

Teaching portfolio

1. Teaching CV: A list of teaching and supervision tasks, including specification of academic fields, scope, level (bachelor, master, continuing education, PhD). Please state the teaching method used (e.g. lecture, class teaching, exercises, supervision, examination, coexamination, distance teaching, internet-based teaching and evaluation of teaching). Please also indicate the language of instruction.

The guiding philosophy of my teaching draws on problem-based and practiced oriented learning. To support students in bridging theory and practice in critical and reflexive ways, my teaching practices are embedded with real-life examples, cases, and guest lectures addressing actual and relevant business challenges and problems which we analyze from different theoretical perspectives. Students are furthermore encouraged to explore how different methods, types of data, and theories shape understanding, analysis, and proposals in different ways. My teaching practices are based on more than 25 years of experiences with academic teaching on bachelor and master level, within the public and private sector, including executive program. My teaching activities have mainly addressed:

- Organizational culture
- Organizational change
- Communication and sensemaking
- Stakeholder relations
- Business ethics
- HRM
- Leadership
- Power
- Organizing/strategizing
- Strategy-as-practice
- Philosophy of science
- Qualitative research methods

The list below provides an overview of my teaching activities during the last ten years primarily held at the Business School, Aalborg University.

Spring 2023

HRM Module – Master level

Leadership Module – Master level

Organizational culture and sensemaking – Diploma program for professionals (HDO) 1-day seminar

Power and dialog in organizations – Diploma program for professionals (HDO) 1-day seminar

Strategic HRM – Master public governance, 1-day seminar, executive program

Personal development – Master public governance, 1-year executive program for public managers

Supervision at the 4th semester on master in Organization & Strategy – Master level

Fall 2022

Organization theory and analysis – Master level

Coaching and reflexive leadership – Master public governance

Organizational culture and sensemaking – Diploma program for professionals (HDO) 1-day seminar

Power and dialog in organizations – Diploma program for professionals (HDO) 1-day seminar

Personal development – Master public governance, 1-year executive program for public managers

Spring 2022

HRM Module – Master level

Leadership Module – Master level

Organizational culture and sensemaking – Diploma program for professionals (HDO) 1-day seminar

Strategic HRM – Master public governance, 1-day seminar, executive program

Personal development – Master public governance, 1-year executive program for public managers

Fall 2021

Organization theory and analysis – Master level

Coaching and reflexive leadership – Master public governance, executive program

Organizational culture and sensemaking – Diploma program for professionals (HDO) 1-day seminar

Power and dialog in organizations – Diploma program for professionals (HDO) 1-day seminar

Personal development – Master public governance, 1-year executive program for public managers

Spring 2021

HRM Module – Master level

Strategic HRM – Master public governance, 1-day seminar, executive program

Personal development – Master public governance, 1-year executive program for public managers

Fall 2020

Organization theory and analysis – Master level

Organizational theory – Bachelor level

Philosophy of science and qualitative methods – Bachelor level

Coaching and reflexive leadership – Master public governance, executive program

Organizational culture and sensemaking – Diploma program for professionals (HDO) 1-day seminar

Power and dialog in organizations – Diploma program for professionals (HDO) 1-day seminar

Personal development – Master public governance, 1-year executive program for public managers

Spring 2020

Change and development – Master level

Organizational culture and sensemaking – Bachelor level, 1-day seminar, executive program

Strategic HRM – Master public governance 1-day seminar, executive program

Personal development – Master public governance, 1-year executive program for public managers

Fall 2019

Advanced organization and strategy – Master level

Organizational theory – Bachelor level

Philosophy of science and qualitative methods – Bachelor level

Coaching and reflexive leadership – Master public governance, executive program

Organizational culture and sensemaking – Diploma program for professionals (HDO) 1-day seminar

Power and dialog in organizations – Diploma program for professionals (HDO) 1-day seminar

Personal development – Master public governance, 1-year executive program for public managers

Supervision at the 3th semester on master in Organization & Strategy – Master level

Spring 2019

Change and development – Master level

Personal development – Master public governance, 1-year executive program for public managers

Supervision at the 4th semester on master in Organization & Strategy – Master level

Fall 2018

Advanced organization and strategy – Master level

Organizational theory – Bachelor level

Philosophy of science and qualitative methods – Bachelor level

Organizational culture and sensemaking – Diploma program for professionals (HDO) 1-day seminar

Power and dialog in organizations – Diploma program for professionals (HDO) 1-day seminar

Personal development – Master public governance, 1-year executive program for public managers

Supervision at the 3th semester on master in Organization & Strategy – Master level

Supervision at the 3th semester in Organization theory and qualitative methods – Bachelor level

Spring 2018

Change and development – Master level

Personal development – Master public governance, 1-year executive program for public managers

Supervision at the 4th semester on master in Organization & Strategy – Master level

Fall 2017

Advanced organization and strategy – Master level

Organizational theory – Bachelor level

Philosophy of science and qualitative methods – Bachelor level

Organizational culture and sensemaking – Diploma program for professionals (HDO) 1-day seminar

Power and dialog in organizations – Diploma program for professionals (HDO) 1-day seminar

Personal development – Master public governance, 1-year executive program for public managers

Supervision at the 3th semester on master in Organization & Strategy – Master level

Supervision at the 3th semester in Organization theory and qualitative methods – Bachelor level

Spring 2017

Change and development – Master level

Personal development – Master public governance, 1-year executive program for public managers

Supervision at the 4th semester on master in Organization & Strategy – Master level

Supervision at the 2th semester on master in Organization & Strategy – Master level

Fall 2016

Advanced organization and strategy – Master level

Organizational theory – Bachelor level

Philosophy of science and qualitative methods – Bachelor level

Organizational culture and sensemaking – Diploma program for professionals (HDO) 1-day seminar
Power and dialog in organizations – Diploma program for professionals (HDO) 1-day seminar
Personal development – Master public governance, 1-year executive program for public managers
Supervision at the 3th semester on master in Organization & Strategy – Master level
Supervision at the 3th semester in Organization theory and qualitative methods – Bachelor level

Spring 2016

Change and development – Master level
Culture and Strategy – Bachelor level
Personal development – Master public governance, 1-year executive program for public managers
Supervision at the 4th semester on master in Organization & Strategy – Master level
Supervision at the 2th semester on master in Organization & Strategy – Master level
Supervision at the 4th semester in strategy– Bachelor level
Supervision at the final semester on master in Public Governance – Master level

Fall 2015

Advanced organization and strategy – Master level
Organizational theory – Bachelor level
Philosophy of science and qualitative methods – Bachelor level
Organizational culture and sensemaking – Diploma program for professionals (HDO) 1-day seminar
Power and dialog in organizations – Diploma program for professionals (HDO) 1-day seminar
Personal development – Master public governance, 1-year executive program for public managers
Supervision at the 3th semester on master in Organization & Strategy – Master level
Supervision at the 1th semester on master in Organization & Strategy – Master level
Supervision at the 3th semester in Organization theory and qualitative methods – Bachelor level

Spring 2015

Change and development – Master level
Culture and Strategy – Bachelor level
Personal development – Master public governance, 1-year executive program for public managers
Supervision at the 4th semester on master in Organization & Strategy – Master level
Supervision at the 2th semester on master in Organization & Strategy – Master level
Supervision at the 4th semester in strategy– Bachelor level

Fall 2014

Advanced organization and strategy – Master level
Organizational theory – Bachelor level
Philosophy of science and qualitative methods – Bachelor level
Organizational culture and sensemaking – Diploma program for professionals (HDO) 1-day seminar
Power and dialog in organizations – Diploma program for professionals (HDO) 1-day seminar
Personal development – Master public governance, 1-year executive program for public managers
Supervision at the 3th semester on master in Organization & Strategy – Master level
Supervision at the 1th semester on master in Organization & Strategy – Master level
Supervision at the 3th semester in Organization theory and qualitative methods – Bachelor level

Spring 2014

Change and development – Master level
Culture and Strategy – Bachelor level
Personal development – Master public governance, 1-year executive program for public managers
Supervision at the 4th semester on master in Organization & Strategy – Master level
Supervision at the 2th semester on master in Organization & Strategy – Master level
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2. Study/programme administration and management: Experience in programme management and coordination. A list of study administration tasks, e.g. study board membership, chair of study board, semester or course coordinator, accreditation tasks, etc. Experience in planning teaching activities. Experience in programme development. Participating in committees and commissions etc. on education issues.

Over the years, I have held several study administrative and coordinating positions. As part of these tasks, I have gained experiences in developing and planning educational programs as well as facilitating changes and co-participated in developing shared learning spaces together with esteemed colleagues and students. During the years I have held these positions

2013 - Coordinator of the module in HRM at the master program in Organization & Strategy

2022 -Coordinator of the module in Organization theory and analysis at the master program in Organization & Strategy

2020 -Coordinator of the module in Coaching and reflexive leadership at the executive program in Master Public Governance
 2021 -Co-coordinator of the module in Strategic HRM at the executive program in Master Public Governance
 2018 - 2021Coordinator of the module Business Cooperation
 2018 - 2022Coordinator of the module master thesis at the master program in Organization & Strategy
 2017-2021Coordinator of the master program Organization & Strategy, Department of Business & Management and Business School
 2021-2022Coordinator of the 3rd and 4th semester the master program Organization & Strategy, Business School
 2012-2019Co-coordinating 3rd semester, Bachelor business administration
 2001-2005Coordinating 3rd semester, Bachelor business administration
 2019Member of the Business Study Board

3. Formal pedagogical training: A list of completed courses in university pedagogy, PBL courses, workshops, academic development projects, collegial guidance and supervision, etc. Written assessment from the course in university pedagogy for assistant professors. Participation in conferences on pedagogy and didactics. Please enclose any documentation of the above, such as course certificates, references, etc

To acquire university anchored pedagogical qualifications, I achieved the Pedagogic Diploma for Assistant Professors at Aalborg University. During the years I have further developed my physical and digital teaching practices and tools by participating in workshops and seminars on Problem Based Learning, blended learning, and digital teaching and other relevant teaching and supervising activities. Furthermore, I have acquired experience with teaching in other cultural settings, including a research stay in China for 2 months at Renmin University of China, at Sheffield University for 2 weeks, and at University of Illinois, Urbana Champaign for 6 months. In addition, my approach to teaching and dissemination has been further developed through my experiences acquired from working as an internal organizational consultant in a large company for 7 years and from being an open water diver instructor in my leisure time.

4. Other qualifications: Conference contributions and attendance, contributions to debates, scientific articles on pedagogical issues etc. Peer supervision, editorials, mentoring experience or other types of competence development activities.

Over the years at a regular basis, I have presented and disseminated my research at several conferences. My research is primarily empirical anchored, and in relation to various research project I have therefore been invited to present my research contributions:

2018:

Invited presenter on Antenarrative Storytelling at the Center for Narratological Studies, University of Southern Denmark.

2015:

Invited presenter on Leading Implementation Processes at a workshop for three of the Danish regions development consultants: "En Alkymist udforskning mellem konsulenter. Fra tre regioner og tre følgeforskere"

2014:

Invited presenter on Gender and Leadership at a seminar held by Finansforbundet in the financial sector; a collaborative research project between Spar Nord Bank and Aalborg University.

2009:

Invited presenter on Leadership Philosophy in Spar Nord Bank in relation to the collaborate research project between Aalborg University and Spar Nord Bank concerning the development of actor-based leadership.

2004:

Invited presenter on Intersubjectivity and cultural dynamics at University of Southern Denmark
 Type your answer here...

5. Pedagogical development and research: Development of new courses, teaching materials, teaching methods, examination types or other types of pedagogical development. Didactic and pedagogical research. Cooperation with external collaboration partners.

As a coordinator of several modules, semesters, and programs and as a teacher and supervisor in general I have always prioritized to develop and improve teaching, supervision, and dissemination activities. On some occasions this work has involved a major change:

- Being the coordinator of the master program in Organization & Strategy I was involved in facilitating a profound change and further development of that program together with esteemed colleagues as part of the departments transition to become Business School, Aalborg University from 2019-2021.

•In 2012 I co-participated in restructuring the master program in Organization & Strategy at Aalborg University to reinforce the ability to bridge theory and practice through case-based cooperation with organizations.

•In 2012, as co-coordinator, I was part of restructuring the intersection between three modules at 3rd semester Bachelor Business Administration for more than 250 students, namely Organization Theory, Philosophy of Science and Methodology, and project work. The purpose was to encourage students to critically explore how different methods, types of data, and theories shape understanding, analysis, and proposals in different ways.

6. References on your teaching skills from superiors or colleagues. Teaching evaluations and any teaching awards received.

In general, my teaching and supervising activities receive good evaluation (4-5 on a 5-scale). Concrete evaluations can be provided if relevant.

7. Personal reflections and initiatives: Here you may state any personal deliberations as regards teaching and supervision, any wishes and plans for further pedagogical development, plans for following up on student feedback/evaluations, etc. Personal reflections on your own pedagogical practice, including objectives, methods and implementation. This should include an analysis and a reasoned description of your pedagogical activities in relation to your pedagogical understanding and student learning. Thoughts on the teaching method at Aalborg University (which is largely based on group-organised project work and problem-based learning)

Problem based learning matters a lot to me as I experience how this approach to teaching and supervision supports students' critical and reflexive learning in bridging theory and practice and in relating different theories, types of data, and methods to actual real-life business problems.

8. Any other information or comments.

Type your answer here...