



Curriculum Vitae
INGER G. STENSAKER
October 2026

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)

Amis, J. M., Barrett, M., Fairhurst, G. T., Gehman, J., Grant, D., Hall, R., ... & Stensaker, I. 2026. Disrupting Change: What Needs to Change About Change?. *The Journal of Applied Behavioral Science*, 00218863261492319.

Paine, J. W., & Stensaker, I. G. 2026. Sustained Change Engagement: A Process of Energy Expression and Energy Restitution. In *Academy of Management Proceedings* (Vol. 2026, No. 1, p. 21732). Valhalla, NY 10595: Academy of Management.

Stensaker, I. G., Schwarz, G. M., & Pettigrew, A. 2025. Guidepost: Impact And Engagement through Collaborative Phenomenon-Driven Research. *Academy of Management Discoveries*.

Egeland, T., Heinonen, K., & Stensaker, I. G. 2025. The Silver Economy: A Business Perspective on the Aging Society. *The Journal of Applied Behavioral Science*, 00218863251397563.

Stensaker, I. G., Rydland, M., & Colman, H. L. 2025. How Managers Orchestrate Multiple and Overlapping Changes. In *Academy of Management Proceedings* (Vol. 2025, No. 1, p. 11294). Valhalla, NY 10595: Academy of Management.

Pregmark, J. E., Harlan, J., Fredberg, T., & Stensaker, I. 2024. Intentions, Temporality, and Tensions: How Structural Ambidexterity Develops Over Time. *Available at SSRN 5045997*.

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.

Harlan, J., & Stensaker, I. G. (2023). Innovation by Proxy: How Technology Spinouts Can Benefit the Parent Firm. In *Academy of Management Proceedings* (Vol. 2023, No. 1, p. 16951). Briarcliff Manor, NY 10510: Academy of Management.

Colman, H. L. Grogard, 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.

Grogard, 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.

SELECTED BOOKS, BOOK CHAPTERS, PUBLICATIONS IN NATIONAL JOURNALS

Lou, T. & Stensaker I.G. 2026. Executive Decision-Making in the Face of Competing Demands: The Role of Emotions and Values. In T. Ruebottom, Sruminska-Kutra, M., Espedal, G. Da Silva, J. B. and Creed, D. (eds) *Handbook of Emotions and Values in Institutions*, Palgrave.

Stensaker, I., & Colman, H.L. 2026. 53. Employee reactions during M&A. *Elgar Encyclopedia of Mergers and Acquisitions*, 137.

Stensaker, I. G., & Friesl, M. 2025. Strategic change. In *Elgar Encyclopedia of Strategy as Practice* (pp. 535-537). Edward Elgar Publishing.

Stensaker, I.G. 2025. Hvordan drive endringsledelse når endringstakten er høy? Kapittel 3 i Kristensen, M. Martinsen Ø.L & Dysvik. A. (red) *Lederoppskrifter*. Gyldendal.

Stensaker, I.G. & Sverdrup, T.E. 2023. Endring og omstilling. Kapittel 15 i Einarsen, S., Martinsen, Ø.L. & Skogstad, A. (red) *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, H.H., Stensaker, I.G., Gooderham, P. 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.

Bjerke, R. & Stensaker, I.G. 2025. VGs AI Strategi. Undervisningscase 025-06-001 utgitt i NHH Executive Case Serie.

Bjerke R. & Stensaker, I.G. 2025. VippsMobilePay. Undervisningscase 025-08-001 utgitt i NHH Executive Case Serie.

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. |

INTERNATIONAL EXPERIENCE

- Distinguished visiting scholar at Benedictine University, Chicago, USA (bi-annual intensive teaching session), 2012-2020
- Visiting scholar HEC, Montreal, Canada, 1-2 weeks 2017
- Visiting scholar at University of New South Wales (UNSW), Sydney, Australia July-Dec, 2013
- Visiting scholar HEC, Montreal, Canada (1 month) and Haskayne Business School, Calgary, Canada (Aug-Sept 2012)
- Visiting scholar at CBS, Copenhagen, Denmark Aug 2007-July 2008
- Visiting scholar at HEC, Montreal, Canada Jan-March, 2002

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 Equinor, Telenor, DNB, Deloitte, Gjensidige, Helse Sørøst, 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

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)

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:

- Aalto University, Finland
- Otto-Friedrich-University Bamberg, Germany
- IE, Madrid, Spain
- Chalmers, Gothenburg, Sweden
- Benedictine University, Chicago, USA
- University of Antwerpen, Belgium
- Lancaster University Management School, UK
- University of Bath, UK
- Eskilstuna University, Sweden
- BI Oslo, Norway
- NTNU, Trondheim, Norway
- Aarhus University, Denmark
- USN School of Business, University of South-East Norway
- Alborg University Denmark

Supervision of approx 8-10 master students per year