

**Curriculum Vitae**  
**INGER G. STENSAKER**  
**August 2021**

**EDUCATION & WORK EXPERIENCE**

2010-	Professor of Strategic Change, Dept. of Strategy and Management, NHH Norwegian School of Economics, Bergen
2015-2017	Dean of Executive Education, NHH, Bergen
2003-2010	Associate Professor of Strategy, Dept. of Strategy and Mgmt, NHH
2002-2003	Post Doc, SNF, Mobile Communications Project
1997-2002	Dr.Oecon.(PhD) Dept. of Strategy & Management, NHH
1995-1997	Master of International Business (MIB), NHH
1990-1995	Quality Assurance Coordinator and Secretary at Chemco A/S, Bergen
1986-1989	Bachelor of Science (Political Science), Vanderbilt University, USA

**Academic Profile:** Strategic and organizational change processes, strategy implementation, change management, middle management change agency, reactions to change, capacity for change, sensemaking theory, identity theory, qualitative methods, real-time process research.

**SELECTED ACADEMIC PUBLICATIONS (INTERNATIONAL)**

Friessl, M., Stensaker, I. & Colman, H.L. 2020. Strategy Implementation: Taking Stock and Moving Forward. *Long Range Planning*. Conditional accept.

Stensaker, I. G., Balogun, J., & Langley, A. 2020. The Power of the Platform: Place and Employee Responses to Organizational Change. *The Journal of Applied Behavioral Science*, 0021886320933736.

Schwarz, G. M., & Stensaker, I. 2020. Researching a Pandemic: Letting COVID-19 Drive Our Research. Editorial, *Journal of Applied Behavioral Science*.

Stensaker, I. 2020. Call for Contributions to Methodology Corner. *The Journal of Applied Behavioral Science*, 56(3), 367-369.

Grogaard, B., Colman H.L. & Stensaker, I.G. 2019. Legitimizing, Leveraging and Launching: Developing Dynamic Recombination Capabilities in the MNE. *Journal of International Business Studies*, 1-21.

Sverdrup, T. & Stensaker, I.G. 2018. Restoring Trust in the Context of Strategic Change. *Strategic Organization*, Vol. 16(4): 401-428.

Schwarz, G. & Stensaker, I.G. 2016. Showcasing Phenomenon-driven Research on Organizational Change. *Journal of Change Management*. Special issue on PDR.

Stensaker, I. & Gooderham, P. 2015. Designing Global Leadership Development Programs That Promote Social Capital and Knowledge Sharing. *European Journal of International Management*. Vol: 9(4): 442-462.

Schwarz, G. & Stensaker, I.G. 2014. Time to Take Off the Theoretical Straightjacket and (Re)-Introduce Phenomenon-Driven Research. *Journal of Applied Behavioral Science*. Vol 50(4): 478-501.

Schwarz, G. & Stensaker, I.G. 2014. Progress in Evidence: You Can't Always Get What You Want. Commentary in *Journal of Applied Behavioral Science*. Vol 50(1): 34-39.

Olsen, T.H. & Stensaker, I.G. 2014. A Change Recipient Perspective on Training During Organizational Change. *International Journal of Training and Development*. Vol 18(1): 22-36.

Gooderham, P. Espedal, B. & Stensaker, I., 2013. Developing Organizational Social Capital or Prima Donnas in MNEs? The Role of Global Leadership Development Programs *Human Resource Management*, Vol. 52 (4): 607–625.

Stensaker, I.G. & Meyer, C.B. 2012. Change experience and employee reactions: developing capabilities for change, *Personnel Review*, Vol. 41(1):106-124.

Bryant, M. & Stensaker, I. 2011. The Competing Roles of Middle Management: Negotiated Order In the Context of Change. *Journal of Change Management*. Vol.11 (3):

Stensaker, I. & Langley, A. 2010. Comparing Change Management Trajectories in a Multidivisional Firm. *British Journal of Management*. Vol. 21: 7-27.

Meyer, C.B. & Stensaker, I. 2009: Making Radical Change Happen Through Selective Inclusion and Exclusion of Stakeholders. *British Journal of Management*. Vol. 20(2): 219-237.

Stensaker, I., Falkenberg, J. & Grønhaug, K. 2008. Implementation Activities and Change Recipient Sensemaking. *Journal of Applied Behavioral Science*. Vol. 44(2): 162-185. Received Honorable Mention.

Stensaker, I. & Meyer, C.B. 2008. Change Capabilities or Cynicism? How Change Experience Influences Employee Reactions. *Academy of Management Best Paper Proceedings*.

Stensaker, I. & Falkenberg, J. 2007. Making Sense of Different Responses to Corporate Change. *Human Relations*. Vol.60(1): 137-177.

Meyer, C.B. & Stensaker, I. 2007: Managing Multiple Change Processes: Challenges and Intervention Techniques. *Academy of Management Best Paper Proceedings*. 1-6 PA. Awarded *Best Strategy Implementation Paper* in the ODC division.

Meyer, C.B. & Stensaker, I. 2006. Developing Capacity for Change. *Journal of Change Management*. Vol.6: 217-231.

#### **SELECTED BOOKS, BOOK CHAPTERS, TEACHING CASES, VIDEOS etc.**

Larsen, Stensaker, Gooderham 2020. Talent Development as an Alternative to Orthodox Career Thinking: The Scandinavian Case. *Oxford Handbook of Lifelong Learning*.

Gooderham, P. Elter, F. & Stensaker, I. 2020. Successful and unsuccessful radical transformation of multinational mobile telephony companies. The role of institutional context. Volume 15 of

*Progress in International Business Research (PIBR)*, entitled 'International Business and Multi-layered Institutional Change'.

Stensaker, I.G. 2018. Radikal endring og innovasjon: Et nytt blikk på den tohendige løsningen. *Magma* 0718: 38-48.

Stensaker, I.G. 2017. Omstilling. Video publisert av Dagens Perspektiv.

Stensaker, I.G. 2017. Endringsledelse. Video publisert av Dagens Perspektiv.

Stensaker, I.G. & Sverdrup, T.E. 2017. Endring og omstilling. Kapittel 15 i Einarsen, S., Martinsen, Ø.L. & Skogstad, A. (eds) *Organisasjon og Ledelse*. Gyldendal Akademisk. (Book chapter includes video and teaching cases)

Stensaker, I.G., Sverdrup, T.E. & Schei, V. Endringskapasitet i 3D. 2017. Vi tror det ikke før vi får se det. Kapittel 8 i Nesheim, T & Stensaker, I.G. *FOCUS på fremtidens foretaksløsninger*. Fagbokforlaget.

Nesheim, T. & Stensaker, I.G. (eds) 2017. *FOCUS på fremtidens foretaksløsninger*. Fagbokforlaget.

Stensaker, I.G. & Haueng, A.C. 2016. *Omstilling: Den uforutsigbare gjennomføringsfasen*. Fagbokforlaget.

Stensaker I.G. 2016. Building capability and readiness for change at Statoil. Case illustration 4.7 (pg. 117-118) in Balogun, J., Hope Hailey, V. & Gustafsson. *Exploring Strategic Change* (4<sup>th</sup> ed). Pearson.

Stensaker, I.G. 2016. Merging to form Statoil. Case illustration 5.9 (pg. 165-167) in Balogun, J., Hope Hailey, V. & Gustafsson. *Exploring Strategic Change* (4<sup>th</sup> ed). Pearson.

## **MEMBERSHIP IN INTERNATIONAL ACADEMIC & PROFESSIONAL COMMITTEES**

Associate Editor of Journal of Applied Behavioral Science, SAGE 2019-

Organizing Committee, Strategic Management Society Conference, 2015

Leader & Member of the Executive Committee, Organizational Development and Change (ODC division) in Academy of Management 2007-2012. Division Leader 2012.

Associate Editor of Journal of Change Management, Routledge, YEARS

Reviewer for Academy of Management Journal, Human Relations, Organization Studies, Journal of Management Studies, British Journal of Management, Organization Science, Strategic Organization, Journal of Applied Behavior Science, Journal of Change Management, Academy of Management Conference, Strategic Management Society Conference.

Member of AOM (Academy of Management), EGOS (European Group of Organisation Studies), SMS (Strategic Management Society)

## **PROJECT LEADERSHIP, EXTERNAL FUNDING, RESEARCH COLLABORATION**

2019-2023 RaCE: Radical Technology-driven Change in Established Firms.  
Project Leader. BiA project of NOK 23,7 mill financed by NFR, Deloitte, Telenor, Lærdal Medical and DNB.

- 2015-2018 FOCUS Future-Oriented Corporate Solutions, Program Leader, SNF
- ACTION (financed by Statoil)
  - CiBiViCi (financed by NFR BiA, Deloitte, Telenor, Lærdal Medical & DNB)
- 2012-2016 FOCUS Future-Oriented Corporate Solutions, Project Leader  
Cross-disciplinary research project at NHH funded by 6 corporate partners (Telenor, Deloitte, DNB, Lærdal Medical, Gjensidige, Regnskap Norge)
- 2008-2010 Statoil-Hydro Integration Trailing Research Program, NHH Project Leader  
Collaboration between: NHH, IRIS, FAFO. Financed by StatoilHydro.
- 2007-2010 Global Leadership Development Program, Sr. researcher  
NHH collaboration with leadership development center. Financed by Norwegian Research Council and 4 corporate partners (Yara, Rieber & Søn, AFF, Veidekke)
- 2007-2010 Beyond Budgeting Program, Sr. researcher  
NHH Research program financed by Statoil
- 2004-2005 Developing Change Capacity, Project leader with Christine Meyer  
NHH Research project financed by Finansforbundet (Financial organization)

## **INTERNATIONAL EXPERIENCE**

- 2012- Distinguished visiting scholar at Benedictine University, Chicago, USA (bi-annual intensive teaching session),
- 2017 Invitation to HEC, Montreal, Canada for short research visit.
- 2013 Visiting scholar at University of New South Wales (UNSW), Sydney, Australia (6 months)
- 2012 Visiting scholar HEC, Montreal, Canada (1 month), Haskayne Business School, Calgary, Canada (1 month)
- 2007/2008 Visiting scholar at CBS, Copenhagen, Denmark (1 year)
- 2002 Visiting scholar at HEC, Montreal, Canada (3 months)

## **BUSINESS & COMMUNITY ACTIVITIES**

Board membership in various organizations such as: NHH, SNF, AFF, Høyskolen Kristiania, Westerdals Oslo School of Arts, Communication and Technology, STUDIA A/S, Lerpold Marketing

Talks and seminars for executives/professionals, such as the top management team in Statoil, Telenor, DNB, Deloitte, and others.

## **TEACHING, SUPERVISING & PROFESSIONAL SEMINARS**

Strategic Management

Bachelor level (300-400 students)

Change Management	Masters level & PhD level
Qualitative Methods	Masters level & PhD level (also at Benedictine, USA)
Corporate Strategy	Masters level
International Marketing	Masters level
Managing Change and Innovation	Masters level
Strategic Change Management	Executive Programs

Supervision of over 8-10 master students per year.

#### Main supervisor for PhD students at NHH

- Thora Lou Haavik (in process)
- Justin Harlan (in process)
- Julie S. Aagnes (2021 - in process)
- Silje R. Skaar (2021 – in process)
- Monica Rydland (2018)
- Synnøve Nesse (2017)
- Ole Hope (2010)

#### Co-supervisor for PhD students

- Therese Sverdrup, NHH
- Sinead O’Flanagan, NHH
- Hilde Fjellvær, NHH
- Solfrid Mykland, NHH
- Tina Huesing, Benedictine, USA
- Angela Marie Karesh, Benedictine, USA
- Amber Johnson, Benedictine, USA
- Aleen Bayard, Benedictine, USA
- Gloria Shealey, Benedictine, USA

#### External PhD examiner at:

- IE, Madrid, Spain
- Chalmers, Gothenburg, Sweden
- Benedictine University, USA,
- University of Antwerpen, Belgium
- Lancaster University Management School, UK
- University of Bath, UK.
- Eskilstuna University, Sweden
- BI Oslo, Norway

#### Teaching awards:

- 2018 Award in recognition of outstanding contribution to the field of values-driven leadership. Provided by the students in the Executive PhD Program at the Center for Values-Driven Leadership, Benedictine University of Chicago.
- 2016 Morgenbladets kåring av fantastiske forelesere. Norges 10 beste forelesere. (Teaching award provided by national media)
- 2104 Bronsesvampen, NHH (Teaching award provided by NHH students)
- 2010 Bronsesvampen, NHH (Teaching award provided by NHH students)