATION

2014	Department of Psychology, University of Copenhagen <i>PhD in organizational psychology (diploma supplied as attachment)</i>
2009	Department of Psychology, University of Copenhagen <i>MSc Psychology (diploma supplied as attachment)</i>
2006	Department of Psychology, University of Copenhagen <i>BSc Psychology</i>

MISCELLANEOUS

Associate Editor of Scandinavian Journal of Work and Organizational Psychology

Reviewer for:

Nordic Journal of Working-life studies

British Journal of Management

European Journal of Work and Organizational Psychology

Economic and Industrial Democracy

Work & Stress

Tidsskrift for Arbejdsliv

Scandinavian Journal of Work and Organizational Psychology

Journal of Occupational and Organizational Psychology

Research in the Sociology of Organizations

International Journal of Workplace Health Promotion

Human Relations

RESEARCH GRANTS

A total of 12,8 million DKK awarded to projects as PI (hovedansøger)

A total of 21,5 million DKK awarded to projects as co-applicant

- PI (hovedansøger): Evaluering af initiativ med supplerende dialog og vejledning (Evaluation of programme with additional dialogue and guidance)
Evaluation of initiative implemented by the labor inspectorate. Awarded 5.5 mil. DKK from the Labor Inspectorate December 2020.
- PI (hovedansøger): Apps som virkemiddel i arbejdspladsernes trivsels og arbejdsmiljøindsats (AVATAR), (apps as a tool in workplace efforts to improve wellbeing and work environment)
Awarded 3.5 mil. DKK from the work environment research fund (Arbejdsmiljøforskningsfonden) December 2019.
- Co-applicant: Bedre psykisk arbejdsmiljø på regionale arbejdspladser (improved psychosocial work environment on regional workplaces)
Together with RUC, KU and colleagues from NRCWE. Awarded 8 mil. DKK from the collective bargaining agreement for the regions (Danske regioner og Forhandlingsfællesskabet) November 2019.
- Co-applicant: Udvikling af et internetbaseret værktøj til virksomheders arbejde for et godt psykisk arbejdsmiljø (development of an internet based tool for workplaces to improve the psychosocial work environment)
Together with PI Thomas Clausen (NRCWE). Awarded 1.6 mil. DKK from the work environment research fund (Arbejdsmiljøforskningsfonden) august 2017.
- Co-applicant: Udvikling af proces værktøj til Dansk Psykosocialt Spørgeskema (Development of process tool for the Danish Psychosocial Questionnaire)
Together with PI Thomas Clausen (NRCWE). Awarded 3 mil. DKK from the work environment research fund (Arbejdsmiljøforskningsfonden) august 2017.
- PI (hovedansøger): Forandringskompetenceindsats (Change Competency Intervention)
Collaboration with Workz A/S and Novozymes A/S. Awarded 3.8 mil. DKK from the work environment research fund (Arbejdsmiljøforskningsfonden) January 2017.
- Co-applicant, Nye perspektiver på medarbejderinddragelse i arbejdsmiljøinterventioner (NyMa) (new perspectives on employee involvement in work environment interventions)
Together with PI Andreas Holterman, and PhD fellow Christian Dyrlund Wåhlin-Jacobsen. Project leader for the main project. Awarded 3.2 mil. DKK from the work environment research fund (Arbejdsmiljøforskningsfonden) in August 2014.
- Co-applicant, Perceptual distance
Project application with Ulrica von Thiele Schwartz (KI), Henna Hasson (KI), Susanne Tafvelin (KI/Umeå), Anne Richter (KI) and Karina Nielsen (Uni. Sheffield). Awarded 3,45 mil. SEK from AFA försäkring.
- Co-applicant, Improvements in organizations:
Network application with Ulrica von Thiele Schwartz (KI), Henna Hasson (KI), Kasper Edwards (DTU), Karina Nielsen (Uni. Sheffield) Julie Reed (National Institute for Healthcare Research CLAHRC). Funded by The National Research Council in Sweden/ Nordic Council of Ministers (Grant no. 2016-00241/NOS-HS).
- Co-applicant, What effects does implementation have on health-promotion program results?
- A collaborative project in four Nordic countries
Project application with Ulrica von Thiele Schwartz (KI), Henna Hasson (KI), Susanne Tafvelin (KI/Umeå), Per Øystein Saksvik (NTNU), Lise Løvseth (NTNU) Arja Ala Laurinabo (FIOH) Anna-Leena Kurku (FIOH) and Karina Nielsen (Uni. Sheffield). The project was awarded 4 mil. NOK from Nordisk samarbeidsnemnd for humanistisk og samfunnsvitenskapelig forskning, (NOS-HS)

Publications

PAPERS

1. Svendsen, P. A., **Abildgaard, J. S.**, Tanggaard, L., Madsen, I. E. H., & Andersen, M. F. (2021). Influence at Work tied to Materiality in Danish Care Work. *Nordic Journal of Working Life Studies*. <https://doi.org/10.18291/njwls.129222>
2. von Thiele Schwarz, U., Nielsen, K., Edwards, K., Hasson, H., Ipsen, C., Savage, C., Abildgaard, J.S., Richter, A., Lornudd, C., Mazzocato, P., & Reed, J. E. (2021). How to design, implement and evaluate organizational interventions for maximum impact: The Sigtuna Principles. *European Journal of Work and Organizational Psychology*, 30(3), 415–427. <https://doi.org/10.1080/1359432X.2020.1803960>
3. **Abildgaard, J. S.**, Nielsen, K., Wählin-Jacobsen, C. D., Maltesen, T., Christensen, K. B., & Holtermann, A. (2020). ‘Same, but different’: A mixed-methods realist evaluation of a cluster-randomized controlled participatory organizational intervention. *Human Relations*, 73(10), 1339–1365. <https://doi.org/10.1177/0018726719866896>
4. Olsen, E. L., Wählin-Jacobsen, C. D., & **Abildgaard, J. S.** (2020). Reconceptualizing Job Control in Participatory Interventions – Collective Sensemaking as a Missing Link. *Nordic Journal of Working Life Studies*. <https://doi.org/10.18291/njwls.122137>
5. **Abildgaard, J. S.**, Hasson, H., von Thiele Schwarz, U., Løvseth, L. T., Ala-Laurinaho, A., & Nielsen, K. (2020). Forms of participation: The development and application of a conceptual model of participation in work environment interventions. *Economic and Industrial Democracy*, 41(3), 746–769. <https://doi.org/10.1177/0143831X17743576>
6. Wählin-Jacobsen, Christian Dyrland, & **Abildgaard, J. S.** (2020). Only the wearer knows where the shoe pinches? Deontics and epistemics in discussions of health and well-being in participatory workplace settings. *Discourse & Communication*, 14(1), 44–64. <https://doi.org/10.1177/1750481319876768>
7. Tafvelin, S., Nielsen, K., **Abildgaard, J. S.**, Richter, A., von Thiele Schwarz, U., & Hasson, H. (2019). Leader-team perceptual distance affects outcomes of leadership training: Examining safety leadership and follower safety self-efficacy. *Safety Science*, 120, 25–31. <https://doi.org/10.1016/j.ssci.2019.06.019>
8. **Abildgaard, J. S.**, & Nielsen, K. (2018). The Interplay of Sensemaking and Material Artefacts during Interventions: A Case Study. *Nordic Journal of Working Life Studies*, 8(3). <https://doi.org/10.18291/njwls.v8i3.109538>
9. **Abildgaard, J. S.**, Nielsen, K., & Sverke, M. (2018). Can job insecurity be managed? Evaluating an organizational-level intervention addressing the negative effects of restructuring. *Work & Stress*, 32(2), 105–123. <https://doi.org/10.1080/02678373.2017.1367735>
10. Gupta, N., Wahlin-Jacobsen, C. D., **Abildgaard, J. S.**, Henriksen, L. N., Nielsen, K. M., & Holtermann, A. (2017). Effectiveness of a participatory physical and psychosocial intervention to balance the demands and resources of industrial workers: A cluster-randomized controlled trial. *Scandinavian Journal of Work, Environment & Health*.
11. Ala-Laurinaho, A., Kurki, A.-L., & **Abildgaard, J. S.** (2017). Supporting Sensemaking to Promote a Systemic View of Organizational Change – Contributions from Activity Theory. *Journal of Change Management*.

12. * **Abildgaard, J. S.**, Saksvik, P. Ø., & Nielsen, K. (2016). How to Measure the Intervention Process? An Assessment of Qualitative and Quantitative Approaches to Data Collection in the Process Evaluation of Organizational Interventions. *Frontiers in Psychology*, 7, 1380.
13. Gupta, N., Wählin-Jacobsen, C. D., Henriksen, L. N., **Abildgaard, J. S.**, Nielsen, K., & Holtermann, A. (2015). A participatory physical and psychosocial intervention for balancing the demands and resources among industrial workers (PIPPI): study protocol of a cluster-randomized controlled trial. *BMC Public Health*, 15(1), 274. <https://doi.org/10.1186/s12889-015-1621-9>
14. Nielsen, K., **Abildgaard, J. S.**, & Daniels, K. (2014). Putting context into organizational intervention design: Using tailored questionnaires to measure initiatives for worker well-being. *Human Relations*, 67(12), 1537–1560.
15. **Abildgaard, J. S.**, & Nickelsen, N. C. M. (2013). Making materials matter—A contribution to a sociomaterial perspective on work environment. *Nordic Journal of Working Life Studies*, 3(4), 62–83.
16. Nielsen, K., & **Abildgaard, J. S.** (2013). Organizational interventions: A research-based framework for the evaluation of both process and effects. *Work & Stress*, 27(3), 278–297. <https://doi.org/10.1080/02678373.2013.812358>
17. **Abildgaard, J. S.** (2013). Hvad er positivt, og hvad er negativt? *Psykologisk Set*, 30(92), 24–30.
18. **Abildgaard, J. S.**, Nickelsen, N. C. M., & Bendixen, M. (2012). Bidrag til et symmetrisk og sociomaterielt arbejdsmiljøperspektiv. *Tidsskrift for Arbejdsliv*, 14(3).
19. Nielsen, K., & **Abildgaard, J. S.** (2012). The development and validation of a job crafting measure for use with blue-collar workers. *Work & Stress*, 26(4), 365–384. <https://doi.org/10.1080/02678373.2012.733543>

BOOKCHAPTERS

20. **Abildgaard, J. S.** (2018). Tricks of the trade - Practical advice from the PIPPI project for evaluating organizational interventions. In K. Nielsen & A. Noblet (Eds.), *Organizational Interventions for Health and Well-being - A Handbook for Evidence-Based Practice* (pp. 144–166). Routledge.
21. **Abildgaard, J. S.**, & Nickelsen, N. C. M. (2016). Tallene og virkeligheden – praktiske tal og tal i praksis blandt postomdelere. In M. F. Andersen & L. Tanggaard (Eds.), *Taller vi det der taller* (pp. 157–175). Århus: Klim.
22. Nielsen, K., Stage, M., **Abildgaard, J. S.**, & Brauer, C. V. (2013). Participatory intervention from an organizational perspective: Employees as active agents in creating a healthy work environment. In G. F. Bauer & G. J. Jenny (Eds.), *Salutogenic Organizations and Change - The Concepts Behind Organizational Health intervention*. Dordrecht: Springer.

REPORTS AND OTHER PUBLICATIONS

23. Hagedorn-Rasmussen, P., Clausen, T., **Abildgaard, J. S.**, Aust, B., Grønvald, M. T., Lund, H. L., & Thomsen, R. (2021). *Psykosocialt arbejdsmiljø på regionale arbejdspladser—En kortlægningsrapport*. Det Nationale Forskningscenter for Arbejdsmiljø.
24. Grønvald, M. T., Nimb, I. E. E., Olsen, E., Rasmussen, L. & **Abildgaard, J. S.** (2020) *Forandringskompetence gør en forskel: Erfaringer fra et forskningsprojekt om organisatoriske forandringer og det psykosociale arbejdsmiljø*. www.nfa.dk/godeforandringer, Det Nationale Forskningscenter for Arbejdsmiljø

25. **Abildgaard, J. S.**, Olsen, E., Rasmussen, L., Nimb, I. E. E. & Grønvad, M. T. (2020) *Workshop om god forandringshåndtering* www.nfa.dk/godeforandringer, Det Nationale Forskningscenter for Arbejdsmiljø
26. Clausen, T., Borg, V., **Abildgaard, J. S.** & Meng, A. (2018) *Sæt fokus på samarbejdet. Sådan arbejder I med den sociale kapital på arbejdspladsen*. København: Det Nationale Forskningscenter for Arbejdsmiljø
27. Johnsen, N. F., Thomsen, B. L., Andersen, S. R., Hansen, A.-S. K., Larsen, D. B., **Abildgaard, J. S.**, & Pedersen, L. R. M. (2018). *Udvidet Risikobaseret Tilsyn (URT) Sammenligning med Risikobaseret Tilsyn (RT) - Effekt og procesevaluering*. Det Nationale Forskningscenter for Arbejdsmiljø (NFA).
28. Wählin-Jacobsen, C. D., & **Abildgaard, J. S.** (2017). *Styrk arbejdsmiljøet med medarbejderne - En metode til at skabe forbedringer i arbejdsmiljøet ved at inddrage de ansatte*. Det Nationale Forskningscenter for Arbejdsmiljø. Retrieved from <http://www.arbejdsmiljoforskning.dk/~media/Boeger-og-rapporter/SAM-manual/SAM-pjece.pdf>
29. Wählin-Jacobsen, C. D., Henriksen, L. N., **Abildgaard, J. S.**, & Holtermann, A. Munch-Hansen, M. (2017) *Styrk Arbejdsmiljøet med Medarbejderne (SAM), Manual til gennemførelse af SAM-forløbet*. Retrieved from <http://www.arbejdsmiljoforskning.dk/~media/Boeger-og-rapporter/SAM-manual/SAM-manual.pdf>
30. Wählin-Jacobsen, C. D., Henriksen, L. N., Gupta, N., **Abildgaard, J. S.**, & Holtermann, A. (2016). *Styrket Arbejdsevne for Medarbejdere i Industrien (SAMI) - Beskrivelse af effekter, implementering og videreføring*. København: Det Nationale Forskningscenter for Arbejdsmiljø (NFA). <http://www.arbejdsmiljoforskning.dk/da/nyheder/arkiv/~media/Boeger-og-rapporter/SAMI-rapport.pdf>
31. Nielsen, K., Stage, M., **Abildgaard, J. S.**, & Brauer, C. V. (2013). *Medarbejderne som udgangspunkt for arbejdet med gode trivselsprocesser – Inspiration til gennemførelse af psykosociale arbejdsmiljøinterventioner*. Det Nationale Forskningscenter for Arbejdsmiljø.
32. **Simonsen, J. S.**, Holten, A.-L., & Nielsen, K. (2010). *Strategier for virksomheders forebyggende indsats til forbedring af det psykosociale arbejdsmiljø - eksempler fra Sverige* Kbh: Konsortiet om Udvikling af Metoder til Forebyggelse af Dårligt Psykisk Arbejdsmiljø, Det Nationale Forskningscenter for Arbejdsmiljø.
33. Aust, B., Winding, K., Finken, A., & **Simonsen, J. S.** (2009). *Arbejdsmiljø sundhedsredse - manual for moderatorer*. København: Det Nationale Forskningscenter for Arbejdsmiljø. Det Nationale Forskningscenter for Arbejdsmiljø.