

MPP Department Strategy 2021-2025

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Management, Politics and Philosophy (MPP)

MPP is a core part of CBS, and its largest and most diverse Department, dedicated to critical and cutting-edge research in the humanities and social sciences with a focus on the study of the human in society. We place ourselves in the European traditions of the *Kulturwissenschaften* (cultural sciences) and *les sciences humaines* (the human sciences). Our fields of study and backgrounds are diverse. They are from within disciplines, between disciplines and across disciplines but maintain this central concern with the conditions of humans as individuals and collectives, and with the forms of social and economic organization and juridical-political regulation. While closely collaborating with many of our sister Departments, MPP is distinguished by the diversity of the perspectives and approaches we offer and our desire to mobilize the most advanced state of theoretically-informed knowledge in humanities and social sciences. We are concerned to use our backgrounds to rethink the fundamentals of business school education and to establish the basis of lifelong learning in business and social organizations. We critically ground our strategy in the wider CBS strategy by taking a problematizing and self-reflexive approach to the transformations of society, of business, and of the human subject.

Our collective strategy is an umbrella under which our five research groups, CBS LAW, Business History, Management and Entrepreneurship, Management Philosophy, and Public and Political Management (known locally as Law, History, Management, Philosophy and Politics), can both exercise a relative autonomy and benefit from collaboration and cross-fertilization.

Our Mission

- We are dedicated to the study of the condition of the human and social organization within multiple environments and intersections of work and business, nature and society, law and the state, governance and civil association.
- We are committed to disciplinary, interdisciplinary and transdisciplinary excellence in our research and educational programmes in the humanities and social sciences in fields of law, history, philosophy, management, politics, sociology, anthropology and cultural economics.
- We are curious, critical and innovative in our approach to major opportunities and dilemmas facing business and society, and business in society.
- We critical interrogate the governance, production and transformation of forms of subjectivity in different forms of social organization.
- We leverage and critically deepen our understanding of our international diversity and the Nordic model to take responsibility for societal challenges and democratic ideals crossing the boundaries of private, public and civil society sectors.

Our Vision

- Our critical, compassionate and creative intellectual endeavours define and enhance humanity within business and social organization as a transformational potential for society, for our students and for ourselves.
- We thus seek to be placed where diverse disciplines meet key stakeholders in business, government and civil society in an effort to understand the radically transformative processes affecting individuals and society.

Narrative

- MPP is an internationally recognized humanities and social science department within CBS that offers creative and innovative pedagogy and research based on intellectual depth and critical theory that crosses boundaries and connects diverse perspectives. Our faculty has earned a reputation for high-quality disciplinary, interdisciplinary as well as transdisciplinary research and education. They are recognized as leaders in theoretically inspired but empirically grounded research within and across law, history, philosophy, management, politics, sociology, anthropology and cultural economics.
- MPP contributes to the unique global profile of CBS in that it has long focused on critical challenges to the human within different forms of social organization in its research and on developing the transformational capabilities of students, graduates and business leaders by means of its creative pedagogy and education.
- Complex challenges call for joint action. MPP collaborates and maintains close relationships with other universities, the creative, culture and design industries, the private, public, and voluntary and civil society sectors.
- MPP critically examines and draws upon both our diverse international backgrounds and the Nordic model of society and economy to better define the critical challenges in our research on the human condition and social transformation.
- MPP has embraced new partnerships and collaborations within and outside of CBS in recent years and thus must continue to transform itself through and with them, opening up new avenues for our curiosity and ambition.
- MPP enfolds our intellectual and social and cultural diversity as an opportunity for critical self-reflection, innovation and self-transformation.

Our priorities reflect, extend and make operative those of CBS Strategy. Of particular relevance to MPP are all five Core Priorities in that Strategy and five of the Connecting and Area priorities.

Core Priorities

- Highlight and strengthen transformational capabilities in our educational portfolio committed to pedagogic innovation, business education and foundational ethical and learning capacities.
- Attract, develop and retain a diversity of highly talented staff and internationally leading scholars in all our areas through competitive recruitment processes using our multiple networks and a nurturing work environment.
- Prioritize transformative, interdisciplinary and collaborative projects in the humanities and the social sciences through close collaborations with our educational, business, government and civil-society partners.
- Create incentive and support structures to design and deliver transformative education in our key areas that builds future national and international citizens as well as effective leaders in business and society.
- Utilize the humanities and social sciences to contribute to the capabilities of lifelong learners in businesses and organizations in society.

Connecting Priorities

- Achieve external funding through a mix of partnerships and collaborations, foundations, and research council grants, emphasizing both research excellence and social impact.
- Pioneer and develop our links to academic disciplines and institutions outside of CBS in areas such as creativity, design and culture, government and law, and organizations of civil society,
- Increase transformative capabilities of students in critical thinking, ethical competence, the use of creativity and imagination, innovation and social and cultural entrepreneurship

Area Priorities

- Foster diversity, inclusiveness and well-being for faculty and staff in MPP through the governance structures of our Leadership Group, research groups and Department Forum.
- Make MPP a dynamic learning community that engages in social transformation as it provides opportunity for transformation of our selves.

The Research Groups

Each of our research groups contributes to the MPP Strategy in their own distinctive way and therefore the following pages briefly state how they understand their own Mission and Vision and outline their key research areas. Deploying long-term thinking and self-reflective analysis, and constant collaboration, the groups enable MPP to explore the continuous transformations of society, of business, and of the human subject.

Business History (History) Group (MPP)

Mission

The history group is a cross-disciplinary collective of scholars dedicated to advancing the role of history in the business school. We situate the opportunities and dilemmas facing business and society today in a historical context integrating past experiences and future expectations. We do this in the broadest possible sense and with an ideal of openness with respect to theoretical approaches and topics. We advance a variety of conceptual and methodological approaches to the relationship between past, present and future. We study the intersecting histories of capitalism, business enterprise, entrepreneurship, politics, and culture as they shape and transform the development of human societies over time. The history group wants to be regarded by its international peers as the leading major research environment in the field of Business History, with a reputation for experimentation, innovation, and creativity.

Vision

Our vision is to deepen historical awareness and reflexivity to grapple with and find solutions to the pressing challenges of human society today.

Main Research Areas/Centres

As a cross-disciplinary group of scholars focused on the role of history in a business school, we advance a variety of conceptual and methodological approaches to the relationship between past, present and future. We study the intersecting histories of capitalism, business enterprise, entrepreneurship, politics, and culture as they shape and transform the development of human societies over time. As a Centre, our aim is to deepen historical awareness and reflexivity to grapple with the pressing challenges of human society today.

MAIN FIELDS:

- Business History
- Economic History
- Entrepreneurial History
- European Histories of Capitalism
- Maritime History
- Nordic Models and Governance
- Museums and the Cultural Sector

CONCEPTUAL/METHODOLOGICAL:

- Temporality
- Uses of the Past
- Narrative
- Cultural/Anthropological
- Microhistory

Materiality

CBS LAW (Law) Group (MPP)

Mission, Vision & Narrative

CBS LAW is a leading institution for providing excellence in legal scholarship and one of the most dynamic scholarly environments within law in Northern Europe.

CBS LAW's main mission is to challenge and develop existing legal structures. In that sense, our research focuses on these structures, their setup, how they function, how they influence the society and what processes, in turn, influence their change. CBS LAW also aims to exercise influence on regulation, through providing high quality legal and multidisciplinary research, participating in policy initiatives, and laying the groundwork for future changes.

These points, in particular, are in the focus of **our future vision**:

- CBS LAW aims to provide high quality research relevant for the Danish society at large, and is informed by the societal challenges
- CBS LAW aims to provide high quality research relevant for the Danish business community in response to the specific needs of that community
- CBS LAW operates within the European and Danish context, while also taking account of the wider Scandinavian and global context
- CBS LAW focuses on law in the business & society context
- CBS LAW creates, develops and delivers high quality research-based teaching

The CBS LAW vision is aligned with CBS' goals and is part of CBS's Strategy which aims to produce knowledge based on context-driven, problem-focused and multidisciplinary research. In that sense, CBS LAW commits to taking part in relevant CBS initiatives, as appropriate.

Main research areas

CBS LAW conducts research in traditional legal disciplines. We aim to maintain our professional core and we identify ourselves as legal scholars. At the same time, we would like to be known for our "out of the box" approach to law in business and society. CBS LAW is therefore committed to multidisciplinary research within the resources at our disposal. We aim to contribute with law as our core discipline in other multidisciplinary projects. We also aim to include other disciplines in our research and funding efforts. In that sense, our special relationship with MPP will in particular be taken as an opportunity for multidisciplinary efforts and cooperation.

The aims in our strategy are based on the resources at our disposal. While we aim to create new research environments and teaching through, among others, external funding, our efforts are limited by the need to prioritize current teaching obligations. These aims will be revisited as the situation changes.

Management & Entrepreneurship (Management) group (MPP)

Mission

We conduct research responding to a rapidly changing and interconnected world, for resolving operational problems and ethical dilemmas in business environments characterized by increasing complexity and strategic ambiguity.

We educate a diverse set of graduates who are capable of balancing multiple objectives, including shareholder wealth, stakeholder satisfaction, customer delight and ethical citizenship, and who have an awareness of the social, political and environmental implications of those objectives.

We contribute to the training of leaders dedicated to running their organizations to create the greatest good for humanity.

Vision

Our vision is to contribute to the building of a society where the strategic decision-making of business is informed by deep understandings of social, cultural, ethical, technological, environmental and economic contexts

Main research areas

The Management & Entrepreneurship group is focused on knowledge production centred on the managerial and entrepreneurial relationship to creativity, innovation, governance, including its ethical and political conditions and implications.

Group members are experts in management, entrepreneurship, organizational creativity and design; knowledge intensive companies; sport management; management of innovation; entrepreneurial leadership; social entrepreneurship, aestheticization of society; gender and diversity; cultural economics; business ethics, technology, digital transformations, sustainability and policy.

The group has a special interest in management's predicament in a post-industrial economy focusing on the conditions for management of innovative processes under high levels of uncertainty, and on managing creatives, knowledge workers, knowledge-based organizations and knowledge creation in a variety of organizational settings (private as well as public; business-, cultural- as well as non-profit). In addition, the group focuses on the impacts on society of entrepreneurship, creativity, design, arts and culture. Entrepreneurship is understood as a driver of innovation; the roles of knowledge, strategy and leadership in relation to innovation processes in organizations constitute focal points for research.

We continually develop new research-based learning formats for enhancing the integration of the humanistic traditions of philosophy and aesthetics with management and organizational practice. We do this to prepare students to act in a world characterized by uncertainty, opportunity, complexity and crisis, calling for creative problem-structuring and creative problem-solving. The arts and humanities activate the imaginative capacity of students, develop their entrepreneurial mindset, stimulate their interpretive ability, exercise their capacity to make ethically sound judgments, and train their communicative and craft skills.

Management Philosophy (Philosophy) group (MPP)

Mission

The Management Philosophy Group conducts philosophically informed research into human existence across societal contexts, in particular the context of organizations and the economy. Our research is rooted in philosophy, but it also frequently draws on bordering disciplines like literature, sociology, social theory, psychoanalysis, theology, anthropology, and more. We regard collaboration within this interdisciplinary horizon as invaluable for innovative research in the fields of economics, organisation, and management. We elucidate and investigate problems of key relevance to societal institutions and organizations, and to further this endeavour, a number of foundational conceptual issues within, for example, social ontology, ethics, epistemology and political theory are explored. Our research falls within the domain of “management philosophy” in the sense that we inform and constructively challenge central business school disciplines, including leadership, management, business ethics, entrepreneurship, strategy, finance and economics. Finally, we contribute significantly to disciplinary basic research in philosophy and bordering disciplines such as sociology and anthropology.

Vision

We strive to be among the best environments in the world for philosophically informed, interdisciplinary research into the human being in the context of organizations and the economy. We will work to strengthen the synergy between conceptual research and philosophically informed empirical research, and we will develop our existing culture for cross- and interdisciplinary research projects. Our research will seek to clarify and analyse fundamental dilemmas, tensions and wicked problems. We will strive to stimulate innovation in thought and action by undertaking creative inquiries beyond self-evident assumptions. We will also assess possible trajectories, guiding values and overall aims of societal institutions in normative terms. Our research aims to sustain the foundations of a flourishing democratic society, and our teaching aims to contribute to the cultivation of informed and self-critical citizens.

Main Research Areas

Our research focuses on a micro-level (e.g. power relations between leaders and employees), on a meso-level (e.g. the ethical responsibility of the organization), and on a macro-level (e.g. the societal function of banks). Currently, our research responds to fundamental societal challenges such as: how to cultivate competent citizens in a sustainable democracy, the consequences of digitalization for markets and society, how to manage stress and sick leave in contemporary work-life, the political and ethical implications of contemporary capitalism, the limits of the economic conception of the human being, the overarching changes implied by the Anthropocene, the epistemological and ethical aspects of gender and difference, and the conception of sustainable entrepreneurship.

Public and Political Management (Politics) Group (MPP)

Mission

The Politics Group approaches governance and management in society from a variety of transdisciplinary perspectives. The mission of the Politics group is to observe and analyse the political in organizations, in governance and management practices, in economic reasoning, and in business and welfare alterations. The observation of the political is pursued historically as well as in relation to contemporary developments. Politics is understood as the constitutive moment of the social and the power of definition, located in any social sphere and can be found in transnational and national governmental, non-governmental and private spheres. In particular, our research focus is on how boundaries between logics of social fields are transformed by ways of governing and managing rationalities i.e. economic, legal, political, moral, religious and scientific. These boundaries can, for example, be public/private, government/ citizen, organization/employee, public sector/civil society, national/transnational, or secular/religious. We engage with traditional and alternative forms of organising and decision-making in order to show how fundamental assumptions, values and practices are transformed. We analyse governance and management in society and how society is transformed in governance and management.

Vision

The Politics Group seeks to influence society and societal processes through high quality teaching, research and dissemination, through an inclusive research and teaching environment that is open and curious towards new approaches, theories and methods. We strive to educate innovative and responsive leaders in both the public, private and civil society domain that are reflexive about the political aspect of corporate and welfare management and governance.

Main Research Areas

Business's contribution to society:

How private companies are woven into politically-oriented networks and fulfil specific governmental aims and objectives.

Welfare management:

How classical welfare institutions are granted forms of autonomy and managerial responsibility while at the same time being managed from a distance by public sector organizations.

Management of voluntary organizations:

How the public sector increasingly makes partnerships and contracts with voluntary organizations in order to solve welfare tasks.

Governance technologies and forms of practices:

How new forms of management and governmental technologies emerge and are deployed.

Transnational governance:

How social processes, i.e. political, legal, economic, religious and scientific processes, are organised and unfolded transnationally.

Alternative economics and forms of organizing:

How alternative forms of economics and organisations emerged and are implemented.

The emergence of civil society:

How civil society continuously emerges as an entity within changing figurations through the rich tapestry of

action, concepts and practices.