

CURRICULUM VITAE

MORTEN T. HANSEN

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EDUCATION

Graduate School of Business, Stanford University
Ph.D. in Business Administration, 1996.
Area: Organizational Behavior.
Dissertation: *Knowledge Integration in Organizations.*

London School of Economics, University of London
MSc in Accounting and Finance, 1988.

Monterey Institute of International Studies, California
Master's degree in Public Administration, 1987.

University of Oslo, Norway
BA (Hons) in Political Science, 1985.

ACADEMIC EMPLOYMENT

University of California, Berkeley
Professor, School of Information (July 2008 – present)
Affiliated Professor at Haas School of Business (2010 – present)
On leave from Berkeley for 2013.

INSEAD, France
Professor, September 2005 – 2008 (part-time 2008-present)
The André and Rosalie Hoffmann Chaired Professor in Family Enterprise, 2006 – 2008
Tenured Associate Professor, September 2003-05
Unit head, Entrepreneurship and Family Enterprise Area, 2004-2005
On leave from INSEAD for 2013.

Harvard Business School, Harvard University
Associate Professor in Business Administration, 2002 - 2003
Assistant Professor in Business Administration, 1996-2002 (on leave from 2000 to 2002)
Joint appointment in the Organizational Behavior and General Management Units.

OTHER WORK EXPERIENCES

Apple, Inc.

Senior Director, Apple University (January 2013 –).

The Boston Consulting Group

Manager, San Francisco office (2000-2002).

Associate Consultant and Consultant, London and Stockholm offices (1988-91).

Client work primarily in high-technology industries, including software and computers, and industrial goods and retail.

LEADERSHIP BOOKS

Jim Collins and Morten T. Hansen. *Great by Choice: Uncertainty, Chaos and Luck—Why Some Thrive Despite Them All*. HarperBusiness (2011). New York Times and Wall Street Journal Bestseller 2011-2013.

Morten T. Hansen. *Collaboration: How Leaders Avoid the Traps, Create Unity, and Reap Big Results*. Harvard Business Press (2009). Finalist, Terry Book Award (Academy of Management).

ARTICLES

Hansen, Morten T., Herminia Ibarra, and Urs Peyer, “The Best-Performing CEOs in the World,” *Harvard Business Review* (2013).

Crilly, Donald, Maurizio Zollo and Morten T. Hansen. “Faking it or Muddling Through? Understanding Decoupling in Response to Stakeholder Pressures,” *Academy of Management Journal* (2012).

Ibarra, Herminia and Morten T. Hansen. “Are You a Collaborative Leader?” *Harvard Business Review* (2011).

Singh, Jasjit, Morten T. Hansen and Joel M. Podolny. “The World is Not Small for Everyone: Inequity in Searching for Knowledge in Organizations.” *Management Science* (2010).

Hansen, Morten T., Herminia Ibarra and Urs Peyer. “The Best-Performing CEOs in the World.” *Harvard Business Review* (2010).

Hansen, Morten T. “When Internal Collaboration is Bad for Your Company.” *Harvard Business Review* (2009).

Haas, Martine and Morten T. Hansen. “Different knowledge, different benefits: toward a productivity perspective on knowledge sharing in organizations.” *Strategic Management Journal* (2007).

Hansen, Morten T. and Julian Birkinshaw. "The Innovation Value Chain." *Harvard Business Review* (2007).

Hansen, Morten T., Louise Mors, and Bjorn Lovas. "Knowledge Sharing in Organizations: Multiple Networks, Multiple Phases." *Academy of Management Journal* (2005).

Haas, Martine R. and Morten T. Hansen. "When Using Knowledge Can Hurt Performance: The Value of Organizational Capabilities in a Management Consulting Company." *Strategic Management Journal* (2005).

Hansen, Morten T. and Nitin Nohria. "How to Build Collaborative Advantage." *Sloan Management Review* (2004).

Winner of the 2005 MIT Sloan Management Review/PricewaterhouseCoopers Award for best article.

Hansen, Morten T. and Bjorn Lovas. "How do Multinational Companies Leverage Technological Competencies? Moving From Single to Interdependent Explanations." *Strategic Management Journal* (2004).

Hansen, Morten T. "Knowledge Networks: Explaining Effective Knowledge Sharing in Multiunit Companies." *Organization Science* (2002).

Hansen, Morten T., and Martine R. Haas. "Competing for Attention in Knowledge Markets: Electronic Document Dissemination in a Management Consulting Company." *Administrative Science Quarterly* (2001).

Hansen, Morten T., Joel Podolny and Jeffrey Pfeffer. "So Many Ties, So Little Time: A Task Contingency Perspective on the Value of Corporate Social Capital in Organizations." *Research in the Sociology of Organizations* (2001).

Hansen, Morten T., and Bolko von Oetinger. "Introducing T-Shaped Managers: Knowledge Management's Next Generation." *Harvard Business Review* (2001).

Hansen, Morten T., Henry W. Chesbrough, Nitin Nohria, and Donald Sull. "Networked Incubators: Hothouses of the New Economy." *Harvard Business Review* (2000).

Hansen, Morten T. "The Search-Transfer Problem: The Role of Weak Ties in Sharing Knowledge Across Organization Subunits." *Administrative Science Quarterly* (1999).

Winner of the 2005 ASQ Award for scholarly contribution for article that has made exceptional contribution to the field of organizational studies.

Hansen, Morten T., Nitin Nohria and Thomas Tierney. "What's Your Strategy for Managing Knowledge?" *Harvard Business Review* (1999).

Barnett, William and Morten T. Hansen. "The Red Queen in Organization Evolution." *Strategic Management Journal* (1996).

OTHER PUBLICATIONS

Hansen, Morten T., Herminia Ibarra and Urs Peyer. "The 200 Best-Performing CEOs." *Chief Executive* (March 2010).

Hansen, Morten T. "The Future of Work." *Chief Executive* (January 2010)

Hansen, Morten T. "Collaborate for Value," *Financial Times* (July 2007).

Hansen, Morten T. and Nitin Nohria. "Organizing multinational companies for global advantage." In Quelch, John and Rohit Deshpande (eds), *The Global Market: Developing a Strategy to Manage Across Borders*. Jossey-Bass (2004).

Hansen, Morten T. "Turning the Lone Star Into a Real Team Player." *Financial Times* (August 2002).

Hansen, Morten T. "Cutting Costs While Improving Morale with B2E Management." *Sloan Management Review*, 2001.

Hansen, Morten T., Nitin Nohria, and Thomas Tierney. "What's Your Strategy for Managing Knowledge?" Chapter in *Harvard Business Review on Organizational Learning*. Boston: Harvard Business School Press (2001).

Hansen, Morten T., Nitin Nohria, and Jeffrey Berger. "The State of the Incubator Marketplace." *Harvard Business Review Report* (2000).

CITATION COUNTS

Google Scholar: 11,880 (total)

Social Science Citation Index/Web of Science: 1,418 (total)

TEACHING ASSIGNMENTS

MBA/Master's

Managing in Information-Intensive Companies. UC Berkeley, School of Information (2009-present).

Managing for Success, UC Berkeley, School of Information (2012).

Emerging Management Paradigms. UC Berkeley, School of Information (2010 – 2012).

Building Businesses in Silicon Valley: Understanding the eco-system, MBA program, INSEAD. Mini-elective course. Short-term "immersion" program taking place in the valley. (2005- 2008).

Corporate Renewal and Entrepreneurship, MBA program, INSEAD. New elective course (2003-04).

General Management: Processes and Action, MBA program at Harvard Business School. Elective course (2000, 2003).

LEAD, MBA program at Harvard Business School. First-year organizational behavior and leadership core course (1996-98).

Leadership/Executive Education

Program Director:

Leading Service Innovation. Leadership course, UC Berkeley, School of Information (2009, 2010).

INSEAD's Senior Leadership Development Program for SAP. Program Director of the most senior company-specific program (top 200 executives) for Europe's largest software company. Worked directly with CEO. Developed course and responsible for design and delivery. (2005 – 2010).

Module Sessions:

Open-enrollment executive education program, Berkeley (Haas). ½ day module on collaboration in Berkeley Executive Leadership Program (2009 - 2011).

Open-enrollment executive education programs, INSEAD. ½ to 1 day modules on Change, Collaboration, Innovation, and Leadership in the following programs. ODP: Owner-Directors' Program; IEP: International Executive Program; DOS: Delivering Outstanding Services; CCC: Coaching for Consulting and Change (leadership development program); AMP: Advanced Management Program; AOP: Achieving Outstanding Performance; LT: Leadership Transition; SE: Social Entrepreneurship. (2003 – 2010).

Company-Specific Programs, INSEAD. Taught ½ to 1 day modules on Change, Collaboration, Managing Innovation, and Leadership in a number of company-specific programs. Includes consumer goods, professional services, industrial goods, high-tech, pharmaceutical, financial services (2003 – present).

COURSE DEVELOPMENT MATERIAL

Transforming Reckitt Benckiser. (With Herminia Ibarra and Nana von Bernuth). INSEAD teaching case (2011).

Tragedy on Everest. (With David Breashears and Ludo van der Heyden). INSEAD teaching case (2011).

Leading for Performance: Ulrich Lehner at Henkel. (With Herminia Ibarra and Nana von Bernuth). INSEAD teaching case (2010).

HydroPoint Data Systems. (With J. Dedman and James Tucker). Teaching case, UC Berkeley (2010).

Greenerprinter (with A. Kayer). Teaching case, UC Berkeley (2010).

Transforming DNV: From Silos to Disciplined Collaboration Across Businesses. A and B cases. INSEAD teaching case (2007).

Scaling Social Enterprises: ENVIE and ACTIF in France. A and B cases. (With Anne-Claire Pache). INSEAD teaching case (2006).

Scaling Social Enterprises: ENVIE and ACTIF in France. (With Anne-Claire Pache). INSEAD teaching note (2006).

Corporate Renewal and Entrepreneurship. Course note, INSEAD (2004). Unpublished.

Intuit, Inc.: Transforming an Entrepreneurial Company Into a Collaborative Organization. (With Chris Darwall). Harvard Business School teaching case (2003).

E-Loan: The CarFinance.com Acquisition. (With Jeffrey Berger). Harvard Business School teaching case (2000).

The Evolution of eCoverage in the Online Insurance Market. (With Jeffrey Berger). Harvard Business School teaching case (2000).

The Evolution of eCoverage in the Online Insurance Market: The Four Phases of Company Development. (With Jeffrey Berger). Harvard Business School Video (2000).

Evolution of eCoverage in the Online Insurance Market. (With Jeffrey Berger). Harvard Business School teaching note (2000).

Knowledge Management at Andersen Consulting. (With Thomas Davenport). Harvard Business School teaching case (1998).

AWARDS AND SCHOLARSHIPS

- James A. Hamilton Book of the Year Award, American College of Healthcare Executives. 2013.
- Book of the Year Award, 800-CEO-READ. 2011.
- Finalist, Terry Book Award, Academy of Management, 2010.
- The Administrative Science Quarterly Award for Scholarly Contribution (for paper that has made most significant contribution after five years), 2005.
- The MIT Sloan Management Review/PricewaterhouseCoopers Award for best article, 2005.
- Norwegian Research Council doctoral fellowship, 1992-95.
- Jaedicke fellowship, Stanford Graduate School of Business, 1993.
- Fulbright Scholar, 1991-92.

PROFESSIONAL AFFILIATIONS AND ACTIVITIES

- Member, Academy of Management.
- Ad-hoc reviewer for *Administrative Science Quarterly*, *Strategic Management Journal*, *Academy of Management Journal*, *Organization Science*, and *Management Science*.

PERSONAL INFORMATION AND ACTIVITIES

Married to Helene Hansen; two daughters (Alexandra and Julia); born and raised in Norway; enjoy traveling, good food and running; former silver and bronze medal winner in Norwegian track & field junior championship.