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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