

# CV Virginie Svenningsen

Department of Organization - Copenhagen Business School

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Language skills: Fluent in Danish, English, French and basic in German

## CURRENT POSITION

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Jan 2021 Dec 2023 Post Doc, Department of Organization – Copenhagen Business School (CBS)

## EDUCATION

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- 2018**            **PhD in Management, Paris Sciences et Lettres (PSL) - Mines ParisTech**  
'Hybrid Organizations and Institutional Plurality: Structural Issues and Individual Responses'  
Thesis Director : Professor Eva Boxenbaum
- 2014**            **Master of Science M.Sc. (Organizational Sciences) - Mines ParisTech - *Highest honours***  
Mines ParisTech/ ESCP Europe/ Polytechnique/Paris Ouest University
- 1996**            **European Master in Management MS - ESCP Europe**
- 1993**            **B.A. Economic Sciences – University of Bretagne Occidentale**

## PROFESSIONAL WORK EXPERIENCES

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- 2011 - 2013**        **CFO Channel Europe - Lenovo EMEA (Europe Middle East & Africa)**  
Operational and strategic financial management and control for channel sales.  
Project lead for improving cross-functional business processes.
- 2009 - 2010**        **Project Manager SAP - Lenovo Western Europe & USA**  
Project lead for R3/SAP system – implementation in Europe and US ; technical teams in China.
- 2006 - 2008**        **Financial Controller - Lenovo Western Europe**  
P&L management ; Scorecard and Key Performance Indicator development and implementation.
- 1999 - 2005**        **Financial Analyst – IBM EMEA/ Scandinavia**  
P&L monthly production, budget, forecast management with countries' leaders and sales teams.
- 1997 -1998**        **European Investor Relation Consultant - Kuhn Partners**  
IR Consultant for Major French Companies

## ACADEMIC MEMBERSHIP

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Academy of Management (AOM) – OMT Division  
European Group of Organisation Studies (EGOS)  
Organization Theory at CBS Institute of Organization (OT@IOA)

## RESEARCH AREAS

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Organizational Theory, Institutional Theory, Hybrid organizations, Translation, International & Strategic Management.

## JOURNAL PUBLICATIONS

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Svenningsen-Berthélem, V., Boxenbaum E., Ravasi, D. 2018. 'Individual responses to multiple logics in hybrid organizing: The role of structural position'. *M@n@gement*, 21(4), 1306-1328.

## CONFERENCE PRESENTATIONS

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Svenningsen, V., 'Use of institutional logics in business models of new hybrids for sustaining stakeholders' engagement: A case in renewable energy', presented in Sub-theme: 32: Hybrid Organizations and Organizing: Coping with Uncertainty and Creating the Unexpected, 34th EGOS Colloquium 2018, Tallinn, July 5–7, 2018.

Svenningsen, V., 'Development, forms and effects of governance structures for enabling sustainable coexistence of balanced institutional logics: case study in new French energy R&D collaborative organizations', presented in Sub-theme 57: The Multiplicity of Institutional Logics, 33rd EGOS Colloquium 2017, Copenhagen, July 6-8 2017.

Svenningsen, V., & Boxenbaum, E., & Ravasi, D. 'How individuals cope with institutional complexity in organizations: a case study in the energy transition', presented in Sub-theme 71: Hybrid Organizations, Tensions and Institutional Environments, 32nd EGOS Colloquium 2016, Naples, July 6-9, 2016.

Svenningsen, V. « The nature (and mechanisms) of psychological bonds in hybrid organizations: a case study in the solar energy sector », PDW-02: Institutional Theory: Contemporary Issues and Novel Methodologies, 31st EGOS 2015, Athens, July 2-4, 2015

## AD-HOC REVIEWING

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- 2016-2021** Evaluation of submissions for the Academy of Management (AOM) Annual Meeting - OMT Division
- 2019** Ad hoc reviewer, Journal of Management Studies
- 2018** Evaluation of submissions for the European Academy of Management (EURAM) Annual Meeting

## TEACHING EXPERIENCE

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- 2019-21** **Supervisor and examiner - Strategy, Organization and Leadership (SOL) program, CBS**  
16 students - M.Sc. SOL Master Thesis
- 2019-21** **Group supervisor and examiner - SOL program, CBS**  
34 students in the Business Project course
- 2020** **Assessor of internship reports, Cand Soc in Management, Creative Business Processes CBS**
- 2014-2019** **Course (co)-responsible & lecturer M.Sc. International Management, Mines ParisTech-PSL**  
International Management, M. Sc. - Elective course in Civil Engineering (English)
- 2016** **Lecturer M.Sc. Strategic Management course, Paris Dauphine University-PSL**  
Responsible for teaching & examining a group of 35 students – (English)