

ANNE-MARIE SØDERBERG

CURRICULUM VITAE and **PUBLICATIONS** (pp 13-29)

(updated February 2026)

PRESENT POSITION

Professor emerita
Department of Management, Society and Communication
Copenhagen Business School
Dalgas Have 15
2000 Frederiksberg
Denmark
e-mail: aso.msc@cbs.dk

HOME ADDRESS

Vilvordevej 64
DK 2920 Charlottenlund
Denmark
TEL +45 29644366

AREAS OF SPECIALIZATION

International Business Studies (mergers and acquisitions, HQ-subsidary relations, and global virtual teams)
Cross-Cultural Management and Cultural Learning Processes
Organization and Management Studies
Culture Theory and Culture Analysis
Corporate Communications
Organizational Communication
Critical Discourse Analysis

PREVIOUS ACADEMIC POSITIONS

2009-2020 Full professor of Intercultural Communication and Cross-Cultural Management, Department of Management, Communication and Management, Copenhagen Business School

2011- 2014 Visiting senior research fellow at Indian Institute of Management Bangalore, India.

- 2006 Visiting senior scholar at Stanford University, Scandinavian Consortium of Organizational Research, California, USA
- 2003 Visiting professor at the Department of Management and Organization, Swedish School of Economics and Business Administration (HANKEN), Helsinki, Finland
- 2002-2009 Full professor with special responsibilities within the field of International and Corporate Communications, Department of Intercultural Communication and Management, Copenhagen Business School
- 1993-2002 Associate Professor of Communication Studies
Department of Intercultural Communication and Management, Copenhagen Business School
- 1989-93 Associate Professor of Communication Theory and Speech Analysis
Faculty of Modern Languages, Copenhagen Business School
- 1985-89 Assistant Professor of Didactics of the Humanities
Department of Educational Sciences, Copenhagen University
- 1982-85 Post doc research fellow ('seniorstipendiat')
Department of Scandinavian Languages and Literature, Copenhagen University
- 1981 External lecturer (ekstern lektor) of Didactics and Theories of Science
Department of Nordic Studies, Odense University
- 1981 External lecturer ('ekstern lektor') of Didactics
Department of Scandinavian Languages and Literature, Copenhagen University
- 1979-81 PhD scholar ('kandidatstipendiat')
Department of Scandinavian Languages and Literature, Copenhagen University
- 1975-78 Research fellow in the interdisciplinary project "Speech in the School" (Projekt Skolesprog)
Department of Applied and Computational Linguistics, Copenhagen University
- 1976-78 External lecturer ('ekstern lektor') in Speech Analysis and Socialization Theory
Department of Scandinavian Languages and Literature, Copenhagen University
- 1974-76 Teaching assistant ('undervisningsassistent') in Communication Analysis
Department of Scandinavian Languages and Literature, Copenhagen University

EDUCATION

Research management 2007

Management of complex projects 2004

Research education as graduate and senior research fellow, Copenhagen University, 1979-81 and 1982-85

BA/ exam.art ('bifag') in Psycholinguistics, Copenhagen University 1978

MA/ cand.phil ('hovedfag') in Scandinavian languages and literature, Copenhagen University 1976

LANGUAGES

Danish (native tongue), Swedish, Norwegian (5 of 5)

German and English (relatively fluent) (4+ of 5)

French (good working knowledge) (3 of 5)

MEMBERSHIP OF PROFESSIONAL BOARDS

Consulting editor of International Journal of Management Reviews 2021-

The editorial board of Sage Handbook of Contemporary Cross Cultural Management 2018-20.

The advisory editorial board of Amity Journal for Cross Cultural Management 2015-

The scientific committee for the International Research Network Programme, The Danish Ministry of Science, Technology and Innovation 2014 -2018.

The scientific steering committee for the International Conference on Intercultural Collaboration (ICIC)/ Collaboration across Borders: Culture, Distance and Technologies (CABS) 2010-2016.

National representative in the board of European Academy of Management (EURAM) 2009-2012.

International scientific advisory board for AICIS, the Aaland International Institute of Comparative Island Studies, 2007-2010, chairman 2008 – 2010.

International scientific advisory board for Stavanger Centre for Innovation Research, Stavanger University, Norway, 2008-2010.

Governmental committee on the bibliometric research indicator within '*communication studies, journalism, information studies and rhetorics*', The Danish Ministry of Science, Technology and Innovation. 2008-2010.

Governmental committee on '*language issues in business life*', The Danish Ministry of Culture 2007.

The Board of *Forum Business Communication*, Copenhagen Business School, 2007-15.

Advisory board of the Doctor of Business Administration studies, Copenhagen Business School, 2007 –2009.

Editorial board of *Journal of International and Intercultural Communication* 2010-2014.

Editorial board of *Language and Dialogue* 2010-2012.

Editorial board of *Dialogue Studies*, John Benjamin Publishers 2006-2012.

Editorial board of *Scandinavian Journal of Management* 2006-

Scientific advisory board of the book series ‘*The Communicating Organization*’, Samfundslitteratur Publishers 2006 –

The Board of the Research Centre for Story-Telling, Roskilde University Centre 2004-2009

The Board of the Danish Communication Association (Dansk Kommunikationsforening) 2002-2004

MEMBERSHIP OF PROFESSIONAL ASSOCIATIONS

International Organizations Network

Academy of International Business

Academy of Management

European Academy of Management European

Group for Organization Studies

Research associate at the Center for Intercultural New Media Research, Marquette University, USA

AD HOC REVIEWER

Academy of International Business

Academy of Management

European Academy of Management

European Journal of International Management

European Management Review

Group & Organization Management

Higher Education Research and Development

Human Relations

Human Resource Management

International Communication Association. Division: Organizational Communication

International Journal of Cross Cultural Management

International Journal of Human Resource Management

Journal of International Business Studies

Journal of International Management

Journal of Management Studies

Journal of Managerial Psychology
Journal of Small Business and Entrepreneurship
Journal of World Business
Ledelse og Erhvervsøkonomi
Management Communication Quarterly
Nordiska Organisasjonsstudier
Udkast
Organization
Organization Studies
Personnel Review
Scandinavian Journal of Management
Tidsskrift for Arbejdsliv

AWARDS AND GRANTS

- 2017 Order of Dannebrog/ Ridder af Dannebrog
- 2010 Grant (18 mill DKK) from The Danish Council for Strategic Research for a six years research project 'Next Generation Technologies and Processes for Global Software Development' in collaboration between the IT-University, Copenhagen Business School and Indian Institute of Management Bangalore.
- (research director: professor Jakob Bardram, ITU, principal investigator of ethnographic work place studies: professor Anne-Marie Søderberg, CBS).
- 2009 Award (200.000 DKK) from the Danish Business Research Academy (DEA) as '*business scholar of the year within culture and communication research*'
- 2009 Travel Grant from the Otto Mønsted Foundation for conference at Stanford University, USA
- 2008 Grant from the Humanities in the European Research Area (HERA) for EU researcher match-making event in Paris, France.
- 2008 Grant from the Danish Council for Strategic Research (300.000 DKK) to the research project 'Cultural Understanding as a strategic resource for Danish 'born-globals' on Asian emergent markets
- 2007 Grant (8,6 mill DKK) from the Danish Council for Strategic Research to the research project 'Cultural Intelligence as a Strategic Resource' (2008-2011)
- 2006 Grants from the Augustinus Foundation, the Otto Mønsted Foundation and the Hedorf Foundation to support a four months' residence as visiting senior fellow at Stanford University, California

- 2003 The Dean's Award for '*excellent communication of research findings to a multiplicity of audiences*' (CBS formidlingspris: 25.000 DKK)
- 1998 Grant from CBS's top management committee to support of communication research within the project '*The Development of Communicative and Intercultural Competencies in Companies involved in International Acquisitions*'
- 1998 Grant from CBS's committee to support of communication research to develop a workshop on '*Organizational Discourse*'
- 1997 The Department of Intercultural Communication and Management's award (institutpulje) for '*outstanding contributions to the development of research and teaching at a department in rapid change*'
- 1995 The President of CBS's award (ledelsespulje) for '*the development of a new discipline (organizational communication) at the Faculty of Modern Languages*'.

ADMINISTRATIVE EXPERIENCE

Chairman or member of numerous external and internal assessment committees for full professorships, associate professorships, assistant professorships and PhD scholarships in Denmark, Finland, Jordan, Norway and Sweden.

External examiner of 27 Danish and international PhD theses.

Principal investigator of ethnographic workplace studies in the research project 'Next Generation Technologies and Processes of Global Software Development' 2011-16

Director of the research programme 'Cultural Intelligence as a Strategic Resource' 2008-11

General co-chair of the International Conference of Intercultural Collaboration, Copenhagen, August 18-20, 2010.

Chairman of the international scientific advisory board for AICIS, the Aaland International Institute of Comparative Island Studies, 2008-2009.

Member of the international scientific advisory board for Stavanger Centre for Innovation Research 2008-2010.

Member of the departmental advisory board at the Department of Intercultural Communication and Management 2008-17.

Deputy academic program director of the BSc study program in Business Administration and Organizational Communication (HA(kom)) and the MSc study program in Communications Management (cand.merc.comm) 2006-2008.

Academic program director of the interdisciplinary B.Sc. study program in Business Administration and Organizational Communication (HA(kom), 2002 -2005.

Chairman and responsible leader of steering committee for the development of a new cross-disciplinary MSc program in Communications Management at the Faculty of Economics and Business Administration (cand. merc.(kom)), Copenhagen Business School, 2004-2006.

Chairman and responsible leader of steering committee for the development of a new cross-disciplinary B.Sc. program in Business Administration and Organizational Communication at the Faculty of Economics and Business Administration (HA (kom), Copenhagen Business School, 1999-2004.

Chairman of cross-facultary expert committee regarding research and teaching within the field of communication at CBS, 1996-97. Author of the reports "Fokus på Kommunikation på HHK" vol. 1-2.

PhD Coordinator at Department of Intercultural Communication and Management, CBS 1993-2002.

Deputy head of department at Department of Intercultural Communication and Management, CBS 1994-96.

Chairman of PhD ('licentiat') committee at the Faculty of Modern Languages, CBS, 1990-93

Deputy head of the Centre for International Business Administration and Modern Languages, CBS, 1993

Co-editor of *Copenhagen Studies in Language*, 1993-95.

Member of the *interim study board of Organizational Communication and Economy*, Faculty of Modern Languages, CBS, 1994

Member of *the research committee of Centre for International Business Administration and Modern Languages*, CBS, 1991-92.

Member of research and co-ordination team for *Mediestøttet Åbent Universitet* (the first Danish mass media supported Open University program), in collaboration between University of Copenhagen and DR (The Danish National Broadcasting Corporation), 1986-89

Academic program director at the Department of Educational Science, University of Copenhagen, 1988-89

Member of the Faculty Board, Faculty of Humanities, University of Copenhagen, 1985-86

Initiator of *Netværk for Danske Uddannelsesforskere* (Danish Network of Educational Researchers), 1985

Initiator of *Forum for Humanistisk Fagdidaktik* (Forum for Humanistic Didactics), 1983

Member of committee in *Dansklærerforeningen* (Association for Teachers of Danish as Mother-Tongue) regarding syllabi for Danish courses in the elementary school, 1983-84.

Scandinavian co-ordinator of study groups within socialization theory and social critique in all Nordic university cities, *The Nordic Summer University* 1980-1983.

RESEARCH EDUCATION

Main supervisor for the following PhD students:

1. MSc. Anna Kirkebæk Johansson Gosovic, Department of Management, Society and Communication, Copenhagen Business School, and Ferring A/S:
Ethics as Practice: An ethnographic study of business ethics in a multi-national biopharmaceutical company Ensuring ethical standards within the multinational company. (1.1.2017- 15.12.2019)
2. MA (cand.mag) Kristina Kazuhara, Department of International Economics and Management, Copenhagen Business School: *Unfolding bicultural talent within Japanese multinational companies abroad and at home.* (1.9.2017-1.6.2018)
3. MSc. (cand.IT) Mia Olsen, Department of Intercultural Communication and Management, Copenhagen Business School, *Mobile payments, their users and contexts.* (1.5.2012 – 31.12.2018)
4. MSc. (cand.merc.) Morten Hove Tang-Jensen, Department of Intercultural Communication and Management, Copenhagen Business School and Bech-Bruun Law firm: *The Hidden Role of Anti-Corruption in Joint Ventures in Emerging Markets.* (1.1. 2012-
5. Mari Bjerck, Department of Intercultural Communication and Management, Copenhagen Business School, and The National Department of Consumer Research, Norway together with Helly Hansen A/S, Norway: *Apparel at Work – Work uniforms and women in male dominated manual occupations.* (1.3.2015-18.1.2017)
6. MSc. (cand.merc.fil) Thomas Tøth, Department of Intercultural Communication and Management, Copenhagen Business School, and HCL: *Trustworthiness: Enabling Global Collaboration. – An Ethnographic Study of Trust, Distance, Control, Culture and Boundary Spanning within Offshore Outsourcing of IT Services.* (1. 11. 2011 – 23.12. 2014)
7. MA (cand.comm.) Carina Christine Skovmøller, VELUX A/S and Department of Intercultural Communication and Management, Copenhagen Business School: *CSR som noget særligt. Et casestudie om styring og meningsskabelse i relation til CSR ud fra en intern optik.* (1.1.2008 -31.12.2011)

8. MSc. (cand.psych.) Gitte Petersen Jakobsen, Right Management and Department of Organization, Copenhagen Business School: *Stories of Leader Identity: A Narrative Investigation of Leader Identity Construction.*(1.1.2007 – 1.3.2009)

9. MSc. (cand.psych.) Merete Wedell-Wedellsborg, The Royal Danish Defence Academy, Faculty of Leadership and Psychology and Copenhagen Business School: *The End of Uniformity? Reflections on the Creation of a Temporary Identity in Multinational Military Organizations. Towards a Contingency Perspective on Military Corporate Identity.* (1.9. 2003 – 31.8. 2006)

10. MA (cand. mag.) Sidsel Fabech, Department of French, Italian, Russian, Spanish, and German (FIRST), CBS: *Von welchem Österreich ist hier die Rede? Diskursive forhandlinger og magtkampe mellem rivaliserende nationale identitetskonstruktioner I østrigske pressediskurser.* (Rivalling national identities and the power struggles over their media representation in Austria. – A study based on discourse analyses of the constructions of national identities in Austrian daily newspapers and weekly newsmagazines) (1.11.2000-30.10.2003)

11. MA. (cand. mag.) Erik Ernø Kjølhede, Department of Management, Politics and Philosophy, CBS and The Ministry of Research (administrative research training program): *Managing collaborative research in the European "Triple Helix" – an analysis of researchers' views on management and collaboration in EU-funded research projects.* (1.4.1998- 1.5.2001)

12. MA. (cand.mag.) Henrik Rye Møller, Department of German Studies, HHK: *Østtysk mentalitet – set med danske øjne. En bevidsthedssociologisk undersøgelse* (East German Mentality – in the eyes of the Danes – an empirical investigation and a theoretical approach to East German mentalities) (1.8.1997-1.3.2000)

13. MA (cand.comm.) Roy Langer, Department of German Studies, CBS: *Zwischen Gefühl und Vernunft. – Zur Darstellung Deutschlands in dänischen Mediendiskursen* (Picturing Germany in Danish Media Discourses) (1.9.1995-31.8.1998)

14. MA (cand.negot.) Maria Anne Skaates, Department of Intercultural Communication and Management, CBS: *Kulturforskelle's betydning i kommunikationen mellem danske moderselskaber og deres tyske datterselskaber* (The significance of cultural differences in the communication between Danish parent companies and their German subsidiaries (1.1.1997-1.4.1998)

Chairman or member of assessment committees for the following PhD theses /Doctoral Theses:

1. Anders Kryger: *'Aligning future employee action and corporate strategy in a resource-scarce environment'*. Copenhagen Business School, 2018.
2. Rasmus Eskild Jensen: *Adjusting to Persistent Discontinuities in Global Software Development Teams through Closely Coupled Work Practices*. Faculty of Technologies in Practice, the IT University of Copenhagen, 2015.
3. Kristian Lange Østergaard: *The Individual in the Intercultural Interplay – Examples of Authenticity, In-Authenticity and Everydayness from Grundfos and H. Lundbeck*. Aalborg University, 2013.
4. Maja Rosenstock: *CSR – hvor svært kan det være? Kulturanalytisk casestudie om udfordringer og dilemmaer med at forankre Coops CSR-strategi*. Department of Intercultural Communication and Management, Copenhagen Business School, 2012.
5. Jacob Holm Hansen: *Is Social Integration Necessary for Corporate Branding? A Study of Corporate Branding Strategies at Novo Nordisk*, Department of Management, Politics and Philosophy, Copenhagen Business School, 2012.
6. Sampo Tukainen: *Finnishness in Cross Cultural Interaction in International Engineering Projects*. Aalto University School of Economics, Finland 2010.
7. Salla Huttunen: *Problematic talk. The role of multiple understandings in project meetings*. Aalto University School of Economics, Finland 2010.
8. Louise D. Bringselius: *Personnel resistance in mergers of public professional service organizations. A case study of the merger of two audit organizations in Sweden*. Department of Business Economics, Lund University, Sweden 2008.
9. Peter Mejlby: *Frihed og fængsel, en del af den samme drøm? Et phronetisk baseret casestudie af frigørelsens og kontrollens sameksistens i værdibaseret ledelse*. (Freedom and prison – parts of the same dream? A phronetic case-study of the coexistence of freedom and control when practicing values-based management) Copenhagen Business School, 2007.
10. Elina M. Antila: *The Role of Human Resource Management in International Mergers and Acquisitions*. University of Vaasa, Finland 2006.
11. Charlotte Albrechtsen: *Fortælling og fortolkning i Jyske Bank. Strategisk storytelling i intern organisationskommunikation* (Storytelling and interpretation in 'Jyske Bank'. Strategic storytelling in internal organizational communication). Aarhus School of Business, 2006.

12. Annie Aarup Nielsen: *Udvikling og tilegnelse af interkulturel kompetence i praksis*. (Development and Acquisition of intercultural competence in practice). Institut for Sprog og Internationale Kulturstudier. Aalborg Universitet, 2003.
13. Ole Emil Rasmussen: *De (u)artige piger. Sociale og kulturelle omlæringsprocesser i det almene gymnasium*. (The (mis)behaving young women. Social and cultural relearning processes in the Danish upper secondary school.) Dansk Institut for Gymnasiepædagogik, Syddansk Universitet, Odense 2002.
14. Esben Karmark: *Organizational Identity in a Dualistic Subculture - A Case Study of Organizational Identity Formation in Lego Media International*. Department of Intercultural Communication and Management, Copenhagen Business School, 2002.
15. Annegrethe Ahrenkiel: *Kontrol og dynamik i pædagogiske processer. Et diskursanalytisk studie af kommunikation i en 'usynlig' pædagogisk læringskontekst med daghøjskolen som eksempel* (Control and Dynamics in Pedagogical Processes: A discourse-analytical study of communication at a day high school within an 'invisible pedagogic context'), Graduate School of Life-Long Learning, Roskilde University, 2002.
16. Marita Svane: *En interkulturel forståelsesmodel over ledelsesprocessen i udviklingen og organiseringen af det interkulturelle virksomhedssamarbejde*. (An intercultural model for the understanding of the managerial process in the development and organization of intercultural corporate co-operation), Department of History and International Studies, Aalborg University, 2001.
17. Helle Pedersen: *Forandringskommunikation. En organisations- og kommunikationsteoretisk analyse af værdibaserede læreprocesser* (Communication of Change. An organization- and communication-theoretical analysis of values-based learning processes). Novo Nordisk and Department of Nordic Philology, University of Copenhagen, 2001.
18. Jutta Eschenbach: *Ola Nordmann in deutschen Blätterwald. Zu stereotypenhaften Aussagen über Norwegen in der deutschen Presse*. (On stereotypical statements on Norway in the German Press), Department of German and Dutch Studies, University of Gothenburg, Sweden 2000 (Swedish Doctoral Thesis (fil.dr.))
19. Anette Therkelsen: *Picturing Places. Image Formation Processes in a Tourism Context*. Department of Language and International Studies, University of Aalborg, 2000.
20. Dennis Day: *Linguistic Ethnic Group Categorizations at Two Work Places*. Department of Language and International Studies, University of Aalborg, 1999.

21. Richard Jones: *Issue Management as a Strategic Marketing Tool. A Rhetorical Approach to Organisations' External Communication*. Department of Marketing, University of Southern Denmark, University of Odense, 1998.

22. Elin Fredsted: "*Ich hab' eine Frage*" eller "*Hva' ka' man se her?*" *Undersøgelser af dansk og tysk talesprog inden for turistbranchen*. (Examinations of Danish and German speech communication in the tourist industry). Department of Economics and Foreign Languages, The Southern Denmark Business School, 1996.

23. Kirsten Jæger: *Uddannelse af den interkulturelle aktør (The education of the intercultural actor)* Department of Language and International Studies, University of Aalborg, 1996.

24. Karl-Heinz Pogner: *Energiekonzept für Wendenburg. Arbeitsteilige Produktion fremdsprachlicher Texte am technischen Arbeitsplatz*. (On the division of labour in the production of foreign language texts in a technical work place) Department of Language and Communication, University of Odense, 1996.

25. Birgitte Norlyk: *Virksomhedskommunikation. Inden for området virksomhedskommunikation ønskes en undersøgelse af, hvilke sproglige karakteristika, der præger kommunikationen i virksomhedens forskellige afdelinger. Undersøgelsen skal relateres til virksomhedens faglige kulturer m.s.h.p. en samlet vurdering af de kommunikationsbarrierer, virksomheden står overfor, såvel internt som eksternt*. (Corporate Communication. An investigation of the linguistic devices characterizing the communication in different departments of a corporation) Tietgen award thesis from Copenhagen Business School 1995 (subsequently accepted as PhD thesis at Department of Economics and Foreign Languages, Business School South, Kolding Denmark).

26. Annica Danielsson: *Tre antologier - tre verkligheter. En undersökning av gymnasiets litteraturförmedling 1945-1975*. (An examination of the teaching of literature in Swedish high schools 1945-75) (Swedish Doctoral thesis: fil.dr.) Faculty of Humanities, University of Lund, Sweden 1988.

27. Anne Scott Sørensen: *Pigekulturer og pigepædagogik. Overvejelser over terminologi i teori og praksis (Girls' cultures and girls' education. Considering the terminology in theory and practice)* Centre for Women's Studies, University of Odense, 1987.

ANNE-MARIE SØDERBERG

PUBLICATIONS

(updated February 2026)

EDITED BOOKS

1. Søderberg, A.-M. & Vaara, E. (Eds.): *Merging across Borders. People, Cultures and Politics*. Copenhagen Business School Press, Copenhagen, 2003 (281 p.)
2. Gertsen, M.C., Søderberg, A.-M. & Torp, J.E. (Eds.): *Cultural Dimensions of International Acquisitions*. Walter de Gruyter, Berlin & New York 1998. (205 p.)
3. Hjort K., Løngreen, H. & Søderberg, A.M. (Eds.): *Interkulturel kommunikation - spændingsfeltet mellem det globale og det lokale*. Samfundslitteratur, København 1993. (331 p.)
4. Søderberg, A.-M. (Ed.): *Er lyset for de lærde blot...? - Humaniorarapporten i kritisk belysning*. Gymnasieskolernes Lærerforening, København 1985. (94 p.)
5. Jelved, M. & Søderberg, A.-M. (Eds.): *Det er dansk! Læseplan og hverdag*, Dansk lærerforening, København 1984. (190 p.)

AUTHORED BOOKS

6. Gertsen, M.C.; Søderberg, A.M. & Zølner, M.: *Global Collaboration: Intercultural Experiences and Learning*. PalgraveMacmillan, New York, 2012 (292 p.).
7. Søderberg, A.-M. & Villemoes, A.: *Undervejs. Sprog, kultur og kommunikation i den erhvervsproglige medarbejders perspektiv*. Samfundslitteratur, København, 1994 (258 p.)
8. Projekt Skolesprog: *Skoledage*, vol. 1 - 2, GMT og Unge Pædagoger, Kongerslev, 1979. (742 p.)

AUTHORED RESEARCH REPORTS

9. *Den kommunikerende organisation - Den organiserende kommunikation: Argumenter for en erhvervsøkonomisk kommunikationsuddannelse*. Forskningsrapport udgivet af Handelshøjskolen i København 2001. (92 p.)
10. *Kommunikation i fokus på HHK. Rapport nr. 2 fra det tværfakultære kommunikationsudvalg*, Handelshøjskolen i København 1996 (førsteforfatter i samarbejde med Tore Kristensen, Majken Schultz og Anette Villemoes) (30 p. + 28 p.)
11. *Kommunikation i fokus på HHK. Rapport nr. 1 fra det tværfakultære kommunikationsudvalg*, Handelshøjskolen i København 1996 (førsteforfatter i samarbejde med Tore Kristensen, Majken Schultz og Anette Villemoes)

12. *Alle tiders musik. En evaluering af det første forsøg med mediestøttede, åbne universitetsstudier i Danmark* (med Estrid Anker Olsen), Danmarks Radio og Københavns Universitet, København 1989 (100 p.)

ARTICLES IN FOREIGN LANGUAGE JOURNALS AND ANTHOLOGIES

13. Wilczewski, M., Wang, R., Giuri, P., Puffer, S. M., Søderberg, A.-M., Meschke, S., & Du, J. (2025). Effects of Cultural Novelty on the Interplay Between Language and Cultural Adjustment in International Students. *Journal of Studies in International Education*, 29(4), 637-659.
14. Lu, W., Tamayo-Verleene, K., Søderberg, A.-M., Puffer, S., Meschke, S.: Exploring the Mediating Role of Cross-cultural Adjustment in International Student Satisfaction. *Social Sciences & Humanities Open*, 2024, Vol. 10 (1), article 101122.
15. Wilczewski, M., Wang, R., Du, J., Søderberg, A.-M., Guiri, P., Mughan, T., Puffer, Mark, J.J.: Cultural Novelty and International Students' Experience: A Five-country Study. *Higher Education*, 2023, Vol. 86 (5), pp. 1107-28.
16. Søderberg, A.M.: Denmark: Political Communication and Crisis Management Based on a Worst-case Scenario. In N. J. Adler & S. Sackmann et al., *The Grand Challenge None of Us Chose: Succeeding (and Failing) against the Global Pandemic*. In J. S. Osland, B. S. Reiche, B. Szkudlarek, & M. E. Mendenhall (Eds.) (2022). *Advances in Global Leadership* Vol. 14. Bingley, UK: Emerald, pp. 53-57.
17. Søderberg, A.-M.: Sweden: Can A Non-Coercive Strategy that Appeals to Individual Responsibility Succeed? In N. J. Adler & S. Sackmann et al., *The Grand Challenge None of Us Chose: Succeeding (and Failing) against the Global Pandemic*. In J. S. Osland, B. S. Reiche, B. Szkudlarek, & M. E. Mendenhall (Eds.) (2022). *Advances in Global Leadership* Vol. 14. Bingley, UK: Emerald, pp. 57-60.
18. Ramirez, J. and Søderberg, A.M.: Talent Management in the Interface Between Cultural Heritage and Modernity: A Case Study of Younger Mexican Middle Managers in a Regional office. In Trullen, J. and Bonache, J. (Eds.) (2021): *Talent Management in Latin America: Pressing Issues and Best Practices*. New York and London: Routledge Focus, pp. 45-62.
19. Søderberg, A.M.: Towards greater methodological awareness and researcher reflexivity. In Szkudlarek, B., Romani, L., Caprar, D. and Osland, J. (Eds.) (2020) *SAGE Handbook of Contemporary Cross-Cultural Management*, London: Sage, pp. 171-178.
20. Gosovic, A. and Søderberg, A.M.: Developing Responsible Global Leaders in a Multinational High Reliability Organization. In Mendenhall, M., Zilinskaite, M., Stahl, G. and Clapp-Smith, R. (Eds.) (2020). *Responsible Global Leadership: Dilemmas, Paradoxes and Opportunities*. *Routledge Studies of Leadership Research*. New York: Routledge, pp. 158-182.

21. Wilczewski, M., Søderberg, A.M and Gut, A.: Learning in a Multicultural and Multilingual Business Setting – Polish Expatriates’ Stories of Critical Incidents in China. In Horn, S., Lecomte, P. and Tietze, S. (Eds.) (2020). *Understanding Multilingual Workplaces: Empirical, Methodological and Pedagogic Perspectives*. New York: Routledge, pp. 139-156.
22. Wilczewski., M., Søderberg, A.M. and Gut, A.: Storytelling and cultural learning – An expatriate manager’s narratives of collaboration challenges in a multicultural business setting. *Learning, Culture and Social Interaction* 2019, vol. 21, pp. 362-377.
23. Translocality in Global Software Development: The Dark Side of Global Agile. *Human Computer Interaction* 2019, vol 34(2), pp. 174-203 (with Pernille Bjørn and S. Krishna).
24. Communication Encounters of Polish Expatriates in a Chinese Subsidiary of a Western MNC. *Multilingua. Journal of Cross-Cultural and Interlanguage Communication* 2018, vol. 37 (6), pp. 587-613 (with Wilczewski, M & Gut, A.)
25. Trust-building and boundary-spanning in global collaborations.. In Zhang, M. (Ed.): *Trustbuilding and Boundary-Spanning in Cross-Border Management. Routledge Studies of Trust Research*. London and New York, Routledge 2018, pp. 51-67. (with Thomas Tøth)
26. Intercultural Communication Studies: Past Paradigms and Future Research. *Zeszyty Prasoznawcze./ Media Research Issues* 2017, Vol. 60, 3 (231), pp. 540-566. (with Michal Wilczewski)
27. Boundary-Spanners in Global Partnerships: A Case Study of an Indian Vendor’s Collaboration with Western Clients. *Group & Organization Management* 2017 Vol. 42, pp. 237-278. (with Laurence Romani)
28. Experience and Cultural Learning in Global Business Contexts. In Chen, L. (Ed.) *Intercultural Communication. Handbooks of Communication Science*. Berlin and New York: De Gruyter Mouton 2017, pp. 415-435.
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142. *Boundary-Spanning in Global Software Development: Views from a major Indian IT Vendor*. Peer reviewed paper presented at the 12th EIASM workshop on International Business, Copenhagen, October 24-25, 2014.
143. *Boundary Spanners in a Global Software Development Project:*

- A Qualitative Case Study of an Indian Service Provider's On-Site Managers*. Peer reviewed paper presented at the Academy of International Business' conference in Vancouver, Canada, June 22-25, 2014.
144. *Negotiating and Spanning Boundaries in Offshore Outsourcing: Indian and Danish Perceptions of Intercultural Collaboration*. Paper presented at the Academy of International Business' conference, Istanbul, Turkey, July 3-6, 2013 (with Tine Sonne and Thomas Tøth).
 145. *Enablers of virtual communication and collaboration in global R & D teams: a qualitative case study* Peer reviewed paper accepted for the IHRM conference, MDI, Gurgaon India, December 11-13, 2012.
 146. *'Winning Behaviours' in East and West. Recontextualizing a Strategic Concept within a Global Organization'*. Paper presented at the Academy of Management conference, San Antonio, USA, August 12-16, 2011 (with Martine Cardel Gertsen)
 147. *Storytelling in International Business. Narrative Methods for Qualitative Studies of Intercultural Collaboration*. Paper presented at the European Academy of Management conference, Tallinn, Estonia, June 1-4, 2011. (with Martine Cardel Gertsen)
 148. *Chinese and expatriate managers' narratives on communication and collaboration in subsidiaries in China*. Paper presented at the Fourth Global Communication Forum, Shanghai, China, September 29-30, 2010 (with Verner Worm).
 149. *Communication and collaboration in subsidiaries in China – Chinese and expatriate accounts*. Paper presented at the Academy of Management Conference, Montreal, Canada, August 6-11, 2010 (with Verner Worm).
 150. *Inpatriates in a globalizing Danish MNC: Experiences and cross-cultural learning*. Paper presented at the 11th IHRM conference at Aston Business School, Birmingham, UK, June 9-12, 2010 (with Martine Cardel Gertsen)
 151. *What do corporate staff employees learn about during extended business trips? A case study of short-term assignments in a multinational company*. Paper presented at the EURAM conference, Tor Vergata University, Rome, Italy, May 19-22, 2010. (with Mette Zølner)
 152. *"Together we are stronger" – A case study of Carlsberg's concept "Winning Behaviours" in the wake of a series of international acquisitions*. Paper presented at the EconPR 2010 conference, Poznan University of Economics, Poland, April 16-18, 2010 (with Martine Cardel Gertsen).
 153. *Cultural Learning Processes in Globalizing Companies. A Narrative Approach to the Development of Cultural Intelligence*. Paper presented at the 7th EIASM Workshop on International Strategy and Cross-Cultural Management. Helsinki School of Economics, September 25-26, 2009 (with Martine Cardel Gertsen).

154. *Cultural learning processes through international short-term assignments – Individual motivations, functional roles and organizational outcomes.* Paper presented at the European Group for Organizational Studies. ESADE, Barcelona, Spain, July 2-4, 2009. (with Mette Zølner).
155. *Cultural Intelligence as a Strategic Resource in Multicultural Teams.* Paper presented at the ACM International Workshop on Intercultural Collaboration, Stanford University, Palo Alto, CA, USA, February 20-21, 2009. (with Lisbeth Clausen, Mette Zølner and Verner Worm)
156. *Intercultural Encounters in an English Subsidiary: An Ethnographic Field Study* (with Toke Bjerregaard and Jakob Lauring). Paper presented at the European Academy of Management Conference, Ljubljana, Slovenia, May 14-17, 2008.
157. *Diversity Management in Large Firms in Denmark: Policies and Practices.* Paper presented at the European Academy of Management Conference, Paris, May 16-19, 2007.
158. *Managing Multiple Identities in a Cross-border Merger. A Case Study of the Interplay between Corporate Identity Formation and Individual Managers' Identifications.* Paper presented at the international workshop on 'Managing Identities in Complex Organizations', Lund University, Sweden, May 11-12, 2006
159. *Challenges to Uniformity: Managing the Changing Identities of Multinational Military Units* Paper presented at European Group for Organizational Studies' 21th Colloquium, June 30 –July 2, 2005, Berlin, Germany, Subtheme: Role of Culture in Unlocking Organizations (with Merete Wedell-Wedellsborg).
160. *Diversity Management in Large Firms in Denmark – Perceptions and Policies.* Paper presented at European Group for Organizational Studies' 21th Colloquium, June 30 –July 2, 2005, Berlin, Germany, Subtheme 4: Locking and Unlocking Gender and Ethnicity: Negotiating Diverse Organizational Identities (with Annette Risberg)
161. *The End of Uniformity? Towards a Contingency Perspective on Multinational Military Culture and Identity Formation.* Paper presented at European Academy of Management's conference in Munich May 4-7, 2005 Subtheme 2: Responsible Management as Identity in Practice (with Merete Wedell-Wedellsborg).
162. *'Diversity management in an Anglo-Saxon and a Danish Context. A critical investigation of a new management approach'* Paper presented at European Group for Organizational Studies' 20th Colloquium, July 1-3, 2004 Ljubljana, Slovenia, Subtheme 10: Beyond Dichotomies and Stereotypes: The production and reproduction of "gender" and "ethnicity" (with Annette Risberg)
163. *'Communicating and collaborating in a Nordic cross-border merger'.* Paper presented at the 3rd Critical Management Studies Conference at Lancaster University, UK, July 7-9, 2003.

164. *'The roles played by the HR function in large-scale mergers and acquisitions: The case of Nordea*. Paper presented at the International HR Management conference at the University of Limerick, Ireland, June 4-6, 2003 (with Ingmar Björkman)
165. *'Managing identities in a Nordic cross-border merger. A case study of storytelling*. Paper presented at the European Academy of Management's 3rd annual conference, April 3-5 2003, Milan, Italy.
166. *'Yes, But...': Struggles in the Discursive Accomplishment of Gender (In)equality*. Paper presented at the 5th International Conference on 'Organizational Discourse: From Micro-Utterances to Macro-Inferences'. King's College, University of London, July 24-26, 2002 (with Janne Tienari and Eero Vaara).
167. *The role of national discourse in restructuring multinational corporations*. Paper presented at the Standing Conference on Organizational Symbolism (SCOS) 'Research and Representation in the Age of Instantaneous Organization' July 10-13, 2002 Budapest, Hungary (with Annette Risberg, Janne Tienari and Eero Vaara)
168. *Narrating Gender in a Cross-Border Merger Context: Nordic Executives Excusing for Inequality*. Paper presented to the 18th European Group for Organization Studies (EGOS) Colloquium 'Reclaiming Hope: Organizational Politics and the Politics of Organizations', Subtheme 'Diversity, Gender and Organization', Barcelona, Spain, July 4-6. (with Janne Tienari, Charlotte Holgersson and Eero Vaara)
169. *Nordic ideas – from words to action. A case study of corporate storytelling in a postmerger integration process*. Paper presented at the 18th EGOS (European Group for Organisation Studies) Colloquium 'Organizational Politics and the Politics of Organizations', Barcelona, Spain, July 4-6, 2002.(with Steffen F. Mathiesen)
170. *Big Boys Come Up With Small Stories: Nordic Executives Justifying Gender Inequality*. Paper presented at the EIASM International Workshop on 'Crossing Issues on Gender and Mangement in Organizations'. Brussels, Belgium, March 15-16, 2002 (with Janne Tienari, Charlotte Holgersson and Eero Vaara)
171. *Sensegiving and sensemaking in postmerger integration processes. A narratological perspective on international acquisitions*. Paper presented at the track 'Narratives we organize by' at the EGOS (European Group for Organization Studies) conference in Lyon, July 6-9, 2001.
172. *All.Department e-mails. An organizational message delivery system or a forum for dialogue?* Competitive paper written for the division: Organizational Communication, at the 51st Annual Conference of the International Communication Association, May 24-28, 2001, Washington DC, USA. (First author, with K.-H. Pogner)
173. *The discourse of all.department e-mails: An explorative case study*. Paper presented at the 1st International and Interdisciplinary Symposium on Communication in Organizations, University of Mannheim, March 29-31, 2001. (with K.-H. Pogner)

174. *All.Department e-mails. An organizational information transmission system or a forum for dialogue?* Paper presented at the workshop 'Writing in the computer age', at the 7th Conference of the International Society for the Study of Europea Ideas (ISSEI), University of Bergen, August 17-20, 2000. (first author, with K.-H. Pogner).
175. *Tales of Trial and Triumph: A narratological approach to international mergers and acquisitions.* Paper presented at the 4th International Conference on 'Organizational Discourse', King's College, University of London, July 26-28, 2000.
176. *Organisationsinterne "E-Mail an alle"-Kommunikation: Informationsüberführung oder Kommunikationsraum?* Paper presented at PROWITEC Kolloquium: Textproduzieren in elektronischen Medien. Wirtschaftsuniversität Wien, April 27-29, 2000 (with K.H. Pogner).
177. *Why cross-cultural management must be redefined to suit the new business world.* Paper presented at a Euro-conference on 'Cultural Standards in Business and Society in the European Union' Katsdorf, Østrig, 7-10 June 1999 (with N. Holden)
178. *Rethinking cross-cultural management: Why practitioners see it differently from the professors* Paper presented at the SIETAR Europe Congress, Trieste, February 24-27 1999. (with N. Holden)
179. *Shell International between Human, Environmental and Economic Considerations. A Critical Discourse Analysis.* Paper presented at the international conference on 'Discourse and Social Research', Sørup Herregaard, September 24-26, 1998.
180. *Between Sense and Sensibilities. A Critical Discourse Analysis of Shell International's Construction of a New Corporate Image.* Paper presented at the 3rd International Conference on 'Organizational Discourse', King's College, University of London, July 29-31, 1998
181. *Integration Processes Following International Acquisitions in Denmark: A Case Study of European Organizational Integration* (with M. Cardel Gertsen). Paper presented at European Group of Organisation Studies' 14th Colloquium (Subtheme: European Organisational Integration), Maastricht, The Netherlands, July 1998.
182. *Shell International between Human, Environmental and Economic Considerations. A Critical Discourse Analysis of Shell International's Construction of a New Corporate Identity and Image.* Paper presented at European Group of Organisation Studies' 14th Colloquium (Subtheme: Organisational and Corporate Identity), Maastricht, The Netherlands, July 1998.
183. *Do National Cultures always make a Difference? Theoretical Considerations and Empirical Findings related to a Series of Case Studies of Foreign Acquisitions of Danish Companies.* Paper presented at the 3rd conference in the Nordic Network for Intercultural Communication, Aalborg University, November 1996.
184. *Cultural Contacts in Foreign Acquisitions of Danish companies* (with M.C. Gertsen and J.E.Torp). Paper presented at the International Research Workshop: The Cultural Dimensions of International Mergers and Acquisitions, Copenhagen Business School, August 1996.

185. *Changes in Companies' Organization and Identity. Theoretical Considerations in Connection with a Series of Case Studies of Foreign Acquisitions of Danish Companies.* (with M. C. Gertsen). Paper presented at the Standing Conference on Organizational Symbolism (SCOS), Turku, Finland, July 1995.