

CV - Frans Bévort, Ph D, Assistant Professor

Bio data:

Name: Frans Bévort
 Date of birth: 14. juli 1961
 Marital status: Married to Helle K. Bévort and the father of four children, Maria of 11 yrs., August of 13 yrs as well as Sixten of 23 yrs. and Anna-Mia of 24 yrs. from former marriage.

Education:

2012 **PhD**, Doctoral School of Organization and Management, Copenhagen Business School
 1992 **Master of Public and Business Management** - Roskilde University.
 1989 **Cand.scient.soc. – Master of Modern English and Business Economy** - Roskilde University.
 1980 **Language and Social Science Highschool Diploma** - Herlev Statsskole.

Primary Occupational Experience:

2014 - **Responsible for the Cranet-survey** and the CBS-representative in the Cranet-project arranging the yearly Cranet-conference.

2012 - **Assistant Professor**, Managing professional work, Department of organization, Copenhagen Business School

2012 – 2012 **Assistant Professor**, in Human Resource Management, Roskilde University, CEBIT.

2011 - 2012 **Research Fellow** at University of Southern Denmark at the Department of Management and Business Strategy.

2008 – 2012 **PhD-fellow** (Industrial PhD-student) at Deloitte Denmark and Doctoral School of management and Organization, Department of Organization, Copenhagen Business School. Thesis defended 6th of June 2012.

2007 - **Manager and Owner of Bevort Competence**, consultancy firm offering HRD services to Danish corporations and public bodies – see www.bevort.dk (Danish).

2005 - 2007 **HRD Manager at PFA Pension** (1100+staff, turnover 13 billion Danish Kroner), strategic driver of organizational development and managing a team of 18 employees including 4 HR-partners and 1 team lead.

2001 - 2005	Competence Development Manager and substitute for the HR-director in Radiometer Medical Aps.
1998 - 2000	HRD-manager in the Confederation of Danish Industries
1997 - 2012	External lecturer at Copenhagen Business School at the Diploma Course of Business Management in the stream HR and Leadership Development.
1995-1998	Human Resource Manager at Lån & Spar Bank A/S responsible for leadership and staff development as well as compensation and benefits in the bank (300+ staff).
1992 - 1995	Consultant in the National Association of Local Authorities (KL) within the fields organizational analyses, management and HR-policies.
1992	Research assistant and project manager on project on Distance Selling in Denmark requested by for the Commission of the European Union.

Main academic research and teaching subjects

Human Resource Management

Management of professional work and organizations

Institutional theory

Sensemaking and Symbolical interactionism

Teaching 2015

Course responsible and teaching:

Graduate courses HRM, (Cand. Merc/Soc. HRM):

Fag 1: HRM i teori og praksis (7,5 ects). Fag 1 is attended by app. 150 students.

Fag 4: Organisation og Arbejdsmarked (15 ects). Fag 4 will have app. 100 students.

Graduate electives HRM: HRM (7,5 ects) attended by 150 students

Diploma course (HD O) Module 3: HR ledelse og udvikling: (10 ects) attended by 35 students.

Executive teaching

E-MBA (and Flex-E-MBA) 2012-2015, Human Resources.

Research groups and projects

The HRM-research group

Frans is active in participating in and supporting the HRM-research group at IOA which includes participants from LPF and University and Southern Denmark. The purpose of the group is to create a platform for research collaboration and publication by young and more senior scholars interested in researching all aspects of the HRM-phenomenon. It is also a vehicle for conversations between researchers and practitioners. This is arguably "the" HRM-research community at CBS.

The Cranet-project

Frans is responsible for the Cranet project in Denmark. Cranet is the oldest and most comprehensive recurrent researchbased survey of HRM-practice in the world and is carried out in more than 40 countries since 1991. The Cranet-project consists of the survey, activities in the international Cranet-network - among other things developing and applying the survey results - but also producing a annual national Cranet-conference at CBS, which is arguably the most important conference for HRM-professionals. The project generates relations to international HR-researchers, creates a strong interface to HRM- practitioners and the direct costs are self-financed through the proceeds of the conference and has historically generated additional means used for the development of HRM-research at CBS.

Sociology of Professions reading group

This is a cross-disciplinary group of researchers who share results and discuss research into the sociology of professions.

Publications

Peer-reviewed publications

In process to be published

Bévort, F., Pernkopf, K., Larsen, H. H. and Mayrhofer, W. (forthcoming), The HRM academic-practitioner gap – A European perspective, Contribution to special issue of HRM Review: Academic HRM research: How aligned and value-added is it for practitioners (Ed. Bruce E. Kaufman).

Bévort, F., Christensen J. and Rasmussen, E. (forthcoming), The Cranet Survey – Improving on a Challenged Research Practice?, Contribution to special issue on Cranet-related comparative HRM-research of International Studies of Management and Organization (ISMO, Edited by Michael Morley).

Bévort, F., Mogensen, M. Darmer, P. Muhr, S. L. (editor, forthcoming), *Managing the Human, Towards diverse, engaged and critical HRM studies*, Introductory paper for special issue of *Ephemera*, deadline 1st of April 2016.

Bévort, F., (in review), *Changing Logics and Managers in Professional Service Firms (PSFs) An ethnographic study of changing micro-foundations of institutional logics*, *Journal of Change Management*.

Published

Bévort F. & Poulfelt (2015), *Is the partner the Don Quixote of the 21st century corporate world? The dilemma of professional partnerships*, *Journal of Danish Business and Management* (Accepted for publication 2015).

Bévort, F., & Suddaby, R. (2015). *Scripting professional identities: how individuals make sense of contradictory institutional logics*. *Journal of Professions and Organization*, jov007.

Bévort F, & Poulfelt F. (2015) *Human Resource Management in Professional Service Firms: Too good to be true? Transcending conflicting institutional logics*. *German Journal of Human Resource Management Research (Zeitschrift für Personalforschung)*. 2015;29 (Special issue on HRM in Professional Service Firms):102-30.

Bévort, Frans & Poór József (2015), *Trust, legitimacy and performance - explaining and exploring the fate of HRM in the aftermath of the financial crisis*, Peer-reviewed conceptual paper for AOM-symposium, Vancouver, 2015: *The impact of the financial crisis on HRM and employee behavior: Evidence from Europe* headed by Professor, Wolfgang Mayrhofer, WU and Silvia Dello Russo, Business Research Unit, ISCTE-IUL, Lisbon.

Bévort, Frans (1992), John Storm Pedersen og Jon Sundbo, *Human Resource Management in Denmark, Employee Relations*, Volume 14 no. 4.

Bookchapters

Bévort, F. & Sandal, I.S. (forthcoming), *Multilevel issues in careers*, Contribution to *Routledge Companion to Career Studies* edited by Gunz H., Mayrhofer, W. Lazarova, M., Routledge.

Bévort, Frans (2010d), *En leder går i land- en analyse af sensemaking om ledelse*. Kapitel i Darmer et al (2010) *Paradigmer i Praksis*, Handelshøjskolens Forlag.

Bévort, Frans (2002), *Når det nytter noget! Strategisk kompetenceudvikling eller faglig begejstring*, artikel i *Fra kursus til kompetenceudvikling på jobbet*, Henrik Holt Larsen og Connie Svabo (red.), DJØFs forlag.

Bévort, Frans (2001), *De "attraktive" arbejdspladser og den nye virkelighed*, i *Noget for noget? Rekruttering og fastholdelse af unge højtuddannede*, Henrik Holt Larsen (red.), Berlingske Annoncecenter.

Bévort, Frans (2000), *Kompetence mellem struktur- og kulturudvikling. Erfaringer med opbygning af kulturel kompetence i et pengeinstitut i udvikling*. I antologien *Kompetence – i organisatorisk perspektiv*, redigeret af Torben Andersen, Inger Jensen og Arne Prael, Roskilde Universitetsforlag.

Bévort, Frans (1998), *Rum for udvikling og læring*, Artikel i *Lærende Organisationer*, redigeret af Steen Hildebrandt og Søren Brandt, månedens bog, april, Børsens Forlag, København.

Bévort, Frans (1997), Vejen fra isolation til det åbne marked. Den finansielle sektors strategiske dilemma. I Den danske banksektor - mellem tradition og forandring, redigeret af Torben Andersen og Karsten Ronit, Systime A/S, Århus,.

Bévort, Frans (1995), Poul Erik Jensen og Arne Prahl, Engagement i arbejdet, introduktionsartikel, Handelshøjskolens forlag.

Bévort, Frans (1995c) og Jon Sundbo, En ny byttehandel mellem virksomhed og medarbejder?, bidrag til antologi (Bévort, Jensen og Prahl, 1995a) Handelshøjskolens Forlag,.

Books

Bévort, Frans (2014); Larsen, Henrik Holt; Hjalager, Anne-mette; Christensen, Jesper, HRM efter krisen. Fugl fønix eller Back to Square One, Cranet/Samfundslitteratur.

Bévort, Frans (1995), Poul Erik Jensen og Arne Prahl (Red), Engagement i arbejdet, Handelshøjskolens forlag.

Bévort, Frans (1992), John Storm Pedersen og Jon Sundbo, 90'ernes personaleledelse - et paradigmeskift, SYSTIME A/S, Herning,

Others

Bévort, F. & Strandgaard, Jesper, Evaluative Practices (forthcoming), Constructing Experts and Expertise, Paper for the CRE8TV-research project under the funded under the 7th Framework Program of the European Commission.

Bévort, Frans (2011a), Analyzing the Bureaucratization of Professional Service Firms at the Level of Roles, Identities and Work, paper presented at the Annual meeting of Academy of Management 2011 at the MC Division.

Bévort, Frans (2011b) Studying actors making sense of contradicting institutional logics – ‘bringing the actor back in - again’ in neo-institutional theory Presented at ABC-Seminar, Boston College 'Organizing Institutions: Studying the Emergence of New Practices' 30th of September-1st of October, 2011. Boston, US.

Bévort, Frans (2010a), The changing psychological contract in professional service firms. Evidence from a professional service firm ethnography, paper presented at the standing working for Management of Professional Organizations and Work, EGOS, 2010.

Bévort, Frans (2010b), Constructing the professional-as-manager in the context of institutional change. Paper presented at Papers for the ABC-workshop 20th-21th of May 2010 in Copenhagen, Copenhagen Business School.

Bévort, Frans (2010c), Hvem er min leder? Lederroller og psykologisk kontrakt mellem mening og praksis i en professionel servicevirksomhed, paper for the Danish Academy of Management annual meeting december 2010.

Bévort, Frans (2009), Mening med ledelse i en vidensservicevirksomhed – paradokser og ambivalens i den vanskelige rejse mod en ny ledelsesform, paper for the Danish Academy of Management annual meeting december 2009.

Bévort, Frans (2003), Personalepolitik – organisationens ideologi om menneskets funktion og behov, bidrag til Thomson HR's artikeldatabase, www.thomson.dk.

Bévort, Frans (1993) m.fl., Ledelse og Lokalløn - muligheder for udvikling, Forlaget Kommuneinformation,

Bévort, Frans (1993) og Carsten Hollænder Laugesen og Bo Mikkelsen, Målstyring og personaleledelse, Forlaget Kommuneinformation, København.

Bévort, Frans (1990), John Storm Pedersen og Jon Sundbo, Reinventing the Personnel Function: A Note on Social Trends and How to Manage Human Resources in Service Corporations, in Proceedings from the 1st annual Research Seminar in Service Management, IAE, Aix En Provence.