

**Research and teaching interests** | Performance management, management accounting and control, performance measurement and evaluation, employee motivation, monetary and non-monetary rewarding, feedback, people and culture.

### Contact

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### Education

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**2015 – 2017** | MSc in Economics and Business Administration – Accounting, Strategy and Control, from Copenhagen Business School.

**2011 – 2015** | BSc in Economics and Business Administration, from Copenhagen Business School.

**2014 – 2014** | Exchange semester at the University of Technology, Sydney, Australia.

### Academic positions

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**2025 – today** | Assistant Professor at Copenhagen Business School, Department of Operations Management, Copenhagen, Denmark

**2025 – 2025** | Research Assistant at Copenhagen Business School, Department of Operations Management, Copenhagen, Denmark.

**2018 – 2025** | Doctoral Researcher at Copenhagen Business School, Department of Operations Management, Copenhagen, Denmark.

Dissertation topic: *Dynamic and disaggregated perspectives on management control*  
Supervisors: Associate Prof. Allan Hansen and Associate Prof. Tamás Vámosi.

**2017 – 2018** | Research Assistant at the Department of Operations Management, CBS

**2016 – 2017** | Student Assistant at the Department of Operations Management, CBS

### Teaching experience

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**Økonomisk teori og organisationsdesign** (2024). I participated in the oral examination as an internal co-examiner. The course runs at HD del 1 at CBS and is coordinated by Tamás Vámosi from the Department of Operations Management.

**Performance Management** (2017, 2019, and 2023). My responsibilities included lecturing, case-based teaching, handling development, assessment, and student feedback on multiple-choice tests and essay assignments, developing teaching videos, developing teaching cases, and acting as an internal co-examiner. The course runs at the cand.merc./soc. human resource management study programs at CBS and is coordinated by Allan Hansen from the Department of Operations Management.

**Performance Management** (2023). I participated in the oral examination as an internal co-examiner. The course runs at the Master of Business Development study program at CBS and is coordinated by Ivar Friis and Allan Hansen from the Department of Operations Management.

**People, Performance and Organizational Value** (2021). My responsibilities included lecturing, case-based teaching, student feedback on multiple-choice tests and essay assignments, and acting as an internal examiner. The course runs at the cand.merc. People and Business Development program and is coordinated by Allan Hansen from the Department of Operations Management.

**Performance Measurement and Incentives** (2018). My responsibilities included lecturing, case-based teaching, and acting as an internal examiner. The course runs at the cand.merc. Accounting, Strategy and Control program and is coordinated by Allan Hansen.

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#### Supervision experience

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**Master Thesis** (2020). I acted as the primary supervisor and internal examiner of one Master Thesis project of Cand. Soc. Human Resource Management students and three Master Thesis projects of Cand. Merc. Accounting Strategy and Control students.

**Business Projects** (2020). I acted as an internal co-examiner of seven Business Projects of MSc. Accounting, Strategy and Control students.

**Business Projects** (2018). I acted as the primary supervisor and internal examiner of three Business Projects of MSc. Accounting, Strategy and Control students.

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#### Activities, conferences, and seminars

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**2025** | Participant at the Academy of Management (AOM) Annual Meeting in Copenhagen, 25-29 August.

**2025** | Participant at the 2025 Management Accounting as Social and Organizational Practice (MASOP) conference in Paris, 25-26 April, with an accepted paper.

**2023-2025** | Ongoing participant in the Management Accounting Brown Bag meetings at the Department of Operations management.

**2021-2024** | Participant in the strategic initiative "Performance Management as a Signature Course Pack" in the Department of Operations Management, CBS. This includes co-development of teaching videos and teaching cases.

**2024** | Participation and paper presentation at the Manufacturing & Service Accounting Research Conference at Aarhus University.

**2023** | Paper presentation at the Organization Group at Lund University.

**2017** | Participation in the Management Accounting as Social and Organizational Practice (MASOP) conference.

**2017** | Participation in the HR-conference Cranet on "Den hårde digitale udfordring for HR".

**2017** | Participation in the 11<sup>th</sup> Management Accounting as Social and Organizational Practice (MASOP) Conference held in Copenhagen.

**2017** | Participation in the HR-conference Cranet on Management and Leadership

## Publications

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### Research articles:

**Schrøder-Hansen & Hansen** (2023) *Performance Management Trends: Reflections on the Redesigns Big Companies Have Been Doing Lately*. International Journal of Productivity and Performance Management, 72(5), pp. 1201-1220. DOI: 10.1108/IJPPM-07-2021-0391

**Hansen, Nechevska & Svendsen** (2018) *Debatten om den nye performance management: Om designproblemer og designløsninger*. Samfundslederskab i Skandinavien, 33(2), pp. 102-141. DOI: 10.22439/sis.v33i2.5544

### Teaching cases:

**Schrøder-Hansen** (2023) *The Closet – Motivating Volunteers and Making a Profit*. Harvard Business Publication. <https://hbsp.harvard.edu/product/CBS017-PDF-ENG?Ntt=%22Copenhagen%20Business%20School%22>

## Articles in development for journal submission

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### Research articles:

**Schröder-Hansen** (2025) *Getting a family ready dressed for growth – an evolutionary perspective on management control*, manuscript in development for submission to Management Accounting Research

**Schröder-Hansen** (2025) *When interdependent management controls support two types of motivation, but not goal-congruence*, manuscript in development for submission to Management Accounting Research

## Industry experience

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### **2013-2016** | *Student Assistant at Danske Bank*

During my studies at CBS, I was part of the Operations Planning and Performance Department at Danske Bank. My main tasks were the development, operation, and maintenance of planning and performance tools used across the entire organization. I led projects to measure employee absence and streamline time registration. I also developed standards for internal workflows.

### **2015-2016** | *Student Mentor at Copenhagen Business School*

During my studies at CBS, I worked as a mentor for first-year students enrolled in the BSc in Economics and Business Administration. I led mentoring sessions for groups of 30-40 students and also held individual mentoring sessions.

### **2009-2013** | *Consultant at Teleperformance Denmark*

As a consultant at Teleperformance Denmark, I handled online and telephone customer service and conducted telephone satisfaction surveys.

## Languages

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Danish (native speaker), English (fluent), German (basic skills), Swedish (basic skills), Norwegian (basic skills).