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CURRICULUM VITAE

Born: 14 March, 1950
Current position: Professor, NHH/Program director Exec MBA NHH Executive

ACADEMIC DEGREES/EDUCATION:

Dr. oecon., Norwegian School of Economics and Bus. Adm., 1990

Cand. psychol., University of Bergen, 1982

MSc., Norwegian School of Economics and Bus. Adm., 1987.

EXPERIENCE/FORMER POSTIONS:

Counseling psychologist, Bergen, 1982.

Consultant, Administrative Research Foundation v/NHH, 1982-1984.

Research assistant, Inst. for Organizational Sciences/NHH, 1984-1987.

Research assistant, Center for Applied Research/NHH, 1985.

Research Fellow, NHH, 1987-1989.

Assistant Professor, NHH, Institute for Organizational Sciences, 1989

Associate Professor, NHH, Institute for Organizational Sciences, 1991 - 1996

Advisor, NHHK, 1990 - 1995

Advisor, Norwegian College of Hotel Management, 1990 - 1992

Professor II, Norwegian College of Hotel Management, 1992 - 1998

Professor, Norwegian School of Economics and Business Administration, 1996

Professor, University of Bergen, 1996 – 2006

Head, Institute for psychosocial sciences, UiB, 2004 – 2006

Professor, Inst. for Strategy and Management, NHH. 2007 –

Dean, NHH Executive, 2007 – 2015

Member of Direktoratet for forvaltning og IKT (DIFI) Management Council

Member of various boards of dir.

Leader and member of various research and teaching committees.

OTHER ASSIGNMENTS

Project manager, NHHK, 1984-1985: Designing and establishing a one year study in Personnel Management.

Project manager, NHH, 2004 - 2008: Designing and implementing the one year management development programme for Rikshospitalet.

Programme director, NHH, 2007 -: Executive MBA in strategic management.

INTERNATIONAL VISITS

Visiting scholar, University of Illinois at Urbana-Champaign, Dept. of Business Administration, 1988-1989.

MEMBERSHIPS, PROFESSIONAL ORGANIZATIONS

Member of ENOP (European Network of professors in Organizational Psychology, now terminated)

Chair man, Norsk Organisasjonspsykologisk Selskap, 1998 – 2000

SELECTED TEACHING (courses):

Strategic Management
 Organizational Behavior (from Bachelor to and including Ph.D.level)
 Organizational Development and Design
 Organizational Theory
 Management Theories and Research
 Service management
 Measuring cognitive variables
 Qualitative research and data analysis

SOME PUBLICATIONS AND REPORTS

1. Haukedal, W. (1982): Presentasjon og empirisk prøving av en fraværsmodell. Thesis, University of Bergen.
2. Haukedal, W. (with Arent Greve) (1982): Absence from work. Attendance Motivation, Illness, and Work Environment as Determinants of Absenteeism. Work report. Institute for Organizational Psych., University of Bergen.
3. Haukedal, W. (1983): Fravær-hva er det og hva kan gjøres? Bedriftsøkonomen, 6.
4. Haukedal, W. (with Per Tronsmo, Henning Bang and Torger Reve) (1986): Omstilling og organisasjonskultur i norske rederier. SAF-report no. 3. Bergen: SNF, NHH.
5. Haukedal, W. (1986): Foretaksstrategi som problemløsning. En undersøkelse av lederes kognitive stil og organisasjoners tolkning av omgivelsene. Thesis, MSc.,Bergen: NHH.

6. Haukedal, W. (1986): Presentasjon og vitenskapsteoretisk analyse av Power's cybernetiske atferdsteori. Work Report. Bergen: Institute for Organizational Sciences.
7. Haukedal, W. (1990): Strategisk kompetanse: Fortolkning av omgivelsene. In Odd Nordhaug (red.), Kompetansestyring. Oslo: Tano.
8. Haukedal, W. (1987): Ledelse, kompetanse og lederutvikling. I Odd Nordhaug (red.), Strategisk Personalledelse. Oslo: Tano.
9. Haukedal, W. (with Kjell Grønhaug and Ingeborg Kleppe) (1987): Observation of a strategic household purchase decision. Journal of Psychology and Marketing, 4: 239-53.
10. Haukedal, W. (with Kjell Grønhaug) (1988): Kognisjon og foretakskultur: et måleforsøk. Beta, 1, 64-69.
11. Haukedal, W. (with Kjell Grønhaug) (1988): Environmental Imagery and Strategic Actions. Scandinavian Journal of Management, 4, 5-17.
12. Haukedal, W. (with Kjell Grønhaug and Ingeborg Kleppe) (1986): Observation of a Strategic Household Purchase Decision. Working paper no. 4. Bergen: SAF/NHH.
13. Haukedal, W. (1990): Innovativ strategisk ledelse og erfaring. In A. Greve og G. Kaufmann (Reds.): Ledelse. Psykologiske og strategiske perspektiver. Oslo: Tano.
14. Haukedal, W. (1990): Environmental Images. A study of managerial cognition in the context of strategy formulation. Dr. thesis. Bergen: NHH.
15. Haukedal, W. (with Kjell Grønhaug) (1994): Context-specific Rationality in Sense-making of Strategic Stimuli. Scandinavian Journal of Management, 10, 4, 355-367.
16. Haukedal, W. (1994): Categories of Strategic Stimuli: Their Implications for Managers' Sense-making of Organizational Environments. Scandinavian Journal of Management, 10, 3, 267 - 279.
17. Haukedal, W. (with Odd Zahl-Begnum). (1993): Managerial Sensemaking and the Perception of Opportunities for Tourism Development. World's Eye View on Hospitality Trends. Vol. 7, (3).
18. Haukedal, W. (with Kjell Grønhaug and Olav Kvitastein (1995). Data-driven Experts and Helpless Novices in Strategic Tasks. In Problem Solving and Cognitive Processes. Red.: G. Kaufmann, T. Helstrup, K. H. Teigen. Bergen. Fagbokforlaget.
19. Haukedal, W. (med Kjell Grønhaug) (1995). Experts and Novices in Innovative, Unstructured Tasks: The Case of Strategy Formulation. Creativity and Innovation Management. Vol. 4, 1, 4-14.
20. Haukedal, W. (1984): Data med kommentarer fra lederskapsprosjektet. Bergen: AFF-report 2/84.
21. Haukedal, W. (1995): Applied Research as Service-production. In T. Holmesland, K. J. Ims og A. Pedersen (Eds.): Essays in Marketing and Management. Bergen: Fagbokforlaget.
22. Haukedal, W. (1996): Ledelse i kunnskapssamfunnet. Bergen: Bergens Tidende, 4. oktober, 1996.
23. Haukedal, W. (1997): Å lede gullsnipper: Møte med fremtidens medarbeidere. Lederbulletinen. Bergen: AFF. Vol. 10 (3).
24. Haukedal, W. (with Kjell Grønhaug) (1997): The Cumbersome Route From Research Data to Knowledge Use. Creativity and Innovation Management. Vol. 6, 3, 151-160.

25. Haukedal, W. (with K. I. Bjørvik) (1997): Ledelses- og arbeidspsykologi. Oslo: Cappelens Akademiske Forlag.
26. Haukedal, W. (with K. Grønhaug and I. J. Henjesand) (1997): Kunnskap og kunnskapsbruk i hotellnæringen. SNF Rapport nr. 78/97. Bergen: SNF.
27. Haukedal, W. (med Tom Colbjørnsen og Irmelin Drake (1999). Lederutfordringer ved årtusenskiftet. Bergen, AFF.
28. Haukedal, W. (med Kjell Grønhaug og Geir Kaufmann (1999). "Students as Customers" and other misleading metaphors in today's education. Sixth EDINEB Conference, Bergen, Norway, The Norwegian School of Economics and Business Administration.
29. Haukedal, W. (1998). "Lederstrategier overfor autonome underordnede: En case-studie." Tidsskrift for organisasjonspsykologi 7(1-2): 14-22.
30. Haukedal, W. (med T. Colbjørnsen) 1999: Norske ledere og internasjonalisering. Virkelighetsnærhet eller virkelighetsflukt? Magma 5, 6-14.
31. Haukedal, W. (2000): Ledelse og kunnskapsarbeid: Motivering av autonome medarbeidere. I S. Einarsen og A. Skogstad (Red.): Det gode arbeidsmiljø. Krav og utfordringer. Bergen: Fagbokforlaget.
32. Haukedal, W. (with Kjell Grønhaug) (2001): Market research in the Thought-Full Enterprise. In Bo Hellgren and Jan Løvstedt (eds.): Management in the Thought-Full Enterprise. Bergen: Fagbokforlaget.
33. Haukedal, W. (with Tom Colbjørnsen and Irmelin Drake) (2001): Norske ledere i omskiftelige tider. Bergen: Fagbokforlaget.
34. Haukedal, W. (with K. I. Bjørvik) (2001): Ledelses- og arbeidspsykologi. Oslo: Cappelens Akademiske Forlag (rewritten edition).
35. Haukedal, W. (2002): Norske lederes selvbilde. I S. Einarsen og A. Skogstad (Red.): Ledelse på godt og vondt. Bergen: Fagbokforlaget.
36. Haukedal, W., red. (with B. Kuvaas) (2004): Creativity and Problem-Solving in the Context of Business Management. A festschrift in honour of Geir Kaufmann. Bergen: Fagbokforlaget.
37. Haukedal, W. (2004): Lønn, belønning og innsatsvilje. I S. Einarsen og A. Skogstad (Red.): Under trykking, tittel ikke klar. Bergen: Fagbokforlaget.
38. Haukedal, W. (2005): Arbeids- og lederpsykologi. Oslo: Cappelen Akademisk Forlag.
39. Haukedal, W. (2008): Arbeidsmotivasjon i estetisk perspektiv. Norsk Psykologtidsskrift. (45), 258-264.
40. Brochs-Haukedal*, W. (2010): Arbeids- og lederpsykologi. 8. Ed. Oslo: Cappelen Akademisk Forlag.
41. Brochs-Haukedal, W (with Therese Sverdrup and Kjell Grønhaug) (2010): Psychological contracts and knowledge worker teams. Scandinavian Journal of Business Research, 2, 142-152.
42. Brochs-Haukedal, W. (2013): Motivasjon til å lede. I R. Rønning, W. Brochs-Haukedal, S. B. Matthiesen, L. Glasø: Livet som leder: Lederundersøkelsen 3.0. Bergen: Fagbokforlaget.

Har jobb – hva nå? BT. October 2013
 Frist oss inn i ledelse. BT. November 2013
 Julens økonomi. BT. November 2014
 Kunsten å arbeide meningsfylt. BT. November 2015
 Sosial butikk. BT. August 2015
 Pengers pris. BT. October 2015
 Ledelse er mer enn å lede, Kapital. June 2015
 Kunnskap gir velstand, BT. February 2015.

RESEARCH CONFERENCE PAPERS:

1. Haukedal, W. (1997): Autonomous Knowledge Workers – How do They Manage? ISP Forskerkonferansen. Bergen.
2. Haukedal, W. (with Svein Larsen) (1998): Chefs Leading Cooks. ICCAS 98. Bournemouth, UK.
3. Haukedal, W. (with Kjell Grønhaug og Geir Kaufmann) 1999. Students as Customers - and Other Misleading Metaphors. Sixth EDINEB Conference. Norwegian School of Economics and Business Administration: Bergen, Norway.
4. Haukedal, W. (1999): Leadership challenges related to the year 2000. Key note address at the FIBE-Conference in Bergen.
5. Haukedal, W. (2004): Systems of pay and compensation. Address at the ENOP-Conference. La Maison des Sciences de l'Homme, Paris.
6. Haukedal, W. (with Therese Sverdrup and Kjell Grønhaug) (2008): The role of psychological contracts in the management of teams. Toulouse.

ONGOING RESEARCH PROJECTS

Lederundersøkelsen, AFF

Strategic Foresight in the context of innovation and strategic management.

Strategic Foresight in multinational companies: An exercise in communication and cognition

The use of Strategic Foresight in Norwegian companies. Who, how and what results?

TEXTS IN PROGRESS

Brochs-Haukedal, W. (2017): Transformational leadership and Strategic Foresight (working title). Book chapter.

Brochs-Haukedal, W. with others (2017): Ledelse uten tårer. Book.

Brochs-Haukedal, W. (2017): Arbeidspsykologi med ledelse. Book

Brochs-Haukedal, W. (2019): Arbeid: En forbannet velsignelse. Book.

*Added second family-name in 2008.