

CURRICULUM VITAE THERESE EGELAND SVERDRUP

Department of Strategy and Management
NHH Norwegian School of Economics
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CURRENT POSITION

Associate Professor, Department of Strategy and Management, NHH Norwegian School of Economics

EDUCATION

PhD (Organizational Behavior), NHH Norwegian School of Economics, 2007-2012
MA (Organizational Psychology), Norwegian University of Science and Technology, 1998-1999
B. Sc. (Psychology and Anthropology), University of Bergen and University of Oslo 1993-1998

RESEARCH INTERESTS

The psychological contract, team and team management, organizational behavior, leadership

PAST POSITIONS

Vice Rector for Innovation and Development, NHH August 2017-August 2021
Associate Professor, Department of Strategy and Management, NHH, April 2015
Post doc, Department of Strategy and Management, NHH, May 2013-April 2015
Researcher II and FOCUS program coordinator, SNF Centre for Applied Research at NHH, July 2012-May 2013
Ph.D. student, NHH Norwegian School of Economics, Aug 2007-July 2012
Assistant Professor, University of Bergen (UiB), 2006-2007
Assistant Professor, Hedmark University College (HH), 2001-2006

PUBLICATIONS

Fyhn, B., Bang, H., Sverdrup, T. E., & Schei, V. (forthcoming). Feeling Safe Among the Unsafe: How Psychological Safety Climate Strength Matters for Management Teams' Performance. *Small Group Research*.

Sverdrup, T. E. & Ly, A-L. (forthcoming). The role of recontextualization and socialization practices in transferring corporate values from a small Norwegian IT company to an Indian subsidiary. *International Journal of Human Resource Management*.

Fyhn, B., Schei, V., & Sverdrup, T. E. (2022). Taking the emergent in emergent states seriously. A review and preview. *Human Resource Management Review*.

<https://doi.org/10.1016/j.hrmr.2022.100928>

Dorison, C.A., Lerner, J. S., Heller, B. H., Rothman, A. J., Kawachi, I. I., ... Sverdrup, T. E., ... Coles, N. A. (2022). In COVID-19 health messaging, loss framing increases anxiety with little-to-no concomitant benefits: Experimental evidence from 84 countries. *Affective Science*.

Legate, N.-v., Ngyuen, N. Weinstein, A. Moller, L. Legault, Z. Vally, et al. (2022). A global experiment on motivating social distancing during the COVID-19 pandemic. *Proceedings of the National Academy of Sciences*. Vol. 119, No. 22. <https://doi.org/10.1073/pnas.2111091119>

Solberg, E., Sverdrup, T. E., Sandvik, A. M. and Schei, V. (2021). Encouraging or expecting flexibility? How small business leaders' mastery goal orientation influences employee flexibility through different work climate perceptions. *Human Relations*
<https://doi.org/10.1177/00187267211042538>

Wang K., Goldenberg A., Dorison, C.A., Miller, J.K., Uusberg, A., Lerner, J.S., Gross, J.J., Agesin, B.B., Bernardo, M., Campos, O., Eudave, L., Grzech, K., Ozery, D.H., Jackson, E.A., Luis Garcia, E.O., Drexler, S.M., Jurković, A.P., Rana, K., Wilson, J.P., Sverdrup, T. E., ... Moshontz, H. (2021) A multi-country test of brief reappraisal interventions on emotions during the COVID-19 pandemic. *Nature Human Behavior* <https://doi.org/10.1038/s41562-021-01173-x>

Jones, B. C., DeBruine, L. M., Flake, J. K., Liuzza, M. T., Antfolk, J., Arinze, N. C., Sverdrup, T. E. ... & Sirota, M. (2021). To which world regions does the valence–dominance model of social perception apply? *Nature human behaviour*. Vol. 5, No. 1, pp. 159-169.
<https://doi.org/10.1038/s41562-020-01007-2>

Schei, V., Sverdrup, T. E., & Andvik, E. (2020). "Let's get out of here!": Cognitive motivation and maximizing help teams solving an escape room. *Frontiers in Psychology*, 11:2196, doi: 10.3389/fpsyg.2020.02196.

Schei, V., Sverdrup, T. E., & Fyhn, B. (2020). Effektive team: Fant Google oppskriften? Psykologisk trygghet i virtuelle team. *Magma: Tidsskrift for økonomi og ledelse*, 23 (4), 73-83.

Hole, Å. S. & Sverdrup, T. E. (2020). The Influence of Psychological contracts on decision-making in Whistleblowing processes. In Svenkerud, P.J, Soernes, J. O. & Larry Browning. *Whistleblowing, Communication and Consequences: Lessons from The Norwegian National Lottery*. Routledge. In press 2020.

Basker Inger, N., Sverdrup Therese, E., Schei, V. and Sandvik Alexander, M. (2020). Embracing the duality of consideration and initiating structure: CEO leadership behaviors and small firm performance. *Leadership & Organization Development Journal*. Vol. 41, No. 3, pp. 449-462.
<https://doi.org/10.1108/LODJ-04-2019-0170>

Schei, Vidar; Sverdrup, Therese E.; Heiene, Marit; Olsen, Sondre Godvik. (2019). Virtuell samhandling - Når kaffepausen blir elektronisk. *Magma: Tidsskrift for økonomi og ledelse*, 7, 48-60.

- Olsen, K. M., Sverdrup, T., & Kalleberg, A. L. (2019). Turnover and transferable skills in a professional service firm. *Journal of Professions and Organization*. Vol. 6, No. 1, pp. 2-16. <https://doi.org/10.1093/jpo/joy022>
- Schei, V., & Sverdrup, T. (2019). Start smart. *Magma: Tidsskrift for økonomi og ledelse*, 2, 29-39.
- Sverdrup, T. E., & Stensaker, I. G. (2018). Restoring trust in the context of strategic change. *Strategic Organization*. Vol. 16, No. 4, pp. 401-428. <https://doi.org/10.1177/1476127017739843>
- Stensaker, Inger G.; Sverdrup, Therese E.; Schei, Vidar. (2017). Endringskapasitet i 3D. Vi tror det ikke før vi får se det!. I: *Fokus på fremtidens foretaksløsninger*. Bergen: Fagbokforlaget
- Stensaker, I. G. & Sverdrup, T. E. (2017). Endring og omstilling. In S. Einarsen, Ø. L. Martinsen, & A. Skogstad. *Organisasjon og ledelse*. Kap. 15. Oslo: Gyldendal.
- Sverdrup, T. E., Schei, V., & Tjølsen, Ø. (2017). Expecting the unexpected: Using team charters to handle disruptions and facilitate team performance. *Group Dynamics: Theory, Research, and Practice*. Vol. 20, No. 4, pp. 53-59. <https://doi.org/10.1037/gdn0000059>
- Sverdrup, T. E. (2016). Oppfylte og brutte løfter på arbeidsplassen: Hvilken innvirkning har den psykologiske kontrakten på medarbeideres motivasjon? In R. Buch, A. Dysvik & B. Kuvaas (Eds.), *Produktiv motivasjon i arbeidslivet* (pp. 261-287). Oslo: Cappelen Damm.
- Olsen, K. M., Sverdrup, T., Nesheim, T., & Kalleberg, A. L. (2016). Multiple foci of commitment in a professional service firm: balancing complex employment relations. *Human Resource Management Journal*. Vol. 26, No. 4, pp. 390-407. <https://doi.org/10.1111/1748-8583.12109>
- Sverdrup, T. E. (2015). Når kontraktene er psykologiske. In Skjelbred, T. A. (ed.) *Perspektiver på PR*. Bergen: Fagbokforlaget.
- Schei, V., Sverdrup, T. E., Lund, J., & Riise, S. (2015). Fra transaksjon til relasjon? Eventyret og regnskapsføreren som ingen kunne skremme. *Magma: Tidsskrift for økonomi og ledelse*, 7, 24-33.
- Sverdrup, T. E. & Olsen, T. G. (2015). Hvordan motivere ansatte til endring gjennom dialog og styrking av den psykologiske kontrakten? *Magma: Tidsskrift for økonomi og ledelse*, 7, 67-73.
- Sverdrup, T. E. & Schei, V. (2015). "Cut me some slack": Psychological contracts as a foundation for understanding team charters. *Journal of Applied Behavioral Science*. Vol. 51, No. 4, pp. 451-478. <https://doi.org/10.1177/0021886314566075>
- Sverdrup, T. E. (2014). Psykologiske kontrakter i team. *Scandinavian Journal of Business Research*, 2, s. 118-135.
- Sverdrup, T. E. (2014). Psykologisk kontrakt – Et nytt ledelsesperspektiv? *Magma: Tidsskrift for økonomi og ledelse*, 5, 64-71.
- Sverdrup, T. E. (2012). The strength of reciprocity: Exploring horizontal psychological contracts in work groups, PhD dissertation, Bergen, Norway.

Mofoss, R., Nederberg, L., Schei, V., & Sverdrup, T. E. (2012). De første avgjørende minuttene? En multimetodestudie av teametablering. *Praktisk økonomi og finans*, 28 (1), 35-51. *Received Best Paper Award for paper based on a Master Thesis (co-authored by student and supervisor).*

Netland, K. O., Schei, V., & Sverdrup, T. E. (2012). The winner takes all. A qualitative study of cooperation on cycling teams. *Scandinavian Sport Studies Forum*, 3, 189-209.

Schei, V., & Sverdrup, T. E. (2011). Når kreative team mangler kreativitet. *Magma*, 6, 67-72.

Sverdrup, T. E., Brochs-Haukedal, W., & Grønhaug, K. (2010). Psychological Contracts and Knowledge Worker Teams. *Scandinavian Journal of Business Research*, 2, 142-152.

Sverdrup, T. E. (2005). Hvordan er den interne kommunikasjonen mellom baklandet og førstelinjen ved 4 servicekontor? Høgskolen i Hedmark, Rapport, nr. 7.

Sverdrup, T.E. (2002). Psykososialt arbeidsmiljø på tre servicekontor i offentlig sektor: Hvordan opplever medarbeiderne sin yrkeshverdag? Høgskolen i Hedmark, Rapport, nr. 2.

CONFERENCE PRESENTATIONS/SYMPOSIUM

Andvik, E., Sverdrup, T.E., Schei, V. (2022). The first decisive minutes. How initial interaction patterns matter for solving complex problems. Academy of Management Conference, 5-9. August, Seattle, USA.

Fyhn, B., Schei, V., & Sverdrup, T. E. (2022). Taking the emergent in emergent states seriously. A review and preview. Academy of Management Conference, 5-9. August, Seattle, USA.

Jones, M., et al. (2021). Don't Calm Down! Collective affect regulation in startups. Academy of Management Proceedings 2021: 11339.

Sverdrup, T. E., Sandvik, A. M., Schei, V., & Buengeler, C. (2020). The Double-Edged Sword of Serving: Servant Leadership, Motivational Climate, and Small Firm Performance. Accepted for presentation at Academy of Management Conference, 7.-11. August, Vancouver, Canada.

Sverdrup, T. E. & Schei, V. (2019). Start smart: A longitudinal experiment of four start-up interventions in teams. Poster presentation at INGroup conference, 18.-20. July, Lisbon, Portugal.

Stensaker, Inger G.; Sverdrup, Therese E. (2018). Co-Creating Impactful Qualitative Change Research: A Dialogue Between Authors and Editors. Symposium at Academy of Management Conference, 10.-14. August, Chicago, USA.

Sverdrup, T. E., Sandvik, A. M., Schei, V., & Buengeler, C. (2017). Servant leadership, helping behavior and firm performance: The mediating role of motivating climate. Presented at Academy of Management Conference, 4.-8. August, Atlanta, USA.

Basker, I. N., Sverdrup, T. E., & Schei, V. (2017). Short Term Pain, Long Term Gain? Leader Behaviour and Small Firm Performance. Presented at Academy of Management Conference, 4.-8. August, Atlanta, USA.

Sverdrup, T. E. & Nadin, S. (2016). Horizontal psychological contracts in groups: A case study. Paper presented at Psychological Contract Small Group Meeting (EAWOP), 3.-4. November, London, UK.

Woll, K., Sverdrup, T. E., & Prebensen, N. (2015). The psychological contract of seasonal workers. Paper presented at NEON, 26.-27. November, Trondheim, Norway.

Nadin, S. & Sverdrup, T. E. (2015). A qualitative study of functional psychological contracts in two small knowledge intensive firms. Paper presented at the Academy of Management Conference, 5.-11. August, Vancouver, Canada.

Sverdrup, T. E. (2015). Knowledge sharing or hiding in teams: A psychological contract perspective. Invited symposium at 17th Conference of the European Association of Work and Organizational Psychology, 20.-23. May, Oslo, Norway.

Sverdrup, T. E. & Stensaker, I. (2014). Restoring trust and renegotiating psychological contracts in the context of strategic change. Paper presented at the Academy of Management Conference, 1-5. August, Philadelphia, USA.

Nadin, S. & Sverdrup, T. E. (2014). A qualitative study of functional psychological contracts in two small knowledge intensive firms. Paper presented at the Biannual Psychological Contract Small Group Conference, 28-29. July, Toronto, Canada.

Sverdrup, T. E. & Schei, V. (2013). Give and take: Psychological contracts in teams. Paper presented at the Academy of Management Conference, 9-13. August, Orlando, USA.

Sverdrup, T.E. (2011). Horizontal psychological contracts in groups – a case study. Dissertation presentation at the ODC division's doctoral consortium, at the Academy of Management Conference, 12-16. August, San Antonio, USA.

Sverdrup, T. E. (2011). *A descriptive and prescriptive framework of psychological contracts in teams*. Symposium at the 15th Conference of the European Association of Work and Organizational Psychology, 25-28. May, Maastricht, the Netherlands.

Sverdrup, T. E. (2010). *Horizontal psychological contracts in groups – a case study*. Paper presented at the 2010 Intercontinental Psychological Contract group meetings, 9-10. December, Tilburg, the Netherlands.

Sverdrup, T. E., Brochs-Haukedal, W., & Grønhaug, K. (2008). *The role of psychological contracts in managing knowledge worker teams*. Paper presented at the Workshop on Research Advances in Organizational Behavior and Human Resources Management, 28-30. May, Toulouse, France.

Sverdrup, T. E., Brochs-Haukedal, W., & Grønhaug, K. (2007). *Management of teams and psychological contracts*. Paper presented at the NFF Nordic Academy of Management Conference, 7-8. August, Bergen, Norway.

POPULAR SCIENCE ARTICLES

Sverdrup, T. E. (2022). Er det greit å bli sinna på jobb? E24, 26. July.

Sverdrup, T. E. (2022). Introvert og toppleder, er det mulig? E24, 24. May.

Sverdrup, T. E. (2022). «Smidige team»: Pass opp for disse vanlige feilene. E24, 22. March.

Sverdrup, T. E. (2021). Regn med nye forventninger fra de ansatte nå! E24, 14. October

- Sverdrup, T. E. (2021). Når de ansatte settes først, blomstrer bedriften! E24, 12. August.
- Sverdrup, T. E. (2021). Slik kickstarter du teamet ditt. E24, 21. June.
- Olsen, K. M. & Sverdrup, T. E. (2016). Kunder nyter godt av konflikter. *Dagens Næringsliv*, 6. August, p. 23.
- Sverdrup, T. E. (2016). Mestringsklima – veien til bedre prestasjoner, K7Bulletin, 4. April
- Sverdrup, T. E. (2014). Kast lederne. *Bergens Tidende*, 21. March, pp. 18-19.
- Sverdrup, T. E. (2013). Den usynlige arbeidskontrakten. *Bergens Tidende*, 17. July, p.3.
- Sverdrup, T. E. (2010). Gode og dårlige grupper. *Forskning.no*, 4. March.
<http://www.forskning.no/artikler/2010/mars/243795>
- Sverdrup, T. E. & Schei, V. (2009). Effektive team har ingen grenser. *Teknisk Ukeblad*, 27/20, pp. 24-25.

MEDIA

- Dagens Perspektiv (2020). Ledere med klare krav øker lønnsomheten. Interviewed by Katrine Gramnæs, 28.05. https://www.dagensperspektiv.no/ledelse/2020/ledere-med-klare-krav-okker-lonnsomheten?utm_source=DP+Nyhetsbrev&utm_campaign=69ab437d87-EMAIL_CAMPAIGN_2018_09_24_09_27_COPY_01&utm_medium=email&utm_term=0_21eb089c55-69ab437d87-69503221
- Finansavisen (2020). En leder trenger flere lederstiler for å lykkes. Interviewed by Silje Sundt Kvadsheim, 20. mai. <https://finansavisen.no/nyheter/arbeidsliv/2020/05/19/7529638/en-leder-trenger-flere-lederstiler-for-a-lykkes>
- Dagens Perspektiv (2019). Trenden i ferd med å snu. Interviewed by Katrine Gramnæs, 30. April. <https://www.dagensperspektiv.no/ledelse/2019/trenden-i-ferd-med-a-snu>
- Dagens Næringsliv (2017). Denne metoden kan forhindre maktspeillet. Interviewed by Lars Kristian Solem, 2. January.
- Dagens Perspektiv (2016). Prosjektledelse: Ikke undervurder startfasen. Interviewed by Jon Marius Roald. <http://www.dagensperspektiv.no/node/106313>
- Dagens Perspektiv (2016). Når vinneren får all ære. Interviewed by Anita Myklemyr, 18. October <http://www.dagensperspektiv.no/node/106231>
- Dagens Perspektiv (2016). Mikroledelse. Interviewed by Steinar Sund, 8. April
- Nationen (2015). Når gardssamarbeid endar i slagsmål. Interviewed by Øyvind Torvund, 14. December, pp. 16-17.
- Studvest (2015). Slik blir du god på gruppearbeid. Interviewed by Magnus Ekeli Mullis, 4. September, <http://www.studvest.no/slik-blir-du-god-pa-gruppearbeid-nett/>

Ukeavisen Ledelse (2015). Tjenerledelse lønner seg: Den beste lederen er en god tjener. Interviewed by Steinar Sund, 21. August, pp.18-19.

Studenttorget.no (2014). Slik får du kollokviegruppen til å fungere optimalt. Interviewed by Silje Sandgrind. <file:///C:/Users/s2150/Documents/Publikasjoner/Media/Kollokviegrupper%20-%20slik%20lykkes%20dere%20med%20kollokviegruppen.html>

E24.no (2014). Vi tror vi er klare og tydelige, men det er vi ikke. Interviewed by Maren Løhre, 21. July <http://e24.no/job/halvparten-av-oss-aner-ikke-hvordan-vi-blir-oppfattet/23257939>

Ukeavisen Ledelse (2014). Når tillit brister. Interviewed by Anita Myklemyr, 13. June, pp. 8-12.

BA (2014). NHH forsker på IT-gründer. Interviewed by Stian H. Espeland, 23. January, p. 6.

Bulletin (2013). Jobber som daglig tjener i konsultentselskap. Vol. 3, pp. 32-33. Interviewed by Sigrid Folkestad.

Ukeavisen Ledelse (2013). Psykologiske kontrakter avgjør. Interviewed by Marte Løken, 5. April, pp. 20-21.

Bulletin (2012). Psykologiske kontrakter. Vol. 4, pp. 11-13. Interviewed by Sigrid Folkestad.

Aftenposten (2011). Bra for jobb og hjem. Interviewed by Johnny Gimmestad, 7. August, pp. 1-3.

Studenttorget.no (2011). Er du en leder eller gratispassasjer? Interviewed by Sindre Bergesen, 19. May. <http://www.studenttorget.no/index.php?show=41&expand=3795,41&artikkelid=9563>

Magasinet Arbeidsmiljø (2010). Forventninger på kontrakt. Vol. 4, p.32-33. Interviewed by Britt B. Christensen.

HR Norge (2008). Å håndtere psykologiske kontrakter. Interviewed by Trude Sæle, 28. August. <http://www.hrnorge.no/blog/a-handtere-psykologiske-kontrakter/>

TEACHING EXPERIENCE (academic)

Bachelor-level	Psychology and Leadership, NHH Scientific Methods, HH Organization Theory, HH Work and Organization Psychology, HH Human Resource Management (HRM), HH Service and Communication, HH, UiB
Master-level	Team and Team Management, NHH Leadership and Leadership Psychology, NHH
Executive programs	MBA in Strategic Management (MASTRA), NHH MBA in Economic Management and Leadership (MØST), NHH Rektorprogrammet, NHH Bergen Kommune Lederskole, NHH DNB Lederskole, NHH
External programs	Norwegian Armed Forces (organizational theory)

Bergen University College (service and communication)
Hedmark University College (psychological contract)
University of Tromsø (creativity in teams, team theory)
Hamar Municipality (service and communication)

Supervision of 35 master theses from 2011-2020

PROFESSIONAL AFFILIATIONS

Academy of Management (AoM), European Association of Work and Organizational Psychology (EAWOP)