

# Signe Vikkelsø

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Copenhagen Business School  
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## Academic appointments

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|-----------|---------------------------------------------------------------------------------------|
| 2022–     | <i>Professor</i><br>Department of Organization, Copenhagen Business School.           |
| 2015–2021 | <i>Head of Department</i><br>Department of Organization, Copenhagen Business School.  |
| 2014–2021 | <i>Professor MSO</i><br>Department of Organization, Copenhagen Business School.       |
| 2007–2014 | <i>Associate Professor</i><br>Department of Organization, Copenhagen Business School. |
| 2003–2007 | <i>Assistant Professor</i><br>Department of Organization, Copenhagen Business School. |
| 1999–2003 | <i>PhD Student</i><br>Department of Organization, Copenhagen Business School.         |

## Education

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| 2003 | PhD in Organization Studies, Copenhagen Business School.        |
| 1998 | MSc in Social Psychology, University of Copenhagen.             |
| 1995 | BSc in Psychology, University of Copenhagen.                    |
| 1991 | BSc in Social Science and Danish Language, Roskilde University. |

## External research grants

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| 2024 | <i>Otto Mønsted Foundation: 210.000 DK</i><br>Three months guest professorship for Ulla Eriksson-Zetterquist (with Silviya Svejnova).                                                                                                                            |
| 2018 | <i>Independent Research Fund Denmark (FSE): 5.300.000 DKK</i><br>Co-applicant and participant in three-year project “Isomorphic difference: Familiarity and distinctiveness in national science and innovation policies” (with Alan Irwin and Jane Bjørn Vedel). |
| 2017 | <i>The Danish Industry Foundation: 2.200.000 DKK</i><br>Principal Investigator and co-applicant, two-year project “Ledelses-GPS til en ny tid: Fra komfortzone til konkurrencekraft” (with Henrik Holt Larsen).                                                  |
| 2017 | <i>Innovation Fund Denmark and Novozymes: 360.000 DKK</i><br>Co-applicant and co-author of Industrial PhD-scholarship on game-based change management methods (with Esben Langager Olsen).                                                                       |
| 2012 | <i>Juliane Marie Centre, Rigshospitalet: 1.300.000 DKK</i><br>Co-applicant for a PhD-scholarship on Lean-management in the hospital (with Peter Kjær).                                                                                                           |

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| 2012 | <i>Danish Cancer Society: 1.280.000 DKK</i><br>Application advisor and co-author on postdoc grant on organization of psycho- social care in cancer treatment (with Anne Roelsgaard).                                         |
| 2010 | <i>The Velux Foundation: 4.300.000 DKK</i><br>Co-Principal Investigator and co-applicant for three-year project "What Makes Organization?" (with Paul du Gay).                                                               |
| 2007 | <i>Falck Healthcare A/S and Forsknings- &amp; Innovationsstyrelsen: 360.000 DKK</i><br>Application advisor and co-author on Industrial PhD-scholarship on quality control of psychological services (with Mathias Pedersen). |
| 2003 | <i>Independent Research Fund Denmark (FSE): 3.200.000 DKK</i><br>Co-applicant and participant in three-year project: "Patienten i centrum" (with Peter Kjær and Anne Reff Pedersen).                                         |

## Boards and councils

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| 2025–     | <i>Stockholm Centre for Organizational Research (SCORE), Stockholm University</i><br>Member of Advisory Board.                                  |
| 2025–     | <i>Study Board for Master Programs in Organization, Strategy, Leadership &amp; People Chair</i>                                                 |
| 2025–     | <i>Independent Research Fund Denmark, Social Sciences (DFF/FSE)</i><br>Council member.                                                          |
| 2023–     | <i>CBS Adjunct Professor Assessment Board</i><br>Member.                                                                                        |
| 2022–     | <i>CBS Academic Council</i><br>Named Person.                                                                                                    |
| 2022–2024 | <i>Tietgen Prize Committee, DSEB</i><br>Member.                                                                                                 |
| 2021–2022 | <i>CBS Leadership Initiative</i><br>Academic Director.                                                                                          |
| 2017–2019 | <i>Swedish Research Council</i><br>Member of Review Committee for Economics, Economic History, Business Administration, and Economic Geography. |
| 2013–2015 | <i>Danish Cancer Society</i><br>Chair of Research Committee for Psycho-Social Cancer Research.                                                  |
| 2012–2014 | <i>Copenhagen Business School</i><br>Member of study board for Doctoral School of Organization and Management Studies.                          |
| 2010–2014 | <i>Center for Forskning i Cancerdiagnostik i Praksis, Aarhus University</i><br>Member of Advisory Board.                                        |
| 2009–2015 | <i>Danish Cancer Society</i><br>Member and chair (2013–15) of Research Committee for Psycho-Social Cancer Research.                             |
| 2009–2014 | <i>Academic Council, CBS</i><br>Elected member.                                                                                                 |
| 2008–2014 | <i>National Bibliometric Academic Group for Psychology</i><br>Member.                                                                           |
| 2007–2010 | <i>Master of Health Management, CBS</i><br>Member of study board.                                                                               |
| 2005–2010 | <i>Study Board for HA(psyk) og cand.merc.(psyk), CBS</i><br>Member and chair (from 2007).                                                       |

- 2005–2006     *Teknologirådet*  
Member of expert group in pervasive healthcare.
- 2003–2006     *Amanuensisrådet*,  
Member.

## Books

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- Vikkelsø, S. & P. Kjær (Eds.) (2026). *Klassisk og Moderne Organisationsteori*. 2nd edition. København: Hans Reitzels Forlag, 680 p.
- Nielsen, R., Hjalager, A.M., Larsen, H.H., Bévort, F., Henriksen, T.D. & Vikkelsø, S. (2018). *Ledelsesdilemmaer og Kunsten at Navigere i Moderne Ledelse*, København: Djøf Forlag, 220 p.
- Bévort, F., T. Duus Henriksen, A. Hjalager, H. Holt Larsen, R. K. Nielsen & S. Vikkelsø (Eds.) (2018). *Ledelsesdilemmaer: strejftog gennem faglitteraturen*. Frederiksberg: Copenhagen Business School, CBS, 2018, 228 p.
- Du Gay, P. & Vikkelsø, S. (2017). *For Formal Organization: The past in the present and future of organization theory*. Oxford: Oxford University Press, 224 p.
- Vikkelsø, S. & P. Kjær (Eds.) (2014). *Klassisk og Moderne Organisationsteori*. København: Hans Reitzels Forlag, 704 p.
- Vikkelsø, S. & Vinge, S. (Eds.) (2004). *Hverdagens Arbejde og Organisering i Sundhedsvæsenet*, København: Handelshøjskolens Forlag, 234 p.
- Svenningsen, S. (2004). *Den Elektroniske Patientjournal og Medicinsk Arbejde – reorganisering af roller, ansvar og risici på sygehuse*. København: Handelshøjskolens Forlag, 307 p.
- Svenningsen, S. (2003). *Electronic Patient Records and Medical Practice – reorganization of roles, responsibilities, and risks*. PhD Series 10.2003, København: Samfundslitteratur.

## Peer-reviewed articles

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- Knudsen, M. & Vikkelsø, S. (forthcoming). Organizational change, decision premises, and persistent misconduct: The Danske Bank money laundering scandal. *Management Decision*.
- Simonsen, T. & Vikkelsø, S. (2022). Organizational space as sites of contention: Unravelling relations of dis/order in a psychiatric hospital. *ephemera*, 22(1), 79–106.
- Vikkelsø, S., Skaarup, M.S. & Sommerlund, J. (2022). Organizational hybridity and mission drift in innovation partnerships. *European Journal of Innovation Management*, 25(5), 1348–1367.
- Irwin, A., Vedel, J.B. & Vikkelsø, S. (2021). Isomorphic difference: Familiarity and distinctiveness in national research and innovation policies. *Research Policy*, 50(4), 104220.
- Henriksen, T.D., Nielsen, R.K., Vikkelsø, S., Bévort, F., & Mogensen, M. (2021). A paradox rarely comes alone: A quantitative approach to investigating knotted leadership paradoxes in SMEs. *Scandinavian Journal of Management*, 37(1), online first.
- Du Gay, P. & Vikkelsø, S. (2018). Crabs in a bucket. *Organization*, 25(6), 841–844.
- Du Gay, P. & Vikkelsø, S. (2018). The sun also rises. *Journal of Cultural Economy*, 11(6), 602–607.
- Vikkelsø, S. (2016). Technologies of organizational analysis: Charting ‘organization’ as a practical and epistemic object. *STS Encounters*, 8(3), 1–15.
- Vikkelsø, S. (2015). Core task and organizational reality. *Journal of Cultural Economy*, 8(4), 418–438.
- Lezaun, J., Muniesa, F. & Vikkelsø, S. (2013). Provocative containment and the drift of social- scientific realism. *Journal of Cultural Economy*, 6(3), 278–293.
- Du Gay, P. & Vikkelsø, S. (2013). Exploration, exploration and exaltation: Notes on a metaphysical (re)turn to ‘one-best way of organizing’. *Research in the Sociology of Organizations*. 37, 249–279.

- Du Gay, P. & Vikkelsø, S. (2012). Reflections: the lost specification of 'change'. *Journal of Change Management*, 12(2), 121–143.
- Vikkelsø, S. (2012). The fragility of a robust therapeutic technique – the case of Bion's experience group, *Theory & Psychology*, 22(2), 213–233.
- Derksen, M., Vikkelsø, S. & Beaulieu, A. (2012). Social technologies – cross disciplinary reflections on technologies in and from the social sciences, *Theory & Psychology*, 22(2), 139–147.
- Vikkelsø, S. (2010). Mobilizing information infrastructure, shaping patient-centred care, *International Journal of Public Sector Management*, 23(4), 340–352.
- Vikkelsø, S. & Kjær, P. (2008). Redrawing boundaries within healthcare: Scandinavian Experience, *Journal of Health Organisation and Management*, 22(4), 325–330.
- Vikkelsø, S. (2007). Description as intervention: Engagement and resistance in actor-network analyses, *Science as Culture*, 16(3), 297–309.
- Vikkelsø, S. (2007). In between curing and counting: Performative effects of experiments with healthcare information infrastructure, *Financial Accountability & Management*, 23(3), 269–288.
- Winthereik, B. & Vikkelsø, S. (2005). ICT and integrated care: Some dilemmas of standardising inter-organisational communication, *Computer Supported Cooperative Work*, 14(1), 43–67.
- Vikkelsø, S. (2005). Subtle redistribution of work, attention, and risks: Electronic patient records and organisational consequences, *Scandinavian Journal of Information Systems*, 17(1), 3–30.

## Book chapters

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- Vikkelsø, S. (forthcoming). Formal organization. In Grothe-Hammer et al. (eds.), *Encyclopedia of Organizational Sociology*, Edvard Elgar.
- Knudsen, C. & Vikkelsø, S. (2026). Contingencyteori. In: S. Vikkelsø & P. Kjær (Eds.), *Klassisk og moderne organisationsteori*, 2nd edition. Hans Reitzels Forlag, pp. 121–146.
- Vikkelsø, S. & Langstrup, H. (2026). STS og organisation. In: S. Vikkelsø & P. Kjær (Eds.), *Klassisk og moderne organisationsteori*. 2nd edition. Hans Reitzels Forlag, pp. 315–339.
- Nielsen, R. K. & Vikkelsø, S. (2018). Ledelsesprincipper til en ny tid: Ledelsesdilemmaer og - paradokser. In: F. Bévort, T. Duus Henriksen, A. Hjalager, H. Holt Larsen, R. K. Nielsen & S. Vikkelsø (Eds.) *Ledelsesdilemmaer: Strejftog gennem faglitteraturen*. Frederiksberg: Copenhagen Business School, pp. 11–24.
- Du Gay, P. & Vikkelsø, S. (2014). What makes organization? Organizational theory as a 'practical science'. In: P. Adler, P. du Gay, G. Morgan & M. Reed (Eds.) *Oxford Handbook of Sociology, Social Theory and Organization Studies: Contemporary Currents*. Oxford: Oxford University Press, pp. 736–758.
- Knudsen, C. & Vikkelsø, S. (2014). Contingencyteori. In: S. Vikkelsø & P. Kjær (Eds.), *Klassisk og moderne organisationsteori*. Hans Reitzels Forlag, pp. 137–156.
- Langstrup, H. & Vikkelsø, S. (2014). Aktør-netværksteori og STS. In: S. Vikkelsø & P. Kjær (Eds.), *Klassisk og moderne organisationsteori*. Hans Reitzels Forlag, pp. 383–405. ['Actor network theory and STS'].
- Holten Møller, N. & Vikkelsø, S. (2012). The clinical work of secretaries: exploring the intersection of administrative and clinical work in the diagnosing process. In: J. Dugdale, C. Masclet, M.A. Grasso; J. Boujut & P. Hassanaly (Eds.) *From Research to Practice in the Design of Cooperative Systems: Results and Open Challenges*. London: Springer, pp. 33–47.
- Kjær, P. & Vikkelsø, S. (2010). Organisationssociologi. In: P. Tanggaard Andersen & H. Timm (Eds.) *Sundhed og sygdom – sociologisk set*. Hans Reitzels Forlag, pp. 163–190. ['Organizational sociology'].
- Vikkelsø, S. (2010). De elektroniske patienter – et kollektivt eksperiment med autonomi og automatik i sundhedsvæsenet. In: P. Kjær & A. Reff (Eds.) *Ledelse gennem patienten – nye styringsformer i sundhedsvæsenet*. Copenhagen Business School Press, pp. 131–152 ['The electronic patients – a

- collective experiment with autonomy and automatics in healthcare’].
- Vikkelsø, S. (2004). Brobygning med papir: ‘Den gode epikrise’ og den svære koordinering. In: S. Vikkelsø & S. Vinge (Eds.) *Hverdagens arbejde og organisering i Sundhedsvæsenet*, Handelshøjskolens Forlag, København, pp. 97–127. [Bridging with paper: the ‘good discharge letter’ and the difficult coordination’].
- Vikkelsø, S. & Vinge, S. (2004). Introduktion. In: S. Vikkelsø & S. Vinge (Eds.) *Hverdagens arbejde og organisering i Sundhedsvæsenet*, Handelshøjskolens Forlag, København, pp. 11–21.
- Vikkelsø, S. & Vinge, S. (2004). Optimeringsparadigmet og dets begrænsning. In: S. Vikkelsø & S. Vinge (Eds.): *Hverdagens arbejde og organisering i Sundhedsvæsenet*, Handelshøjskolens Forlag, København, pp. 23–42. [The optimization paradigm and its limitations’].
- Vikkelsø, S. og Vinge, S. (2004). Udforskning af arbejdspraksisser. In: S. Vikkelsø & S. Vinge (Eds.) *Hverdagens arbejde og organisering i Sundhedsvæsenet*, Handelshøjskolens Forlag, København, pp. 43–62. [‘Exploring work practices’].
- Svenningsen, Signe (2002). Informationsteknologi og medicinsk praksis – Hvordan undersøge IT's betydning for roller og relationer på et hospital? In: K. Kreiner & S. Scheuer (Eds.) *Forskning i praksis*, Nyt Fra Samfundsvidenskaberne, København. [Information technology and medical practice – how to investigate the consequences of IT for roles and relations at a hospital’].
- Svenningsen, Signe (1999). Succes og fiasko i produktudviklingsprojekter – Hverdagens organisatoriske læreprocesser. In: N.C. Nickelsen & M. Morsing (Eds.) *Vandring af viden. Værdier og erfaring på tværs i virksomheder*, Dansk Industris Forlag, København. [‘Success and failure in product development projects – everyday organizational learning processes’].

## Special issues in international journals

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- ”Social Technologies” (2012). *Theory & Psychology* (co-edited with Maarten Derksen & Anne Beaulieu)
- ”Re-Drawing Boundaries in Health Care” (2008). *Journal of Health Organisation and Management*. (co-edited with Peter Kjær)

## PhD supervision

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- Emiliano Barrios (main supervisor 2026– )
- Johanna Rungholm, IOA (co-supervisor 2025– )
- Aixa Aleman-Diaz, IOA (co-supervisor 2019–2023), *graduated*.
- Esben Langager Olsen, IOA (main supervisor 2018–2023), *graduated*.
- Mai-Brith Kempka, IOA (co-supervisor 2016–2020), *graduated*.
- Thorben Simonsen, IOA (co-supervisor 2016–2019), *graduated*.
- Amalie Hauge-Helgestad, IOA (main supervisor, 2013–2017) *graduated*.
- Mikkel Marfelt, IOA (co-supervisor 2013–2015), *graduated*.
- Mette Brehm Johansen, IOA (co-supervisor 2012–2017), *graduated*.
- Karin Strzeletz-Ivertsen, IOA (co-supervisor 2012–2013), *graduated*.
- Ninna Meier, ASB (co-supervisor 2011–2012), *graduated*.
- Mette Mogensen, LPF (co-supervisor 2010–2012), *graduated*.
- Naja Holten Møller, ITU (co-supervisor 2010–2011), *graduated*.
- Annegrete Juul Nielsen, IOA (co-supervisor 2009–2010), *graduated*.

Kathrine Hoffmann Pii, LPF (main supervisor 2009–2013), *graduated*.  
 Kirstine Zinck Pedersen, IOA (main supervisor 2009–2013), *graduated*.  
 Anne Roelsgaard Obling, IOA (main supervisor 2008–2011), *graduated*.  
 Mathias Pedersen, KU (co-supervisor 2008–2010), *graduated*.  
 Katia Dupret Søndergaard, DPU (co-supervisor 2007–2009), *graduated*.

## **Invited paper presentations and research stays**

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- (2026) “The rise, fall, and revival of formal organization”, Division of Industrial Engineering and Management, Uppsala University.
- (2020) Visiting scholar, SCANCOR, Weatherhead Center for International Affairs, Harvard University, February–May.
- (2019) “Reviving ‘task’ from The Tavistock Institute archives”. Paper Development Workshop. Academy of Management Annual Meeting, Boston.
- (2014) “Charting the fate of organization”, Capitalizing on Performativity Seminar, Ecole des Mines, Paris, October 16–17.
- (2014) “What makes organization?”, Department of Education, Aalborg University, May 8.
- (2013) “Moments of bewilderment: cases of contaminated realities”, ESF Exploratory Workshop on Affectivity and Liminality: Conceptualising the dynamics of suspended transition, Brighton, UK, 17–19 November.
- (2010) “Appropriate scales of anxiety – on the frail operation of a therapeutic technique”, Centre for Science, Innovation and Society, Saïd Business School, University of Oxford.
- (2007) “Dilemmas in standardising healthcare information infrastructures – experiences from Danish Experiments”, IT-Universitetet, Göteborg.
- (2007) “On dilemmas and pragmatics in standardising information infrastructures in healthcare”, Norges Teknisk-Naturvitenskapelige Universitet, Trondheim.
- (2006) “Shared care and electronic infrastructures”, National Center for Elektronisk Pasientjournal, Trondheim.
- (2003) “Elektronisk patientjournaler og reorganisering af medicinsk praksis”, Institut for Datalogi, RUC.
- (2001–2002) Visiting scholar, Laboratory for Comparative Human Cognition, UCSD University of California San Diego, September–March.

## **Refereeing and reviewing activities**

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### **PhD assessment committees**

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|------|-----------------------------------------------------------------------------------------------------------------------|
| 2023 | Member of assessment committee for Tine Tørseth, Department of Government, University of Bergen.                      |
| 2023 | Member of assessment committee for Emilie Hesselbo, Department of Business Administration, Lund University.           |
| 2015 | Member of assessment committee for Linus Johansson Krafves, Tema Teknik och Social Förändring, Linköping Universitet. |
| 2014 | Member of assessment committee for Johan Simonsen Abildgaard, Department of Psychology, University of Copenhagen.     |

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| 2011 | Chair of assessment committee for Birgitte Gorm Hansen, LPF, CBS.                                      |
| 2009 | Chair of assessment committee for Sara Malou Strandvad, IOA, CBS.                                      |
| 2009 | Member of assessment committee for Marie Sandberg, Department of Ethnology, University of Copenhagen.  |
| 2008 | Member of assessment committee for Marius Kousgaard Brostrøm, Center for Virksomhedsledelse, CBS.      |
| 2007 | Member of assessment committee for Glenn Munkvold, Norges Tekniske og Naturvitenskapelige Universitet. |

### **Assessment of academic positions**

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| 2026      | Chair of assessment committee for Professorship in Organization and Digitalization, IOA, CBS.                                                                                                                                                                     |
| 2025      | Member of assessment committee, PhD transformation of markets, IOA, CBS.                                                                                                                                                                                          |
| 2024      | Chair of assessment committee for Professorship in International Political Economy and Transnational Governance, IOA, CBS.                                                                                                                                        |
| 2024      | Member of assessment committee for Tenure-Track Lecturer in Business Organisation, Universitat Politècnica de Catalunya (UPC), Barcelona.                                                                                                                         |
| 2023      | Member of assessment committee for Postdoc in Political Economy, IOA, CBS.                                                                                                                                                                                        |
| 2022      | Chair for assessment committee for Associate Professorship in Organizational psychology/organizational development, IOA, CBS.                                                                                                                                     |
| 2019      | Member of assessment committee for Associate Professorship, Research Centre in Health Promotion, Roskilde University.                                                                                                                                             |
| 2016+2017 | Member of assessment committee for Senior Lecturer positions, Tema T, University of Linköping.                                                                                                                                                                    |
| 2015      | Member of assessment committee for Associate Professorship in Social Psychology of Worklife, Department of Psychology and Educational Studies, Roskilde University.                                                                                               |
| 2013      | Member of assessment committee for three Assistant/Associate Professorships in Social Studies of Innovation and Organization in Digital Societies, Digital Management, and Qualitative Approaches to Information Systems and Processes, IT-University Copenhagen. |
| 2011      | Member of assessment committee for Associate Professorship in Information Science, Department of Information and Media Science, Århus University.                                                                                                                 |
| 2010      | Chair of assessment committee for 11 PhD applications for the PhD scholarship: "Social Scientific Responsibility", IOA, CBS.                                                                                                                                      |
| 2008      | Member of assessment committee for Assistant Professorship in: "STS og system-design", Department of Information and Media Science, Århus University.                                                                                                             |
| 2007      | Chair of assessment committee for Assistant Professorship in "Organisationsudvikling", IOA, CBS.                                                                                                                                                                  |

### **Review of journal submissions**

Member of Editorial Board, Journal of Organizational Sociology

Reviewer at the following journals: Human Relations, Human Technology, Information Systems Research, Journal of Change Management, Journal of Cultural Economy, Journal of Health Organisation and Management, Journal of the History of the Behavioral Sciences, Journal of Management Studies, Journal of Organizational Design, Journal of Organizational Sociology, Organization Studies, Research Policy, Scandinavian Journal of Information Systems, Scandinavian Journal of Management Science as

Culture, Social Science and Medicine, Theory & Psychology.

### Research application reviewing

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| 2025–      | Member of Social Science Research Council, Independent Research Fund Denmark. (annual +200 applications)                                                                                                                        |
| 2017–2019  | Member of Review Committee for business administration, national economics, economic history, economic and cultural geography, statistics and demography at Swedish Research Council, Stockholm (appr. 150 annual applications) |
| 2009–2015  | Expert referee, Danish Cancer Society (annually 30-50 applications)                                                                                                                                                             |
| 2008– 2009 | Expert referee, Research Council of Norway                                                                                                                                                                                      |

### Conference organization

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| 2025 | Co-convenor of thematic sessions “Reconsidering Formal Organization”, <i>5th International Sociological Association (ISA) Forum of Sociology</i> , Rabat.              |
| 2019 | Co-convenor of subtheme “Formal Organization Today: Reconnecting with the Classics”, <i>Colloquium for European Group for Organization Studies (EGOS)</i> , Edinburgh. |
| 2017 | Co-convenor of Open Panel “Life and Death of Innovation Partnerships”, 4S Annual Meeting Boston.                                                                       |
| 2014 | Co-organizer of National Conference on Psychosocial Cancer Research, Hindsø, (52 accepted abstracts).                                                                  |
| 2013 | Co-convenor of subtheme: “On the Practical Life of Organization Theory”, XVIII International Sociological Association World Congress, Yokohama.                        |
| 2012 | Co-organizer of 4S & EASST Joint Conference 2012, Copenhagen (1750 participants).                                                                                      |
| 2012 | Chair of Scientific Program Committee, Joint Conference 4S & EASST 2012, Copenhagen (1743 submitted abstracts/1258 accepted).                                          |
| 2009 | Co-organizer and convener, Workshop on “Social Technologies”, Amsterdam (funded by Dutch Science Foundation).                                                          |
| 2007 | Co-organizer of 2nd DASTS-conference, Danish Association of Science & Technology Studies.                                                                              |
| 2006 | Co-organizer and subtheme convenor of Nordic Workshop on Health Management and Organisation: “Redrawing the Boundaries of Healthcare”, CBS.                            |
| 2004 | Convenor of subtheme: “IT som forandringsagent”, FLOS afslutningskonference, CBS.                                                                                      |
| 2003 | Co-convenor of subtheme: “Materialities of Organizing”, 19th Colloquium for European Group for Organization Studies, CBS.                                              |

### Teaching

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#### Program management

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| 2025–     | Head of Studies for Master Programs in Organization, Strategy, Leadership and People. |
| 2012–2015 | PhD Coordinator, Doctoral School of Organization and Management Studies.              |
| 2007–2010 | Program Manager, BSc & MSc Business Administration and Psychology.                    |
| 2007–2009 | Coordinator for 3rd semester, Cand.merc.(psyk).                                       |
| 2007–2011 | Coordinator for 2nd semester, Cand.merc.(psyk).                                       |

2004–2007     Coordinator for 4th semester, HA(psyk).

### **Program development**

MSc Business Administration and Psychology Program (cand.merc.psyk), including application to the Ministry (with Christian Knudsen and Tore Kristensen), CBS.

Semester design: 4th semester, BSc Business Administration and Psychology (HA.psyk), CBS.

### **PhD level teaching**

(2021, 2022, 2023, 2025) Teaching the PhD course: "Framing the PhD project: How to connect parts to a whole in a paper-based dissertation", CBS PhD School.

(2019) Teaching at the PhD course: "Problem-oriented innovation policy: Key organizational dynamics and issues", OMS, CBS.

(2016–2019) Teaching at the annual PhD course: "Methodology of Organizational Analysis", OMS, CBS.

(2005–2015) Teaching the annual PhD course: "Organisationsanalysers metodologi", OMS, CBS.

(2008– ) Teaching at the annual PhD course: "Perspectives in Organizational Analyses", CBS.

(2016) WiP discussant for Lone Christensen (LPF).

(2014) WiP discussant for Lars Lundemann (KU).

(2013) WiP discussant for Ida Danneskiold-Samsøe (IOA), Jane B. Vedel (IOA), Johan Abildgaard (KU).

(2012) WiP discussant for Marie Larsen Ryberg (LPF), Rasmus Ploug Jenle (IOA), Marie Henriette Madsen (IOA), Ib Tunby Gulbrandsen (IOA).

(2011) WiP discussant for Thim Prætorius (SDU), Morten Krogh Pedersen (IKL), Karin Strzeletz-Ifversens (IOA), Kristian Gylling (LPF), Ingrid Steinøen (DPU).

(2010) WiP discussant for Helene Ratner (LPF). (2009) WiP discussant for Mette Mogensen (LPF).

(2009) Teaching at PhD course "Pædagogik og materialitet", Danish Pedagogical University.

(2007, 2009, 2011, 2013, 2015) Teaching at the PhD course: "Organizing Agents and Institutions", CBS.

(2007) Teaching the PhD course: "Writing for conferences", POA, CBS. (2006) WiP discussant for Kasper Molin (IOA).

(2005) WiP discussant for Marius Kousgaard (CVL), Martin M. Nielsen (IOA).

### **Executive level teaching**

(2026) Teaching "Ledelse i en organisatorisk kontekst" og "Formelle og uformelle roller", March 25 and October 8, *CBS Executive*,

(2024, 2025) Developing and teaching "Research Management Course" (2x 6,5 days), *CBS Executive*.

(2021, 2022, 2023, 2024, 2025) Guest lecture, "Den formelle organiserings betydning", Master i Ledelse og Organisationspsykologi (LOOP), *Aalborg Universitet*.

(2014) Teaching one day "Mintzberg and organizational analysis", *Master of Public Administration*.

(2011, 2012, 2013, 2014) Teaching one day "ANT og ledelse af komplekse organisationer" at the Head doctor's management development program, "*Læge & Leder*", Hindsgavl.

(2011) Teaching the course "Ledelse af reform og forandringsprocesser", *Master of Public Governance*.

(2008) Teaching at Master Thesis workshop, *Master of Health Management*, CBS.

(2007) Teaching at *Master of Health Management Alumni Program*: "Gruppearbejde, personlig læring og ledelsesmæssig udvikling", Sørup Herregård 9/11.

- (2007) Teaching "Impression Management", *CBS Alumni Program*.
- (2006, 2007) Guest lecture at Master of Public Health: "IT og standardisering" and "Standarder og kvalitet", *Københavns Universitet*.
- (2007) Guest teaching at Master of Public Administration: "Teknologi og organisering", *Aalborg Universitet*.
- (2006, 2010) Supervising master theses, *Master of Health Management*.
- (2006) Teaching "IT og forandringsprocesser", *Overlægerne Ledelses- og Administrationsuddannelse (OLAU)*.
- (2006) Teaching the course "Refleksive ledelsespraksisser", *Master of Health Management*.
- (2005) Teaching the workshop "Tværfaglig workshop om akkreditering", *Master of Health Management*.
- (2005) Teaching the workshop "Gruppeprocesser i projektarbejdet", *Master of Health Management*.
- (2005, 2007, 2009) Teaching the course: "Organisering i sundhedsvæsenet", *Master of Health Management*.
- (2003) Guest teaching, "Informationsteknologi og organisering", *Master of Public Administration*.
- (2003) Teaching MPA-elective "Reorganiseringprocesser i sundhedsvæsenet", *Master of Public Administration*.
- (2003) Guest teaching "Informationsteknologi og organisatorisk forandring" at Masteruddannelsen i Sundhedsinformatik, *Aalborg Universitet*.

### **Master level teaching**

- (2008–2014) Teaching the course "Academic Internship", Cand.merc.(psyk), CBS.
- (2012–2013) Supervision of master thesis: "Effects of electronic patient system at Frederiksberg Hospital", Cand.merc.sol.
- (2010–2011) Teaching the course "Forandringsprocesser", Cand.merc.(psyk).
- (2009) Supervising the master thesis "Narrative processes at a hospital ward", Cand.merc.(psyk).
- (2008–2011) Supervising groups in "Integreret miniprojekt i forandringsledelse og psykologiske interventionsmetoder", Cand.merc.(psyk), CBS.
- (2008) Teaching the course: "Interventionsmetoder i psykologien", Cand.merc(psyk), CBS.
- (2007) Supervision of master thesis "Selling health-IT services at IBM-ACURE", Cand.merc.hrm.
- (2006) Teaching at the course: "IKT og organisatoriske effekter", Cand.merc(kom), CBS.
- (2005) Guest teaching "Aktør-netværksteori og empiriske undersøgelser", Forvaltningsudd., RUC.
- (2005) Guest teaching "Ny it i sundhedsvæsenet". Medicinsk Sociologi, 9. semester. Panum Institutet.
- (2003) Teaching elective course: "Teknologi, politik og forandring". Cand.merc.
- (2003) Guest teaching "Informationsteknologi og organisatorisk forandring". Institut for Informations- og Medievidenskab, Aarhus Universitet.
- (2003) Teaching at SOL-linjen: "Feltmetode som analysestrategi", Cand.merc(sol).

### **Bachelor level teaching**

- (2025) Supervising MA-thesis, cand.merc.(psyk), Britt Bjerre Handberg.
- (2021–) Course coordinator and teacher, "Ledelse af teams og processer", HA-pro, CBS.
- (2008, 2009, 2010, 2011) Teaching at basic course in psychology "Social konformitet og gruppedynamikker, HA-psyk, CBS.

(2006, 2007) Introduction to "Virksomhedens analyseprocesser", HA-psyk. 4.semester, CBS.  
(2006) Teaching at "Organizational Behavior", BA (information management), CBS.  
(2006) Teaching "Introduktion til virksomhedens kommunikationsprocesser", HA-psyk, CBS.  
(2006) Supervising 3 groups in integrated group project, 4. Semester, HA-psyk, CBS.  
(2002) Teaching "Organisatorisk læring", storholdsforelæsning, HA-organisation, CBS.  
(2000, 2002) Supervising 20 group projects in organizational analysis. HA-Organisation, CBS.  
(2000, 2002) Teaching the course: "Organisationsteori og-analyse". HA-Organisation, CBS.  
(1999) Guest teaching "Grounded theory som kvalitativ analysemetode". Psykologiens forskningsmetoder, Institut for Psykologi, KU.

## Conference presentations

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4S & EASST Joint Conference 2008, 2012, 2024  
4S Annual Meeting 2011, 2017  
Academy of Management Annual Meeting 2019  
DASTS Annual conference 2007, 2008, 2009, 2010  
EASST Conference 2008  
EGOS Colloquium 2001, 2003, 2008, 2009, 2013, 2019  
ISA International Sociological Association Conference 2012, 2014, 2025  
SASE 2024  
SCANCOR Conference 2023, 2024  
Workshop on Social Technologies, KNAW, Amsterdam 2009  
Nordic Conference on Health Management and Organisation, 2006, 2007, 2008  
International workshop on infrastructures in healthcare, DTU 2006  
Dansk Selskab for Medicinsk Informatiks årsmøde 2006  
Sundhedsfagligt Forum 2006  
Dansk Sundhedstjenesteforsknings Årsmøde 2005  
Performance Auditing Workshop, Schæffergården 2005  
Workshop on Practices of Intervention and Assessment in Action-Oriented STS, 2005  
FLOS afslutningskonference 2004  
European Seminar on Electronic Infrastructures in Healthcare, Erasmus University 2002  
European Conference of the International Society for Literature and Science, Aarhus 2002  
European Consortium for the Learning Organization, Torino 1998.

## Public communication activities

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### Interviews to public media

"Hun stod midt i orkanens øje i AL Sydbank-fusionen", *Børsen*, 05/06/2026  
"Duedahl har fyret, lukket og stillet sit eget hold: Det virker som et opgør", *Food Supply*, 02/06/2026  
"Danske medarbejdere er meget tilfredse med deres ledere: Coronakrisen er et vidnesbyrd om hvorfor",

Børsen, 17/04/2026.

"Ekspert kritiserer Novo Nordisk efter fyringer", *Frederiksborg Amts Avis*, 02/09/2025.

"Mærsk nye stabschef-rolle bliver stadig mere relevant i store selskaber", *Shippingwatch.dk*, 01/09/2025.

"C25-kæmper i stormvejr: Sådan leder man en virksomhed gennem krise", *Børsen*, 31/08/2025.

"Fyringer og forandring i dansk erhvervsliv »slider på folks helbred«", *Jyllandsposten*, 29/08/2025.

"Usikkerhed om fyringer i Novo Nordisk: Fagforeninger advarer om mistrivsel og medarbejderflugt", *Jyllands-Posten*, 27/08/2025.

Ledere mister bonuspenge, hvis de ikke er gode for deres medarbejdere", *DR.dk*, 22/08/2025.

"Dårlig opførsel blandt ledere kan koste dem deres bonusser", *DR – P1 Morgen*, 22/08/2025.

"Mette og kollegerne mister direktør og leder-titler: - Jeg har skullet afgive noget", *Erhvervplus.dk*, 14/06/2025.

"To danske topchefer fyret på få uger: Sådan rammer det organisationerne", *Børsen*, 21/05/25.

"Bekymring fra centralt hold: Ansatte kan ende i krydspres med ny partnermodel. *Uniavisen*, 24/05/24.

"To direktører - galt eller genialt?" *Licitationen - Byggeriets Dagblad*, 19/04/24.

"Hvad er der galt i forsvaret?" *DR P1 Morgen*, 13/04/2024.

"Ufattelig svingdør", *Ekstra Bladet*, 08/04/2024.

"Konsulenter, der nedbrød forsvaret og Skat, er tilbage", *Politiken*, 06/04/2024.

"Faneflugt og mandefald i forsvarets cheflag er et selvstændigt problem", *Politiken*, 04/04/2024.

"Vores fordel er, at vi ikke kan fyre i hinanden". *Arkbyg*, nr. 2, 22/03/2024.

"Konsulenter har ansvaret for sammenbrud i Skat og Forsvaret", *Politiken*, 28/01/2024.

"Først Skat, så forsvaret: Efter 10 år var de sparet halvt ihjel", *Politiken*, 28/01/2024.

"Prisvindende ngo-chef overlevede sag om betændt arbejdsmiljø: Nu bliver hun igen beskyldt for "grotesk dårlig ledelse", *Altinget.dk*, 11/2/2022.

"Professor: "Pseudoarbejde skyldes sjældent bureaukrati, men snarere dårlig ledelse", *F5*, 09/12/2021.

"4 grunde til at forandringer på jobbet giver dårlig trivsel", *Djøfbladet*, 28/4/2021.

"Den svære samtale: Husk at have en løsning med chefen", *Samdata*, 26/01/2021.

"Professoren: Administration er ikke bullshit", *Djøfbladet*, 11/1/2020.

"WWF-general under beskyldning: 28 ansatte stoppet på to år", *Altinget*, 29/06/2019.

"Professor revser ledelsen i LGBT Danmark: De har handlet uansvarligt", *Altinget*, 10/05/19.

"Nye regler på CBS forbyder flyrejser til Hamborg, Berlin og Stockholm", *Magisterbladet*, 4/10/2019.

"Hvordan tager man frokostpausen fra forskere?" *ForskerForum*, 30/01/2018.

"Truslen om 2019 – Medarbejderne frygter flere fyringer", *Uniavisen*, 19/5/2016.

"Lederne: Vi lytter. Ansatte og studerende: I hører os ikke", Interview i *Universitetsavisen*, 12/06/2014

"Internettet ændrer lægens rolle", *P1 Orientering, DR*, 25/6/2013.

"Narcissisme er blevet en folkesygdom", *Kristelig Dagblad*, 30/11/2012.

"Kæmp med og ikke mod de kombattante patienter", *Forkant*, september, DanskSygeplejeråd, 2012.

"Den dybe tallerken er opfundet 18 gange", *JyllandsPosten*, 7/12/2010.

"En indflydelsesrig placering i sundhedsvæsenet", *DL-Magasinet* nr. 9 2009, s.24-25.

"Vi skal over et bjerg af bagateller". Interview i: *Hvad med Sundheden? Debathæfte om fremtidens sundhedsvæsen*. Sundhedsstyrelsen, s. 15, 2009.

Interview til artikel om cyberkondri i Dagbladenes Nyhedsbureau, August 2009, Skive Folkeblad, Sjællandske Medier, Midtjyllands Avis og Lolland-Falsters Folketidende.

“Socialt samvær: Vis ansigt på Facebook”, *Politiken*, Lørdagsliv, 27/12/08.

“Spilleregler på nettet: Emma Gad version 2.0”, *Berlingske*, 12/1/08.

“Brugen af Netdoktor”, *Nova FM*, 14/11/08.

“Netlægen gør dig syg”, *BT*, 14/11/08.

“Gravide viser maver på nettet”, Webmagasinet *Navlestreng.dk*, 01/08/2008.

“Ledende sygeplejersker under pres”, *Forkant*, nr. 17 2007, Dansk Sygeplejeråd, s. 14-18.

“Pervasive Computing”, *Magasinet I Morgen*, december 2006, Rambøll.

“Sværere at strømline et sygehus”. Interview i Effektive sygehuse til debat. *Rapport fra Sundhedsfagligt Forum*. 2006, Amtsrådsforeningen.

“Rutiner bremser indførelse af epj på sygehuse”, *Dagens Medicin*, 1/4/2005.

“Sygeplejefaglige værdier under pres”. *Dansk Sygeplejeråds LederInfo*. Marts 2005.

“Papirløse hospitaler begår færre fejl”, *Mandag Morgen*, nr. 41, 2004, s. 52-57.

“Læger bremser elektroniske patientjournaler”, *Computerworld*, 29/10/2004.

“EPJ fører til nye fejl”, *Kommunalbladet*, nr. 12, 01/07/2004, s. 18-19.

“Digitale patientjournaler giver læger problemer”, *Computerworld*, nr. 38, 24/10/2003, p. 1.

“Overdreven tiltro til patientjournaler”, *Computerworld*, nr. 38, 24/10/2003, p. 19.

“Nye svære krav til sygehuslæger”, *Computerworld*, nr. 38, 24/10/2003, p. 18.

## Official reports and articles in public media

(2025) Pedro Monteiro & Signe Vikkelsø: Charts took the guesswork out of organisations, *Letter*, *Financial Times*, 03/05/2025.

(2024) Signe Vikkelsø, Alan Irwin & Sunny Mosangzhi Xu: Byd forskerånden velkommen i virksomheden, *Børsen*.

(2021) Sommerlund, J. & S. Vikkelsø: Forskere: Forskningspartnerskaberne må have disse tre vigtige ting for øje, *Altinget.dk*, 9/11/2021.

(2017) Bossen, C., Holten Møller, N.L., Bertelsen, P. & S. Vikkelsø: Lægesekretærers rolle i digitaliseringen overseas, *Dagens Medicin*, No. 6: 16.

(2016) Nissen, Aa. & S. Vikkelsø: Inddragelse af patientrepræsentanter i forskningsudvalg: Erfaringer fra Kræftens Bekæmpelses Knæk Cancer puljer, *Tidsskrift for Dansk Sundhedsvæsen*, 92(6), 28-33.

(2006) S. Vikkelsø et al.: Sundhedsydelser med it – pervasive healthcare i den danske sundhedssektor. Rapport fra arbejdsgruppe om pervasive healthcare. *Teknologirådets rapporter* 2006/11, Teknologirådet.

(2006) S. Vikkelsø: Dilemmaer i standardiseringen af EPJ. Artikel i *Medicinsk Teknologi & Informatik*, nr. 4, Scanpublishers.

(2006) S. Vikkelsø, B.R. Winthereik & K. B. Bøving: Hvad er problemet med EPJ? Kronik i *Computerworld* 19/05/2006.

(2006) S. Vikkelsø: Beskrivelse er også intervention. Artikel i *CHM Nyhedsbrev*, 1 juni 2005, Center for Health Management, Copenhagen Business School, s. 9.

(2003) S. Svenningsen: EPJ og organisatorisk forandring. Artikel. *FLOS Nyhedsbrev*, januar, 5-6.

(2002) S. Svenningsen: Elektronisk patientjournal og sundhedsfaglig praksis. Artikel. *FLOS Nyhedsbrev*, juni, 2002, s. 10-11.

(1998) S. Svenningsen: Læring kræver ikke trylleformularer. Artikel. *HRM i Industrien*, Dansk Industri, København, 1998, nr. 3/98.

(1998) S. Svenningsen & Janne Albertsen: *Uden fejl lærer vi ikke*. Kronik. *Morgenavisen Jyllandsposten*, 14/9.

## Public presentations

(2026) "Leading concurrent changes: An organizational perspective on leading simultaneous change", CBS Leadership Forum, 21/06/2026.

(2024) "Struktur og kultur i et ændringsperspektiv". Oplæg for *CBS Studieadministration* (130 personer), Nationalmuseet.

(2022) Presentation: "Ledelsesdisciplinens historie og nutidens ledelsesdilemmaer", VL- gruppe *The Breakfast Club*, Egelund Slot.

(2022) Presentation: "Lederens vejgreb: Genopdag den formelle organisations betydning!", *Den Offentlige Lederkonference*, 7/11, Horsens.

(2020) Presentation: "Organisationsformer – hvad virker og hvordan?", *Center for Ledelse*, 22/1.

(2019) Presentation: "Spilder vi tiden, når vi går på arbejde", Gå-hjem-møde DJØF, 25/2.

(2017) Presentation: "Purpose-driven organizations", for *VL86-gruppe*. Intertrust A/S, Copenhagen.

(2016) Presentation and discussion "Struktur, organisationsdesign og HR", Oplæg for HR- ledere og partnere, *Impactt*, Radisson, Copenhagen, 23. september.

(2014) Panel discussant at "Medbestemmelse og medinddragelse i universiteterne", conference arranged by *Akademikerne, Danske Universiteter og De Studerendes Fællesråd*.

(2013) Presentation at *Regional Meeting for General Practitioners* "Meeting the electronic patient", Roskilde Sygehus.

(2011) Panel discussant at Universitetskonferencen "Tid til tillidsreform af universiteterne: Frihedsgrader og fælles ansvar", *Akademikernes Centralorganisation og Københavns Universitet*.

(2009) Presentation at open annual seminar: "The afterlife of experiments in social psychology", The consulting firm *HR7*.

(2009) Panel discussant, *Ledende Lægesekretærers Årsmøde*, Hotel Nyborg Strand.

(2007) Presentation for the Governing Board for the merging of Skejby and Århus Hospitals, *Region Midt*: "Informationsinfrastrukturerer og lærende fællesskaber".

(2007) Presentation: "EPJ og effektmålinger", *Dansk Forum for Sundhedstjenesteforsknings Årsmøde*.

(2006) Presentation "GEPJs mange formål og uvisse skæbne", *Health IT-workshop*, ITU.

(2006) Presentation at debate meeting "Computerkraft i kroppen – Sund IT? Om Pervasive Healthcare i den danske sundhedssektor", *Medicins Museion* 7. juni 2006.

(2006) Presentation: "EPJ: Status og erfaringer", General Assembly for *Danish Association for Clinical Telemedicine*.. Gentofte Amtssygehus, 18. maj.

(2005) Presentation: "Strategier for sammenhæng i sundhedsvæsenet", *V-CHIs årsmøde*, Ålborg Universitet.

(2005) Presentation: "EPJ og organisatorisk forandring", *Bornholms Centralsygehus*.

(2005) Presentation: "Hverdagens arbejde i sundhedsvæsenet", *FLOS-konference*, Århus Amt.

(2004) Presentation: "ANT som forskningsstrategi", *Dansk Institut for Sygehusvæsen*.

(2003) Presentation: "Medical Practice After the Introduction of Electronic Patient Record: How to Learn

From Hidden Consequences?", *Carelink-seminar*: "Kan vi värdera effekterna av IT-satsningar inom vården?", Stockholm.

(2003) Presentation: "EPJ og standardpatientforløb", *Bispebjerg Hospital*.

(2003) Presentation: "EPJ og sundhedsfaglige praksisser", Offentlig halvdagsseminar i FLOS-regi, *Handelshøjskolen i København*.

(2003) Presentation: "EPJ og forskydninger i arbejdsgange og faglige roller". Temamøde om indførsel af elektroniske patientjournaler, *Psykiatrilædelser i Danmark, Sct. Hans Hospital*.

(2002) Presentation: "Hvordan analysere teknologiens organisatoriske konsekvenser?" Temadag i østdansk Medicinsk Teknologivurderings-netværk på *Hvidovre Hospital*.

(2002) Presentation and panel discussant: "Hvordan ændres arbejdsgange og tværfagligt samarbejde efter indførelse af EPJ? Dansk Selskab for Medicinsk Informatiks møde om "Tværfaglighed - eller bare fælles EPJ?", *Odense Universitetshospital*.

(2002) Presentation and panel discussant: "Den elektroniske patientjournal og konsekvenser for sundhedsfaglig praksis". *Teknologirådets Ekspertpanel*, United Spaces, København.

(2002) Presentation: "EPJ og omorganisering af sundhedsfaglig praksis". *Dansk Selskab for Medicinsk Informatiks årsmøde*: "Hvordan kan man vurdere nytteværdien af IT-systemer i sundhedssektoren? Scanticon Middelfart.

(2000) Presentation: "Elektroniske patientjournaler på arbejde: dilemmaer og praktiske konsekvenser". Samarbejde og Udvikling i Sundhedssektoren, *SUS-konferencen*, Odense Congress Center.