

# Curriculum Vitae

## Lotte Holck, PhD, Associate Professor

*Lotte Holck, Associate Professor, Department of Organization, Copenhagen Business School, Kilevej 14A, Room K3.98, 2000 Frederiksberg, Denmark [Lho.ioa@cbs.dk](mailto:Lho.ioa@cbs.dk), +45 29290724*

**Lotte Holck** is Associate professor at the Department of Organization, Copenhagen Business School. I study race, gender and social class inequality in organizations and the labor force. My research pursues a critical approach of the management of diversity and human resources, exploring the impact of demographic, professional and hierarchical differences in different organizational settings and cultural contexts. Methodologically I apply longitudinal studies using intervention-based methods inspired by feminist activism in research and critical ethnography. Finally, I draw on 15 year of professional experience from the private, public and NGO sector.

<https://www.cbs.dk/en/research/departments-and-centres/department-of-organization/staff/lhoioa>

<https://www.linkedin.com/in/lotte-holck-1a11344/?originalSubdomain=dk>

### **Scientific Focus Areas**

HRM and HRD, organisational inequality, organisational theory, organization culture, identity, leadership (especially first line managers), power and control at the workplace, Engaged ethnography, dirty work, critical approach to diversity and CSR at the workplace.

### **Google Citation Index**

December 14<sup>th</sup> 2020 Citations: 236 (Google Scholar)

### **Education**

2012-2015 PhD, Copenhagen Business School, Department of Organization  
1989-1999 MA in Human Geography and Administration, RUC (Internship in Black Sash South Africa 1996-1997 and maternity leave 1997-1998)  
2013-2014 MA Course Industrial Behaviour, San Diego State University  
2006-2008 HDO Innovation and Organizational Change CBS

### **Academic Positions**

June 2019- Associate Professor, CBS  
Oct 2018-June 2019 Postdoc, IOA, CBS  
Apr 2016-Oct 2018 Industrial Postdoc at ISS Denmark and IOA, CBS  
Sep 2017-Jan 2018 Visiting Scholar, University of Colorado, Boulder, USA  
Sep 2015-Apr 2016 Post-doc, Stockholm School of Economics, Sweden

Apr 2009-Oct 2018 External lecturer, Copenhagen Business School (leave of absence)  
May 2012-Apr 2015 PhD, Department of Organization (IOA), CBS (Viva held June 2015)  
Aug 2013-Feb 2014 Adjunct Lecturer, San Diego State University, USA  
Sep 1993-Jan 1994 ERASMUS student, University of Edinburgh, UK  
Jan 1991-Jul 1991 Student, Universita Degli Studi, Firenze, Italy

### **Professional Positions**

2014-2015 Scientific Assistant, IOA, CBS  
2012-2013 External Consultant, Foreningen Nydanske  
2007-2012 Chief Consultant, Foreningen Nydanske (The Association New Danes)  
2004-2007 Chief Consultant, Copenhagen Municipality, Dept. of Family and Labour  
2002-2004 Head of Office, Ministry of Refugees, Immigrants and Integration Affairs  
2000-2002 Head of Office, Ministry of Housing and Urban Affairs

### **Special Issues**

1. Holck, L., Zanoni, P. and Romani, L., (Guest editors, forthcoming 2021): Diversity and inclusion at work: Time to talk (again) about class (editorial), Special issue in *Gender, Work and Organization*
2. Omamovic, V., Tarim, E. and Holck, L. (forthcoming 2021): Practices of organizing migrants' integration into the European labour market' (editorial), Special issue in *European Management Review*.
3. Fleischmann, A., Holck, L., Murgia, A., Muhr, S.L. and Liu, H. (Guest editors, forthcoming 2022): Organizing Solidarity in Difference. Challenges, achievements and emerging imaginaries. Special Issues in *Organization*

### **Course development and teaching**

2019 - Course coordinator 'Human Resource Development', cand.soc. HRM CBS  
2019 - Course coordinator 'Human Resource Management', HDO, CBS  
2009-2018 Course coordinator and teacher 'Innovation and Change Management' HDO, CBS  
2015- Course coordinator and teacher 'HRM in an Organizational perspective', cand.soc. HRM, CBS  
2016-2020 Course initiator, coordinator and teacher 'Diversity and CSR beyond Borders', M.Sc. Business, Language and Culture CBS

### **Awards and Honors**

- Best paper of stream: 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.

- Thesis of the year 2008, CBS.

### **Regular Reviewer for**

Human Relations, Organizational Studies, Organization, Gender, Work and Organization, International Journal of Human Resource Management, Journal of World Business, Social Science Research, Journal of Business Ethics, Ephemera, Equality, Diversity and Inclusion.

### **Conference organising**

1. Co-organizer, standing track 'Migrants skills and integration' EURAM Lisbon June 2019 and Dublin 2020
2. Co-organizer, Track on 'Labour market integration of migrants', NFF August 2019
3. Co-organizer, sub-theme 17 'Diversity and Diversity Management: Beyond the familiar into the Unexpected' at EGOS in Tallinn July 2018.
4. Co-organizer of conference 'Performative diversity research' CBS May 8th to 9th 2018
5. Member of Scientific & Paper Review Committee of GLOBE, June 4-8 2018 in Sarasota, Florida, USA
6. Co-organizer, track 'Workplace Diversity, Gender (In)Equality, and Migration' for the 24th Nordic Academy of Management Conference, Bodø in Norway, August 2017.
7. Convener 'Meet the editors', EGOS Copenhagen July 2017
8. Co-organizer of a two-day method workshop at Copenhagen Business School on 'Diverse organizing/Organizing diversity – Methodological questions and activist practices' May 2nd and 3rd 2017.
9. Organizer of a pre-colloquium activity Women's Network in 2015 in Athens and Roundtable discussion on 'Feminist Organizing in Academia'.

### **Dissemination**

1. Lotte Holck / Er diversitet en ressource eller en forhindring i HR's håndtering af coronakrisen? HR chefen, No. 3, 6.2020, p. 18-22  
<https://www.danskhr.dk/medlemsportal/udgivelser/hr-chefen/hr-chefen-3-2020/>
2. Asterisk 'Mangfoldige teams skaber forstyrrelse og nytænkning' (interview) Marts 2020  
[file:///C:/Users/Lho.ioa/OneDrive%20-%20Copenhagen%20Business%20School/Publications/avis%20artikler/Asterisk\\_MF%20giver%20sund%20forstyrrelse\\_Marts%202020.pdf](file:///C:/Users/Lho.ioa/OneDrive%20-%20Copenhagen%20Business%20School/Publications/avis%20artikler/Asterisk_MF%20giver%20sund%20forstyrrelse_Marts%202020.pdf)
3. Holck, L. og Villeseche, F. 'Kronik: Behov for opgør med indspist homogenitet i den danske erhvervstop' Børsen 06.10.2018

- <https://borsen.dk/nyheder/avisen/artikel/11/209044/artikel.html>
4. Berlingske Tidende 'ISS er mester i mangfoldighed – men kun nederst i hierarkiet, Artikel 27.09.2018  
<https://www.berlingske.dk/virksomheder/iss-er-mester-i-mangfoldighed-men-kun-nederst-i-hierarkiet>
  5. Holck, L. 'Indvandring fra ikke-vestlige lande skaber også værdi', Kronik, Information, 11.08.2018.  
<https://www.information.dk/debat/2018/08/ikkevestlige-rengoeringsassistenter-bidrager-grad-paa-arbejdspladserne>
  6. Holck, L. and Andreasen, K.K. 'Diversity brings new talent into the organisation', ISS White Paper September 2018  
<http://www.publications.issworld.com/ISS/iss-wpdiversity-brings-new-talent/>
  7. Holck, L. and Andersen, L.H. 'Superdiversity Drives Well-being in Teams', ISS White Paper, September 2018  
<http://www.publications.issworld.com/ISS/iss-wpteam-diversity-and-well-being/>
  8. Holck, L. and Andersen, L.H. 'Diverse teams drive leadership development', ISS White Paper October 2017.  
<https://www.issworld.com/press/news/2017/08/31/diverse-teams-develop-better-leadership>
  9. Holck, L. 'Supermangfoldighed styrker forretningen. Strategisk udvikling af medarbejdere, ledelse og organisation gennem mangfoldighed', ISS White Paper september 2018  
<https://www.dk.issworld.com/presse/news/2018/09/27/supermangfoldighed-styrker-forretningen>
  10. Holck, L. 'Diversity leads to greater social coherence and well-being in the teams'. ScienceNordic.com  
<http://sciencenordic.com/diversity-leads-greater-social-coherence-and-well-being>  
<https://videnskab.dk/kultur-samfund/diversitet-paa-arbejdspladsen-foerer-til-social-samhoerighed-og-trivsel-i-dit-team>
  11. Holck, L. and Andersen, L.H. 'Mangfoldige teams udvikler dig som leder', Ledelse i Dag, Juli- August 2017  
<https://www.lederne.dk/ledelse-i-dag/ny-viden/2017/ledelse-i-dag-juli-august-2017/mangfoldige-teams-udvikler-dig/>
  12. DJØF Bladet 'Talent programmer er i bedste fald uskadelige' (cited), 04.06.18  
[https://www.djoefbladet.dk/artikler/2018/6/talentprogrammer-er-i-bedste-fald-uskadelige.aspx?utm\\_source=SilverpopMailing&utm\\_medium=email&utm\\_campaign=DB\\_2018\\_Uge23+%28%29&utm\\_content](https://www.djoefbladet.dk/artikler/2018/6/talentprogrammer-er-i-bedste-fald-uskadelige.aspx?utm_source=SilverpopMailing&utm_medium=email&utm_campaign=DB_2018_Uge23+%28%29&utm_content)
  13. ISS Denmark 'Mangfoldige teams udvikler bedre lederskab' (cited) CSR 29.09.2017  
<http://csr.dk/mangfoldige-teams-udvikler-bedre-lederskab>

14. Dagens Perspektiv (NO) 'Undersøkelse: Mangfold i teamet bra også for lederen' (cited) 28.08.2017
15. <https://www.dagensperspektiv.no/ledelse/2017/mangfold-i-teamet-bra-ogsaa-for-lederen>
16. Holck, L. 'McDiversity – a people business serving hamburgers? Om praktisk mangfoldighed i McDonald's', Beskæftigelsesministeriet and Foreningen Nydanser <https://www.foreningen-nydansker.dk/home/dokumenter/mangfoldighedsledelse/28-mcdiversity/file>
17. Holck, L. (ed.) and Tiedemann, J. 'CSR-indsats i udsatte boligområder' Foreningen Nydanser & Center for Boligsocial Udvikling 2012
18. Holck, L. (ed.) and Hansen, I.L. 'Mangfoldighedsledelse i praksis - 14 Mangfoldighedsportrætter' Ministry of Integration and Foreningen Nydanser 2010
19. Undervisningsvideo Ledelse af mangfoldige teams styrker dine kompetencer som leder"  
[https://www.youtube.com/watch?reload=9&index=7&list=PL\\_m7BhzdznyUZrzy2KjV-AI7u1EKjLCD&utm\\_campaign=59f71c4c9849f8522b01573f&utm\\_content=5b3cb3588cf2c2067300409b&utm\\_medium=smarpshare&utm\\_source=linkedin&v=cDBxfzmSBY](https://www.youtube.com/watch?reload=9&index=7&list=PL_m7BhzdznyUZrzy2KjV-AI7u1EKjLCD&utm_campaign=59f71c4c9849f8522b01573f&utm_content=5b3cb3588cf2c2067300409b&utm_medium=smarpshare&utm_source=linkedin&v=cDBxfzmSBY)

For references, please contact Prof. Sara Louise Muhr [slm.ioa@cbs.dk](mailto:slm.ioa@cbs.dk), Head of Department Signe Vikkelsø [ssv.ioa@cbs.dk](mailto:ssv.ioa@cbs.dk), Director of People&Culture ISS Lotte Hjortlund Andersen [Lotte.Hjortlund.Andersen@dk.issworld.com](mailto:Lotte.Hjortlund.Andersen@dk.issworld.com)