

CURRICULUM VITAE - Dorthe Døjbak Håkonsson

Date and place of birth: 2 September 1971, Give, Denmark

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Education:

Ph.D. in Business Administration (February 17, 2003)

MA, Int. Business and Languages (March 19, 1997)

Current and previous positions held:

2016->: **Professor** at *Department of Management*, Aarhus Uni.; 2015-2016: **Professor** at *Department of Business Development and Technology* (50%), Aarhus Uni. and *Department of Management* (50%); 2014-2015: **Associate Professor**, *Department of Business Development and Technology*; 2007-2014: **Associate Professor**, *Department of Management*, Aarhus School of Business (later Aarhus Uni.) (MindLab Associate Professor (MindLab grant) from 2009-2014); 2012->: **Affiliated** to Interacting Minds Center, Aarhus Uni.; Oct–Dec. 2006 **Assistant Professor**, Department of Management, Aarhus School of Business (ASB); June 2006–October 2006: Part time (10%) **Assistant Professor**, Department of Management, ASB; 2002–May 2006: **Assistant Professor**, Department of Management, Uni. of Southern Denmark; 1998–1999; 2000–2002: **Doctoral student**, Odense Uni.; 1999–2000: **Lecturer**, Odense Uni.; Department of Management; 1997–1998: **Research Assistant**, Odense Uni., Department of Management

Leave of absence:

Maternity leave: Feb.2004–Sep.2004; Nov. 2006 – June 2007; and seven weeks throughout 2010

Additional academic qualifications:

Co-founder and board member of the Organization Design Community (ODC), 2009→

Member of ATV (the Danish Academy of Technical Sciences) since 2017

Associate Editor, Journal of Organization Design

Academic awards and funding

Senior Research Award of the year 2022–2023 (Department of Management, Aarhus University)
Det Frie Forskningsråd (DFF2) ‘**Patterns of Interaction**’ DKr. 5.000.000 (Principal Investigator together with Erik Larsen). Conference on ‘**New Trends in Organization Design**’, May 29–31, 2018, DKr 60.000, *Aarhus Universitets Forskningsfond*; DFF: 2nd round of application for **Center for Excellence** (Principal Investigator together with A. Roepstorff, T.Bilde, and K. Halskov); **Accellerator Funding**, *Department of Management, Aarhus University*, DKr.

38.000; '**Organizations**' under MindLab. UNIK-funding, Danish Ministry of Science, Technology and Innovation, DKr 2.839.511; **Collaborative Communities Interacting Minds Center Seed Funding**, DKr 61.600.

Honorary mentioning, *Organization Science Winter Conference* 2010, Steamboat Springs, Colorado; **Runner up for best paper at the OMT** (Organization and Management Theory) division (2009); **AOM** (Academy of Management) best paper proceedings (2009)

Research management experience

Center Director, ICOA (Interdisciplinary Center for Organizational Architecture), Department of Management, Aarhus University; **Head of AIROD** (Advanced Interdisciplinary Research on Organizational Development), Department of Business Development and Technology, Aarhus University; **Primary Investigator and financial responsibility** for the *Patterns of Interaction: Emergence and Consequences* (Det Frie Forskningsråd, DFF2) 5 Million DKK funded project; and for the *Organizations* project embedded in MindLab (<https://mindlab.au.dk/menu90-en>), funded by the Danish Ministry of Science, Technology and Innovation. Total grant of 120 Million DKK for 5 years

Research area:

My research interests revolve around behavioral organizational design and information processing. Seeing organizations as information processing entities, I'm particularly interested in how micro-level information processing, influence organizational information processing and collaboration.

International relations:

Gianluca Carnabuci, ESMT Berlin, and Eric Quintane, ESMT are both part of the **Patterns of Interaction project**.

Santiago Arango Aramburo, School of Mines, Universidad Nacional de Colombia, Medellin is a collaborator on various on-going research activities.

With Phanish Puranam, INSEAD, I've initiated the '**Organization Zoo series**' in Journal of Organization Design, where we both serve as associate editors: With Raymond Miles, Berkeley; Charles Snow (UPenn); Sirkka Jarvenpaa, McCombs School of Business, UTexas at Austin; George P. Huber, McCombs School of Business, UTexas at Austin and others, I've founded the **Organization Design Community**; Together with Tobias Kretchmer, LMU Munich; Phanish Puranam, INSEAD; Carliss Baldwin, Harvard Business School, Martin Gonzalez, Google; Özgecan Kocak, Emory University; Joseph Cheng, Gurneeta Vasudeva, Carlson School of

Management, and Jeroen Van Bree, Berenschot, and Joseph Cheng, University of Illinois at Urbana-Champaign, I currently serve as a **board member** of the Organization Design Community.

Linda Argote, Carnegie Mellon University, was part of the *MindLab* Organizations project.

Ph. D. Supervision:

Primary supervisor; Saeedeh Shafiee Kristensen, Department of Management, Aarhus University, 2019-2023 (industrial PhD). Primary supervisor: Jonathan David Jensen, Department of Management, Aarhus University, 2019-2022; Co-supervisor: Simon Tobias Kargh, Department of Management, Aarhus University, 2018-2021; Primary supervisor: Ioana-Cristina Cristea, ICOA, Aarhus University 2012-2015 (now Post Doc at University of California, Santa Barbara).

PUBLICATIONS

Burton, R. M., Obel, B., **Håkonsson, D. D.** (2024): Expanding the organizational design space: The emergence of AI robot bosses. *Journal of Organization Design* 13 (1): 13-22.

Håkonsson, D. D., Larsen, E. R., & Eskildsen, J. K. (2023). Effective Information Infrastructures for Collaborative Organizing: The Case of Maasai Mara. *Organization Science*, 34(4), 1509-1526.

Håkonsson, D. D. (2021) *Temaredektørens forord: Organisationsdesign - et studie af informationsstrømme og omgivelser. Økonomi og Politik*, Bind 94, Nr. 3, 09.2021, s. 4-9.

Håkonsson, D. D., Larsen, E. R. (2021). Ude af øje, ude af sind: Betydningen af tilfældige interaktioner på arbejdspladsen. *Økonomi og Politik*, Bind 94, Nr. 3, 09.2021, s. 38-49.

Burton, R., **Håkonsson, D. D.**, Larsen, E. R., & Obel, B. (2020). New trends in organization design. *Journal of Organization Design*, 9, 1-2.

Løvschal, M., **Håkonsson, D. D.**, & Amoke, I. (2019). Are goats the new elephants in the room? Changing land-use strategies in Greater Mara, Kenya. *Land Use Policy*, 80, 395-39

Nüssler, E. K., Nüssler, E., Eskildsen, J. K., **Håkonsson, D. D.**, Löfgren, M., & Mitkidis, P. (2018). The influence of geographical and clinical factors on decisions to use surgical mesh in operations for pelvic organ prolapse. *Total Quality Management & Business Excellence*, 1-14, DOI: 10.1080/14783363.2018.1452610

Håkonsson, D. D.; Mitkidis, P.; Wallot, S. 2017. Team Emotions and Team Learning. in Linda Argote, John M. Levine (eds.). *The Oxford Handbook of Group and Organizational Learning*. Oxford University Press, Oxford.

Burton, R. M., **Håkonsson, D. D.**, Nickerson, J., Puranam, P., Workiewicz, M., & Zenger, T. (2017). GitHub: exploring the space between boss-less and hierarchical forms of organizing. *Journal of Organization Design*, 6(1), 1-19

Håkonsson, D. D., Eskildsen, J. K., Argote, L., Mønster, D., Burton, R. M., & Obel, B. (2016). Exploration versus exploitation: emotions and performance as antecedents and consequences of team decisions. *Strategic Management Journal*, 37(6), 985-1001.

Håkonsson, D. D., Obel, B., Eskildsen, J. K., & Burton, R. M. (2016). On cooperative behavior in distributed teams: the influence of organizational design, media richness, social interaction, and interaction adaptation. *Frontiers in psychology*, 7(692), 1-11

Mønster, D., **Håkonsson, D. D.**, Eskildsen, J. K., & Wallot, S. (2016). Physiological evidence of interpersonal dynamics in a cooperative production task. *Physiology & Behavior*, 156, 24-34.

Snow, C. C., **Håkonsson, D. D.**, & Obel, B. (2016). A smart city is a collaborative community: lessons from Smart Aarhus. *California Management Review*, 59(1), 92-108.

Burton, R. M., Obel, B., & **Håkonsson, D. D.** (2015). How to get the matrix organization to work. *Journal of Organization Design*, 4(3), 37-45.

Puranam, P., & **Håkonsson, D. D.** (2015). Valve's way. *Journal of Organization Design*, 4(2), 2-4.

Håkonsson, D. D., Klaas, P., & Carroll, T. N. (2013). The structural properties of sustainable, continuous change: Achieving reliability through flexibility. *The Journal of Applied Behavioral Science*, 49(2), 179-205.

Steinmetz, J., Bennett, C., & **Håkonsson, D. D.** (2012). A Practitioner's View of the Future of Organization Design: Future Trends and Implications for Royal Dutch Shell, *Journal of Organization Design*, 1(1), 1-5

Håkonsson, D. D., Burton, R. M., Obel, B., & Lauridsen, J. T. (2012). Strategy implementation requires the right executive style: Evidence from Danish SMEs. *Long Range Planning*, 45(2-3), 182-208.

Håkonsson, D. D., & Obel, B. (2010). Ledelse af organisatorisk klima gennem medarbejderes følelser. *Ledelse & Erhvervsøkonomi*, 75(3), 35-45.

Jensen, K. W., **Håkonsson, D. D.**, Burton, R. M., & Obel, B. (2010). The effect of virtuality on the functioning of centralized versus decentralized structures—an information processing perspective. *Computational and Mathematical Organization Theory*, 16(2), 144-170.

Rask, M., Strandskov, J., & **Håkonsson, D. D.** (2008). Theoretical perspectives on the internationalization of firms. *Journal of Teaching in International Business*, 19(4), 320-345.

Haakonsson, D. D., Burton, R. M., Obel, B., & Lauridsen, J. (2008). How failure to align organizational climate and leadership style affects performance. *Management Decision*, 46(3), 406-432.

Håkonsson, D. D., Obel, B., & Burton, R. M. (2008). Can organizational climate be managed? Making emotions rational. *Journal of Leadership studies*, 1(4), 62-73.

Håkonsson, D. D. (2006). How misfits between managerial cognitive orientations and situational uncertainty affect organizational performance. *Simulation Modelling Practice and Theory*, 14(4), 385-406.

MONOGRAFIER

Burton, R. M., Obel, B., & **Håkonsson, D. D.** (2029). *Organizational design: A step-by-step approach*. 4th ed. Cambridge University Press.

Burton, R. M., Obel, B., & **Håkonsson, D. D.** (2015). *Organizational design: A step-by-step approach*. 3rd ed. Cambridge University Press.

Bøllingtoft, A., Donaldson, L., Huber, G. P., **Håkonsson, D. D.**, & Snow, C. C. (Eds.). (2011). *Collaborative communities of firms: Purpose, process, and design* (Vol. 9). Springer Science & Business Media.

Håkonsson, D. D., Nielsen, J. F., Snow, C. C., & Ulhøi, J. (Eds.). (2009). *New Approaches to Organization Design: Theory and Practice of Adaptive Enterprises* (Vol. 8). Springer Science & Business Media.

Burton, R. M., Eriksen, B., **Håkonsson, D. D.**, Knudsen, T., & Snow, C. C. (Eds.). (2008). *Designing organizations: 21st century approaches* (Vol. 7). Springer Science & Business Media.

Burton, R. M., Eriksen, B., **Håkonsson, D. D.**, & Snow, C. C. (2006). *Organization design: The evolving state-of-the-art* (Vol. 6). Springer Science & Business Media.

REFEEREED PROCEEDINGS

Radomes, A., Larsen, E., **Haakonsson, D. D.**, Getting it Right: The Importance of Timin Sustainable Adaptation. In *Academy of Management Proceedings*, 2012(1)

Haakonsson, D. D., Bach, L. A., Snow, C. C., & Obel, B. (2017). Building A Collaborative Community: An Agent-Based Simulation Study. In *Academy of Management Proceedings*, 2017(1)

Håkonsson, D. D., Puranam, P., Workiewicz, M., Teppo, F., Nickerson, J. A., O'Mahony, S., & Zenger, T. (2015). The Organizational Safari: What Can We Learn About the Universal Problems of Organizing at GitHub. In *Academy of Management Proceedings*, 2015(1)

Dan, M., Huber, G., & **Håkonsson, D.D.** (2014). The Role of Team Affect and Emotions in Coordination: A Review and Integrative Model. In *Academy of Management Proceedings*.

Mønster, D., Eskildsen, J. K., **Håkonsson, D. D.**, Obel, B., Burton, R. M., & Argote, L. (2014). Variations in the Circumplex Model of Affect Across Contexts. In *PMA (Performance Management Association) Conference Proceedings. 2014*, 958-986.

Haakonsson, D. D., & Mønster, D. (2013). Affective Coordination: The Role of Team Emotional Interconnectedness. In *Academy of Management Proceedings*.

Dale, R., Fusaroli, R., **Håkonsson, D. D.**, Healey, P., Mønster, D., McGraw, J., Mitkidis, P. & Tylén, K. (2013, January). Beyond synchrony: complementarity and asynchrony in joint action. In *Proceedings of the Annual Meeting of the Cognitive Science Society*, 35(35), 79-80

Håkonsson, D. D., Klaas, P., & Carroll, T. N. (2009). ORGANIZATIONAL ADAPTATION, CONTINUOUS CHANGE, AND THE POSITIVE ROLE OF INERTIA. In *Academy of Management Best Paper Proceedings*, 2009(1), 1-6.

Carroll, T., **Håkonsson, D. D.**, & Jensen, K. W. (2009). A Contingent Approach to Virtual Organizing. In *Academy of Management Proceedings*.

Jørgensen, F., Ulhøi, J. P., **Håkonsson, D. D.**, & Jeppesen, H. J. (2008). Dare We Ask More Questions About Employee Motivation: PDW. *Academy of Management Proceedings*.

Eriksen, B., & **Håkonsson, D.** (2007). Micro and Macro level adaptation of Organizational Routines. In *Academy of Management Proceedings*.

Obel, B., **Håkonsson, D. D.**, Lauridsen, J., & Hansen, M. (2003). Er danske SME virksomheder rustede til fremtidens dynamiske omgivelser? *LOK Proceedings*.

BOOK CHAPTERS

Obel, B.; **Håkonsson, D. D.**, Snow, C. & Bach, L. (2018). Forming a Collaborative Community: An Agent-Based Simulation Study of the Effects of Membership Composition. In Joseph, J.; Baumann, O., Burton, R., & Srikanth, K. (Eds.) *Advances in Strategic Management: Organizational Design*. Emerald Publishers.

Håkonsson, D. D., Mitkidis, P., & Wallot, S. (2017). Team Emotions and Team Learning. In Argote, L & Levine, J. M. (eds.): *The Oxford Handbook of Group and Organizational Learning*. Advance online publication. Oxford University Press.

Håkonsson, D.D., Obel, B., & Burton, R. M. (2016). Contingency Theory, Dynamic Fit, and Contracts. In Qiu, J., XJ.; Luo, B. N.; Jackson, C.; & Sanders; K. (Eds.) *Advancing Organizational Theory in a Complex World* (pp. 19-33). Routledge.

Jensen, K. W., **Håkonsson, D. D.**, Burton, R. M., & Obel, B. (2009). Embedding virtuality into organization design theory: virtuality and its information processing consequences. In Bøllingtoft, A.; Håkonsson, D. D.; Flohr-Nielsen, J.; Snow, C. C.; Ulhøi, J. P. (Eds.) *New approaches to organization design* (pp. 99-119). Springer, Boston, MA.

Håkonsson, D. D., (2008). Succes rummer i sig kimen til fiasko. In *Innovations Og Forandringsledelse*. (kap. 7.7). Børsen Forum A/S.

Håkonsson, D. D., Obel, B., & Burton, R. M. (2008). Rational emotionality: integrating emotions into psychological climate. In Burton, R. M.; Eriksen, B.; Håkonsson, D. D.; Knudsen, Th.; Snow, C. C. Eds.). *Designing Organizations: 21st Century Approaches* (pp. 59-81). Springer, Boston, MA.

Klaas, P., Lauridsen, J., & **Håkonsson, D. D.** (2006). New Developments in Contingency Fit Theory. In Burton, R. M., Eriksen, B.; Håkonsson, D. D; Snow, C. C. (Eds.) *Organization Design: The Evolving State of the Art*. (pp. 143-164). Springer, Boston.

Håkonsson, D. D., Burton, R. M.; & Obel, B. (2006). Action leadership, Multi-contingency Theory and Fit. In C. Snow, D.D. Håkonsson, R.M. Burton, & B. Eriksen (Eds.), *Organization Design: The Evolving State of the art. (181-201)*. Springer, Boston.