

Sébastien Brossard

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Copenhagen Business School – Dept. of Management, Communication and Society, Denmark

I have a versatile profile that blends humanities, engineering, and business expertise. I leverage this diverse background in my research and teaching, focusing on the organizational implementation of digital technologies. My strong analytical and methodological skills allow me to think across disciplines and communicate complex issues in a clear and structured manner. Additionally, my extensive experience in team management, coupled with an inclusive and empathetic personality, makes me a driving and creative force capable of rallying diverse stakeholders around common projects and shared objectives.

EDUCATION

Copenhagen Business School

Copenhagen, Denmark

Ph.D. candidate

Expected January 2025

- Research Interests: Algorithmic Management Systems; Transformation of work; Automation of work; Techno-anthropology; Employee agency.
- Dissertation: “*Algorithmic management systems and employee agency in the age of the ‘techno-subject’*”

Georgia Institute of Technology | CentraleSupélec (double degree)

Atlanta, GA, USA | France

M.Sc., Computer Science Engineering | Engineer, Data Science

December 1999

Université Paris-Saclay

France

Associate degree, Mathematics and Physics – with Honors

June 1996

WORK-IN-PROGRESS PAPERS

- “‘Everybody loves to use data!’: On workers’ paradoxical adherence to algorithmic management systems in the age of the ‘techno-subject.’” Manuscript under review at the journal *Organization Studies*.
- “Weaving the ‘organizational fabric’: On employee non-formalizable labor induced by algorithmic management systems and its consequences on organizational optimization.” (co-authored with Mikkel Flyverbom and Brit Ross Winthereik). Manuscript in preparation for submission to the Special Issue on Algorithmic Organizing at the journal *Organization Studies* (deadline: Nov., 2024).
- “What resistance? A critical review of organizational research on the impact of algorithmic management systems in the workplace.” Manuscript in preparation for submission the journal *Organization Theory*.

CONFERENCE PAPERS

- “Algorithmic management systems and employee consent manufacturing in the age of the digital subject.” European Group for Organizational Studies (EGOS), July 2023, Cagliari (Italy).
- “What resistance? Studying employee reaction to data-driven management systems through the ‘resistive compliance’ lens.” Welfare after Digitalization Project conference, Center for Digital Welfare, IT University of Copenhagen, Nov. 2022.

INVITED PRESENTATIONS

- “Non-formal labor and conflicts: How to ensure the functional stability of digital management systems?”. MAN Energy Solutions, Copenhagen, Sept. 2024.
- “Data-driven Management Systems: Reflection of Business Requirements or Root of Organizational Coercion?” Challenging the New Normal: the Future of Work is Human. Union Network International Europa (UNI Europe), Online Executive conference, Nov. 2021.

COORDINATION OF RESEARCH ACTIVITIES

- **Initiator and organizer** of the reading group on Simondon for scholars at the Department of Management, Society and Communication and the Department of Digitalization, CBS, Dec. 2021 – March 2022.

EXTERNAL RESEARCH STAYS

- *Visiting Scholar*, Business IT department – IT University of Copenhagen, March-June 2024.

TEACHING AND MENTORING

- **Instructor**, *Managing Innovation in Organizations | Ledelse af innovationsprojekter*, BSc in Business Administration and Digital Management, CBS (Fall 2021 and 2022) (*taught in English and Danish*)

This course aims to provide future leaders with the theoretical and analytical tools to implement innovation and new technologies in organizations. It is based on a ‘flipped classroom’ model and combines a high level of challenge with a high level of support, with an emphasis on in-depth plenary discussions.

- **Instructor**, *Big Data analysis for Managers*, BSc in Business Administration and Information Systems, CBS (Fall 2020 to 2023)

This course is designed to equip future leaders with the understanding to guide the implementation of big data projects in the organization. It combines insights in data science (statistics, algorithmic and implementation principles) with case studies of organizational implementation of big data projects.

- **Thesis Advisor** for CBS undergraduates in the BSc in Business Administration and Digital Management and HA - Erhvervsøkonomi og filosofi program (2022 and 2024) (*conducted in English and Danish*)
- **Invited speaker** on the course *Digital Transformation of Work*, CBS (Fall 2024)

RELATED PROFESSIONAL EXPERIENCE

ATP - Denmark's largest pension and processing company 2019-2021

Project leader

- As a project leader in ATP's Project and Agile Center of Excellence, I was responsible, together with two other project leaders, for the management of all ATP Administration's strategic business projects, which consisted of 97 projects across ATP's departments, involving 125 employees / 25.000 hours and a budget of DKK32 million.

Copenhagen Business School | TDC 2018-2019

Initiator of the “Family-time” mobile application project

- Focusing on the parent-child relationship, the “Family-time” project aimed at developing a mobile application for TDC clients that would protect parent-child relationship from any potential negative effect of smartphone use, thus articulating the potential benefits of responsible technology for business and for society.
- My role: **Project initiator; Fund rising; Project budgeting and planning; Partners coordination**

IT University of Copenhagen | Ordrupgaard Museum 2017-2018

Initiator of Close2Art project

- Close2Art aimed to shape a paradigm shift in museum guests' experience by giving the possibility, by digital means, to enhance museum visit – and not just add a new layer between the viewer and the artwork. Through a mobile application, Close2Art would entice the visitors to withdraw momentarily from their digital world and immerse themselves in the “here and now” of art experiencing.
- My role: **Project initiator; Fund rising; Project budgeting and planning; Partners**

coordination

The National Gallery of Denmark

2012-2017

IT project manager

- I was in charge of making the NG's high-resolution digital art collection accessible online to the widest audience. Beyond the conception of NG's IT-infrastructure, data storage and delivery system, I conceived and prototyped diverse intuitive digital interfaces for the museum. Aiming to make the knowledge of museum's expert users available for the general public, and the other way around, to make the general users' expectations understandable for expert users, these applications would help fill the gap between art experts and the general public, and explore new ways by which museums could engage the public with their collections.

Banque Populaire, R&D Dept. – France's 3rd largest banking group

2000-2009

Project Manager – then Technical Director

- My role: **Innovation strategy; Project portfolio management; External relations; Budget planning and monitoring; Team management; Project, resource and time planning; Coordination and training of all service teams across France.**

LANGUAGE SKILLS

- English (full professional proficiency), Danish (full professional proficiency), French (native speaker)

REFERENCES

- Mikkel Flyverbom, Professor mso, Department of Management, Society and Communication, Copenhagen Business School
Email: mf.msc@cbs.dk
- Brit Ross Winthereik, Professor, Head of division, Department of Technology, Management and Economics, Technical University of Denmark
Email: browi@dtu.dk
- Cancan Wang, Associate Professor, Head of Center, Business IT, IT University of Denmark
Email: cawa@itu.dk