

RASMUS JOHNSEN

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CBS Research Profile: research.cbs.dk/en/persons/rasmus-johnsen

Born: 19 September 1974

Research Interests

My research draws on continental philosophy and philosophical anthropology to examine how individuals, organizations, and institutions can navigate the tensions of the Anthropocene. A central concern is how sustainability challenges can be made democratically durable – not merely necessary, but genuinely desirable. I work at the intersection of craft theory, affect studies, and organization theory, exploring how material, aesthetic, and temporal experience can open new ways of imagining responsibility and legitimacy in the green transition. Current primary areas:

Slow Organizing & Democratic Sustainability	Slow organizing as an alternative to acceleration logics in the green transition. Brings together craft theory, affect studies, and posthumanist thought to explore how making, materiality, and emotion shape organizational responsibility – and how sustainability initiatives can generate legitimate, lasting popular support rather than defensively managed compliance. This includes attention to persistent tensions in the green transition – between growth and restraint, individual comfort and collective responsibility – and how design and organizing can hold these open productively rather than resolve them prematurely.
Time, Boredom & Hedonistic Sustainability	Cultural, historical, and organizational experiences of time – boredom, acceleration, and the search for “good time.” This work investigates how temporal structures shape well-being, meaning, and engagement, and connects to broader questions about what makes a sustainable life genuinely desirable rather than merely obligatory.
Adaptive Leadership & Complexity	Leadership as relational practice in conditions of uncertainty, drawing on adaptive and complexity theories. How leaders mobilize collective capacity, navigate value conflicts, and enable emergent solutions rather than impose top-down control.
Lifelong Learning & Executive Education	Rethinking the role of universities in lifelong learning and leadership development, bridging research and practice to design transformative executive education for navigating complexity, climate change, and personal transformation.

Education

2022	Emerging Leaders Program European School of Management and Technology (ESMT), Berlin, DE & Università Bocconi, Milan, IT
2015–2016	Ausbildung Evolutionsmanagement für Führungskräfte EVOCO GmbH, DE
2009	Ph.D., Self-Management and Performativity Copenhagen Business School, DK
2005	MA in Philosophy and Literature Roskilde University, DK
1999–2000	Studies in Philosophy Eberhard Karls University, Tübingen, DE

Professional Experience

2022–2025	Vice Dean for Lifelong Learning Copenhagen Business School, DK
2019–2022	Associate Dean for Lifelong Learning Copenhagen Business School, DK
2017–	Associate Professor Department of Business Humanities and Law (<i>formerly Department for Management, Politics and Philosophy, renamed 2021</i>), Copenhagen Business School, DK
2012–2013	Haniel Stiftung Fellow University of St. Gallen, CH
2011	Visiting Scholar CERMES 3, Paris Descartes & CREA, École Polytechnique, Paris, FR
2010–2017	Assistant Professor Department for Management, Politics and Philosophy, Copenhagen Business School, DK
2009–2010	Research Assistant Department for Management, Politics and Philosophy, Copenhagen Business School, DK
2008	Visiting Scholar CSISP, Goldsmiths College, University of London, UK

Research Grants & Project Involvement

2025–2028	EU Project: Self-Assessment Model for Universities Embracing LLL in Europe (SAMUELE) Horizon Europe
2024–2028	EU Project: EURopean Inclusive education for Digital society, social Innovation and global CitizEnship (EURIDICE) EURopean Inclusive education for Digital society, social Innovation and global CitizEnship
2023–2027	EU Project: Heritage in EuroPe: New tecHnologies in crAft for prEserving and innovaTing fUtureS (HEPHAESTUS)
2019–2023	Haniel Stiftung Grant – European Summer Academy Bringing together MA students from Universität St. Gallen, Copenhagen Business School, University of Bristol, Leuphana University Lüneburg, Ca' Foscari University of Venice, and Paris Dauphine University (with colleagues from Leuphana, DE & Uni. St. Gallen, CH)
2016–2018	Haniel Stiftung Grant – “The Business of Teaching” Faculty workshop series on future business school education
2012–2013	Haniel Stiftung Fellowship Fellowship for distinguished young scholars, University of St. Gallen, CH
2012	EU Project: European Union Lifelong Learning Program “CaseMaker: Innovative ICT-platform to enhance case-based teaching and learning”
2009–2013	Velux Foundation Project – Management of Self-Management (LAS) Department of Management, Politics and Philosophy, CBS

Selected Executive Teaching Experience

2025–	Leadership in Context Executive Master of Public Management, Course development, teaching
2024–2026	Founder to Leader Copenhagen School of Entrepreneurship (CSE), Copenhagen Business School – Teaching
2022–	Leadership – Creating and Driving Change Executive Master of Business Development, CBS – Course development, course responsible, teaching
2019–	Understanding Organizations – Self-Awareness and Personal Development Executive Master of Business Development, CBS – Course development, course responsible, teaching

2018–2020	Reflexive Leadership Global Executive MBA, Executive MBA, and Flex MBA, Copenhagen Business School – Teaching
2014–2017	Time, Boredom and Management Executive day-long course for CNN Network clients (e.g. Carlsberg, Coloplast, Centre for Leadership, GEA Process Engineering A/S)
2012–2018	Stress and Depression in Modern Day Work-Life Short executive training course for medical specialists (Psychiatry), Gentofte Hospital

Committees and Professional Associations

2023–2025	Founding Member – National Alliance for Lifelong Learning With industry, academic and union partners: Deloitte, Aarhus University (AU), Danish Industry (DI), and Academics
2023–2025	Member – EDUtech Europe Advisory Board
2021–2025	Member – EDU Forum Department for Business Humanities and Law, CBS
2021–2025	Member – DSEB Teaching Award Committee, CBS
2021–2025	Member – National Teaching Award Committee, CBS
2020–2024	Member – Study Board for Graduate Diploma in Business Administration, CBS
2019–2025	Member – Education Leadership Team (ELT), CBS
2017–	Member – Aspen Advisory Group Aspen Business in Society Program
2017–	Teaching Ambassador – Assistant Professor Programme (APP), CBS
2017–2023	Member – Advisory Board for Research in Blended Learning (RIBL), CBS
2015–2018	Director – European Haniel Program Faculty Workshop Series “The Business of Teaching 2016–2018”
2013–2016	Member – Study Board for BSc and MSc in Philosophy and Business Administration (FLØK), CBS

Awards

2017	Winner, Ethics and Social Responsibility category – <i>Case Centre Awards and Competitions</i> . Case: <i>Cult Girl: Responsible Management and Self-Management of Subjectivity at Work</i>
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Sample of Keynotes, Talks and Panels (external/internal)

2024	Talk: “CBS’ Model for Lifelong Learning” ALTO University Executive Education, Helsinki, Finland
2023	Talk: “CBS’ Model for Lifelong Learning” Hanken Executive Education, Helsinki, Finland Talk: “Individual Learning Accounts for Lifelong Learning,” Policy Development Workshop with Moderaterne/Danish Government, Danish Parliament Panel: “Innovative models for lifelong learning in higher education” (representing Danish Universities), eucen Policy Talks, European Parliament, Brussels Talk: “CBS Lifelong Learning,” Deloitte Denmark, CBS Talk: “CBS Lifelong Learning and the Master-reform,” Danish Ministry of Education, CBS Panel: “CBS Lifelong Learning,” EDUtech Europe, Amsterdam
2022	Keynote: “Talent, Potential and Lifelong Learning,” NOCA with Lundbeck, VELUX and GN Store Nord, CBS Talk: “CBS Kontinuum: CBS’ model for Lifelong Learning,” University of South-East Norway, CBS
2021	Talk: “CBS Kontinuum – CBS’ engagement model for lifelong learning,” CBS Executive Foundation, 23 September, CBS

- 2020 **Keynote:** "CBS Kontinuum – CBS' engagement model for lifelong learning," CBS Business Panel, 29 September
- 2019 **Keynote:** "CBS' model for lifelong learning," CBS Advisory Boards, 16 November, CBS

Selected dissemination activities

- 2025: Ingen stress. Flest forbinder adventstiden med hygge, fred og forventning. Presse/medie.
- 2025: Tid er ikke noget, man bare deler ud. Presse/medie.
- 2024: Du skal kede dig, hvis du skal skabe kunst. Presse/medie.
- 2024: Lifelong Learning indgår samarbejde med Station. Presse/medie.
- 2023: Lifelong learning - backbone or buzzword in future education?. Presse/medie.
- 2023: Kedsomhed er en truet art. Presse/medie.
- 2023: Med en mobiltelefon i lommen... Presse/medie.
- 2023: Fleksibelt arbejdsliv er mere end bare hjemmekontorer og opsigelser. Presse/medie.
- 2022: Vi begyndte først at kede os for 300 år siden - og måske er det snart slut. Presse/medie.
- 2021: Is boredom meaningless or can it actually be liberating? Presse/medie.

Selected Publications

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- Johnsen, R. & Gasparin, M. (2026). Craft and the Ethics of Consolation: Slow Organizing in the Anthropocene. *Philosophical Transactions of the Royal Society B: Biological Sciences*, 381(1942), 9 s.
- Johnsen, R. (2025). Uncontrollability and the Politics of Resonance: Hartmut Rosa on the Human Condition. *Ephemera: Theory & Politics in Organization*, 25(1), 273–282.
- Johnsen, R. (2022). "Busy Idleness": The Active and Moral Dimension of Boredom. *Organization*, 29(5), 806–815.
- Johnsen, R., Skoglund, A., Statler, M. & Sullivan, W. M. (2021). Management Learning and the Unsettled Humanities: Introduction to the Special Issue. *Management Learning*, 52(2), 135–143.
- De Cock, C., Johnsen, R. & Burø, T. (2020). Bolaño's Black Smoke: The Revelation of Horror in Organization. In C. De Cock, D. O'Doherty, S. N. Just & C. Huber (eds.), *Organization 2666: Literary Troubling, Undoing and Refusal* (pp. 151–169). Wiesbaden: Springer VS.
- Gersel, J. & Johnsen, R. (2020). Toward a Novel Theory of Rational Managerial Deliberation: Stakeholders, Ethical Values, and Corporate Governance. *Academy of Management Learning and Education*, 19(3), 269–288.
- Johnsen, R. (2019). Cruel Fairy Tales: The Ethico-politics of Whistleblowing: Mediated Truth-telling in Digital Cultures. *Ephemera: Theory & Politics in Organization*, 19(4), 883–888.
- Otto, B., Pors, J. G. & Johnsen, R. (2019). Hidden in Full View: The Organization of Public Secrecy in Miéville's *The City and the City*. *Culture and Organization*, 25(2), 91–103.
- Johnsen, R., Berg Johansen, C. & Toyoki, S. (2019). Serving Time: Organization and the Affective Dimension of Time. *Organization*, 26(1), 3–19.
- Holt, R. & Johnsen, R. (2019). Time and Organization Studies. *Organization Studies*, 40(10), 1557–1572.
- Monty, A. et al. incl. Johnsen, R. (2017). *Uddannelse til en accelereret samtid – nye ideer, ny læring*. København: Lederne.
- Johnsen, R. (2016). Boredom and Organization Studies. *Organization Studies*, 37(10), 1403–1415.
- Johnsen, R., Thaning, M. S. & Pedersen, M. (2016). Knowledge You Can't Google: Teaching Philosophy at the Business School. In C. Steyaert, T. Beyes & M. Parker (eds.), *The Routledge Companion to Reinventing Management Education* (pp. 374–386). Abingdon: Routledge.
- Johnsen, R. (2015). Kedsomhed: På sporet af den tomme tid. In I. G. Bo & M. Hviid Jacobsen (eds.), *Hverdagslivets følelser* (pp. 393–414). København: Hans Reitzels Forlag.
- Johnsen, R. & Berg Christiansen, M. (2015). Lidelsens billedbog. In S. Brinkmann & A. Petersen (eds.), *Diagnoser: Perspektiver, kritik og diskussion* (pp. 271–290). Aarhus: Klim.
- Johnsen, R. (2015). Lidelse under friheden til at være sig selv. *Bibliotek for Læger*, 207, 290–307.
- Raff nsøe, S. & Johnsen, R. (2015). Menneskelig motivation og værdiskabelse. In M. Gudmund-Høyer et al. (eds.), *Den humane vending* (pp. 245–289). Aarhus: Aarhus Universitetsforlag.
- Toyoki, S., Schwob, A., Hietanen, J. & Johnsen, R. (2013). Bringing the Body Back into the Study of Time in Consumer Research. In R. W. Belk et al. (eds.), *Consumer Culture Theory* (pp. 227–244). Bingley: Emerald.

- Johnsen, R. (2012). Gør det ondt at kede sig? *Arbejds miljø*, 28(4).
- Bramming, P. & Johnsen, R. (2011). Love Will Tear Us Apart: Transformational Leadership and Love in a Call Centre. *European Journal of International Management*, 5(1), 80–95.
- Johnsen, R. (2011). On Boredom: A Note on Experience Without Qualities. *Ephemera: Theory & Politics in Organization*, 11(4), 482–489.
- Johnsen, R. (2011). Weariness of the Self. *Ephemera: Theory & Politics in Organization*, 11(1), 93–96.
- Johnsen, R. (2010). Is Your Manager a Psychopath? In S. L. Muhr et al. (eds.), *Ethics and Organizational Practice* (pp. 181–198). Cheltenham: Edward Elgar.
- Johnsen, R. & Gudmand-Høyer, M. T. (2010). Lacan and the Lack of Humanity in HRM. *Organization*, 17(3), 331–344.
- Johnsen, R., Muhr, S. L. & Pedersen, M. (2009). The Frantic Gesture of Interpassivity. *Journal of Organizational Change Management*, 22(2), 202–213.
- Johnsen, R. (2009). *The Great Health of Melancholy: A Study of the Pathologies of Performativity*. Frederiksberg: Copenhagen Business School. (PhD series; no. 25.2009).
- Johnsen, R. (2008). Melancholy and the Somatic Subject of Stress Management. *Ephemera: Theory and Politics in Organization*, 8(1), 26–40.
- Johnsen, R. & Raff nsøe, S. (2008). Om viden, socialitet og immaterialitet. *Slagmark*, 52, 79–88.
- Johnsen, R. (2007). Er depression en social patologi? *Kritisk Forum for Praktisk Teologi*, 108, 27–36.