

Curriculum Vitae

Pia Bramming, Associate Professor, PhD.

Head of Department, Department for Business Humanities and Law, Copenhagen Business School

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Employments

2026-	Head of Department, Business Humanities and Law, Copenhagen Business School
2023-2025	Deputy Head of School and Director of Studies, Danish School of Education. Aarhus University.
2014-2023	Head of Department, Department of Educational Sciences, DPU, Aarhus University, DPU
2011-	Associate consultant, HR7
2010-2014	Associate Professor, Department of Learning, Aarhus University, DPU
2007-2010	Senior Researcher, The National Research Centre for the Working Environment
2005-2007	Associate Professor, Department of Organization and Sociology of Work, Copenhagen Business School
2001-2005	Assistant Professor, Department of Organization and Sociology of Work, Copenhagen Business School

Education

2001	CBS (Copenhagen Business School). PhD Competence-in-Practice
1994	CBS (Copenhagen Business School) MSc in Organisation and Management
1991	Aarhus Business School. HA general
1985	Ribe Cathedral School. Classical language student

Awards

2005	FUHU's Teaching Award
2001	The Tietgen Prize in gold and research grant from FUHU

Other

2022-	Censorkorpset for Uddannelsesvidenskab, Læring og Gymnasiepædagogik (The Corps of External Examiners for Educational Sciences, Learning and Upper Secondary Education)
2015-	Censorkorpset for Arbejdslivsstudier, RUC (External examiners corps for Working Life Studies, Roskilde University)
2019-2025	NOCA (www.noca.dk). Member of board
2015, 2019, 2023	Arts Leadership development program
2007-	Nyt for Samfundsvidenskaberne, Board Member
2003	Assistant Professorship Qualifications Program in Pedagogical Theories and Management, CBS

Scientific focus areas

Self-leading organizing, organizing, Critical management- and organization studies, Self-leadership and management, Work life studies, Performative methods, Visual methods, Higher Education, Competence & Talent development

Ph.d. -students

Stine Jacobsen (AU) HV, Gitte Kaarina Jørgensen (AU) HV, Kristian Gylling Olesen (CBS), Naima Elisabeth Mikkelsen (CBS) HV, Signe Pihl Tingvad (SDU), Ulrik Schultz Brix (CBS) HV, Rasmus Johnsen (CBS), Cecilie Moesby-Jensen (CBS), Anders Raastrup Kristensen, (CBS), Stefan Thorbjørnsen (CBS), HV.

Research management/projects

2011-2015	Centre for Research on Occupational Health and Safety Initiatives and Instruments. A collaboration between: The national researcher centre for the working environment (NFA) (PI Professor Peter Hasle), DTU Man, Team Arbejdsliv, Center for Arbejdslivsforskning og arbejdsmiljø, RUC, DPU (PB PI for DPU work package). The Working Environment Research Fund Dkr 7.2 mio
2010-2011	"Research Communication Project: Get Into Modern Working Life". A collaboration between LPF, CBS (PI Assistant Professor Anders Raastrup Kristensen) DTU-management and DPU, AU. De frie Forskningsråd, Kultur og Kommunikation. Total grant Dkr. 200.000

2009	"Investigation of the intersection between HRM, working environment and working life". Collaboration between: IOA, CBS (PI Professor Henrik Holt Larsen), SFI (Helle Holt), Pia Bramming og Stine Jakobsen NFA/DPU, AU. The research project was about the challenges of modern working life in relation to WLB. The Working Environment Research Fund. Dkr. 492.000,-.
2008-2012	TRIPS/WESP (Trivsel, Produktivitet og Selvfølelse/Wellbeing, Self Leadership and Productivity) Collaboration between (Associate professor Vibeke Andersen, DTU-management), (Assistant professor Michael Pedersen and assistant professor Anders Raastrup Kristensen) CBS (MPP), professor Sverre Raffnsøe, CBS (MPP) and NFS/DPU (Senior researcher/associate professor Pia Bramming, PI). The project was about modern working life and how the development towards the spread of self-management affects well-being and productivity in working life. The project points out that when more people are expected to be self-managed, new challenges arise in the organization of work. These challenges require a broad balance between notions of what creates results in the organization, the passion (motivation and frustration) that is expressed in the performance of the work, and the perceptions and opinions about what it is necessary to be able to perform the work to a sufficient quality. The Working Environment Research Fund 4.8 mio. dkr.
2007-2010	"AMICA" (Arbejdsmiljø i Callcentre/work environment in call centres). Collaboration between DTU-management (Niels Møller), TeamArbejdsliv (PI, Inger-Marie Wiegman) and NFA (Pia Bramming). The project was about using benchmarks and networks to develop a better working environment. The Working Environment Research Fund 4.9 mio. dkr.
2007-2008	"Øje for Arbejdsmiljø" Collaboration with Landsorganisationen i Danmark and DTU-management (Vibeke Andersen). The project was based on cases and literature studies and pointed to new challenges in the working environment in a modern working life.
2008-2010	"Stressforebyggelse i videnarbejdet - Mellem begejstring og belastning" (Stress prevention in knowledge work - Between enthusiasm and strain) (collaboration between DTU-Management (PI Vibeke Andersen) og NFA (Ole Henning Sørensen og Pia Bramming)).
2007-2010	"LEANUS" (Lean without stress). Collaboration between DTU-Management, (PI, Niels Møller, Kasper Edwards mfl.) NFA (Peter Hasle, Anders Bojesen, Pia Bramming) og AAU The Working Environment Research Fund 5.9 mio dkr.

2004-2007	"VIFA" (Videnscenter for Finans). (www.vifanet.dk). VIFA co-financed by Ministeriet for forskning, teknologi og udvikling (PI)
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Teaching and Management of education

2023-2025	Deputy Head of School and Director of Studies, Danish School of Education. Aarhus University. Heading the MA-reform for all studies. Responsible for quality and development of quality in all studies
2010-2023	Lecturer and Head of Education of the BA and MA in Educational Sciences at the Danish School of Education from 2011 to 2014. Chairperson of the UN, member of SN during the same period. 2014-2023 Head of Department. Teaching primarily at the master's degree and as a thesis supervisor. Teaching at professional Master in educational management. Curriculum development: BA, UDV: 2014, 2017, 2023 MA, Education Science: 2013, 2018, 2020
2009	Teaching at LUPII, Leadership Development, KBH municipality Teaching NKTF, Leadership Development
2007-2010	Part-time lecturer at CBS. Primarily thesis supervision and PhD supervision as part of employment at NFA.
2005	Representative of CBS and Denmark at the "Nordic competition on Quality in Higher Education". CBS was selected by EVA. With Prorector Bente Kristensen & Associate Professor Claus Nygaard. Other participating universities were University of Uppsala, Sweden, Norwegian University of Life Sciences (UMB) and University of Kuopio, Finland. CBS was judged as the best example of quality development in the Nordic countries. The judging panel consisted of Vice-Director Fiona Crozier from The Quality Assurance Agency (UK), Director Dr. Rolf Heusser from the Organ für Akkreditierung und Qualitätssicherung (Switzerland) and Professor Jethro Newton, University College Chester (UK).
1996-2006	Lecturer and thesis supervisor at CBS. Primarily the HRM line. From 2001 to 2006 Line Coordinator on the HRM line. Continuous development of curricula. Member of the line board and the central board of studies. In addition to general teaching materials, curricula and guidelines, developed a study development model with CBS Learning Lab: Andersen, Ib, Pia Bramming & Jens Tofteskov (2004), Competency Profiles, Qualification Profiles and a Study Development Model – An Inspirational Note
2004-2005	CBS Summer School in Competence Development

1998-1999	"Competence Development and Planning", Dansk Magisterforening Efteruddannelse.
1995-1997	Organisation Theory, Dansk Magisterforening Efteruddannelse.
1995	Organisation Theory and Method, HA-general, CBS.

Publications

Moving Through Mood Boards of Modern Working Life – Scenes of Drab Everyday Life and Parenthood Becomings

Jacobsen, S., Bramming P. & Mathieu C. J. 2025 in review IN: Qualitative Research in Organizations and Management

Selvledelse - en vej til større frihed i arbejdet?

Andersen V. H. & Bramming P. vol 1 2025. IN: Social udvikling: Social- og ledelsesfagligt tidsskrift

Når læring ikke gider at gå på arbejde mere

Bramming, P. (Redaktør) & Brandi, U. (Redaktør), 2024, Aarhus: Pragmatism Publications Group.

Editorial: Uddannelse mellem utopi og virkelighed

Holflod, K., Hedegaard, M. L. L., Bramming, P. & Madsen, M., vol 2, nr 1, 2023, I: Tidsskrift for Uddannelsesvidenskab. .

Giver selvledelse mere frihed i jobbet?

Bramming, P & Andersen V. H. vol 5. 2023 I: LEDERLIV – inspiration til livet som leder

Catching a glimpse: Corona-life and its micro-politics in academia

Plotnikof, M., Bramming, P., Branicki, L., Højgaard Christiansen, L. J., Henley, K., Kivinen, N., Resende de Lima, J. P., Kostera, M., Mandalaki, E., O'Shea, S., Ozkazanc-Pan, B., Pullen, A., Stewart, J., Ybema, S. & van Amsterdam, N., 1 sep. 2020, I: Gender, Work and Organization. 27, 5, s. 804-826 23 s.

For Better or Worse: Quality Management in University Education Organization in Denmark

Bramming, P. & Elkjaer, B., 5 sep. 2019. 16 s. Paper presentation ECER (European Conference on Educational Research), Hamburg, Germany.

Quality assurance and the organizational becoming of university education.

Bramming, P., Elkjær, B. & Jacobsen, S., 2019. 18 s. Paper presentation at Organizational Learning and Knowledge Capabilities (OLKC), Brighton, Great Britain.

Selvledende organiserings

Bramming, P. & Andersen, V., 2019, København: Nyt fra Samfundsvidenskabernes. 240 s.

Diversity in organizational education or same, same but different...

Bramming, P., 3 sep. 2018. 5 s. Paper presentation ECER (European Conference on Educational Research), Bolzano, Italy

Education as a core task of universities: an organizational perspective

Bramming, P. & Elkjær, B., 22 aug. 2017. 16 s. Paper presentation ECER (European Conference on Educational Research), Copenhagen, Denmark

Undersøgelse af tiltræknings- og fastholdelsesfaktorer i Børne- og Ungdomsforvaltningen, Københavns Kommune

Bramming, P. & Lima, C. J., 2017, København: hr7. 80 s.

Mellem drømme og mareridt: fremtidsudsigter for arbejdsmiljøets virkemidler

Nielsen, K. T., Hasle, P., Møller, N., Seim, R., Limborg, H. J. & Bramming, P., 2016, IN: Tidsskrift for Arbejdsliv. 18, 1, s. 9-17 9 s.

Elsk at udvikle dig: om nydelsesimperativet i det moderne arbejdsliv

Bramming, P. & Andersen, V., 2014, IN: Karnov HR guide.

Lean production of intensive cities: Using the power of Italo Calvino's imagination to grasp organizational change

Ratner, H. G., Bojesen, A. & Bramming, P., 2014, I: Culture and Organization. 20, 2, s. 77-97

Trivsel, produktivitet og selvledelse: Et studie af selvledelses betydning for trivsel og produktivitet i det moderne arbejdsliv

Bramming, P. & Andersen, V., 2014, København. 52 s. Report. Arbejdstilsynet

Student plan intentions – student plans in-tension: Student plans as responsive management plans.

Olesen, Kristian Gylling; Bramming, Pia; Bojesen, Anders. IN: Nordic Studies in Education, 2014.

Ledelse af medarbejdere i callcentre

Sørensen, O. H., Bramming, P. & Wiegman, I. M., sep. 2013, IN: Karnov HR Guide. 2013, 3, 10 s.

Quality in modern Nordic working life: investigating three related research perspectives and their possible cross-fertilization

Jacobsen, S., Bramming, P., Holt, H. & Larsen, H. H., 2013, IN: Nordic Journal of Working Life Studies. 3, 3, s. 47–80

Evaluering af arbejdsmiljøindsatser: Muligheder og begrænsninger

Hasle, P., Nielsen, K. T., Limborg, H. J., Bramming, P. & Seim, R., sep. 2012, Report, Arbejdsmiljørådet

Fra Teori Til Praksis: Om evaluering af AM indsatser i en ustyrlig virkelighed

Hasle, P., Bramming, P., limborg, H. J., Seim, R. & Nielsen, K. T., 9 maj 2012, Report, Arbejdsmiljørådet

Programteori, Virkemidler og Mekanismer: 2. workshop i arbejdsmiljørådet

Hasle, P., Bramming, P., Limborg, H. J., Seim, R. & Nielsen, K. T., 11 apr. 2012, Report, Arbejdsmiljørådet

Overblik over evalueringsteori

Hasle, P., Bramming, P., Limborg, H. J., Seim, R. & Nielsen, K. T., 7 mar. 2012, Report, Arbejdsmiljørådet

(Im)perfect pictures: the performative non-representationalism of snaplogs

Bramming, P., Gorm Hansen, B., Olesen, K. G. & Bojesen, A., 2012, IN: Qualitative Research in Organizations and Management. 7, 1, s. 54-71 18 p.

Lean and the work environment: a review of the literature

Hasle, P., Bojesen, A., Jensen, P. L. & Bramming, P., 2012, IN: International Journal of Operations and Production Management. 32, 7, s. 829-849 21 p.

Editorial: Governing work through self-management

Lopdrup-Hjort, T., Gudman-Høyer, M., Bramming, P. & Pedersen, M., 2011, IN: Ephemera Journal. 11, 2, s. 97-104 7 p.

Fra ledelse af selvledende individer til ledelse af selvledende organisering

Bramming, P., 2011, IN: Personalechefen. August, s. 59-61 3 p.

Fra selvledelse til selvledende organisering

Bramming, P., 2011, IN: Karnov HR Guide. 4, s. 12-17 5 p.

Ledelse af trivsel: skoleledere, lærere og elevplaner

Olesen, K. G., Anders, B. & Bramming, P., 2011, Ledelse af uddannelse: at lede det potentielle. Juelskjær, M., Knudsen, H., Pors, J. G. & Staunæs, D. (red.). 1 udg. Frederiksberg: Samfundslitteratur, s. 183-203 20 p.

Love will tear us apart: transformational leadership and love in a call centre

Bramming, P. & Johnsen, R., 2011, IN: European Journal of International Management. 5, 1, s. 80-94 14 s.

Ögonblicksbilder och cyborgskap: autofotografering och bildbaserad forskning

Staunæs, D. & Bramming, P., 2011, Många möjliga metoder. Fangen, K. & Sellerberg, A-M. (red.). 1 udg. Lund: Studentlitteratur, s. 101-116 16 p.

Øyeblikksbilder og kyborgshet: autofotografering og bildebaseret forskning

Staunæs, D. & Bramming, P., 2011, Mange ulike metoder. Fangen, K. & Sellerberg, A-M. (red.). 1 udg. Gyldendal Norsk Forlag, s. 97-109 12 p.

Roundtable: Management of self-management

Bramming, P., Gudmand-Høyer, M. T., Kärreman, D., Levay, C., Pedersen, M., Raffnsøe, S., Rennstam, J., Spicer, A. & Spoelstra, S., 2011, IN: Ephemera Journal. 11, 2, s. 212-224 12 p.

Selvledelse: det moderne arbejdslivs organiseringsform - erfaringer fra TRIPS projektet
Andersen, V. & Bramming, P., 2011. 10 p.

Arbejdslivskvalitet og moderne arbejdsliv: En udredning af samspillet mellem de tre forsknings- og praksisområder: HRM, Arbejdsmiljø og Velfærd
Jacobsen, S., Holt, H., Bramming, P. & Larsen, H. H., 2010, København: DEA. 126 p.

Benchmark og videndeling i netværk som metode til at skabe bedre arbejdsmiljø i kundecentre: en rapport om AMICA-projektet
Wiegman, I-M., Nielsen, T. W., Sørensen, O. H., Bramming, P., Møller, N. & Pedersen, F., 2010, København: Det Nationale Forskningscenter for Arbejdsmiljø. 267 p.

How to Create Business Value in the Knowledge Economy: Accelerating thoughts of Peter F. Drucker
Bang, A., Clemann, C. M. & Bramming, P., 2010, I: Management Decision. 48, 4, s. 616-627 11 p.

Lean: langt mere end en produktionsteknologi
Bojesen, A. & Bramming, P., 2010, Lean og arbejdsmiljø: et dynamisk spændingsfelt. Edwards, K., Bojesen, A. & Nielsen, A. P. (red.). 1 udg. København: Lindhardt & Ringhof, s. 29-44 15 p.

Lean og forandringsprocessen
Edwards, K. & Bramming, P., 2010, Lean og arbejdsmiljø: et dynamisk spændingsfelt. Edwards, K., Bojesen, A. & Nielsen, A. P. (red.). 1 udg. København: Lindhardt & Ringhof, s. 157-182 25 p.

Learning-centred Public Management Education
Nygaard, C. & Bramming, P., 2010, IN: International Journal of Public Sector Management. 21, 2

Større samspil efterlyses til kvalitet i arbejdslivet
Jacobsen, S., Holt, H., Bramming, P. & Lindorf, M., 2010, IN: Offentlig Ledelse. 3, s. 16-17 2 p.

I'm a professional why don't you trust me? The Ambiguous struggle for Professionalization in the Danish Public Sector
Olesen, K. G., Bojesen, A. & Bramming, P., 2009, The Electronic Journal for Radical Organization Theory.

Snaplog: en performativ forskningsteknologi eller hvad grævlingelorten fortæller om lærertrivsel
Bramming, P., Olesen, K. G. & Hansen, B. G., 2009, IN: Tidsskrift for Arbejdsliv. 11, 4, s. 24-38 15 p.

The Entry of Self Leadership into the Work Environment Equation
Bramming, P., Kristensen, A. R. & Pedersen, M., 2009, Working Environment Challenges: Danish Working Environment Authority and Partnership for European Research in Occupational Safety and Health (PEROSH). s. 53-57 4 p.

In spite of everything: Professionalism as mass customised bureaucratic production in the Danish Tax and Customs Administration's call centre

Bramming, P., Sørensen, O. H. & Hasle, P., 2009, IN: Work Organisation, Labour & Globalisation. 3, 1, s. 114-130 160 s.

Talent management: ja tak! Men hvordan?

Bramming, P., 2008, IN: Thomson HR Update.

Arbejdsmiljø for fremtiden: nye ledelsesformer, nye måder at opfatte arbejde på

Andersen, V., Bramming, P. & Nielsen, F., 2008, 73 p. (Øje for Arbejdsmiljø).

An argument for strong learning in higher education

Bramming, P., 2007, I: Quality in Higher Education. 13, 1, p. 45-56 11 p.

Immanent Philosophy: The Consequences and Concepts of Human Resource Management

Bramming, P., 2007, I: Philosophy of Management. 6, 2, s. 31-47 16 p.

Magt, mening og (ir)rationalitet: - undersøgelser på rationalitetens grænse

Bramming, P. & Matthieu, C. J., 2006, I: Nordiske Organisationsstudier (NOS). 3, s. 3-8 5 p.

Begrebspraktik

Bramming, P., 2005, Samfundsvidenskabelige analysemetoder. Nygaard, C. (red.).

Samfundslitteratur, p. 225-259 29 p.

Iagttagelsens Praksis: - strategi for udvikling og kompetence

Bramming, P. & Frandsen, C. M., 2003, Samfundslitteratur. 299 p.

Kompetence-i-praksis

Bramming, P., 2001, Ph.d.-afhandling, Samfundslitteratur. 261 p.

How do lean management organizations behave regarding training and development?

Kabst, R., Larsen, H. H. & Bramming, P., 1996, I: International Journal of Human Resource Management. 7, 3, s. 618-630 21 p.

Kompetenceudvikling: - en nøgle til konkurrenceevne?

Bramming, P. & Larsen, H. H., 1995, København: Dansk Management Forum. 208 p.