

Curriculum vitae

Tor Hernes

Born: 4.4.57 in Norway
Nationality: Norwegian
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Address: Department of Organization, Copenhagen Business School, Kilevej 14A, DK-2000 Frederiksberg, Denmark

Education:

B.Sc. in Civil Engineering, Southampton University, 1980
Ph.D. In Organization and management, Lancaster University, 1995

Languages

English: Speak and write fluently
French: Speak fluently, write moderately well
Norwegian: Mother tongue

Experience

- 2008 - : Professor of Organization Theory, Department of Organization, Copenhagen Business School.
- 2012 - : Adjunct Professor, Buskerud and Vestfold University College
- 2008 – 2011: Adjunct professor, Department of Innovation and Economic Organization, Norwegian School of Management, Oslo
- 2006- 2007: Head of the Department of Innovation and Economic Organization, at the Norwegian School of Management, Oslo.
- 2003 - present: Professor in organization and management at the Norwegian School of Management, Oslo. Research coordinator at the Centre for Co-operative Research. Supervision of doctoral theses. Teach organization theory, innovation management and philosophy of science.
- 2005 – 2006 Adjunct professor at Oslo University College.
- 1999 - 2003 : Associate professor at the Norwegian School of Management, Oslo.
- 1995-1999: Associate professor at Tromsø University, Department of Political Science. Teaching of organization theory and public administration. Supervision of Masters theses.
- 1987-95: Consultant to UN organizations, World bank, Norwegian Ministry of Foreign Affairs on organization and institutional development. Missions to around 20 countries in Africa and Asia. Technical advice, intervention workshops and evaluation. (see below for list of countries and reports)
Consultant to companies in the private and public sector in Europe and Norway in particular. Consultant to local administrations in Norway on organization and management issues.
- 1995 Coordinator of a 5 months long consultancy with UNHCR in Geneva on an analysis of their in-house learning systems.
- 1994 : Researcher with Geneva based Neurolab on the impact of technologies on distributed collaborative research groups. The project was funded by the European Union.

- 1991: Senior researcher at the International Labour Organization in Geneva. Editing of the book *Management development: A guide to the profession*.
- 1984-1987: Associate expert at the International Labour Organization in Geneva. Training of managers in the construction industry in Europe, Africa and Asia. Development and publication of training materials and books.
- 1980-1984: Engineer and researcher with Det norske Veritas, Oslo. Engineering research on structural components for offshore oil platforms.

Other

- Founding editor and editor-in-chief of the academic journal on organization and management *Nordiske Organisasjonsstudier* (Nordic Organization Studies).
- Occasional reviewer for a number of academic journals on organization and management, including : *Academy of Management Journal, Organization science, Organization Studies, Scandinavian Journal of Management, Journal of Management Studies, Management Communication Quarterly, Human Relations, Culture and Organization journal, Organization, International Review of Administrative Sciences, Academy of Management Review*
- Member of the editorial board of *Academy of Management Discovery, Organization Studies* and SAGE Handbook of Organization Studies
- Served as chair and co-chair at a number of international conferences, in particular EGOS (European Group for Organization Studies). Co-organizer of EGOS 2006 in Bergen, Norway.
- 2012-2015: Initiator and co-convenor of Standing Working Group on “Understanding organization as process” at EGOS
- Invited to lecture on my work at various universities, including Bergen, Tromsø, Stockholm, Warwick, Bologna, Liverpool, Lund, Harvard Business School, Boston College, etc. Invited as keynote at several international conferences.

Awards, honorary positions and memberships

- Winner of the George R. Terry Book Award at the 2015 Academy of Management Conference in Vancouver with the book *A process Theory of Organization*.
- Recipient of the NEON award for outstanding contributions to Norwegian Organization studies in November 2014.
- Honorary research fellow at Massey Business School, New Zealand
- Board member, Scientific Advisory Committee, International Summer School on Practice-based Studies, Warwick, Venice.
- Scientific Board member, Tietgen Foundation, Denmark

List of publications

Doctoral thesis:

Hernes, Tor (1995) *Conditions of organizational learning: A study of divergent knowledge resolution*. Thesis awarded for the degree of Doctor of Philosophy. Lancaster University.

Books

Hernes, Tor (2014) *A process theory of organization*. Oxford: Oxford University Press.

Helin, Jenny, Tor Hernes, Daniel Hjorth and Robin Holt (Eds) (2014) *Oxford handbook of process philosophy and organization studies*. Oxford: Oxford University Press.

Hernes, Tor and Sally Maitlis (Eds.) (2010) *Process, sensemaking and organizing (Perspectives on process organization studies series)*. Oxford: Oxford University Press.

Christina Garsten and Tor Hernes (Eds.) (2008) *Ethical dilemmas in management*. London: Routledge.

Hernes, Tor (2007) *Understanding organization as process – theory for a tangled world*. London: Routledge.

Hernes, Tor and Anne Louise Koefoed (Eds.) (2007) *Innovasjonsprosesser: Om Innovasjoners Odysée*. Bergen: Fagbokforlaget.

Czarniawska, Barbara and Tor Hernes (Eds.) (2005) *Actor-network theory and organizing*. Stockholm: Liber, Copenhagen Business School Press.

Hernes, Tor (2004) *The spatial construction of organization*. Amsterdam, Philadelphia: John Benjamins.

Bakken, Tore og Tor Hernes (Eds.) (2003) *Autopoietic organization theory : Drawing on Niklas Luhmann's Social Systems Perspective*. Oslo: Abstrakt, Liber, Copenhagen Business School Press.

Paulsen, Neil and Tor Hernes (Eds.) (2003) *Managing boundaries in organizations: Multiple perspectives*. London: Palgrave MacMillan.

Best paper proceedings

Schultz, Majken and Tor Hernes (2010) Powers of the Past: Evoking Organizational Memory in Identity Reconstruction. Selected for *Best paper proceedings*, American Academy of Management conference Montreal, 2010.

Papers in peer reviewed journals

Hernes, Tor, Edda Hendrup and Birgitte Schäffner (2015) Sensing the momentum. A process view of change in a multinational corporation. *Journal of Change Management* 15(2):117–141.

Pinheiro Croisel, Rebecca and Tor Hernes (2014) Innovation without design: Dynamics of role making and the becoming of a collective designer. *The Journal of Modern project Management* 2(1):44-47.

Hernes, Tor (2014) In search of a soul of relevance for European management research. *European Management Journal* 32(6): 852-857.

Schultz, Majken and Tor Hernes (2013) A temporal perspective on organizational identity. *Organization Science*. 24(1):1-21

Hernes, Tor, Barbara Simpson and Jonas Söderlund (2013) Managing and temporality. Introduction to special issue on managing in time. *Scandinavian Journal of Management* 29(1):1—6

Hernes, Tor and Eirik Irgens (2013) Organizational learning under continuity. Keeping things mindfully in track. *Management Learning* 44(3):253–266

Tryggestad, Kjell, Susse Georg and Tor Hernes (2010) Constructing buildings and design ambitions. *Construction Management and Economics* 28(6):695-705.

Hernes, Tor (2007 Introduction: Between rightness and truth. Introduction to extended essay “Learning from the playwrights”. *Organization Studies*, August issue.

Hernes, Tor and Elke Weik (2007) Organization as process: Drawing a line between endogenous and exogenous views. *Scandinavian Journal of Management* 23(3):251-264.

Hernes, Tor (2007) Organizational identity between endurance and change: Review of David Seidl (2005) Organizational identity and self-transformation – An autopoietic perspective. With a foreword by Robert Cooper. *Organization*, 2006.

Bakken, Tore and Tor Hernes (2006) Organizing is both a noun and a verb: Weick meets Whitehead. *Organization Studies* 27(11):1599-161.

Hernes, Tor (2005) Four ideal-type organizational responses to New Public Management reforms. *International Review of Administrative Sciences* 71(1):5-17. Also published in French under the title “Quatre réactions organisationnelles idéal-typiques aux réformes du nouveau management public et quelques conséquences

Hernes, Tor and Gerhard Schjelderup (2005) En forklaring av stabilitetens dynamikk: Et rekursivt syn på dypstrukturer og strategisk endring. *Nordiske Organisasjonsstudier* 7(1):5-31.

English title: “Explaining the dynamics of stability: A recursive view of values and strategic choice in a dairy corporation.”)

Hernes, Tor (2004) Studying multiple boundaries : A framework of analysis. *Human Relations* 57(1):9-29.

Hernes Tor and Tore Bakken (2003) “Implications of self-reference: Niklas Luhmann’s autopoiesis and organization studies.” *Organization Studies* 24(9) :1511-1536.

(This paper was also selected as one of very few organization theory paper for a prestigious 4-volume published by SAGE entitled "Structure and agency" comprising classic and contemporary readings on structure and agency in sociology).

Hernes Tor (2002) Overcoming the uneasy co-existence between innovation and strategy: Some implications for organizational structuring. *Metamorphosis* (December 2002)

Hernes, Tor og Tore Bakken (2001) Selvreferansens implikasjoner: Niklas Luhmanns autopoietiske systemteori og organisasjonsteorien. *Nordiske Organisasjonsstudier* 2(2):12-38.

Hernes, Tor (2000) “The impact of media of communication and collaboration in the structuring process - insights from a computer mediated research group”. *Human Resource Development International* 3 (1):69-87.

Hernes, Tor (2000) "Beslutningstakeres eksterne bindinger. Betragtninger rundt fenomenet og en skisse for videre forskning". *Norsk Statsvitenskapelig Tidsskrift* 17(3):134-151.

In English: The external influences on public decision makers. Perspectives on the phenomenon. Published in *The Norwegian Journal of Political Science*.

Hernes, Tor (1999) "Flexible learning systems and obsolete organization structures: Steps towards bridging the gap". *Scandinavian Journal of Management*, 15:89-110.

Articles in non-academic journals

Hernes, Tor and Rannveig Røste (2005) Innovasjonsprosessers utfordringer og behovet for å arbeide strategisk relasjonelt. *Magma* 2:2005. In English: Challenges in innovation processes and the need to work strategically through relations.

Articles in books:

Helin, Jenny, Tor Hernes, Daniel Hjorth and Robin Holt (2014) Process is what process does. In Helin, J., T. Hernes, D. Hjorth and R. Holt (Eds.) *Oxford handbook of process philosophy and organization studies*. Oxford: Oxford University Press.

Hernes, Tor (2014) (in Danish) Proces, emergens og meningskabelse. In S. Vikkelsø and Peter Kjær (Eds.) *Klassisk og moderne organisationsteori*. (279-301). København: Reitzel Forlag

Hernes, Tor (2014) Alfred North Whitehead. In Helin, J., T. Hernes, D. Hjorth and R. Holt (Eds.) *Oxford handbook of process philosophy and organization studies*. (255-271). Oxford: Oxford University Press.

Hernes, Tor and Sally Maitlis (2010) Introduction. Process, Sensemaking & Organizing. In Hernes, Tor and Sally Maitlis (Eds.) *Process, sensemaking and organizing (Perspectives on process organization studies series)*. Pp 27-37. Oxford: Oxford University Press.

Hernes, Tor (2010) The importance of Callon's scallops for organization studies, and why they deserve to be looked at again in the light of process thinking. In Hernes, Tor and Sally Maitlis (Eds.) *Process, sensemaking and organizing (Perspectives on process organization studies series)*. (161-184). Oxford: Oxford University Press.

Bakken, Tore, Tor Hernes and Eric Wiik (2009) An autopoietic understanding of 'Innovative organization'. In R. Magalhes and R. Sanchez (Eds.) *Autopoiesis in organization theory and practice*. (pp 169-184) Bingley: Emerald.

Bakken, Tore, Tor Hernes and Eric Wiik (2009) Innovation and organization: An overview from the perspective of Luhmann's autopoiesis. In R. Magalhes and R. Sanchez (Eds.) *Autopoiesis in organization theory and practice*. (pp 69-88) Bingley: Emerald.

Garsten, Christina and Tor Hernes (2009) beyond CSR: Dilemmas and paradoxes of ethical conduct in transnational organizations. In K.E. Browne and B.L. Milgram (Eds.) *Economics and morality – Anthropological approaches* (pp189-210). Plymouth, UK: Altamira.

Garsten, Christina and Tor Hernes (2008) Introduction: Dilemmas of ethical organizing. In Garsten, Christina and Tor Hernes (Eds.) *Ethical dilemmas in management*. London: Routledge.

Garsten, Christina and Tor Hernes (2008) Tying some ends together: Reflecting around a 'lightning rod' model of business ethics. In Garsten, Christina and Tor Hernes (Eds.) *Ethical dilemmas in management*. London: Routledge.

Hernes, Tor, Gerhard E. Schjelderup and Anne Live Vaagaasar (2008) White as snow or milk? Strategies for handling ethical dilemmas in a dairy corporation. In Garsten, Christina and Tor Hernes (Eds.) *Ethical dilemmas in management*. London: Routledge.

Bakken, Tore and Tor Hernes (2007) Autopoietic Organization Theory. In *The SAGE Dictionary of Qualitative Management Research*. London: Sage.

Hernes, Tor og Anne Louise Koefoed (2007) Innovasjonsprosesser – en introduksjon. I T. Hernes og A.L. Koefoed (Red.) *Innovasjonsprosesser: Om Innovasjoners Odysée*. Bergen: Fagbokforlaget.

Hernes, Tor og Rannveig Røste (2007) Innovasjonsprosessers utfordringer og behovet for å arbeide strategisk relasjonelt. I T. Hernes og A.L. Koefoed (Red.) *Innovasjonsprosesser: Om Innovasjoners Odysée*. Bergen: Fagbokforlaget.

Hernes, Tor and Elke Weik (2006) Towards a Theory of Organizational Becoming. In Lang R. and Schmidt A. (Eds.) *Individuum und Organisation*. pp 73-95. Wiesbaden: Deutscher Universitätsverlag.

Hernes, Tor (2005) The organization as nexus of macro actors: Tugs of war around a personnel case. In B. Czarniawska and T. Hernes (Eds.) *Actor-network theory and organizing*. Stockholm: Liber, Abstrakt and Copenhagen Business School Press.

Czarniawska, Barbara and Tor Hernes (2005) Macro actors according to Actor-Network Theory. Introduction to B. Czarniawska and T. Hernes (Eds.) *Actor-network theory and organizing*. Stockholm: Liber, Abstrakt and Copenhagen Business School Press.

Hernes, Tor; Anne Live Vaagaasar and Gerhard Schjelderup (2005) Hvit som snø eller melk? Samvittighetshåndtering i kooperativ virksomhet. In F. Nyeng and G. Wenn Organisasjon og emosjoner. Oslo: Cappelen Akademisk.

Hernes, Tor (2005) Organisasjonsteori i fravær av organisasjoner: Fra korrelasjonell til relasjonell tenkning. I Åge Johnsen og Erik Døving (Eds.) *Organisasjonsteori på norsk? Oversikt og fremtidsmuligheter*. Bergen: Fagbokforlaget

Hernes, Tor, Tore Bakken and Per Ingvar Olsen: Spaces as process: Developing a recursive perspective of organizational space. (2005) In *Spaces in organizations*, edited by Stewart Clegg and Martin Kornberger. Amsterdam: John Benjamins. (forthcoming)

Hernes, Tor (2003) "Organization as evolution of space." In B. Czarniawska and G. Sevón (Eds.) *Northern lights organization theory*. Stockholm: Liber, Abstrakt, Copenhagen Business School Press.

Hernes, Tor and Neil Paulson (2003) "Introduction: Boundaries and organization." In N. Paulsen and T. Hernes (Eds.) *Managing boundaries in organizations: Multiple perspectives*. London: Palgrave MacMillan.

Paulsen, Neil and Tor Hernes (2003) "Epilogue: Managing boundaries: A review and future directions." In N. Paulsen and T. Hernes (Eds.) *Managing boundaries in organizations: Multiple perspectives*. London: Palgrave MacMillan.

Hernes, Tor (2003) "Enabling and constraining properties of organizational boundaries: Explaining developments in the Network University in Norway". In N. Paulsen and T. Hernes (Eds.) *Managing boundaries in organizations: Multiple perspectives*. London: Palgrave MacMillan.

Bakken, Tore and Tor Hernes (2003) "The macro-micro problem in organization theory: Luhmann's autopoiesis as a way of handling recursivity." In T. Bakken and T. Hernes (Eds.) *Autopoietic organization theory*. Oslo: Abstrakt, Liber, Copenhagen Business School Press.

Hernes Tor and Tore Bakken (2003) "Introduction: Niklas Luhmann's autopoietic theory and organization studies – a space of connections." In T. Bakken and T. Hernes (Eds) *Autopoietic organization theory*. Oslo: Abstrakt, Liber, Copenhagen Business School Press.

Hernes, Tor (2002) "Boundary dynamics and organizational change": In A. van Iterson, W. Mastenbroek, T. Newton and D. Smith (Eds) *Norbert Elias and the future of organization studies*. Amsterdam: John Benjamins.

Non-academic books:

Hernes, Tor (1988) *Training contractors for results*. Geneva : International Labour Office

Hernes, Tor and Majken Schultz (2016) *Undervejs*. At vandre fra det hvide til det blå. København: Gyldendal.