

CV for Lise Justesen

Lise Justesen
Department of Organization, Copenhagen Business School
Kilevej 14A 4.53
2000 Frederiksberg
E-mail: lj.ioa@cbs.dk

Academic positions

2022- Associate Professor Promotion Track, Department of Organization, Copenhagen Business School

2012-2022 Associate Professor, Department of Organization, Copenhagen Business School

2007-2012 Assistant Professor, Department of Organization, Copenhagen Business School

2003-2007 PhD Fellow, Doctoral School of Technologies of Managing, Department of Operations Management, CBS

Educational Background

2012 Completed the Assistant Professor Programme with the highest grade “extraordinarily competent”

2008 *PhD* from the Doctoral School of Technologies of Managing, Copenhagen Business School

2001 *Master* in Philosophy, Copenhagen University

1998 *BA* in Philosophy and Social Anthropology, Copenhagen University

(two times maternity leave)

Research interests: organization studies, technologies and organizations, digitalization, AI, management and accounting technologies, public sector organizations, sustainability, accountability, qualitative methodology, STS, actor-network theory

Visiting academic at universities abroad

2025 Visiting scholar at the Weatherhead Center, Harvard University

2010 Visiting scholar at Center for Management and Organization Studies, University of Technology, Sydney

2006 Visiting PhD fellow at School of Business, University of Alberta, Edmonton

2003, 2004 External Lecturer at the University of Greenland

Management positions

2020 Acting Head of Department at IOA, CBS (3 months)

2015-2024 Vice Head of Department at IOA, CBS

2014-2024 Teaching Coordinator at IOA, CBS

2013-2019 Academic Programme Director HA Projektledelse (Bachelor in Business administration and Project Management), CBS

Prizes and awards

2021 Nominated for DSEB Education Award

2014 Emerald's 2014 Social Impact Award

2013 Best Innovation & Sustainability Research Paper Award, *ARCOM* conference

2012 FUHU's Education Prize

Research management

External funding and PI

2025-2028 Principal investigator, collaborative project (Velux HumPraxis) *Biodiversity Action in Offshore Wind Energy: Reconciling Ecosystem-Based and Corporate Management Across Scales (EcoCorp)*. Granted 5.6 million DKK by the Velux Foundation for the project.

2025 Granted 98.000 DKK by the Carlsberg Foundation for a Research Stay at Harvard University

2019-2024 Principal investigator, collaborative project (DFF 2 project) *Valuing Invisible work: Efficiency Ambitions and Digitalization Projects in Practice (View)*. Granted 5.8 million DKK by the Independent Research Council Denmark for the project.

PhD supervision, 8 completed, 2 currently

Main supervisor

Louise Jørring (IOA, CBS), graduated in 2025
Maibrith Kempka Jensen (IOA, CBS), graduated in 2020
Fabian Müller (IOA, CBS), graduated in 2018
Jacob Brogaard-Kay (IOA, CBS), graduated in 2015

Co-supervisor

Constanze Kerres (Wirtschaftsuniversität, Wien) currently
Cecilie Kampmann (IOA, CBS) currently
Thomas Burø (IOA, CBS) graduated 2020
Ida Schrøder (OM, CBS), graduated in 2018
Annemarie Damkjær (Department of Psychology, Copenhagen University), graduated in 2017
Marie Henriette Madsen (IOA, CBS), graduated in 2015

PhD committees, 17 completed, 7 different universities

2025 PhD committee (member), Freja Morris, Lund University
2024 PhD committee (member), Rikke Bach, Aalborg University
2023 PhD committee (opponent), Yu Xian, Stockholm University
2022 PhD committee (member), Cristian Lagström, Gothenburg University
2021 PhD committee (member), Thomas Binderup, Aarhus University
2021 PhD committee (member), Bastian Jørgensen, ITU
2020 PhD committee (chair), Jannick Friis Christensen, Department of Organization, CBS
2019 PhD committee (member), Lisa Engström, Copenhagen University
2018 PhD committee (chair), Roderick Walker, Department of Organization, CBS
2017 PhD committee (chair), Andreas Kamstrup, Department of Organization, CBS
2017 PhD committee (chair), Amalie Hauge, Department of Organization, CBS
2015 PhD committee (chair), Cecilie Glerup, Department of Organization, CBS
2014 PhD committee (chair), Elvi Weinreich, Department of Operations Management, CBS
2014 PhD committee (chair), Marta Gasparin, Department of Operations Management, CBS
2014 PhD committee (chair), Jane Bjørn Vedel, Department of Organization, CBS
2013 PhD committee (chair), Trine Pallesen, Department of Organization, CBS
2013 PhD committee (chair), Morten Froholdt, Department of Business and Politics, CBS

Assessment committees for academic positions, 5 different universities

2025 Associate Professor in Management Accounting and Control (member), NHH Norwegian School of Economics
2025 Associate Professor in Digital Transformation, Organizing, and STS (member), IT University of Copenhagen
2021 Teaching Associate Professor (chair), Copenhagen Business School
2021 Head of Department, IOA, (member), Copenhagen Business School
2021 Assistant/Associate Professor in Digital innovation & business transformation (member), Aarhus University
2020 Teaching Associate Professor in Organization Theory and Organization Analysis (chair), Copenhagen Business School
2019 Assistant/Associate Professor in Public Sector Digitalization, IT University of Copenhagen (member)
2013 Assistant Professorship in Project management and Organization (chair), Copenhagen Business School
2013 Assistant Professorship in Virksomhedsstudier og Virksomhedsledelse (member), Roskilde University

Member of numerous assessment committees for external lecturers and PhD stipends

Member of numerous internal hiring committees for both scientific and administrative staff

Publications

Google Scholar **citations 3372** (September, 2025)

h-index 19 (measured by Google Scholar)

<https://scholar.google.dk/citations?user=0dxvCvYAAAAJ&hl=da&oi=ao>

Articles published in peer reviewed journals

Plesner, U. & Justesen, L. (2025). Making the organization digital-ready: algorithmic organizing as scripting, *Research in the Sociology of Organizations*, in press

Jørring, L., Justesen, L. & Plesner, U. (2025). Tensions in timesaving technologies: adjusting work rhythms in the digitalized public sector frontline, *Government Information Quarterly*, 42(3)

Meier, F., Justesen, L. & Plesner, U. (2025). Leadership work in an AI development project: How topicalizing takes part in the production of direction, *Leadership*, 21(4), 284-303.

Justesen, L. and Plesner, U. (2024). Invisible Digi-Work: Compensating, connecting, and cleaning in digitalized organizations. *Organization Theory*, 5(1), 1-26.

Justesen, L. and Plesner, U. (2024). Angry citizens and black belt employees: Cascading classifications of and around a predictive algorithm. *Valuation Studies*, 11(1), 9-37.

Justesen, L. and Plesner, U. (2024). From Sequence to Simultaneity: tonalities and organizational change in digitalized organizations, *Journal of Organizational Change Management*, 37(2), 408-422.

Justesen, L. and Plesner, U. (2023). Visibility management: New managerial work in digitalized organizations. *M@n@gement*, 26(3), 36-50.

Plesner, U. and Justesen, L. (2023). Digitalize and deny: Pluralistic collective ignorance in an algorithmic profiling project. *Ephemera*, 23(1), 19-48.

Meier, F. and Justesen, L. (2022). Ledelsesarbejde i offentlige AI-projekter mellem teknologisk håb og organisatorisk virkeliggørelse. *Tidsskrift for Arbejdsliv*, 24(3), 58-71.

Plesner, U. and Justesen, L. (2022). The double darkness of digitalization: Shaping digital-ready legislation to reshape the conditions for public sector digitalization, *Science, Technology & Human Values*, 47(1), 146-173.

Plesner, U., Justesen, L. and Glerup, C. (2018). The transformation of work in digitized public sector organizations. *Journal of Organizational Change Management*, 31(5): 1176-1190.

Justesen, L. and Plesner, U. (2018). Fra skøn til algoritme: Digitaliseringsklar lovgivning og automatisering af administrativ sagsbehandling. *Tidsskrift for Arbejdsliv* 20(3): 9-23.

Georg, S. and Justesen, L. (2017). Counting to zero: Accounting for a green building. *Accounting, Auditing & Accountability Journal*, 30(5): 1065-1081.

Knudsen, M. and Justesen, L. (2017). Problemets anatomi – fra ledelsesproblem til vidensproblem. *Public Governance Research*, 3: 71-88.

Sage, D., Justesen, L. Dainty, A., Mouritsen, J. and Tryggestad, K. (2016). Organizing space and time through relational human-animal boundary work: Exclusion, Invitation and Disturbance. *Organization*, 23(3): 434-450.

Sage, D., Dainty, A., Tryggestad, K., Justesen, L. and Mouritsen, J. (2014). Building *with* wildlife: project geographies and cosmopolitics in infrastructure construction". *Construction Management and Economics*, 32(7-8): 773-786.

Tryggestad, K., Justesen, L. and Mouritsen, J. (2013). Project temporalities: How frogs can become stakeholders. *International Journal of Managing Projects in Business*, 6 (1): 69-87.

Kornberger, M., Justesen, L. and Mouritsen, J. (2011). 'When you make manager, we put a big mountain in front of you': An Ethnography of Managers in a Big 4 Accounting Firm. *Accounting, Organizations and Society*, 38(8): 514-533.

Justesen, L. and Mouritsen, J. (2011). Effects of Actor-Network Theory in Accounting Research. *Accounting, Auditing & Accountability Journal*, 24(2): 161-193.

Justesen, L. and Skærbæk, P. (2010). Performance Auditing and the narrating of a new auditee identity. *Financial Accountability and Management*, 26(3): 325-343.

Justesen, L. and Mouritsen, J. (2009). The triple visual: translations between photographs, 3-D visualizations and calculations. *Accounting, Auditing & Accountability Journal*, 22(6): 973-990.

Justesen, L., Mouritsen, J. and Kjær, A.B. (2009). Ledelse af det uforudsete i byggeriet: Videnledelse når viden er dyr". *Økonomistyring & informatik*, 25(2): 121-135.

Books and edited volumes with academic publisher

Justesen, L. and Plesner, U. (2025). *Digitalisering og usynligt arbejde*. København: Hans Reitzels Forlag.

Kornberger, M., Justesen, L., Koed Madsen, A. and Mouritsen, J. (eds.). (2015). *Making things Valuable*. Oxford: Oxford University Press.

Justesen, L. and Waldorff, S.B. (eds.) (2013). *Strategies in Action. A Case Collection*. Frederiksberg: Samfundslitteratur.

Justesen, L. and Mik-Meyer, N. (2012). *Kvalitative metoder*. Från vetenskapsteori til praktik. Lund: Studentlitteratur.

Justesen, L. and N. Mik-Meyer (2012). *Qualitative Research Methods in Organisation studies*. København: Hans Reitzels Forlag.

Justesen, L. and Waldorff, S.B. (eds.) (2012). *Strategier i praksis. En casesamling* Frederiksberg: Forlaget Samfundslitteratur.

Justesen, L. and N. Mik-Meyer (2010). *Kvalitative metoder i organisations- og ledelsesstudier*. København: Hans Reitzels Forlag.

Justesen, L. (2008). *Kunsten at skrive revisionsrapporter. En beretning om forvaltningsrevisionens beretninger*. PhD thesis. The Doctoral School of Technologies of Managing. Copenhagen Business School.

Book chapters with academic publisher

Justesen, L. (2020). Actor-Network Theory Analyses, in Järvinen, M. and Mik-Meyer, N. (eds.) *Qualitative Analysis: Eight Approaches*. London: Sage, 329-343.

Justesen, L., Plesner, U. and Glerup, C. (2020). Arbejdets forandring i digitaliserede offentlige organisationer, in Hundebøl, J., Pors, A. and Sørensen, L. (eds.). *Digitalisering i offentlig forvaltning*. Frederiksberg: Samfundslitteratur, 151-164.

Plesner, U. and Justesen, L. (2020). Managerial Work with Digitalization: A Multi-Sited Ethnographic Approach to Data and Data-Driven Management in Practice, in Mir, R. and Fayard, A. (eds.). *The Routledge Companion to Anthropology in Management*. Routledge, 258-277.

Knudsen, M. and Justesen, L. (2019). Ledelses- og vidensproblemer som afsæt for læring, in P. Helth (ed.) *Ledelse og læring i praksis*. Samfundslitteratur, 117-136.

Justesen, L. and Mouritsen, J. (2018). Actor-network theory and accounting research, in Hogue, Z. (ed.) *Methodological Issues in Accounting Research: Theories and Methods*. London: Spiramus Press, 422-441.

Sage, D., Justesen, L., Dainty, A., and Mouritsen, J., Tryggestad, K. (2018). Organizing space and time through relational human-animal boundary work: Exclusion, Invitation and Disturbance, in Sage, D. and Vitry, C. (eds.). *Societies Under Construction: Geographies, Sociologies and Histories of Building*. Cham: Palgrave Macmillan, 237-264. (reprint)

Justesen, L. (2017). Analyser med aktør-netværksteori, in Järvinen, M. and Mik-Meyer, N. (eds.) *Kvalitativ analyse – syv traditioner*. København: Hans Reitzels Forlag, 369-388.

Kornberger, M., Justesen, L., Koed Madsen, A. and Mouritsen, J. (2015). Introduction, in Kornberger, M., Justesen, L., Mouritsen, J. and Koed Madsen, A. (eds.). *Making things Valuable*. Oxford: Oxford University Press, 1-17.

Justesen, L. (2015). Rigsrevisionens beretninger som fortællinger, in Elm-Larsen, R. and Korff, G. (eds.). *Offentlig revision i det 21. århundrede*. København: Karnovs Forlag, 473-493.

Waldorff, S.B. and Justesen, L. (2012). Arla Foods, in Justesen, L. and Waldorff, S.B. (eds.) *Strategier i praksis. En casesamling* Frederiksberg: Forlaget Samfundslitteratur, 162-180 [in English 2013].

Våland, M.S. and Justesen, L. (2012). BIG, in Justesen, L. and Waldorff, S.B. (eds.) *Strategier i praksis. En casesamling* Frederiksberg: Forlaget Samfundslitteratur, 42-60 [in English 2013].

Steffensen, M. and Justesen, L. (2012). Berlingske Media, in Justesen, L. and Waldorff, S.B. (eds.) *Strategier i praksis. En casesamling* Frederiksberg: Forlaget Samfundslitteratur, 22-40 [in English 2013].

Justesen, L. and Våland, M.S. (2012). Copenhagen Phil/Sjællands Symfoniorkester in Justesen, L. and Waldorff, S.B. (eds.) *Strategier i praksis. En casesamling* Frederiksberg: Forlaget Samfundslitteratur, 84-99 [in English 2013].

Waldorff, S.B. and Justesen, L. (2012). DONG Energy, in Justesen, L. and Waldorff, S.B. (eds.) *Strategier i praksis. En casesamling* Frederiksberg: Forlaget Samfundslitteratur, 62-83 [in English 2013].

Waldorff, S.B. and Justesen, L. (2012). Indledning, in Justesen, L. and Waldorff, S.B. (eds.) *Strategier i praksis. En casesamling* Frederiksberg: Forlaget Samfundslitteratur, 11-21 [in English 2013].

Justesen, L., Mouritsen, J. and Kjær, A. B. (2011). Ledelse af det uforudsete i byggeriet: Videnledelse når viden er dyr, in P. Melander (ed.) *Projektstyringens opgaver og værktøjer – fra kaos til resultat*. 4. edition. København: Djøfs Forlag. (reprint), 349-363.

Mik-Meyer, N. and Justesen, L. (2010). Dokumentanalyse, in P. Darmer et al. (eds.) *Paradigmer i praksis: Anvendelse af metoder til studier af organiserings- og ledelsesprocesser*. Frederiksberg: Handelshøjskolens Forlag, 283-296.

Justesen, L. and Skærbæk, P. (2005). Performance Auditing and the Production of Discomfort, in S. Jönsson and J. Mouritsen (eds.) *Accounting in Scandinavia - The Northern Lights*. Copenhagen: Liber & Copenhagen Business School Press, 321-343.

Justesen, L. (2005). Dokumenter i netværk, in M. Järvinen & N. Mik-Meyer (eds.) *Kvalitative metoder i et interaktionistisk perspektiv*. København: Hans Reitzels Forlag, 215-234.

Articles published in peer reviewed proceedings

Winkler, T., Krogh, S., Plesner, U., Justesen, L. and Blegind Jensen, T. (2020). A Real “Killer” Application? Organization-System Misfits of the Danish Health Platform. *International Conference on Information Systems Proceedings*.

Sage D., Dainty A., Tryggestad K., Justesen L. and Mouritsen J. (2013) "All that fuss, just for some bloody badgers?" The politics of wildlife in infrastructure construction. In Smith, S.D and Ahiaga-Dagbui, D.D (eds.). Procs 29th Annual ARCOM Conference, 2-4 September 2013, Reading, UK, Association of Researchers in Construction Management, 839-848.

Non peer-reviewed publications

Plesner, U., Justesen, L. and Winthereik, B. (2021) (eds.). *Digital Gnidningsløshed – og arbejdet bag*. Digital Transformations Platform, CBS.

Plesner, U. and Justesen, L. (2021). Digital Gnidningsløshed – og arbejdet bag. En introduktion, in Plesner, U., Justesen, L. and Winthereik, B. (eds.) *Digital Gnidningsløshed – og arbejdet bag*. Digital Transformations Platform, CBS.

Plesner, U. and Justesen, L. (2018). Merproduktion af målbarhed: Synlighed og nye ledelsesopgaver. *Tidsskrift for Arbejdsliv*, 20(4), 109-115.

Organizer of international conferences and workshops

2021 NOSTS conference 2021, “STS and the Future as a Matter of Collective Concern”, conference, Copenhagen May 2021 (co-convenor)

2020 “The politics and ethics of digitalizing organizations”, Subtheme at EGOS Colloquium in Hamburg, (co-convenor)

2019 “Making Organizations Digitizable”, workshop, Copenhagen, April, 2019 (co-convenor)

2013 “Building the bounds of academic research on construction management: What is worth knowing? What is possible to know”, workshop, Copenhagen, November, 2013 (co-convenor)

2012 “Making Things Valuable”, workshop, Copenhagen, November, 2012 (co-convenor)

2012 “The building as Object and as Project”, workshop, Copenhagen, November 2012 (co-convenor)

2011 “Bringing the Building Back In” workshop, Copenhagen, November 2011 (co-convenor),

2010 “Constructions matter: Managing Complexities, Decisions and Actions in the Building Process” Conference at Clibyg, Copenhagen Business School, May 2010 (co-convenor)

Conference presentations

EGOS Colloquium 2011, 2016, 2019, 2021, 2022, 2023, 2025
Organization Theory Workshop 2023
Organization Studies Workshop 2019
Making Organizations Digitizable, Workshop at CBS, 2019
International EIASM Public Sector Conference 2018
DASTS 2018
The annual Ethnography Symposium 2018
4S/EASST conference 2016
Conference on New Directions in Management Accounting, 2014
Nordic Academy of Management Conference, 2011, 2013
The Tenth Interdisciplinary Perspectives On Accounting Conference, 2012
International Symposium on Process Organization Studies, 2011, 2025
Construction Matters, workshop at CBS, 2010
Close Calls Organizations, Near-Misses, Alarms, and Early Warnings. ESRC Centre for Analysis of Risk and Regulations. Conference at the London School of Economics, 2009
Managing the construction of buildings, Conference at CBS 2009

Invited speaker or panelist at international conferences or seminars

2023 Invited to give seminar presentation at Wirtschaftsuniversität Wien
2022 Invited to give seminar presentation at Stockholm Business School, Stockholm University
2022 Invited to give a seminar presentation at the ESSEC Business School, Paris
2021 Panelist at “the Futures Panel on Does STS (still) mean business?”, NOSTS conference, CBS
2014 Invited speaker at the Visual Decision Practices Workshop, Loughborough University, UK

Board membership and service to the profession

Editorial board member

Journal of Cultural Economy (2015-)

Samfundsliderskab i Skandinavien (2018-)

International advisory board member

Scandinavian Journal of Public Administration (2023-)

Reviewer

Organization studies

Organization

Accounting, Organizations and Society

Journal of Cultural Economy

Journal of Public Administration Research and Theory

Information and Organization

Contemporary Accounting Research

Government Information Quarterly

Information and Organization

Culture and Organization

Critical Perspectives on Accounting

Qualitative Research in Organizations and Management

Qualitative Research in Accounting and Management

Accounting, Auditing and Accountability Journal

Construction Management and Economics

Theory and Psychology

British Accounting Review

Samfundslederskab i Skandinavien

Public Governance Research

Memberships of boards and councils

2025- Vice chair of the General Management Study Board, Copenhagen Business School.

2023 External evaluator of the Master Programme in Information Management, IT University of Copenhagen

2020 External evaluator of the Bachelor and Master Programme in Informationsstudier, Copenhagen University

2019- Member of Danish Universities' steering group for studielederuddannelse (AEU)

2015- Member of the Ministry of Higher Educations and Science Qualification Board

2012-2019 Chair of the HA Pro study board, Copenhagen Business School

2005 Member of the PhD school Technologies of Management study board

Teaching (currently)

Digitalization, organization and leadership, Master in Public Governance, CBS.

Social Science Methods, Master in Public Governance, CBS.

Organizations in practice, Diploma in Organization, CBS

Research dissemination

Public presentations (selected)

2025 "Digitalisering og usynligt arbejde, presentation at VIVE lunch seminar
2024 "AI og usynligt arbejde", presentation at the practitioner conference "Forandringer i arbejdslivet med kunstig intelligens (AI)", KP
2023 "AI og ledelse", presentation at seminar for Lederne
2021 "Digitalisering og usynligt arbejde", presentation at HK Hovedbestyrelsesmøde
2021 "Digitalisering og usynligt arbejde", presentation at the IOA administration annual seminar
2021 Introduction and facilitator at the symposium "Digital Gnidningsløshed – og arbejdet bag", Digital Transformations Platform, Aalborg
2021 "Digitalisering og usynligt arbejde", presentation HK Stat personalemøde
2021 "Digitaliseringens usynlige bagside", presentation at HD/arbejdsmiljødag, HK
2021 Embedsmand i en digital offentlig sektor, Statens Digitaliseringsakademi
2021 Digitaliseringklar policy, Statens Digitaliseringsakademi
2019 "Hvad sker der, når vi effektiviserer – alt det vi glemmer?", presentation for administrative managers and employees in centraladministrationen at Copenhagen University
2019 "Digitalisering, kompensation og forandringsledelse" presentation at "Ledelsessalon", seminar for administrative managers, CBS
2019 "Digitalisering – fra ressourcespild til meningsfuldt arbejde", presentation for financial supporter, Danske Universiteter
2019 "Fra skøn til algoritme", Forskningens døgn, København Kommunes IT-råd
2019 "Fra skøn til algoritme", Forskningens døgn, Forsknings- og Uddannelsesstyrelsen
2010 Presentation at Byggeriets Arbejdsmiljøbus
2009. "Hvorfor sker der ulykker på byggepladser?", talk given for CLIBYG workshop "Et døgn i Elfenbenstårnet"
2009. "Ledelse og Skadefrit Veidekke", talk given for Veidekke at their annual HMS day
2008 "Sikkerhed og risikostyring i byggeriet", talk given for practitioners at a CLIBYG seminar
2008 "Dokumentanalyse", presentation at Kompetenceforum for kvalitative metoder, Det Nationale Forskningscenter for Arbejdsmiljø

Public media engagement (selected)

"Se tallene for alle danske kommuner: Så lang væk er de fra regeringens drømme", interview, *Version2*, 11. 08.2025

"Staten taler om at fjerne 30.000 årsværk, men det er slet ikke problemfrit at erstatte mennesker med ai-systemer", op-ed (with Ursula Plesner), *Berlingske*, 01.08. 2025

"Digitaliseringens bagside er usynlig for lederne", interview *Djøfbladet*, 23.03, 2022

"Digitaliseringen skaber merarbejde", interview *HK Statsbladet*, 16.02, 2021

"Digitalisering skaber nye opgaver for ledere", interview *Berlingske, Moderne Ledelse*, 21.02 2020

"Hvordan skaber digitalisering merarbejde i den offentlige sektor?" *Danmarks Frie Forskningsfond's webpage*, 29.10 2019

"Dygtige studerende snubler, når de ikke længere er de bedste", interview *Politiken* 21.01 2018