

ALEXANDER MADSEN SANDVIK

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Department of Strategy and Management
Norwegian School of Economics, NHH
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Research Areas

- Leadership
- Organizational behavior

Teaching

(Course Coordinator)

- STR405 – Methodology for master thesis, master level (NHH 2014-)
- VOA034 - Leadership in practice, bachelor level (NHH 2012)
- MET030 - Computer science for Economists, bachelor level (NHH 2012)
- ORG101D - Introduction course in organizational psychology, bachelor (NHH 2007-2008)

(Various topics in the following courses at the Bachelor, Master, PhD level)

- MASTRA - Applied methods, Strategic Leadership Program, MBA (NHH Fall 2013-)
- INT010 – Applied methods, bachelor level (NHH Spring 2013-2015)
- ORG520 – Foundations and frontiers of management (NHH Fall 2014)
- SOL020 – Organizational psychology and leadership, bachelor level (NHH 2005-2012)
- VOA034 – Leadership in practice, bachelor level (NHH 2009-2010)
- MET030 – Computer science for Economists, bachelor level (NHH 2005-2007)
- STR438 – Leadership and leader psychology, master level (NHH 2008-2009)
- PSYK106 – Personnel psychology, bachelor level (UiB, 2008-2012)

Education

- Ph.D., Department of Strategy and Management, NHH, 2007-2011
- M.Sc. (Economics), Master in science in Economics and Business Administration, NHH, Department of Strategy and Management, 2001 - 2006
- B. Sc. (Programming), Bachelor of Engineering in Computer Science, Bergen University College, Department of Engineering, 1998 – 2001

Past positions

- Engineer, programmer, NHH, 2001-2006
- Programmer, 2001-2001 Brahams, Long Island, New York
- Shop worker, 1998- 2000 (Sundts service Center)
- Sale and service consultant in computer science, 1991 – 1998 (Det Blå Huset)

Ad hoc reviewer for

- The Leadership Quarterly
- Academy of Management Learning & Education
- Scandinavian Journal of Organizational Psychology
- Magma

Publications

- Sandvik, A. M., Gooderham, P., Terjesen, S., & Espedal, B. (2015). Hvem vegrer seg mest for kreativitet? Norske eller amerikanske økonomistudenter. *Beta - Scandinavian Journal of Business Research*.
- Sandvik, A. M., Espedal, B., & Selart, M. (2015). Leadership Drivers of Organizational Creativity: A Path Model of Creative Climate in a Professional Service Firm. *Beta - Scandinavian Journal of Business Research*.
- Sandvik, A. M., Terjesen S., and Gooderham, P. (2015) The NHH Symposium Student Survey 2015: Growth and productivity. Research report, Bergen: NHH - Norwegian School of Economics.
- Sandvik, A. M. (2014) Hva påvirker direkte og myndiggjørende ledelse? *Magma*, Bergen: Fagbokforlaget
- Gooderham, P., Sandvik, A. M., Terjesen, S., and Nordhaug, O. (2013) The autonomy-creativity orientation of elite business school students in the US and Norway. In K. Kaarbøe, P. Gooderham and H. Nørreklit (Eds.) *Managing in Dynamic Business Environments: Between control and autonomy* (p. 204-221), Cheltenham: Edward Elgar.
- Espedal, B. and Sandvik, A. (2013) Does managerial discretion affect learning from experience in organizations? In K. Kaarbøe, P. Gooderham and H. Nørreklit (Eds.) *Managing in Dynamic Business Environments: Between control and autonomy* (p. 185-203). Cheltenham: Edward Elgar.
- Sandvik, A. M. (2013) Transformasjonsledelse og motivasjon: Rollen til prestasjonsmål. In R. Rønning, W. Brochs-Haukedal, L. Glasø and S. B. Matthiesen (Eds.) *Livet som Leder: Lederundersøkelsen 3.0* (p. 417-430). Bergen: Fagbokforlaget.
- Lines, R. and Sandvik, A.M. (2013) Verdiskapning og ledelse av kunnskapsarbeidere. In R. Rønning, W. Brochs-Haukedal, L. Glasø and S. B. Matthiesen (Eds.) *Livet som Leder: Lederundersøkelsen 3.0* (p. 309-335). Bergen: Fagbokforlaget.
- Gooderham, P., Sandvik, A. M., Nordhaug, O., and Sayapina, V. (2013) The NHH Symposium Student Survey 2013: In The War For Talent – Who is the Talent? Research report, Bergen: NHH - Norwegian School of Economics.
- Sandvik, A. M. (2011) Leadership of knowledge workers, Ph.D. thesis, Bergen: NHH – Norwegian School of Economics.
- Sandvik, A. M. (2011) Ledelse av kunnskapsarbeid, s. 56-63. *Magma*. Bergen: Fagbokforlaget
- Sandvik, A. M. (2009) Fremtidens ledere. *AKA: Tverrfaglig studentlektyre*. Bergen: UIB
- Sandvik, A. M. & Håtuft, J. V. (2006). Psychological defense mechanisms, ICT and decision making: Can navigation performance be predicted? In K. Grønhaug (Eds.) *Festskrift Anna-Mette Fuglseth* (p.108-119), Bergen: Fagbokforlaget.
- Håtuft, Jan Vidar & Sandvik, Alexander Madsen (2006). Psykologiske forsvarsmekanismer og beslutningstaking til båtkapteiner i Sjøforsvaret: Forsvarsmekanismer som basis for seleksjon. Masterutredning ved Norges Handelshøyskole. Bergen
- Sandvik, A. M., Hanssen, Asbjørn, E., Ulf, E., Lussand, T. (2001). Nettverksytelse i et SCI-basert utlesningssystem, *Hovedoppgave ved Høyskolen i Bergen*. Bergen

Presentations/Proceedings

- Jakubanecs, A., Sandvik, A. and Hillestad, T. (2016) Effects of competence and warmth dimensions of corporate culture on perceived customer orientation and operational efficiency. Accepted presentation at 25th annual Frontiers in Service Conference, June 23-26, Bergen, Norway
- Bjørge, A. K., Sandvik, A. M. and Whittaker, S. (2015). Groupe d'etudes management et language (Aalto University, Helsinki). Paper: 'Social identity in the linguistically and culturally diverse workplace: The impact of corporate values and language.'

- Sandvik, A. M., Selart, M., Schei, V. Martinsen, Ø. (May 2015). Leadership style and work performance: The moderating roles of self-leadership and creative climate. EAWOP conference, May 20-23. May in Oslo, Norway.
- Sandvik, A. M., Selart, M., Schei, V. Martinsen, Ø. (2014). *Two kinds of leadership: The role of self-leadership and creativity in leadership on work performance*. Paper presentation at Neon (Network for organizational research in Norway). 25-27. Nov 2014. Stavanger, Norway.
- Kobbeltvedt, T., Schei, V., Sandvik, A. M., and Aanes, M. (2014) *Risk judgments pay off*. Poster presentation at the Annual meeting of the Society for Judgment and Decision Making, Nov. 21-14, CA.
- Sandvik, A. M. (2012) *Leadership of knowledge workers: Review and future directions*, paper presentation at Academy of management annual meeting, Boston, MA, USA
- Sandvik, A. M. and Martinsen, Ø. L. (2011) *The leadership of knowledge workers: mediating and moderating effects*, paper presentation at Academy of management annual meeting, 12-16. August, San Antonio, Tx, USA
- Sandvik, A. M. (2009) *Leading knowledge workers*, PhD Workshop, NFF Nordic Academy of Management conference, 19-21. August, Turku, Finland
- Sandvik, A. M. (2009) *The motivational processes of interest alignment*, paper presented at EGOS, 18-20. November Kristiansand, Norway
- Sandvik, A. M. and Haukedal, W. (2008) *Transfiliation: An approach to leadership for the post-industrial work life*, paper presented at International Leadership Association (ILA), 12-15 Nov. Los Angeles, CA, USA
- Sandvik, A. M. (2007) *Influence in Leadership*, PhD Workshop, NFF Nordic Academy of Management conference, 7-8. August, Bergen, Norway
- Vladislav, Z. and Sandvik, A. M. (2007) *Improving Performance: Perceived versus Context Based Competitive Advantage of the Firm*, paper presented at NFF Nordic Academy of Management conference, 7-8. August, Bergen, Norway

Work-in-progress

- Sandvik, A. M., Croucher, R. and Martinsen, Ø. L. (Under review) Work content, leadership styles and performance on knowledge work in a Norwegian Company. IJHRM
- Sandvik, A. M. and Croucher, R. (under review) Knowledge workers' alignment with organizational goals in two Norwegian knowledge companies. European Journal of International Management.
- Nesheim, T., Olsen, K. M. and Sandvik, A. M. (Under review) Networking ability, autonomy, and work performance in a Professional Service Firm (PSF). Personnel review
- Sandvik, A. M., Croucher, R., Espedal, B. and Selart, M. (Draft) The relationship between Leadership and creative climate in a Norwegian professional services firm. Working paper.
- Sandvik, A. M., Selart M., Schei, V. and Martinsen, Ø. L. (Draft). Leadership behavior and work performance: The mediating role of entrepreneurial leadership culture. Working paper.
- Bjørge, A. K., Sandvik, A. M. and Whittaker, S. (2015). Social identity in the linguistically and culturally diverse workplace: The impact of corporate values and language. Working paper.
- Jakubanecs, A., Sandvik, A. and Hillestad, T. (2016) Effects of competence and warmth dimensions of corporate culture on perceived customer orientation and operational efficiency. Unfinished Draft.

Media

- Sandvik, A. and Gooderham, P. (feb. 9. 2016) Seiglivet kulturforskjell. Kronikk. Aftenposten.
- Sandvik, A. and Whiting, S. (2016) The value of an integrated mission. Comment in Laerdal Medical's Report on Sustainability: Helping Build a Better Society. Published May 2016. <http://viewer.zmags.com/publication/954ac3b8#/954ac3b8/7>

Supervision

- Master: I have served as supervisor for 8 master students since I started working at NHH.
- EMBA: I have served as supervisor for 20 MBA master thesis (MASTRA)
- Executive bachelor programs. I have served as a supervisor in a variety of executive bachelor programs such as the Rector program, Leadership program for kindergarten, Leadership program for Bergen municipality and several other leadership programs at NHHE since 2010.

Administrative

- NHH Board member, 2010-2011
- NHH's representative "Forskningsdagene i Bergen" 2013- 2014
- Responsible for a project in the FOCUS program (Laerdal)