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Occupations

- 2013- Assistant Professor: Roskilde University, The Department of Communication, Business and Information Technologies
- 2009- External Lecturer: Copenhagen Business School, Department of Intercultural Communication and Management
- 2010-13 External Lecturer: Roskilde University, The Department of Communication, Business and Information Technologies
- 2011-12 Postdoc: University of Southern Denmark, Department of Leadership and Strategy
- 2007-10 HRM, Management and Organizational development: Self-employed consultant
- 2006-07 Head of Department: People and Organization, Municipality of Fredensborg
- 2004-06 Leadership- and organizational development, learning and digital collaboration: Self-employed consultant
- 2004-07 External lecturer, Roskilde University, Department of Communication, Business and Information Technologies, Master of ICT and Learning
- 2002-03 Head of Department: County of Funen, Development Department
- 2000-02 Head of Department: TDC, HR - Competency, leadership and employee development
- 1999-02 External lecturer: IT University in Copenhagen, Design, Communication and Media
- 1996-00 Head of Section: TDC, Development
- 1993-96 Senior Researcher: Tele Danmark Research
- 1990-93 Civil servant/ Deputy Head of Section: the Danish Postal Administration, Department of Logistics, Technological Development
- 1989-91 Subject expert by the weekly magazine for engineers: "Ingeniøren"
- 1988-90 Project researcher: Roskilde University, Department for Environment, Technology and Social Studies
- 1985-88 Ph.D student, Roskilde University, Department for Environment, Technology and Social Studies

Education

- 2008 Certified Management Consultant (LedelsesPro), Pro Ledelse Aps
- 2000 Leadership in the Knowledge Society, LinKS, Executive Management Programme, INSEAD
- 1996-02 TDC internal programmes in leadership, project management and communication
- 1988 Ph.D: Technological and socio-economic Planning. Thesis entitled: The Telecommunications Sector, information policy and the workplace. Roskilde University, Department for Environment, Technology and Social Studies
- 1985 Cand. techn. soc. Roskilde University, Department for Environment, Technology and Social Studies