

Studielektor
Cand.phil., Aarhus Universitet, 1977

Basic training/ education

- MA., University of Aarhus, Institute for Political Science (Social Studies with special emphasis on organizations, sociology and social psychology) Feb. 1977
- Baccalaureate, Academy of Aarhus, 1970
- Maritime exam, Kogtved nautical training college, June 1965

Professional/ industrial/ work experience

- Teaching associate professor, University of Aarhus, Feb. 2011 - pt
- External lecturer University of Aarhus and University of Southern Denmark (Aug. 2002-Jan. 2011)
- Project manager, Center for Organizational Learning, Danish Technological Institute, June 2002 – Dec. 2003:
- PHD-student, Aarhus School of Business, Institute for Management and Leadership, Dec. 1999 – May 2002
- Danish Technological Institute, Center for Organization and Management Apr. 1992 – Dec. 1999:
 - Participant as a consultant and phd researcher in the Center for Organizational Learning, Dec. – 1999- May 2002:
 - senior consultant, Feb. 1999 – Dec. 1999:
 - head of center 1996 – 1998:
 - senior consultant 1992 – 1996:
 - Chief personnel officer, Arhus Flydedok A/S (shipyard), Jan. 1989- Apr. -92
 - Consultant/management coach, 'Bøgehøj' (Center for Management Development, Danish Employers' Confederation, Feb. 1985- Jan. 89
 - Directorate of Labor and related departments as careers advisory officer, consultant, deputy head of department head of a department, 1978-1984
 - Academy of Aarhus, high school teacher of social studies, history and classical studies, 1973-77
 - Military and non-commissioned officer in the Royal Danish Navy, Feb. 1966 – Aug. 68.
 - Mate Apprentice and first trainee at ship-owners J. Lauritzen A / S, Jul. 1964 – Feb. 1966.

Supplementary training as a consultant, manager and teacher

- Autorité, Leadership et transformation, Sous-séminaire d'application, Forum International de l'innovation Sociale, 1996
- Autorité, Leadership et transformation, Sous-séminaire de transition, Forum International de l'innovation Sociale, 1995
- Authority, Leadership and Organization, Working Conference, Tavistock Institute of Human Relations, Group Relations Training Programme, the Tavistock Clinic Foundation, 25. Marts - 17. April 1993
- The National Conference and Exposition, American Society for Personnel Administration, Boston 1989
- Performance through people, Ashridge Management College, 1987
- Various courses in management with a view to developing own management function, 1981-85
- Mercantile course in strategic management of service companies, 1984
- Train the Trainer in "Situational Leadership" , Blanchard Management Development Corp., 1984
- Go Online. Course in blended learning, spring 2013. In connection with this course, I have made 9 video lectures to the ITKO course in Organization and Management forms in order to make room for more hands-on training of the concepts.

Consultant experience (Consultation, Education and Training)

- Develop and implement organizational development programs strategic level, i.e. clarification of the overall strategy proportionate to market / environment, technology, personnel and organizational and management strategy
 - Develop and implement area and departmental goals and plans
 - Develop and implement leadership training courses for managers at all levels to support the desired organizational development
 - Participated in the development and implementation of a series of courses for a total of four weeks in HRM with special emphasis on the HR function seen in a strategic perspective (in Danish Employers' Confederation auspices).

PHD-courses, Dec. 1999 – May 2002

- Organizational theory Classics, Department of Organization and Industrial Psychology, Copenhagen Business School
 - Post Positivist Qualitative Research and Data Analysis, Department of Sociology, University of Copenhagen
 - Institutional organizational analysis, Department of Organization and Industrial Psychology, Copenhagen Business School
 - Modern Sociological Theory, Department of Management, Education and Philosophy, Copenhagen Business School.
 - EDAMBA Summer School, Chateau de Bonas, France
 - Qualitative Research Methods', Department of Organization and Management, Aarhus School of Business

Educational activities at Aarhus Business School/University of Aarhus and University of Southern Denmark

- Development and implementation of the elective course *Managing Teams* in HD-1
- Development and Teaching at ITKO (master thesis course) in *Organization and Management Forms*
- Development and teaching in the elective course "*Organizing Processes in Small Firms*"
- Lectures at the undergraduate course "*Behavior in Organizations*"

- Lectures on the Bachelor of Language Faculty in *Organization*
- Lectures and exercises in *Organizational Psychology* at BMCC, linguistic faculty
- Master of Business Administration (SOL) as a guest lecturer on the subject "*Process consultation*". Consultation Principles in the Tavistock tradition
- Participation in the development and implementation of prerequisite course Master of Business Administration (SOL): *Management and organization processes*, spring 2003.
- Participation in the preparation and implementation of a 3-day module as a learning lab. MBA team 1999. *Change Management*
 - Thesis and master thesis supervision on ITKO and HDO and MBA (large number)
 - Supervision: Behavior in Organizations
 - Midterm supervision and exam. in the subject Organizational Design
 - Supervision and examination of HDO seminar

Writings

- *Giddens and Organizational Learning, working paper for phd course in Modern Sociological Theory*, Department of Management, Education and Philosophy, Copenhagen Business School.
- *Emotions in institutions. The fourth pillar in institutional theory? Working paper for PHD course in Institutional Organization Analyses*, Department of Organization and Industrial Psychology, Copenhagen Business School
- *Dynamic theories of organizational learning / learning organization*, paper for *Organization* at Center for Communication, University of Aarhus.
- Chronicles and articles in newspapers in public debate

Other Writings

- PHD Thesis proposal concerning organizational learning
- Like most teachers I have for my teaching over the years made quite a lot of material in the form of short or long articles on topics in organization, management, teamwork, behavior, personnel management, Personnel Department's functions etc...

Seneste publikationer

- [Udgivet](#)

[Epithelial glycoprotein-330 mediates endocytosis of plasminogen activator-plasminogen activator inhibitor type-1 complexes](#)

Forskning - peer review › Tidsskriftartikel