



Curriculum Vitae

INGER G. STENSAKER

June 2025

EDUCATION & WORK EXPERIENCE

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| 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)

Stensaker, I.G., Colman, H.L. & Grøgaard, B. 2023. The dynamics of union-management collaboration during postmerger integration. *Long Range Planning*, 102326.

Meyer, C.B. & Stensaker, I.G. 2023. Amplify or suppress? Top leader perspective on external stakeholders' influence on organizational change outcomes. *The Journal of Applied Behavioral Science*. 59(4), 647-686.

Gooderham, P. N., Meyer, C. B., Stensaker, I., Elter, F., Sandvik, A. M., & Pedersen, T. 2023. Digital Transformation of Incumbent Service Firms: Legacy Removal Strategies. *Beta*, 37(1), 1-22.

Kleppe, I. A., Caldwell, M., & Stensaker, I. G. (2023). Embodied, Embedded and Educated: How everyday heroes strive to save lives during a pandemic. *Marketing Theory*, 23(1), 59-79.

Colman, H. L. Groggaard, B. & Stensaker, I.G. 2022. Organizational Identity Work in MNE Subsidiaries: Managing Dual Embeddedness. Accepted for publication in *Journal of International Business Studies*.

Nesse, S. & Stensaker, I. 2022. Coping, Not Choking, Under the Pressure of a Terrorist Attack: A Crisis Leadership Coping Model. *The Journal of Applied Behavioral Science*. Received McGregor Best Paper Award 2022.

Martinsuo, M., Teerikangas, S., Stensaker, I.G. & Meredith, J. 2022. Editorial: Managing strategic projects and programs in and between organizations. *International Journal of Project Management*, 40: 499-504.

- Friesl, M., Stensaker, I. & Colman, H.L. 2021. Strategy Implementation: Taking Stock and Moving Forward. *Long Range Planning*.
- Stensaker, I. G., Balogun, J., & Langley, A. 2021. The Power of the Platform: Place and Employee Responses to Organizational Change. *The Journal of Applied Behavioral Science*, 0021886320933736. Received McGregor Best Paper Award 2021.
- Elter, F., Gooderham, P. N., & Stensaker, I. G. 2021. Successful and unsuccessful radical transformation of multinational mobile telephony companies: the role of institutional context. In *The Multiple Dimensions of Institutional Complexity in International Business Research* (pp. 339-362). Emerald Publishing Limited.
- 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. & 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, PUBLICATIONS IN NATIONAL JOURNALS

Stensaker, I.G. & Sverdrup, T.E. 2023. Endring og omstilling. Kapittel 15 i Einarsen, S., Martinsen, Ø.L. & Skogstad, A. (eds) *Organisasjon og Ledelse 2.utg*. Gyldendal Akademisk. (Book chapter includes video and teaching cases)

Meyer, C.B., Stensaker, I.G., Bjerke, R. & Haueng, A.C. 2023. *Innovation Capacity*. Fagbokforlaget.

Meyer, C.B., Stensaker, I.G., Bjerke, R. & Haueng, A.C. 2022. *Innovasjonskapasitet*. Fagbokforlaget.

Stensaker, I.G. 2022. Benefits and Challenges in Doing Collaborative, Phenomenon-Driven Qualitative Research. Chapter in Szabla, D., Coughlan, D., Pasmore, W. & Kim, J.Y. *Research Methods on Organizational Change*. Edward Elgar Publishing Ltd.

Stensaker, I.G. & Meyer, C.B. 2022. Fra agile team til agile organisasjoner i finansbransjen. *Magma*.

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.

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

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.

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

TEACHING CASES, VIDEOS, PODCASTS etc.

Gjærum, R & Stensaker, I.G. 2023. Equinor: Fra fokusert olje og gass-selskap til bredt energiselskap. Undervisningscase 023-03-001 utgitt i NHH Executive Case Serie.

Meyer, C.B., Stensaker, I.G., Bjerke, R. & Haueng, A.C. 2022. GXN – Den grønne tenketanken i arkitektfirmaet 3XN. Undervisningscase 022-10-002 utgitt i NHH Executive Case Serie.

Bjerke, R., Christensen, CC., Meyer, C.B. & Stensaker, I.G. 2020. Vipps: Hvordan unngå «The Kodak Moment»? Undervisningscase 020-06-001 utgitt i NHH Executive Case Serie.

Stensaker, I.G. 2019. StatoilHydro Fusjon: Hvordan integrere to konkurrenter? Undervisningscase 019-03-001 utgitt i NHH Executive Case Serie.

Stensaker, I.G. 2019. Westerdals Oslo Act: Fusjon og planlegging av integrasjonsprosess. Undervisningscase 019-03-005 utgitt i NHH Executive Case Serie.

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* (4th 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* (4th ed). Pearson.

Stensaker, I.G. 2017. Omstilling. Video published by Dagens Perspektiv.

Stensaker, I.G. 2017. Endringsledelse. Video published by Dagens Perspektiv.

Participation in podcasts such as: Shifter, Lederpodden, Deloitte's "i-loopen", Storebrand's "iWaffle", NHHs "Lederskap".

MEMBERSHIP IN INTERNATIONAL ACADEMIC & PROFESSIONAL COMMITTEES

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

Organizing Committee, Strategic Management Society Conference, 2015

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

Associate Editor of Journal of Change Management, Routledge, 2013-2023

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

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| 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 <ul style="list-style-type: none">• 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

2012-2020 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, 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, etc.

Government commission (2022) on geopolitical situation and implications for the Norwegian Pension Fund (oil fund). Regjeringsoppnevnt utvalg ledet av Ulf Sverdrup.

TEACHING, SUPERVISING & PROFESSIONAL SEMINARS

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| Strategic Management | Bachelor level (300-400 students) |
| Implementing and Organizing | Bachelor level (400-500 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 |
| Executive MBA in Strategy | Executive Program Director |
| Executive Board Program | Executive Program Director |

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)

Main supervisor for PhD students at NHH

- Justin Harlan (in process)
- Thora Lou Haavik (defense Jan 2025)
- Julie S. Aagnes (defense 2022)
- Silje R. Skaar (defense 2021)
- Monica Rydland (defense 2018)
- Synnøve Nesse (defense 2017)
- Ole Hope (defense 2010)

External PhD examiner at:

- Aalto University, Finland
- Otto-Friedrich-University Bamberg, Germany
- 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

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

Supervision of over 8-10 master students per year.