

CV

RIKKE RØNHOLT ALBERTSEN, PH.D

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ACADEMIC & PROFESSIONAL EXPERIENCE:

Copenhagen Business School (Denmark)

External Lecturer (September 2025-present)

- Teaching and supervising within corporate sustainability, leadership, strategic decision-making, and paradox theory.

Copenhagen Business School (Denmark)

Academic Assistant (January 2025 - September 2025)

- Research and teaching within corporate sustainability, responsible leadership, strategic decision-making, and paradox theory.

INSEAD

Lecturer (March 2025 - Present)

- Customized executive programs for companies and executive summer school.

Independent Consultant

Sustainability strategy, leadership development (2012-present)

Global Goals World Cup (Sport for Development Organization)

Co-Founder and CEO (2016-2019)

- Corporate and institutional partnerships / Concept development / Fundraising / Project management

World's Best News (Constructive Journalism & SDG Advocacy)

Head of International Partnerships (2012-2016)

- Led collaboration activities with UNDP, UN Global Compact, and other global NGOs and private sector partners.

Implement Consulting Group

Management Consultant, Leadership & Organizational Development (2006-2012)

- Experienced facilitator and designer of leadership programs and organizational change strategies. Diplomas: project management, whole brain practitioner, conflict mediation.
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PUBLICATIONS

Dissertation

- Albertsen, R. R. (2025). A Paradox Perspective on the Sustainability Implementation Gap. Copenhagen Business School [Phd]. PhD Series No. 12.2025
<https://doi.org/10.22439/phd.12.2025>

Peer-Reviewed Journal Articles

- **Albertsen, R.R** (2025) Expanding the Repertoire of Paradox Management Strategies in Corporate Sustainability: Normative and Material Dimensions, *Academy of Management Proceedings* **Recognized in the Best paper Category of ONE division** (Aim to publish the full paper with additional co-authors in top-tier management journal)
- **Albertsen, R. R.** (2025). The Legitimacy–Commitment Paradox in Corporate Sustainability Strategy Formulation. *Business Strategy and the Environment*
- **Albertsen, R. R.** (2024). Outcomes of Paradox Responses in Corporate Sustainability: A Qualitative Meta-Analysis. *Business & Society*.
- **Albertsen, R. R., Ansari, S. (Shaz), Heucher, K., Krautzberger, M., Langley, A., Reinecke, P. C., Slawinski, N., & Vaara, E.** (2024). Strategizing Together for a Better World: Institutional, Paradox, and Practice Theories in Conversation. *Journal of Management Inquiry*

Book Chapters & Encyclopedias

- **Albertsen, R. R., Rasche, A., & Seidel, D.** (Forthcoming). Luhmann and SAP. *Elgar Encyclopedia of Strategy as Practice*.
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RESEARCH & TEACHING INTERESTS

Strategic collective decision-making in complex contexts and grand challenges, corporate sustainability, leadership development, paradox theory, digital responsibility, systems approaches, gender & diversity, novel research methods.

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EDUCATION

Ph.D. Organisational Theory & Corporate Sustainability

Copenhagen Business School, Denmark

M.Sc. in Leadership for Sustainability (2020)

Malmö University, Sweden

M.A. in International Law (2001)

Australian National University, Australia

B.Sc. in International Affairs (Cum Laude) (1998)

Florida State University, USA

TEACHING EXPERIENCE (See additional information in teaching portfolio)

Copenhagen Business School

- **Course Co-Developer and lecturer** – *Green Transition in the Public Sector (Master of Public Governance) (2023–Present)*
- **Course Co-Coordinator and lecturer** – *Sustainable Strategies (Master of Business Development) (2025)*
- **Course Coordinator and lecturer** – *Corporation in Society (BScBLC) (2022, 2023, 2025)*
- **Recurring Lecturer** – *Scandinavian CSR (BScBLC) (2022)*
- **Module development, supervision of case projects and Lecturer** – *Consulting for Sustainability (Cand Merc) (2022,2023)*
- **Original Module development and Lecture:**
Sports Marketing & Management,
Gender & Inequality in Sustainability (MScBLC),
Sustainable Business: Critical and Constructive Approaches (MScPHI)
- **Supervision** – *Multiple Masters and bachelor level*

CBS Executive Foundation - Faculty

- Sustainable Leadership and Transformation
- High Performance Leadership
- Company Specific Programs (Danske Spil)
- Master in Knowledge Management

INSEAD - Faculty (2025-)

- Lecturer, Leadership summer school, and customized leadership programs online and on Fontainebleau INSEAD campus: Hempel, Ahold Delhaize, PSTD/INSEAD program.
- Customized Leadership program SKF on site in Gothenburg.

LANGUAGES

Danish -Mother tongue

English -Fluent speaking and writing

Swedish/Norwegian -Understand and read

German -Intermediate conversational

French -Basic

Spanish -Basic

ACADEMIC SERVICE & COMMUNITY ENGAGEMENT

Organizer & Symposium Leadership

- **AOM Copenhagen 2025** – *Full-Day Pre-Conference on Practical Approaches to Paradox Teaching & Dissemination*
- **AOM Copenhagen 2025** invitation to speak on panels on research impact and research methods
- **AOM Seattle 2022** – *Symposium on Paradox, Institutional Theory & SAP in Grand Challenges*
- **Paradox Reading Group (Copenhagen, 2022)** – *In-Person Two-Day Workshop*

Dissemination impact activities

- Guest online lecture at Kent Business School -Advances in Qualitative research series: Invitation to present my approach to Qualitative Meta Analysis. (2025)
- Panellist - Proptech symposium -Biodiversity in the construction sector (2024)
- Panellist - CBS Green Business Forum -Dilemmas of sustainability in entrepreneurship (2024)
- Guest lecturer -Paradoxes in sustainability innovation and leadership, KEA (2024)
- Open lecture -CBS green week -Paradoxes of sustainability (2023)
- Key Notes, Play The Game Conference -Sustainability in sport, the paradox of transgender inclusion in sport (2024)
- Panellist - KL Miljø & Teknik conference -Sustainability in sport (2023)
- Panellist - KL Kultur og Fritid conference -Sustainability in sport (2023)
- Panellist - KMD Insights Conference in dialogue with former minister for the environment and EU commissioner Connie Hedegaard -The role of data in sustainability (2023)
- Moderator CBS Executive event with Alex Pedersen -Tour de France (2024)
- Panellist and moderator - Klima Folkemøde & Folkemøde -multiple topics (2016-)
- Guest lecturer -Gender and diversity in sport, University of Copenhagen (2023)

Memberships and volunteer service:

- **Academy of Management** (ONE & OMT divisions)

- **EGOS**
- **Paradox Reading Group** (Co-Chair 2023-2025)
- **Conference Roles:**
 - Co-organizer of Copenhagen hub & Abstract reviews, *Paradox Research Education and Practice (PREP) Conference* (2023)
 - Member, Program Committee & Abstract Reviews, *Play the Game Conference* (2023, 2025)
- **Ad-hoc Reviewer:** Academy of Management Learning, Business Strategy and the Environment, Journal of Business Ethics, Business & Society, Journal of Political Power, International Journal of Management Reviews, International Business review, PREP Conference, AOM Conference
- **Sounding Board Member:** *Research in Sustainable Business* at KEA (Copenhagen School of Design and Technology)

Other Roles:

- **The WHY Foundation** - Board member advising on ESG strategy and governance (2024- present)
- **Crossing Borders** -Advisory Board member (2020-present)
- **Danish Olympic Committee** -elected member for 4 years: Oversaw formulation of sustainability and DEI strategies for the Danish Confederation of Sport, The European Olympic Committee (EOC) and the Danish Football Association (DBU) (2021-2025)
- **DBU (Danish Football Association)** -member of the Sustainability Commission and the Governance Commission -Advising on sustainability, strategy and governance. (2023-present)
- **Play the Game** Member of the program committee for the annual conference, contribute to formulation of conference agenda, review conference abstract submissions regarding sustainability, safeguarding and DEI (2023-present)