

CV

Bio data:

Name: **Frans Bévort**
Date of birth: 14. juli 1961
Marital status: Married to Helle K. Bévort and the father of four children, Maria of 14 yrs., August of 16 yrs as well as Sixten of 25 yrs. and Anna-Mia of 26 yrs. from former marriage.

Education:

2012 **PhD**, Doctoral School of Organization and Management, Copenhagen Business School
1992 **Master of Public and Business Management** - Roskilde University.
1989 **Cand.scient.soc. – Master of Modern English and Business Economy** - Roskilde University.
1980 **Language and Social Science Highschool Diploma** - Herlev Statskole.

Primary Occupational Experience:

2017 - **Associate Professor in HRM**, at Copenhagen Business School at the Department of Organization. Responsible for the Cranet-survey of HR in Denmark and member of the Cranet-network advisory group. Member of the HRM-research group and the Professions Reading Group at IOA. Program coordinator of the HRM master's program at CBS.

2012 - 2017 **Assistant Professor in Managing Professional Work**, at Copenhagen Business School at the Department of Organization.

2012 - 2012 **Assistant Professor in HRM** at Roskilde University at the Department of Communication, Business Economy, and Information technology.

2011 - 2012 **Research Fellow** at University of Southern Denmark at the Department of Management and Business Strategy.

2008 – 2012 **PhD-fellow** (Industrial PhD-student) at Deloitte Denmark and Doctoral School of management and Organization, Department of Organization, Copenhagen Business School. Thesis submitted 1st of February 2012.

2005 - 2007 **HRD Manager at PFA Pension** (1100+staff, turnover 13 billion Danish Crowns), strategic driver of organizational development and managing a team of 18 employees including 4 HR-partners and 1 team lead.

2001 - 2005 **Competence Development Manager** and **substitute for the HR-director** in **Radiometer Medical Aps.**

1998 - 2000 **HRD Manager in the Confederation of Danish Industries**

1997 - 2012 **External lecturer at Copenhagen Business School** at the Diploma Course of Business Management in the stream HR and Leadership Development.

- 1995-1998 **Human Resource Manager** at **Lån & Spar Bank A/S** responsible for leadership and staff development as well as compensation and benefits in the bank (300+ staff).
- 1992 - 1995 **Consultant** in the National Association of Local Authorities (KL) within the field (-s) organizational analyses, management and HR-policies.
- 1990-1991 **Project Manager** on research project commissioned by the Danish Management Centre exploring the state of human resource management in Denmark.

Publications

- Christensen J, Bévort, F., and Rasmussen, E. (2019), The Cranet survey – improving on a challenged research practice?, Contribution to special issue on Cranet-related comparative HRM-research of *International Studies of Management and Organization* (ISMO, Edited by Michael Morley).
- Bévort, F. and Stjerne, I.S. (2019), *Exploring the roles of relations and institutions in bounding careers; multilevel career analysis in the film industry and professional service firms (chapter 18)*, contribution to Routledge Companion to Career Studies edited by Gunz H., Mayrhofer, W. Lazarova, M., Routledge.
- Bévort, F., Darmer, P., & Muhr, S. L. (2018). Managing the Human in 21st Century Organizations: Developing a Critical and Performative Research Agenda for HRM-studies. *Ephemera: Theory and Politics in Organization*, 18(2), 209-220.
- Hernes, T., & Bévort, F. (2018). *Organisering i en verden i bevægelse*. Samfundslitteratur
- Nielsen, R. K., Hjalager, A. M., Larsen, H. H., Bévort, F., Henriksen, T. D., & Vikkelsø, S. (2018). *Ledelsesdilemmaer-og kunsten at navigere i moderne ledelse*, Djøf-forlag.
- Bévort, F., Henriksen, T. D., Hjalager, A. M., Larsen, H. H., Nielsen, R. K., & Vikkelsø, S. (2018). *Ledelsesdilemmaer: strejftog gennem faglitteraturen*. Copenhagen Business School.
- Bévort, F. (2017). Professionalisering af ledelse i spændingsfeltet mellem bureaukrati og profession. *Tidsskrift for Arbejdsliv*, 19(3), 28-45.
- Bévort, F., & Suddaby, R. (2016). Scripting professional identities: how individuals make sense of contradictory institutional logics. *Journal of Professions and Organization*, 3(1), 17–38. <https://doi.org/10.1093/jpo/jov007>
- Bévort, F., & Poulfelt, F. (2015a). Human resource management in professional services firms: Too good to be true? transcending conflicting institutional logics. *Zeitschrift Fur Personalforschung*, 29(2), 102–130. <https://doi.org/10.1688/ZfP-2015-02-Bevort>
- Bévort, F., & Flemming, P. (2015b). Is the partner the Don Quixote of the 21st century corporate world? *Danish Journal of Management & Business*, (4), 7–22.
- Bévort, Frans (2014b) and Flemming Poulfelt, The Dilemma of Professional Partnerships: Production of Producers or Prompt Profit? Accepted for presentation at the Management Consulting Division, Academy of Management Annual Meeting, Philadelphia, 2014. Bévort, Frans (2012a), *Making Sense of Management with Logics – An ethnographic study of accountants who become managers*, PhD-dissertation, Department of Organization, Copenhagen Business School, Denmark (1st of February 2012).
- Bévort, Frans (2012b). The bureaucratization of a professional service firm. A case of struggling logics. *Submitted to Scandinavian Journal of Management*.

- Bévort, Frans (2012c). How to study actors making sense of contradictory institutional logics? Submitted as research paper to the Org. and Man, Theory Division, AOM Annual meeting, 2012.
- Bévort, Frans (2012d). The changing psychological contract in a professional service firm. Understanding sensemaking of the psychological contract. *Submitted to Human Relations*
- Bévort, Frans & Suddaby, Roy (2012). Making sense of contradictory logics. *Submitted to Journal of Management Studies*.
- Bévort, Frans (2011a), Analyzing the Bureaucratization of Professional Service Firms at the Level of Roles, Identities and Work, paper presented at the Annual meeting of Academy of Management 2011 at the MC Division.
- Bévort, Frans (2011b) Studying actors making sense of contradicting institutional logics
– ‘bringing the actor back in - again’ in neo-institutional theory *Presented at ABC-Seminar, Boston College 'Organizing Institutions: Studying the Emergence of New Practices' 30th of September-1st of October, 2011. Boston, US.*
- Bévort, Frans (2010a), The changing psychological contract in professional service firms. Evidence from a professional service firm ethnography, paper presented at the standing working for Management of Professional Organizations and Work, EGOS, 2010.
- Bévort, Frans (2010b), *Constructing the professional-as-manager in the context of institutional change*. Paper presented at Papers for the ABC-workshop 20th-21th of May 2010 in Copenhagen, Copenhagen Business School.
- Bévort, Frans (2010c), *Management under development - a professional service firm ethnography*, Submission to Academy of Management 2010.
- Bévort, Frans (2010d), *En leder går i land- en analyse af sensemaking om ledelse*. Kapitel i Darmer et al (2010) *Paradigmer i Praksis*, Handelshøjskolens Forlag.
- Bévort(2010e), Frans og Kasper Kofoed, *Formidling*. Kapitel i Darmer et al (2010) *Paradigmer i Praksis*, Handelshøjskolens Forlag.
- Bévort, Frans (2010f), Hvem er min leder? Lederroller og psykologisk kontrakt mellem mening og praksis i en professionel servicevirksomhed, paper for the Danish Academy of Management annual meeting december 2010.
- Bévort, Frans (2009), Mening med ledelse i en vidensservicevirksomhed – paradokser og ambivalens i den vanskelige rejse mod en ny ledelsesform, paper for the Danish Academy of Management annual meeting december 2009.
- Bévort(2003), Frans, *Personalepolitik – organisationens ideologi om menneskets funktion og behov*, bidrag til Thomson HR's artikeldatabase, www.thomson.dk.
- Bévort(2002), Frans, *Når det nytter noget! Strategisk kompetenceudvikling eller faglig begejstring*, artikel i *Fra kursus til kompetenceudvikling på jobbet*, Henrik Holt Larsen og Connie Svabo (red.), DJØFs forlag.
- Bévort(2001), Frans, *De "attraktive" arbejdspladser og den nye virkelighed*, i *Noget for noget? Rekruttering og fastholdelse af unge højtuddannede*, Henrik Holt Larsen (red.), Berlingske Annoncecenter.
- Bévort(2000), Frans, *Kompetence mellem struktur- og kulturudvikling. Erfaringer med opbygning af kulturel kompetence i et pengeinstitut i udvikling*. I antologien *Kompetence – i organisatorisk perspektiv*, redigeret af Torben Andersen, Inger Jensen og Arne Prahl, Roskilde Universitetsforlag.
- Bévort(1998), Frans, *Rum for udvikling og læring*, Artikel i *Lærende Organisationer*, redigeret af Steen Hildebrandt og Søren Brandi, månedens bog, april, Børsens Forlag, København.

Bévort (1997), Frans, *Vejen fra isolation til det åbne marked. Den finansielle sektors strategiske dilemma. I Den danske banksektor - mellem tradition og forandring*, redigeret af Torben Andersen og Karsten Ronit, Systime A/S, Århus,.

Bévort(1995a), Frans, Poul Erik Jensen og Arne Prahll (Red), *Engagement i arbejdet*, Handelshøjskolens forlag.

Bévort (1995b), Frans, Poul Erik Jensen og Arne Prahll, *Engagement i arbejdet*, introduktionsartikel, Handelshøjskolens forlag.

Bévort(1995c), Frans og Jon Sundbo, *En ny byttemandel mellem virksomhed og medarbejder?*, bidrag til antologi (Bévort, Jensen og Prahll, 1995a) Handelshøjskolens Forlag,.

Bévort(1995d), Frans, John Storm Pedersen og Jon Sundbo, *Human Resource Management in Denmark*, bidrag til antologi Ingrid Brunstein (Ed.), *HRM in Western Europe*, DeGruyters, Berlin,.

Bévort(1993), Frans m.fl., *Ledelse og Lokalløn - muligheder for udvikling*, Forlaget Kommuneinformation,.

Selected conference proceedings, research connections, teaching activities and awards

- Paper accepted for the annual meeting of Academy of Management, Management Consulting division, 2014
- Paper accepted for and presented at the Danish Academy of Management annual meeting, December 2011
- Paper accepted for and presented at the ABC-network meeting in Boston, September 2011.
- Paper accepted for and presented at the annual meeting of Academy of Management, Management Consulting division, 2011
- Paper accepted for and presented at the Danish Academy of Management annual meeting, December 2010
- Paper accepted for and presented at the EGOS conference, Standing Working group 3, July 2010.
- Paper accepted for and presented at the ABC-network meeting in Boston, May 2010.
- Organizer and moderator on Symposium at the annual meeting of the Academy of Management, San Antonio, 2011.
- Awarded 'outstanding reviewer' by the Management Consulting Division at the annual meeting at the Academy of Management, Montreal, 2010.