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Implementation and Performance Management
10/05/2016 → present
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Production and Service Management
05/06/2012 → 05/05/2016 Former
VIP

Work, Technology and Organisation
25/02/2012 → 05/06/2012 Former
VIP

Implementation and Performance Management
11/09/2014 → 09/05/2016 Former
VIP

Publications:

From co-located to dispersed work – first experiences of commuter hubs as stress intervention
The headquarters of the Ministry of Justice (MoJ) is in Westminster within London, UK. The cost of property within this location is much higher than elsewhere in the country and the department has sought multiple ways of reducing these costs. Rising housing prices compared to income also meant that employees increasingly located in towns and cities with more affordable houses. However, moving out of London created a new situation where employees spend more time on commuting to the London office and well-being surveys pointed at this as a core reason for the many frustrations.

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Using high-involvement Fishbone workshops to transform problem identification into tailor-made organizational interventions

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Authors: Ipsen, C. (Intern), Sørensen, O. H. (Ekstern), Poulsen, S. (Intern), Gish, L. (Ekstern)
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Host publication information
Applying boundary objects to create coherence between management decisions regarding prevention of Musculoskeletal Disorders and implemented changes

Purpose. This study aims to support social healthcare workplaces with methods to establish coherence between management decisions regarding prevention of Musculoskeletal Disorders (MSD) and the work related preventive changes implemented in the organization. The study builds on the known risk factors for developing MSD in combination with the theory of explication of tacit knowledge by the use of boundary objects (Carlile, 2002). Design/Methodology. Searching the literature of visual knowledge generating methods, we selected those who focus on the work process and relate to one or more of the risk factors of MSD. The search resulted in the following methods: Workbooks, Photo-Safari, Layout Games, Employee Exchange, Videos and the Fishbone workshop. Three Occupational Health and Safety Departments in municipalities and one hospital tested the methods, which several public workplaces will apply starting January 2017. Results. The identified visualization methods each addresses specific risk factors of MSD but when combined, they provide a holistic insight in to the work-related causes to MSD at the workplace. The new knowledge forms the basis for focused work-related preventive changes. The test participants found the methods applicable in relation to create coherence between strategy and practice. Research implications: Our preliminary results imply that visualization methods can generate new knowledge about work-related causes to MSD, identification of new preventive changes and how they link to the preventive MSD strategy. Originality/Value. The study investigates the application of boundary objects in the identification of causes and implementation of a preventive MSD strategy and work-related changes.

Can you design for Fidelity? How your intervention framework describes intended actions, participation and behavior

In recent years the term fidelity has been introduced within the field of organizational level interventions. Fidelity describes the extent to which the intervention has been implemented as it was originally intended, and is regarded critical for determining the validity of the research results. The reason for introducing this term has been for researchers to be able to conclude whether an intervention has worked as intended. In this paper we discuss the term fidelity in relation to the concept of script analysis (Akrich 1994). We do this to question whether it is even relevant to discuss fidelity in organizational level interventions. The concept of fidelity stems from clinical interventions although the concept has developed over time (Bellg et al. 2004). Organizational level interventions differ from clinical interventions, as they are more complex regarding both the “dose” given and the number and levels of participants involved at the same time. Steering organizational level interventions in every detail and secure full fidelity or treatment integrity can thus seem difficult. Organizational level intervention frameworks are often built on the designer’s experiences with previous interventions as well as what have been reported as best practice. The designer thus has a large role in making the intervention work – he or she can design intended actions, participation and behavior into the framework. The notion script can help explain the designer’s role. A script is the designer’s presumptions, visions and predictions about how the framework will interact with the intervention participants. As derived concepts Akrich (1994) introduces ‘in-scription’ and ‘de-scription’. Where ‘in-scription’ is the limitations and constraint that the intervention designer in-scribe in the framework, and ‘de-scription’ is how the intervention participants interpret the framework and adjust the framework to the organization.
Creating proximity across distances – Management tools to support performance and employee well-being.

One consequence of organizations’ development and adaptation to societal changes and technological developments is distance work where time or geography separate employees and managers (Fisher & Fisher 2001). Distance work and management occur at different locations, such as from home (telework), in satellite offices (intra-organizational work), or at the customers’ or clients’ locations (inter-organizational work) (Verburg et al. 2013; Cropper et al. 2008). In inter-organizational distances, distance employees are employed by one company (the provider) but work at a different company (the customer) (Cropper et al. 2008; Hinds & Kiesler 2002); here, the customer’s working conditions influence the employees. Distance work and management are a characteristic in various types of knowledge work (Fisher & Fisher, 2001; Jacobs, 2004; Li & Scullion, 2006) where work-related stress is still an unsolved problem. When either time or geography separate managers from their employees, it becomes more difficult to ensure both the employees’ psychosocial work environment and organizational performance. This paper explores distance managers’ preventive activities that ensure both employee well-being and performance across distances as part of their daily management. The study contributes to the discussion on management of prevention of work-related stress in the context of distance work. We applied a case study approach to explore the tools distance managers make use of to ensure employee well-being and organizational performance. Data were collected with semi-structured interviews of both distance managers and their employees working in two types of knowledge work (Alvesson 2004) i.e. specialized manufacturing and consultancies in four inter-organizational distance work places. The researchers conducted 17 semi-structured interviews including questions about distance management practices and applied tools along with distance work experiences, especially regarding employee wellbeing and organizational performance. The dataset from the four companies consists of one manager from each company together with up to four of their distance workers located at their customers’ companies. The researchers coded the transcribed interviews using template analysis (King 1998) where the research question determined three a priori codes for the data analysis. This study shows that physical and social working conditions at the work sites, both nationally and internationally, directly affect the employees’ wellbeing and thus their performance. As inter-organizational distance work deprives the employees with the ability to meet face-to-face with their manager the distance managers’ primary concern therefore is whether the employees perform as expected and according to plan and how they, as managers, can create a sense of proximity and belonging to the company. Dialogue with the distance workers is a core activity and conducted via Skype, phone, Lync or email. The frequency varies from weekly to monthly calls depending on the type of employee and the given situation. The calls is either on project related issues, which need to be solved, or the performance and well-being of the employees. The manager typically initiates the calls. Beside the direct contact via Skype, Lync and mobile phones, the managers also apply other management tools and practices to ensure well-being and monitoring performance. The managers thus conduct a systematic monitoring of their contact with their employees (who have they talked with and when). They also make use of ongoing individual follow-up surveys focusing on both well-being and performance to support the distance managers’ direct contact with their employees and to monitor changes in either of the two areas. In the direct contact with the employees they focus first on employee’s wellbeing and then on the performance (content) acknowledging that their well-being determines their performance. The dual focus is important as the distance managers recognize that the customers’ working conditions have a direct impact on the performance of the distance workers. Besides the direct contact with their employees, the study also shows that continuous expectancy alignment among the customer, employee, project manager and distance manager is an important tool to ensure both performance and well-being. Finally, the template analysis showed that distance workers highly value time to talk and management capabilities i.e. the listening, understanding and/or the acknowledging manager as ways to ensure their well-being – prevent them from being stressed. Acknowledging the impact distance has on management of prevention of work-related stress in the context of distance work future organizational intervention research should also consider the distance (time &/or geography) between the managers and employees but also who is responsible for the employees’ work environment. The study shows that distance managers apply more than just traditional IT communication tools in their management practice, and that well-being has first priority in the talks with the distance workers besides the focus on performance. The employees however value time to talk and management capabilities like the ability to listen, understand and acknowledge that good working conditions are a prerequisite for their well-being and consequently their performance.

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In times of change: How distance managers can ensure employees' wellbeing and organizational performance

Organizations develop and adapt to societal changes and technological developments, where one consequence is that dispersed workers are more common than never before. It is difficult to ensure employee wellbeing and performance, when separating managers from employees by either time or geography. This paper explores the wellbeing of employees doing distance work, and examines the practices of the distance manager aimed at ensuring employee wellbeing and organizational performance. The pilot study use a case study approach in four organizations with qualitative interviews of distance managers and employees. The study show both positive and negative aspects of distance work. Positively, the employees find distance work to be professionally challenging and they feel they make a difference in their work. On the negative side is the feeling of loneliness and frustrations about lack of communication. The analysis of distance managers’ practices showed that they used both activities and capabilities in order to ensure employee wellbeing and organizational performance. The activities included planning, newsletters, and surveys, and the capabilities were to listen, create and show trust, and give authority to the employees. Contrary to previous findings on motivating of knowledge workers, our findings show that motivation, surprisingly, is ensured when focusing on the basic needs such as working conditions and belongingness.
Knowledge sharing via social media in software development: a systematic literature review

Effective knowledge exchange among software developers is crucial for the competitive performance of their organizations. Today, the constant pressure on businesses to continually innovate and the increasing capability of information technologies to facilitate broader and more distributed communication are driving organizations to leverage social media tools to improve performance. These tools, which have changed the way we share knowledge, enable people to connect, communicate, and collaborate. Research on knowledge sharing via social media is still in its early phases, with a comprehensive overview of the literature yet to be completed. Thus, using a systematic literature review approach, this study aims to map the current literature on the topic in relation to software development. Furthermore, this study highlights
the findings of former research and identifies gaps in the literature. The study offers several insights for researchers and practitioners and proposes a future research agenda to strengthen knowledge in the field.

**General information**

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Web of Science (2017): Indexed yes
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Web of Science (2016): Impact factor 1.013
BFI (2015): BFI-level 1
Scopus rating (2015): CiteScore 1.06
Web of Science (2015): Impact factor 0.595
BFI (2014): BFI-level 1
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Web of Science (2014): Impact factor 0.554
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Web of Science (2013): Impact factor 0.683
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Scopus rating (2012): CiteScore 1.05
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BFI (2011): BFI-level 1
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Web of Science (2011): Impact factor 0.414
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Source-ID: 2390930835
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**PRINCIPLE 8. ACTING WITH CONSIDERATION FOR LEVEL OF INFLUENCE**

General information
The fishbone workshop: How to transform

Problem A successful transformation is central for management and employee support and implementation fidelity (Carroll et al. 2007). Participatory interventions are a means to involve employees and managers in tailoring intervention initiatives to the needs of the organization. However, a central concern in such engaging processes is how to systematically process and transform the knowledge that employees and managers provide. There has been many different approaches to include employees in the development of intervention activities that fit the organization such as dialog workshops, custom made surveys, etc. In 2012, Ipsen and Jensen stated that in knowledge work both employees and managers possess tacit and individual knowledge about the problems associated with knowledge work, and about the causes and potential solutions. Therefore, the authors proposed to establish collective rooms for reflection as an organizational framework in which both managers and employees can participate and talk about the factors that affect quality and efficiency (Ipsen & Jensen 2012). The multi-level reflection should support the development of initiatives that aim to solve core task related problems. The aim of this study is to create central intervention initiatives that relate to core health and organizational processes based on manager and employee involvement in a systematic process. This paper presents a method designed for that purpose: The Fishbone workshop. Procedures The purpose of the Fishbone workshop is to explore and identify work-related issues that relate to the organizational sources of employee well-being. In two FishBone workshops, employees and managers respectively, explore their work and workplace (Ipsen & Andersen 2013; Sørensen & Holman 2010), one for employees and one for managers. A thematization of the statements, which converge the statements into themes, follows the explorative and divergent phase. The participants at the employee workshop answer the question: “What creates enthusiasm in your work?” and write their statement on a Post-it note and place it on the FishBone chart labelled “Enthusiasm”. Successively, the participants fill out the Fishbone chart and when they have posted all notes, an image emerges of the factors that create enthusiasm at this particular workplace. The participants then reflect on: “What creates stress and strain in your work?” The participants post their written statements on a new FishBone chart labeled “Strain”. In cases where the answers are related, the post-it notes are clustered on one “side-bone” of the Fishbone. In the managers workshop they answer the same two question and fill two similar charts. The charts illustrate the employees’ and managers’ perceptions of the working conditions that create enthusiasm or cause stress and strain in the employees’ daily work. The workshop creates an opportunity for all participants to express themselves, and knowledge about work-related problems becomes explicit. The subsequent clustering of related statements express a theme on each side bone. The theme equals an initial problem identification, which during the intervention is transformed into intervention initiatives. Results In each FishBone the side bones express different themes. Typical themes that create enthusiasm in the work are “Good colleagues”, “Challenging tasks”, “Meaning in the work”, “Solving the problem”, “Making the customers/users happy”. Examples of themes related to strain in the work are “Lack of recognition from management”, “Bad planning”, “Bottleneck in the work process”, “Lack of feedback”, “Lack of cooperation”, “Badly managed meetings” and “Unclear goals”. Practical implications The upfront implications of the FishBone workshops are three-fold. First, the participants gain insight into what work-related issues create Enthusiasm and Strain. Second, the participants get an understanding of the different situations and perceptions of the work and work-related issues. Third, managers and employees gain insight into that they may not have the same understanding of what creates enthusiasm and strain at work. Forth, the researcher gain insight into the local program theories of the workplace actors, i.e. how the perceive motivators and stressors at work. From a research perspective, the FishBone workshop provides valuable insight into factors at the particular workplace that may be used to reduce the employees and manager perceive at the most salient stressors. By identifying the work related issues the workshop strengthens the link between the current situation at the work place and the intervention initiatives (organizational fit (Nielsen 2013)). Conclusion The FishBone workshop creates a collective reflective room for systematic reflection in which both managers and employees can participate to develop solutions and thus transform initial problem identification to intervention initiatives. From the identification of work-related and workplace stressors, managers and employees can then initiate changes in the organizational structure, functions, roles and tasks.

General information

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The role of managers in organizational interventions and non-interventions – at intra and inter-organizational work places

Over the years, workplaces and employees have become more dispersed due to organizational changes in large traditional organizations and the development of new business opportunities across the world, such as shifts from production to service- or knowledge-based work environment (Hinds & Kiesler, 2002). As companies move toward globalization companies use distance work (Fisher & Fisher, 2001) to accomplish work more effectively and efficiently. Distance work and management occur at different locations, such as from home (telework), in satellite offices (intraorganizational work), or at the customers’ or clients’ locations (inter-organizational work) (Cropper, Huxham, Ebers, & Ring, 2008; Verburg, Bosch-Sijtsema, & Vartiainen, 2013). According to Fisher and Fisher (2001), time, space, and/or culture constitute the distance between managers and employees. In a systematic review, Crawford et al. (2011) found that only a few studies have investigated the wellbeing of employees who work at clients’ or customers’ offices (inter-organizational work) over a long period of time and how to best manage these employees. In inter-organizations, distance employees are employed by one company (the provider) but work at a different company (the customer) (Cropper et al., 2008; Hinds & Kiesler, 2002); here, the customer’s working conditions influence the employees. Taken together, studies of distance management and managers employ a performance perspective on leadership, while studies of the link between distance management and employees’ wellbeing are rare—knowledge about distance work and employees’ wellbeing is altogether missing (Crawford et al., 2011). Organizational-level occupational health interventions is the recommended psycho-social risk management approach for improving health and well-being at work (EU-OSHA, 2016) It has therefore been suggested that we need to incorporate elements of the implementation process and context into these evaluations, to better understand the mechanisms producing the outcomes (Karina Nielsen & Randall, 2012). Occupational health intervention literature has consistently suggested line managers’ supportive behaviour as an important implementation factor that influence how the intervention unfolds (K. Nielsen, 2013). The need for new knowledge about the influence of line managers’ implementation-supportive behavior on intervention for health management at work, but also about the role of OHS practitioners and applicable management tools, forms the basis for this symposium where three studies are presented. Overall the studies look at the role of leaders in interventions and non-interventions to ensure employee wellbeing and/or geography) between the managers and the employees and type of organization (intra and inter). The main objective of the symposium is thus to create an awareness of the role that managers have in both organizational interventions and non-interventions and how distance has an impact on their behavior. More specifically, this symposium highlights the role of leaders’ behavior in interventions at three different types of work sites and presents new finding about best practices. This symposium is one of several symposia submitted by the "International Network for Sustainable Organizational Interventions (INSOI)" and consists of three contributions: The first presentation, presents a longitudinal intervention process study that has examined the influence of line managers’ implementation-supportive behavior on initial use and sustained use of a web-based intervention for health management at work. The scope for the study is the line managers and their work group, i.e. intraorganizational work. In the second presentation, the authors present a three-level crosssectional study of Occupational Health and Safety (OHS) practitioners, line managers and their employees working in intra-organizational distance work and how they can influence the OHS of the distance workers. The managers and employees work within the same company but are dispersed as they work at different locations. The third presentation presents a qualitative study of managers’ roles in interorganizational distance work and which tools they apply to create a sense of proximity to ensure both organizational performance and employee well-being across distances, both time and geography. The scope for this study is distance work where the employees are employed in one company but work for a longer period in a different company under their working conditions.

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Balancing Performance and Employee Well-being across Distances: A New Tool to Distance Managers

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Sense-Making and Management: Why First-Line Managers Get Different Results in Organizational Interventions

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Applying the chronicle workshop as a method for evaluating participatory interventions

Despite the growing interest for process evaluation in participatory interventions, studies examining specific methods for process evaluation are lacking. In this paper, we propose a new method for process evaluation – the chronicle workshop. The chronicle workshop has not previously been used in intervention studies. The method was tested in three small and
medium-sized companies. Four to six employees participated in each chronicle workshop, which was the last activity of the participatory preventive intervention program PoWRS. The program aims at creating changes which have a positive effect on both productivity and well-being. In all cases, we saw that the chronicle workshop gave valuable information about the intervention process and that it initiated a joint reflection among participants from different departments. The chronicle workshop makes it possible to better understand the results of the intervention, the factors affecting it, and the outcome evaluation based on a summary view of the company and intervention-related factors that influence the intervention program and results.

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**Distanceledelse – en udfordring over tid, sted og kultur**

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Future Trends in Productivity and Well-Being Interventions: Could They Work?

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Management across distances – how to ensure performance and employee wellbeing

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Today many businesses are geographically distributed with co-located employees and teams across dispersed work situations. Furthermore, today’s technologies and business requirements both allow and demand distance management like never before. Distance work and management are characteristic of various types of knowledge work (Fisher & Fisher, 2001; Jacobs, 2004; Li & Scullion, 2006). In fact, it is precisely knowledge workers who are most likely to experience work-related stress, which to a large extent remains an unsolved problem in practice, and is the second most frequently reported work-related health problem in Europe by the European Agency for Safety and Health at Work. The risk of work-related stress and the high costs associated with it has generated a large number of preventive intervention studies. However, according to Westgaard and Winkel (2011), balancing organizational performance and employee well-being, also termed sustainable management, is not taken into consideration in most intervention studies. In the present study, the concept of sustainable management is applied at the organizational level, aiming at management, with the intention to improve organizational sustainability (Docherty, Forslin, Shani, & Mari, 2002; Westgaard & Winkel, 2011). Despite the fact that distance management in daily operations in virtual organizations is a growing field, there is little theoretical and empirical knowledge of its characteristics and focus has largely been on managerial activities aimed at ensuring performance and less on the well-being.
Organizational-level interventions in small and medium-sized enterprises: Enabling and inhibiting factors in the PoWRS program

Work-related stress in small and medium-sized enterprises (SMEs) is an increasing problem. However, knowledge regarding organizational-level interventions in SMEs is limited, and SMEs often lack professional facilitator resources to assist in change processes. An intervention program developed for large corporations, the PoWRS (Prevention of Work-Related Stress) program, has been modified to fit the conditions in SMEs, i.e., appointing employees as in-house facilitators. The aim of this paper is to examine the enablers and inhibiting factors of the PoWRS program when applied in four Danish SMEs. Three out of four of the case companies succeeded in implementing the program. The enablers and inhibiting factors related to three themes: persons and roles, program components, and organizational context. Findings show that the primary enabling factors were the in-house employee facilitators and the intervention being a collective process involving employees and managers. The dominant inhibiting factors were a strong focus on daily operations and lack of time for the intervention. The study shows that although SMEs experience challenges, existing unarticulated in-house resources can be beneficial in organizational change processes.

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In the present paper we introduce the concept of script analysis first coined by Akrich (1992), to analyze and discuss the "fidelability" of intervention frameworks - meaning a framework's ability to impose fidelity. Intervention frameworks are often designed by researchers according to their earlier experiences and best practice.

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Distance management – a challenge in participatory interventions in virtual organizations

Virtual organizations challenge the first line managers as they have to be able to manage from afar as distance managers. Investigating distance management in participatory multi-level interventions this paper presents a case study of four SMEs which have applied the multi-level participatory PoWRS program (Prevention of Work-Related Stress) over a six month period. Interviews were conducted with employees, in-house process facilitators, project managers and first line managers. The results show that distance managers are even more challenged in interventions especially regarding coordination of activities and ensuring commitment.

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Authors: Ipsen, C. (Intern), Gish, L. (Intern), Poulsen, S. (Intern)
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Engineers are using social media for work purposes

Engineers are using social media for work purposes

General information
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Organisations: Department of Management Engineering, Production and Service Management, Implementation and Performance Management, Engineering Systems Group, University of Leeds, Suffolk Business School
Authors: Sarka, P. (Intern), Ipsen, C. (Intern), Maier, A. M. (Intern), Heisig, P. (Ekstern), Caldwell, N. H. (Ekstern)
Number of pages: 10
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Future research in technological enablers for knowledge management: A worldwide expert study

Information Technology (IT) is widely considered as an important part of knowledge management (KM). However, failures of KM in organisational practice have been attributed to an overemphasis of IT in KM. An improved understanding of the
role of IT within KM in organisations could help to improve the design and implementation of future KM initiatives. The aim of this paper is to explore the views of KM experts from academia and practice related to KM and IT. The paper presents the preliminary results from a global research effort including partners in over 30 countries. The paper identifies future key research themes articulated by the KM experts to enhance and develop KM in relation to technological enablers.

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Authors: Sarka, P. (Intern), Caldwell, N. H. M. (Ekstern), Ipsen, C. (Intern), Maier, A. M. (Intern), Heisig, P. (Ekstern)
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FV-projektet - model til Forebyggende Virksomhedsstrategier i SMV'er (også kaldet Produktivitet og Trivsel - projektet)

Background: Many small and sized enterprises (SMV'er) experience challenges in relation to the psychosocial work environment. Employees in manufacturing companies experience strain from high working pressure as well as handling customer needs. In the companies within the field of information and communications technology the psychosocial work environment is challenged by high demands in the work, bad planning, tight deadlines and project management. Within both fields they point to that these challenges can lead to work related stress, increased absence and reduction in productivity.

Purpose and research question: The objective of the development project was: by designing and testing a model to develop preventative company strategies. The purpose of the project was to answer the following research question: Which work and management conditions are necessary in order for SMEs to become able to implement a joint process, where the companies themselves develop, implement and embed new preventative strategies and initiatives which should improve the psychosocial work environment?

Methods: The development project consisted of three phases; design of model, implementation of model and analyzing the use of the model. In the first phase we designed a model which the SMEs could use. The design phases lead to a prospect that was presented to the case companies at our first visit. The prospect included preconditions for participation, the model, and what we expected could be the benefits for the companies if they participated. In the implementation phase four companies tested the model – named PoWRS – for six months. With support from the research team each of the companies developed company specific preventive efforts targeting company or management specific changes. During the implementation section the research team conducted interviews and surveys with managers and employees. In the analyzing section all qualitative material was transcribed and then all material was coded using Nvivo.

Results: None of the four companies exclusively focused on improving the psychosocial work environment. The immediate contribution of the PoWRS model was the specific work and management related changes, which initiated by looking at "achieving more of what created enthusiasm". The long-term contribution is related to the local development of competences in the companies, built through the use of the model and the common change processes with focus on the work. Finally, this project points to how SMEs can deal with the fact that they most often do not have process facilitators employed, but instead they can exploit the hidden competencies of already employed staff.
Responsibilities and commitment of top management and first line management in organizational-level interventions - what difference does it make?

Researchers advocate that interventions should apply a participatory approach i.e. employee participation. It is also widely recognized that top management’s support is an important part of a successful intervention implementation. Lately there has been a request for multi-level intervention studies where the first line managers also participate in the intervention. In a recently completed intervention study we developed a multi-level participatory intervention model for use in small and medium sized enterprises (SMEs). The hypothesis was that multi-level participation would secure process momentum and increase chances of successful implementation. Four SMEs participated in the study. The typical intervention construct was that top management initiated the intervention and first line managers had to manage the intervention on a daily basis together with two selected employees who acted as in-house facilitators. The involvement of both top management and first line management gave rise to review the differences in responsibilities and commitment between the two and the interaction between them.

The study showed that a prerequisite for an optimal implementation was an initial matching of expectations between top management and first line management. The top manager’s most important responsibilities were to ensure that the first line manager understood the purpose of the intervention, and to support the first line manager’s dispositions through the intervention. The first line manager’s most important responsibilities were to continuously focus on the process and secure momentum. This was done by allocating the necessary resources, supporting the in-house facilitator by having regular meetings with them, continuously give feedback to the employees about the intervention, continuously evaluate the intervention and make the necessary adjustments, integrate the selected intervention activities in the daily operations, and make the value of the changes visible. In the companies with least implementation success we observed that the first line managers failed in committing to the project. These managers prioritized daily operations rather than the intervention despite allocated resources and top management’s attention. In two of the companies a handover of commitment and responsibility from top management to first line management succeeded and in the two other companies it failed. In the successful cases the first line managers embraced the responsibility and stayed loyal to the intervention model. Our findings suggest that both top management’s and first line management’s commitment to interventions is crucial, but first line managers are especially responsible for the daily implementation.

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Symposium: Organizational Health Intervention Research: Current Empirical Developments

This symposium is one of three symposia submitted by the "International organizational health intervention research partnership". The aim of this symposium is to present new empirical developments based on participatory intervention models. All five studies have developed and applied intervention models in various settings with the aim to initiate and implement organizational-level preventive changes. It applies to all studies that they put a strong focus on collective change: it's about triggering discourse, collective reflection, mutual support, collective learning and changes in teams or networks of employees. The intervention process is designed to involve the most effective set of stakeholders (leaders, management, experts, co-workers) and connect them to an efficient network of change agents. For this, the current interventions offer models, handbooks and indicators that inform and support this collective, health-oriented change processes.

At this symposium the researchers will present and critically discuss their perspectives and results of their research:

•In the first study, Ipsen and her colleagues have applied and tested a participatory multi-level intervention model – POWRS, in four Danish SMEs. The project taps into above mentioned issues and the findings suggest that the model enables SMEs to address problems and implement work-related changes by using in-house employee facilitators without support of an external consultant.

•In the second contribution, Tafvelin and her colleagues present the first findings from the PROCOME project that aims to integrate process and outcome data on health interventions in order to compare the significance of various implementation components across program types and settings. The study has been conducted in Sweden and Denmark and focuses on the change process and implementation factors and highlights the impact on program effects such as employees’ health.
The third contribution by Jenny and his colleagues focuses on measurement of psychosocial factors to trigger discourse and change and have developed a simple index the “Organisational Health Index”. The study, conducted in Switzerland, shows that the index predicts sick leave, stress symptoms, work engagement and self-rated productivity.

The fourth contribution Torsten Holstad and his colleagues present their summative evaluation of a tailor-made training program focusing on health-promoting leader-follower interaction in German companies. The findings show that leaders have become more authentic and the team-climate is perceived to be more participative.

Finally, the fifth study by Busch et al. is another comprehensive project with focus on low qualified work. The research team has evaluated the intervention program ReSiDu in Germany and the results show that the health of low qualified workers improves due to the intervention and that program activates natural helpers and enhance supervisor support.

Through this symposium we aim to demonstrate that the understanding of participatory and multi-level interventions has come far with substantial results by the use of various tools and models.

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Organisations: Department of Management Engineering, Production and Service Management, Implementation and Performance Management, University of Zurich
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Main Research Area: Technical/natural sciences
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The Chronicle Workshop: A participatory method for evaluating organizational

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The use of the Chronicle Workshop as a method for evaluating participatory interventions
In the organizational intervention literature it has been stated that interventions needs to be evaluated both with respect to outcome and process.
In an organizational intervention program we used the Chronicle Workshop in order to see if it was applicable as a process evaluation method. Surveys and interviews were used to evaluate on the outcome.
Our results show, that the Chronicle Workshop is applicable to validate some of the results of the intervention and that it gives insights into specific circumstances that have been important in the process.

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Work related Changes And New Understandings Of Prevention: Results Of Multi-Level Participatory Interventions In Four SMEs

This paper presents the result of four SMEs' use of a multi-level participatory self-help intervention model (the PoWRS model – Prevention of Work Related Stress). The model itself supports a new view on prevention of work-related stress in the participating companies besides the concrete development of organizational level changes. By employing the model the companies became capable of developing new work practices in a multi-level participatory process using local in-house resources as facilitators.

The PoWRS model was developed as part of the research project: “Productivity and Well-being”. The aim of the research project was to develop and test a multi-level participatory intervention model which could be applied by SMEs which are often characterized by their lack of resources such as not having access to HR-resources to facilitate change processes. The PoWRS model targets the work (primary interventions) rather than the employees and builds on the work processes and how they are perceived by the employees. The implementation of the organizational-level changes is a multi-level participatory process with the aim to develop new preventive practices.

The activities included a FishBone Workshop to explicate tacit knowledge about what creates enthusiasms and stress at the work place, Multi-voting which decided two work-related changes to be initiated, a KickOff session to mark the start-up of the actual changes, continuous interviews of colleagues by the in-house facilitators, and ongoing status meeting among both managers and employees to evaluate the process. Examples of work-related changes are improved project management, recognition and feedback, well-defined tasks, and improved management.

The research data (i.e. surveys, interviews and Chronicle Workshop) and the derived results have made it clear that the PoWRS model provides a collective learning process about the work place which supports new insights among both managers and employees. They state that having collective reflections about work, issues and potential solutions and changes is an eye-opener to how change processes can be addressed and how prevention of work-related stress can be understood. In addition to supporting a new understanding of prevention, the use of the model also results in concrete changes which become solutions to the work-place’s current and specific problems. The use of the PoWRS model thus enables an SME to address their own problems and implement the changes without support of an external consultant.

General information

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A multi-level and participatory model for prevention of work-related stress in knowledge work

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Organisations: Department of Management Engineering, Production and Service Management, Implementation and Performance Management
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A primary intervention concept for preventing work related stress in SMEs using in-house resources and competences

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Organisations: Department of Management Engineering, Production and Service Management, Implementation and Performance Management
Authors: Gish, L. (Intern), Ipsen, C. (Intern)
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Challenges in participatory primary stress management interventions in knowledge intensive SMEs
While knowledge intensive SMEs have recognized the need for change with respect to productivity and wellbeing, and to some extend have access to tools and methods for enabling this, they still lack process competences and are uncertain about how to approach primary stress interventions and initiate relevant change processes. This paper presents the outline of our research and development project on participatory primary stress management interventions in knowledge intensive SMEs, as well as the preliminary results and related implications. The research and development project is conducted in order to develop an operational model which SMEs can use when they want to initiate participatory primary
stressed management interventions in their company. The development project builds on a process model for participatory primary interventions in larger knowledge intensive companies and the premises behind this model in combination with other theories which have been used successfully in other interventions. The project is only in its initial phases in conducting the intervention, but so far the preliminary results indicate that management support and allocation of resources is vital, that internal facilitators are important drivers of the change process and that easy-to-use tools are requested from the involved company actors. Given that the interventions in the selected companies are conducted successfully we argue that a new organizational capability to address work-related stress in a collective and collaborative manner is developed in the participating companies. With a successfully conducted intervention we mean that the companies have been able to implement their own change proposals in a collective and collaborative process. By developing this organizational capability we expect that the companies would be able to repeat the process with new change proposals. The research builds on observations, participatory action research, interviews and surveys.

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Organizational readiness: a case study of participatory interventions in SMEs
There is a need for an increased understanding of organizational readiness in relation to interventions. The study examines the implementation of the PoWRS model in four case companies. During the implementation period that companies have been interviewed, answered surveys and employees participated in a chronicle workshop. The four case companies implemented the PoWRS model with varied success, and our investigation of change readiness is especially based on the situations where the companies experienced difficulties with implementing the model. The intervention process lasted for 4-6 months in the four companies. All four companies managed to follow the two first steps in the model. From there on three of the companies continued following the model, whereas the fourth company never managed to establish clear supporting activities related to the two chosen changes. The study shows that there are some overall aspects that affect the process. The aspects are 1) Organizational design, 2) Company history, and 3) Organizational context. The organizational design relates to the organization of work, management support, and participation. Company history concerns the previous experiences with change processes. Finally, organizational context deals with state of the market. Based on our findings we would like to include two more premises to the PoWRS model. The first premise regards the organization of work, because the model needs to take the organizational set-up into account. The other premise relates to management support, which should include both support from top management and support from first line manager.

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Authors: Poulsen, S. (Intern), Ipsen, C. (Intern), Gish, L. (Intern)
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Organizational options for preventing work-related stress in knowledge work

Recent studies point to work-related stress as an increasing problem for knowledge workers. However, the working life in knowledge-intensive companies is often described as good and stimulating. The aim of this study is to explore the organizational options for preventing work-related problems in knowledge work. This calls for a study of the characteristics of knowledge work, stress management interventions and an in-depth analysis of the organizational factors causing frustrations and work-related problems in relation to knowledge work. In a qualitative study, 27 respondents were interviewed. They represented different stakeholders in five Danish knowledge-intensive companies, which comprised two consultancies and three engineering consulting companies.

The study shows that knowledge work comprises a paradox, since the same work-related or organizational issues could be experienced as both an opportunity and a source of stress. The stress interventions applied are short-term and focus on the individual; consequently, they affect long-term prevention, which focuses on changing the organizational and managerial circumstances. Finally, the in-depth analysis shows that the organizational factors in the organizational design are not aligned, which consequently has an unsolicited effect on both daily activities and the human factors.

The findings suggest that if the central components in the organizational design were aligned, the benefits could include reduced absenteeism and turnover as well as higher productivity. Relevance to industry: The paper identifies organizational options on which managers, employees and ergonomists can focus when initiating new stress management practices and preventive changes aimed at redesigning knowledge work. (C) 2012 Elsevier B.V. All rights reserved.

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Stress management maturity concept - A model for successful interventions in work systems

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A participatory stress intervention process - the core of a self-help tool to successful preventive changes

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Authors: Ipsen, C. (Intern)
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Forebyg stress - i en fælles proces: Inspiration og erfaringer fra "Videnarbejde og stress - mellem begejstring og belastning"

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Ideas and Inspiration for Planning a Dialogue-based Teaching Session at a PhD course

General information
The challenges for human factors in knowledge work: Reflections on a case study

The development towards a service and knowledge intensive economy arise new challenges for ergonomics and human factors. Knowledge on work within mass service production exists, but the challenges within knowledge work have still to be addressed. The focus of this paper is on some of the challenges in knowledge intensive work to establish productive and satisfying jobs by a case study of our own place of work: a university department. Testimonials from a young associate professor, a first line manager and the department manager lead us to identify some of the major challenges for ergonomics to comply with the demands of the knowledge intensive work when KPI’s are central management tools. Especially handling the balance between high motivation and enthusiasm and burn out will be addressed.

Causes of work-related stress and individual strategies in knowledge work

Recent studies point to work-related stress as an increasing problem for knowledge workers. This is a critical and not fully uncovered problem. The working life in knowledge-intensive companies is often described as good and stimulating. This study shows that some aspects of knowledge work can have a negative impact on daily activities and cause frustration and work-related stress. The study also finds that few primary preventive activities have been initiated. Based on an empirical study, the authors outline the characteristics of the job as knowledge worker and how it is being experienced. The study also points out the activities causing the problems, how the problems are managed, and the reason for the approach used. The study and conclusions are based on qualitative research in five knowledge-intensive companies. Knowledge work is described simultaneously in both positive and negative terms – it can be both exciting and stressful. With regard to causes, it is evident that the strains of knowledge work are often caused by the organization and management of the knowledge worker. Autonomy and individualized responsibility causes both a formal and informal transfer of responsibility to the individual for his or her working life. Self-managed knowledge workers thus experience that they stand alone when it comes to work-related problems and stress. The stress intervention applied is characteristically short-term and focused on the individual. The individual perspective consequently affects the long-term prevention, which
focuses on changing the organizational and managerial circumstances. It is however possible to change this approach, if both managers and employees become aware of the problems and see the impact of their consequences. If working processes were optimized, the various benefits could be reduced absenteeism and turnover, higher productivity etc.

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http://www.man.dtu.dk/upload/institutter/ipl/publ/publikationer%202010/rapport%202010.%20endelig.pdf
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Source-ID: 262679
Publication: Research › Report – Annual report year: 2010

POWRS - resultater fra udvikling af et koncept til organisatorisk forebygelse af stress, udført i samarbejde med to videnvirksomheder

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Prevention of work-related stress in practice: A participatory approach

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The Chronicle Workshop - a method for to enhance and explore innovative processes in project based organisations

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http://www.cba.neu.edu/olkc2010/
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Evaluering af moderne ledelsessystemer og psykisk arbejdsmiljø
evaluering af moderne ledelsessystemer og psykisk arbejdsmiljø

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Conference: Det danske ledelsesakademi - nye tider - nye udfordringer, 01/01/2009
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Publication: Research - peer-review › Article in proceedings – Annual report year: 2009

Forebyggelse af stress i det selvledede videnarbejde
Forebyggelse af stress i det selvledede videnarbejde

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Nye ledelsesformer i forebyggelse af stress i videnarbejdet
Nye ledelsesformer i forebyggelse af stress i videnarbejdet
Ambiguity, identity construction and stress amongst knowledge workers: Developing collective coping strategies through negotiations of meaning

Det danske ledelsesakademi "Fra ledelse til handling"

Nye ledelsesudfordringer i forebyggelse af stress i videnerabjedet
Videnarbejderens særlige arbejdssituation og muligheder for forebyggelse af arbejdssrelateret stress i videnarbejdet - et kvalitativt studie af arbejdssrelateret stress i videnarbejdet

Work-related stress is an increasing problem in Europe. In Denmark it has been estimated that almost half of the population has experienced stress on a daily basis and that the absence from work, reduced productivity, additional recruiting etc. due to this problem are very costly for both companies and for society. Recent studies also show that there is a correlation between level of education and stress and, correspondingly, that stress is an increasing problem in knowledge-intensive companies. The objective of this project is to investigate the organisational opportunities available to managers and employees in knowledge-intensive companies so that they may prevent the occurrence of problems and strains arising from “knowledge-work”. The critical aspect of “knowledge-work” is the work process itself as this is the basis for development of new knowledge. These knowledge-intensive companies employ highly educated and competent people who, in close relationship with both customers and colleagues, apply their personal knowledge to generate new knowledge. The employees are self-managed and work in networks and decentralised project groups. Earlier studies have stated that knowledge-work offers working conditions which reflect a good psychosocial environment. The studies show that the respondents describe their working life as good and stimulating. But on the other hand, the interviews also reveal aspects of knowledge-work which can cause frustration and stress. The problems experienced have an effect on knowledge production in terms of reduced knowledge-sharing, less time for development, reduced productivity and lower quality. The implication of the organisational characteristics of knowledge-intensive companies is a transfer of the responsibility for ones own production and working-life. Consequently, issues are dealt with informally, individually and
incidentally. It is only when problems arise that more support is offered in order to help an employee to cope or to recover. As most workplace initiatives operate at this tertiary level the sources of work-related and organisational stress are not reduced or eliminated. If a company wants to introduce changes that get to the root of the organisationally induced stress, it will have to employ an organisation-directed strategy. The barriers to implementing stress prevention on the organisational level are numerous and complicated as the changes will involve matters which are closely tied to the employees own work practices. On the other hand, these opportunities can be financially very rewarding in terms of reduced sick-leave, improved quality and quantity of work, and extra time for new projects, - all ultimately resulting in an overall increase in productivity and profitability.

General information
State: Published
Organisations: Work, Technology and Organisation, Department of Management Engineering
Authors: Ipsen, C. (Intern), Møller, N. (Intern), Jensen, P. L. (Intern)
Number of pages: 249
Publication date: Jun 2006

Knowledge work and work-related stress
Work-related stress is an increasing problem in Europe. Earlier studies have stated that knowledge-work comprises working conditions which reflect a good psychosocial environment. Recent Danish studies, however, point at stress being an increasing problem in knowledge-intensive companies. These companies employ highly educated and competent people who apply their personal knowledge to generate new knowledge in close relationship with both customers and colleagues. The employees are self-managed and work in networks and decentralised structures around projects. Their working life is described as good and stimulating, but has on the other hand sides to it which can cause frustration and stress. The implication of organisational characteristics of the knowledge-intensive companies studied is a transfer of the responsibility for one's own working-life. Consequently, issues are dealt with informally, individually and incidentally. It is only when problems exist that enhanced support is offered in order to help an employee to cope or recover. As most workplace initiatives work at this tertiary level, the sources of work-related and organisational stress are not reduced or eliminated. If a company wants to initiate interventions that get to the root of the organisational stressor, it will have to employ an organisation-directed strategy. The barriers to implement stress prevention on the organisational level are numerous and complicated, as the changes involves matters which are closely tied to the employees. The opportunities are on the other more financially tangible in terms of increased efficiency, decreased sick-leave, extra time for new developments, less mistakes made, increased working capacity, quality, efficiency and productivity.

General information
State: Published
Organisations: Work, Technology and Organisation, Department of Management Engineering
Authors: Ipsen, C. (Intern)
Publication date: 2006

Host publication information
Title of host publication: Proceedings of the 16th World Congress of the International Ergonomics Association
Main Research Area: Technical/natural sciences
work-related stress, field-study, Management of Production, consultants, Knowledge work, preventive actions
Electronic versions:
prod11324292178718.IEA_(2006)[1].pdf
Source: orbit
Source-ID: 316760
Publication: Research - peer-review › Article in proceedings – Annual report year: 2006
A Working-Life Paradox in Knowledge Intensive Companies

Keywords: Knowledge work, knowledge management, working-life, consulting companies. The purpose of this article is to identify the influence knowledge-work has on working life of the personnel in knowledge-intensive companies, more precisely general management and engineering consulting companies. A range of knowledge-intensive companies has been studied through qualitative interviews of key-actors on all organisational levels in order to characterise the knowledge-work and working-life, how occupational health and safety issues are dealt with and finally what causes real problems, if existing. Based on these case studies I have found that the way the consultants talk about their job opposed to what they actually experience, constitutes a paradox. When asked about their job, they regarded it to be a substantial part of their identity and expressed a great job satisfaction. At the same time they also expressed a number of problems such as frustration, a feeling of stress, experienced repeated faults, and lost valuable time due to searching for relevant knowledge. So evidently there was a mismatch between what was expressed and what was experienced, generally speaking. My analysis showed that this paradox was mainly due to the organisation and management of the knowledge-work. Working-life issues of current interest were mainly handled individually and in an unstructured and informal way, as they had no collective rooms for reflection and learning. Managers were only involved when working-life issues got out of hand. Besides, the formalised and mandatory occupational health and safety organisation was not addressed when it regarded psychosocial factors. So there seemed to be a side of the knowledge-work which was neither expressed explicitly nor collectively. However, when asked the consultants believed it to be their own responsibility or due to lack of resources if they did not fulfil their objectives, in terms of time, economy and project objectives. One consultant expressed it like this: “I have got a fantastic job, but it will kill me in the end if I don’t know where and when to draw the line myself.” The analysis of statements and observations shows that there seem to be a large span of causes to explain this paradox; lack of formal structures, culture of denial, pride, decentralisation, elitist community to name a few. The causes identified together with the informal handling of working-life problems makes it difficult to actually address and create interventions, which will improve the working-life conditions. However, a plausible way to solve this problem and level the paradox could be to integrate the management of the working-life in the daily management and organising of the knowledge-work.

General information
State: Published
Organisations: Department of Management Engineering
Authors: Ipsen, C. (Intern)
Publication date: 2004

Host publication information
Title of host publication: Haamaha
Place of publication: Galway
Publisher: xxx
Main Research Area: Technical/natural sciences
Links:
http://www.ipl.dtu.dk/publikation/8172/dk/
Source: orbit
Source-ID: 177782
Publication: Research - peer-review › Article in proceedings – Annual report year: 2004

Knowledge management and management of working-life

General information
State: Published
Organisations: Work, Technology and Organisation, Department of Management Engineering
Authors: Ipsen, C. (Intern)
Publication date: 2003

Host publication information
Title of host publication: Proceedings of the IEA 2003 XVth Triennial Congress
Main Research Area: Technical/natural sciences
Source: orbit
Source-ID: 316759
Publication: Research - peer-review › Article in proceedings – Annual report year: 2003

Knowledge Mangement and Management of Working-life

Knowledge Management and the Management of Working Life Research paper – case study Oral presentation Keywords: Knowledge work, knowledge management, working life and knowledge-intensive companies. A single case study has indicated that there is a clear connection between the organizational work, managerial style and the working environment
in knowledge-intensive companies. Furthermore the study indicates that the knowledge-workers only to a limited extent use the formalised working environment–system. Instead current issues are dealt with in a more informal manner. A subsequent systematic search for literature regarding these issues confirms that there is limited systematic knowledge about the problems related to knowledge-work and their causes including how the concern for the working environment is handled in knowledge-intensive companies. This forms the basis of the PhD study, which focuses on the working conditions within the practice of Knowledge Management, and the organizing of the knowledge work. The overall objective is to analyse the possibilities for knowledge-intensive companies to integrate working environment management and ensure improved working conditions. The methodology employed in the PhD project is characterised by being a combination of a descriptive and a normative. This article states the findings based on the first part of three and characterises knowledge-work and working life in knowledge-intensive companies and how OHS issues are dealt with. A larger range of knowledge-intensive companies has been studied analytically through qualitative interviews of key-actors. Regarding the key activities and the daily practices of knowledge-work, I found that the general tasks dealt with project management, product development, consultancy, analyses etc. Handling these tasks required special qualifications such as the ability to establish and make use of networks, sharing ones knowledge and the ability to cooperate with the clients to meet their distinctive needs. All together these elements were integral parts of the knowledge-work. It was left to the employees themselves to seek the necessary and adequate information when needed. And consequently, the employees had a mutual interest in the knowledge pool being available to everybody whenever needed. It was also clear that knowledge was shared willingly and plainly. However, reflections were primarily individual when it regarded the organizing and the management of the knowledge work together with its strains, as the consultants had no shared rooms for reflection and learning. It also became evident that the organization of the knowledge caused frustration, stress, repetition of faults, and a loss of time due to retrieval of information among the colleagues. Besides, surrounding conditions had a real influence on the understanding of the knowledge-work and ones situation. In addition, I found that occupational issues of current interest were handled in an unstructured and informal way. Generally the formalised working environment–system was not used. Instead the handling and managing primarily took place among the employees themselves. This forms the basis of a discussion and a possible intervention regarding the possibilities for integrating working-environment issues in the management and organising of the knowledge-work. The methodology to be used in the second and third part of the project will be outlined.

General information
State: Published
Organisations: Department of Management Engineering
Authors: Ipsen, C. (Intern)
Publication date: 2003

Host publication information
Title of host publication: Proceedings of the XVthe Triennial Congress of the International Ergonomics Association and the 7th
Publisher: The Ergonomics Society of Korea
Main Research Area: Technical/natural sciences
Links:
http://www.ipl.dtu.dk/publikation/7973/dk/
Source: orbit
Source-ID: 63610
Publication: Research - peer-review › Article in proceedings – Annual report year: 2003

Knowledge Management, Organizational Change and Working Environment in Knowledge Intensive Companies

General information
State: Published
Organisations: Department of Management Engineering
Authors: Ipsen, C. (Intern)
Publication date: 2002

Host publication information
Title of host publication: Humans in a Complex Environment
Publisher: Linköpings Universitet
Main Research Area: Technical/natural sciences
Conference: 34th Annual Nordic Ergonomics Society Congress (NES 2002), Kolmården, Sweden, 01/10/2002 - 01/10/2002
Links:
http://www.ipl.dtu.dk/publikation/7937/dk/
Source: orbit
Source-ID: 63581
Teknologiske forandringer og arbejdsmiljø

General information
State: Published
Organisations: Department of Management Engineering
Authors: Jensen, U. B. (Ekstern), Broberg, O. (Intern), Jensen, P. L. (Intern), Ipsen, C. (Intern)
Number of pages: 179
Publication date: 2001

Publication information
Place of publication: København
Publisher: Arbejdsmiljørådets Service Center
Original language: Danish
Main Research Area: Technical/natural sciences
Links:
http://www.ipl.dtu.dk/publikation/6859/dk/
Source: orbit
Source-ID: 63023
Publication: Research - peer-review › Book – Annual report year: 2001

Projects:

IdéRiget - Implementering af et innovationssystem på danske hospitaler
Department of Management Engineering
Management Science
Implementation and Performance Management
Rigshospitalet
Period: 01/05/2018 → 31/12/2018
Number of participants: 3
Implementation, Innovation Systems, Healthcare
Project participant:
Ipsen, Christine (Intern)
Edwards, Kasper (Intern)
Balle, Emilie (Intern)

Implementation processes of digitalization
Department of Management Engineering
Management Science
Implementation and Performance Management
Period: 01/02/2018 → 30/06/2018
Number of participants: 2
Implementation, Digitalization, Augmented Reality, Work environment
Acronym: IPD
Project participant:
Ipsen, Christine (Intern)
Balle, Emilie (Intern)

Distance management and work hubs
implementation and employee experiences with work hubs and how to manage them across distance
Department of Management Engineering
Management Science

Implementation and Performance Management
Period: 24/01/2018 → ...
Number of participants: 2

distance management, implementation, Innovation
Project participant:
Ipsen, Christine (Intern)
Nardelli, Giulia (Intern)

Relations
Activities:
From Co-located to Dispersed Work – First Experiences of Commuter Hubs as Stress Intervention
Project

Implementering af forebyggende psykosociale indsatser
Department of Management Engineering

Management Science
Implementation and Performance Management
Period: 01/02/2016 → 01/09/2018
Number of participants: 3
Project ID: 81546
Project participant:
Ipsen, Christine (Intern)
Edwards, Kasper (Intern)
Project Manager, organisational:
Poulsen, Signe (Intern)

Operationel videndeling som organisatorisk kapabilitet
Department of Management Engineering

Management Science
Implementation and Performance Management
Period: 01/10/2015 → 30/04/2019
Number of participants: 3
Phd Student:
Jørgensen, Rasmus (Intern)
Supervisor:
Ipsen, Christine (Intern)
Main Supervisor:
Edwards, Kasper (Intern)

Financing sources
Source: Internal funding (public)
Name of research programme: Samfinansierede - Virksomhed
Project: PhD

Adding the Ambidextrous Approach to Lean
Department of Management Engineering

Management Science
Implementation and Performance Management
Period: 01/02/2015 → 08/06/2018
Number of participants: 7
Phd Student:
Møller, Christina Villefrance (Intern)
Supervisor:
Edwards, Kasper (Intern)
Nardelli, Giulia (Intern)
Main Supervisor:
Ipsen, Christine (Intern)
Examiner:
Jacobsen, Peter (Intern)
Crevani, Lucia (Ekstern)
Vendela, Morten Thanning (Ekstern)

Financing sources
Source: Internal funding (public)
Name of research programme: Eksternt finansieret virksomhed

Relations
Activities:
MADE Ph.D. konference
3rd Scandinavian Conference Industrial Engineering and Management
MADE Phd konference
4th scandinavian academy of Industrial Engineering and Management
Publications:
Organizational learning perspective on continuous improvement and innovation in product realization
Project: PhD

Distance management - how to ensure performance and productivity
Department of Management Engineering
Production and Service Management
Implementation and Performance Management
Period: 01/10/2014 → 30/06/2015
Number of participants: 2
Project participant:
Ipsen, Christine (Intern)
Poulsen, Signe (Intern)

Adding value to Facilities Management with Information Technology
Department of Management Engineering
Period: 01/02/2013 → 26/05/2016
Number of participants: 7
Phd Student:
Ebbesen, Poul (Intern)
Supervisor:
Jensen, Per Anker (Intern)
Karlshøj, Jan (Intern)
Main Supervisor:
Bonke, Sten (Intern)
Examiner:
Ipsen, Christine (Intern)
Andersson, Niclas (Intern)
Pries-Heje, Lene (Ekstern)

Financing sources
Source: Internal funding (public)
Name of research programme: Institut stipendie (DTU)
Project: PhD

Knowledge Sharing in Development Work: the Role of Social Media
Department of Management Engineering
Period: 15/12/2012 → 28/02/2017
Number of participants: 6
Phd Student:
How can Copenhagen University increase their social capital?

Department of Management Engineering
Production and Service Management
University of Copenhagen

Aalborg University
Period: 03/09/2012 → 20/06/2014
Number of participants: 1
Project participant:
Ipsen, Christine (Intern)

Financing sources
Source: Other public support (public)
Name of research programme: SCK finansieret projekt
Amount: 460,000.00 Danish Kroner
Year of approval: 2012

Model til forebyggende virksomhedsstrategier i SMV'er (FV-Modellen)

Department of Management Engineering
Production and Service Management
Innovation and Sustainability
Work, Technology and Organisation

Aalborg University
Period: 01/09/2011 → 30/09/2013
Number of participants: 4
Acronym: FV-Modellen
Project participant:
Ipsen, Christine (Intern)
Gish, Liv (Intern)
Poulsen, Signe (Intern)
Jensen, Ivalo (Intern)

Financing sources
Source: Other public support (public)
Name of research programme: Arbejdsmiljøforskningsfonden
Amount: 2,100,000.00 Danish Kroner
Year of approval: 2011
Model til forebyggende virksomhedsstrategier i SMV'er (FV-Modellen)

Department of Management Engineering
Production and Service Management
Implementation and Performance Management
Management Science
Aalborg University
Period: 01/09/2011 → 30/09/2013
Number of participants: 5
Acronym: FV-Modellen
Project participant:
Ipsen, Christine (Intern)
Gish, Liv (Intern)
Poulsen, Signe (Intern)
Jensen, Ivalo (Intern)
Sarka, Peter Bo (Intern)

Financing sources
Source: Other public support (public)
Name of research programme: Arbejdsmiljøforskningsfonden
Amount: 2,100,000.00 Danish Kroner
Year of approval: 2011

Udvikling af sikkerhedskultur og bevidsthed hos danske vognmænd

Department of Management Engineering
Period: 01/09/2010 → 28/10/2017
Number of participants: 6
Phd Student:
Hansen, Mette Bach (Intern)
Supervisor:
Poulsen, Signe (Intern)
Main Supervisor:
Ipsen, Christine (Intern)
Examiner:
Seim, Rikke (Intern)
Albrechtsen, Eirik (Ekstern)
Olsen, Kirsten Bendix (Ekstern)

Financing sources
Source: Internal funding (public)
Name of research programme: Institut, samfinansiering
Project: PhD

POWRS (prevention of work-related stress) : Forebyggelse af arbejdsrelateret stress

Department of Management Engineering
Period: 01/01/2009 → 01/01/2010
Number of participants: 2
Project participant:
Ipsen, Christine (Intern)
Project Manager, organisational:
Andersen, Vibeke (Intern)

Financing sources
Source: Sam.arb.aftaler, Private danske - Andre virksomheder
Name of research programme: Sam.arb.aftaler, Private danske - Andre virksomheder
Amount: 350,000.00 Danish Kroner
Project
Ledelse, arbejdsliv og arbejdsmiljøarbejde i vidensintensive virksomheder

Department of Management Engineering
Period: 01/02/2002 → 15/08/2007
Number of participants: 6
Phd Student:
Ipsen, Christine (Intern)
Supervisor:
Jensen, Per Langaa (Intern)
Main Supervisor:
Møller, Niels (Intern)
Examiner:
Sørensen, Lene Tolstrup (Intern)
Björkman, Torsten (Ekstern)
Laustsen, Susse (Ekstern)

Financing sources
Source: Internal funding (public)
Name of research programme: DTU-lønnet stipendie
Project: PhD

Activities:

Har vi mistet kontrollen?
Period: 10 Sep 2020
Christine Ipsen (Participant)
Department of Management Engineering
Management Science
Implementation and Performance Management

Description

Der vil være inspirerende, lærerige og forundrende oplæg, og vi vil drøfte, hvad vi gør ved, at et stigende antal danskere føler sig stressede.

Mette Walsted Vestergaard vil som dagens konferencier sørge for at styre os sikkert igennem dagens program.

Konferencen afholdes i Børsen, 1217 København K.
Degree of recognition: National
Links:
https://lederne.events/harvimistetkontrollen/arrangementet.html

Related event
Har vi mistet kontrollen?: konference om stress og mental sundhed i arbejdslivet og privaten
10/09/2018 → 10/09/2018
Copenhagen, Denmark
Activity: Attending an event › Participating in or organising a conference

19th European Conference on Knowledge Management
Period: 7 Sep 2018
Christine Ipsen (Participant)
Department of Management Engineering
Management Science
Implementation and Performance Management
Degree of recognition: International

Related event

19th European Conference on Knowledge Management
06/09/2018 → 07/09/2018
Padua, Italy
Activity: Attending an event › Participating in or organising a conference

19th European Conference on Knowledge Management
Period: 6 Sep 2018 → 7 Sep 2018
Christine Ipsen (Participant)
Department of Management Engineering
Management Science
Implementation and Performance Management
Degree of recognition: International

Related event

Network meeting in the International Network of Sustainable Organizational Interventions (INSOI) (External organization)
Period: 6 Sep 2018
Christine Ipsen (Organizer)
Department of Management Engineering
Management Science
Implementation and Performance Management
Degree of recognition: International

Related event

Network meeting in the International Network of Sustainable Organizational Interventions (INSOI) (External organization)
06/09/2018 → 06/09/2018
Lisbon, Portugal
Activity: Attending an event › Participating in or organising workshops, courses, seminars etc.

From Co-located to Dispersed Work – First Experiences of Commuter Hubs as Stress Intervention
Period: 5 Sep 2018 → 7 Sep 2018
Christine Ipsen (Speaker)
Department of Management Engineering
Management Science
Implementation and Performance Management
Degree of recognition: International
Links:
http://www.eaohp.org/conference.html

Related event

The 13th European Academy of Occupational Health Psychology Conference: Adapting to rapid changes in today's workplace
05/09/2018 → 07/09/2018
The 13th European Academy of Occupational Health Psychology Conference
Period: 5 Sep 2018 → 7 Sep 2018
Christine Ipsen (Participant)

Department of Management Engineering
Management Science
Implementation and Performance Management

Description
The theme for the EAOHP 2018 conference is ‘Adapting to rapid changes in today’s workplace’. The conference will be co-organized by the Business Research Unit (BRU-IUL), specifically by the Organizational Behavior and Human Resources (OBHR) research group. BRU-IUL is a multidisciplinary research unit that spans the main fields of Business, Economics and Finance in ISCTE-IUL (Lisbon, Portugal).

The Conference is also being co-organised in collaboration with the Portuguese Association of Organizational Psychology and Organizational Behavior (in Portuguese: Associação Portuguesa de Psicologia das Organizações e Comportamento Organizacional; APPOCO), a non-profit association from ISCTE-IUL that aims to promote research, consultancy, training and knowledge dissemination in the field of Organizational Psychology and Organizational Behavior.

The programme will include keynotes from Prof Leslie B. Hammer, Prof David E. Guest, and Prof Maria José Chambel

Degree of recognition: International

Links:
http://www.eaohp.org/conference.html

Related event
The 13th European Academy of Occupational Health Psychology Conference: Adapting to rapid changes in today’s workplace
05/09/2018 → 07/09/2018
Lissabon, Portugal
Activity: Attending an event › Participating in or organising a conference

Implementing tele-presence robots in distance work: experiences and effects on work
Period: 27 Aug 2018
Christine Ipsen (Speaker)
Giulia Nardelli (Other)
Signe Poulsen (Other)

Department of Management Engineering
Management Science
Implementation and Performance Management

Degree of recognition: International

Links:
http://iea2018.org/

Related event
20th Congress of the International Ergonomics Association (IEA 2018)
26/08/2018 → 30/08/2018
Florence, Italy
Activity: Talks and presentations › Conference presentations

20th Congress International Ergonomics Association
Period: 26 Aug 2018 → 30 Aug 2018
Christine Ipsen (Participant)
Department of Management Engineering
Management Science
Implementation and Performance Management

Description
The IEA2018 Congress updates sixty years of research and good practices around the world in the field of ergonomics and human factors. It brings together a very large community of researchers and practitioners, more than sixteen hundreds, from over seventy countries. A global and multidisciplinary event, where various disciplines and different cultures discuss and interact. The diversity often favors creativity, capable of being put into practice. It is our hope and wish to inspire you with new ideas and creative solutions.
Degree of recognition: International
Links:
http://iea2018.org/

Related event
20th Congress International Ergonomics Association: Creativity in Practice
26/08/2018 → 30/08/2018
Florence, Italy
Activity: Attending an event › Participating in or organising a conference

Perspektiver på digital transformation
Period: 18 Apr 2018
Christine Ipsen (Invited speaker)
Department of Management Engineering
Management Science
Implementation and Performance Management
Degree of recognition: National

Related external organisation
Langebæk A/S
Gydevang 24, 3450, Lillerød, Denmark
Activity: Talks and presentations › Talks and presentations in private or public companies and organisations

Improvements in organization workshop
Period: 9 Apr 2018 → 10 Apr 2018
Christine Ipsen (Participant)
Kasper Edwards (Participant)
Department of Management Engineering
Management Science
Implementation and Performance Management
Degree of recognition: International

Related event
Improvements in organization workshop: Data analysis & revising manuscript
09/04/2018 → 10/04/2018
Stockholm, Sweden
Activity: Attending an event › Participating in or organising workshops, courses, seminars etc.

**British academy of Management (BAM) Conference 2018 (Event)**
Period: 1 Mar 2018 → 1 Jun 2018
Christine Ipsen (Reviewer)
Department of Management Engineering
Management Science
Implementation and Performance Management
Degree of recognition: International

**Related event**

**British academy of Management (BAM) Conference 2018: Driving productivity in uncertain and challenging times**
04/09/2018 → 06/09/2018
Bristol, United Kingdom
Activity: Research › Peer review of manuscripts

The choice of staying in Academia
Period: 29 Nov 2017
Christine Ipsen (Guest lecturer)
Department of Management Engineering
Management Science
Implementation and Performance Management
Degree of recognition: International

**Related event**

**5th Scandinavian Academy of Industrial Engineering and Management**
27/11/2017 → 29/11/2017
Trondhjem, Norway
Activity: Talks and presentations › Conference presentations

**5th Scandinavian Academy of Industrial Engineering and Management (Event)**
Period: 27 Nov 2017
Christine Ipsen (Reviewer)
Department of Management Engineering
Management Science
Implementation and Performance Management

**Description**
PhD workshop - reviewing PhD projects
Degree of recognition: International

**Related event**

**5th Scandinavian Academy of Industrial Engineering and Management**
27/11/2017 → 29/11/2017
Trondhjem, Norway
Activity: Research › Peer review of manuscripts

**IDA Sundhed**
Period: 8 Nov 2017
Christine Ipsen (Invited speaker)
Department of Management Engineering
Management Science

Implementation and Performance Management

Description
På dette gå-hjem-møde skal vi bl.a. høre eksempler på mulighederne inden for Industri 4.0 samt hvordan det bruges til udvikling af nye komponenter til sundhedssektoren, Big Data mv.
Degree of recognition: National

Related event

IDA Sundhed - Industri 4.0 inden for Sundhedssektoren
08/11/2017 → 08/11/2017
Copenhagen, Denmark
Activity: Talks and presentations › Talks and presentations in private or public companies and organisations

Muligheder ved digitalisering og Industri 4.0
Period: 8 Nov 2017
Christine Ipsen (Invited speaker)
Department of Management Engineering
Management Science
Implementation and Performance Management

Description
Præsentation om overvejelser i relation til
Valg af strategi
Ændringer i organisationen
Fokus på implementeringen
Samt erfaringer med digital ledelse vha. tele-presence robotter
Degree of recognition: National

Related external organisation

IDA Sundhedsteknologi
Copenhagen, Denmark
Activity: Talks and presentations › Talks and presentations in private or public companies and organisations

Laura Punnett
Start date: 3 Nov 2017
Christine Ipsen (Host)
Department of Management Engineering
Management Science
Implementation and Performance Management

Description
Process evaluation, organizational learning, and impact analysis: Work in progress at CPH-NEW
Degree of recognition: International
Activity: Hosting a guest lecturer

4th Improvements in Organizations workshop
Period: 10 Oct 2017 → 12 Oct 2017
Kasper Edwards (Organizer)
Christine Ipsen (Participant)
Department of Management Engineering
Management Science
Implementation and Performance Management
Degree of recognition: International

**Related event**

**4th Improvements in Organizations workshop**
10/10/2017 → 12/10/2017
Copenhagen, Denmark
Activity: Attending an event › Participating in or organising workshops, courses, seminars etc.

**SS Corporate Garage: Automation with a Human Touch Design Sprint**
Period: 9 Oct 2017
Christine Ipsen (Panel member)
Department of Management Engineering
Management Science
Implementation and Performance Management
Degree of recognition: National

**Related event**

**SS Corporate Garage: Automation with a Human Touch Design Sprint**
09/10/2017 → 09/10/2017
Lyngby, Denmark
Activity: Attending an event › Participating in or organising workshops, courses, seminars etc.

**International Journal of Workplace Health Management (Journal)**
Period: 1 Oct 2017 → 1 Dec 2018
Christine Ipsen (Editor)
Department of Management Engineering
Management Science
Implementation and Performance Management
Degree of recognition: International

**Related journal**

**International Journal of Workplace Health Management**
1753-8351
BFI (2018): BFI-level 1, Scopus rating (2017): CiteScore 1.05 SJR 0.303 SNIP 0.684, ISI indexed (2013): ISI indexed no, Web of Science (2018): Indexed yes
Central database
Activity: Research › Journal editor

**Digitalisering, Industri 4.0 og distanceledelse**
Period: 21 Sep 2017
Christine Ipsen (Invited speaker)
Department of Management Engineering
Management Science
Implementation and Performance Management
Degree of recognition: Local

**Related event**

**Centet for Ledelse - Direktørnetværksmøde: Digitalisering og Distanceledelse**
21/09/2017 → 21/09/2017
Helsingør, Denmark
Activity: Talks and presentations › Talks and presentations in private or public companies and organisations
Muligheder og overvejelser i Industri 4.0

Period: 21 Sep 2017
Christine Ipsen (Invited speaker)
Department of Management Engineering
Management Science
Implementation and Performance Management

Description
Præsentation ved direktørnetværksmøde om overvejelser i relation til
Valg af strategi
Ændringer i organisationen
Fokus på implementeringen
Samt erfaringer med digital ledelse vha. tele-presence robotter

Related external organisation

CFL - Center for Ledelse
Copenhagen, Denmark
Activity: Talks and presentations › Talks and presentations in private or public companies and organisations

International Journal of Workplace Health Management (Journal)
Period: 1 Sep 2017 → 1 Nov 2018
Christine Ipsen (Editor)
Department of Management Engineering
Management Science
Implementation and Performance Management

Description
Guest editor of the Special Issue: Understanding successful organizational health interventions: The role of leadership
Degree of recognition: International

Related journal

International Journal of Workplace Health Management
1753-8351
BFI (2018): BFI-level 1, Scopus rating (2017): CiteScore 1.05 SJR 0.303 SNIP 0.684, ISI indexed (2013): ISI indexed no,
Web of Science (2018): Indexed yes
Central database
Activity: Research › Journal editor

12th International Conference on Occupational Stress and Health
Period: 9 Jun 2017
Christine Ipsen (Organizer)
Signe Poulsen (Organizer)
Department of Management Engineering
Management Science
Implementation and Performance Management

Description
CREATING PROXIMITY ACROSS DISTANCES – MANAGEMENT TOOLS TO SUPPORT PERFORMANCE AND
EMPLOYEE WELL-BEING

Degree of recognition: International

Related event

12th International Conference on Occupational Stress and Health: Contemporary Challenges and Opportunities
07/06/2017 → 10/06/2017
Minneapolis, United States
Activity: Attending an event › Participating in or organising a conference

12th International Conference on Occupational Stress and Health
Period: 9 Jun 2017
Christine Ipsen (Chairman)
Department of Management Engineering
Management Science
Implementation and Performance Management

Description
Symposium: The role of managers in organizational interventions and non-interventions – at intra and inter-organizational work places
Degree of recognition: International

Related event
12th International Conference on Occupational Stress and Health: Contemporary Challenges and Opportunities
07/06/2017 → 10/06/2017
Minneapolis, United States
Activity: Attending an event › Participating in or organising a conference

Acting With Consideration for Level of Influence
Period: 9 Jun 2017
Christine Ipsen (Speaker)
Kasper Edwards (Speaker)
Department of Management Engineering
Management Science
Implementation and Performance Management
Degree of recognition: International
Documents:
Principle 8 Ipsen and Edwards

Related event
12th International Conference on Occupational Stress and Health: Contemporary Challenges and Opportunities
07/06/2017 → 10/06/2017
Minneapolis, United States
Activity: Talks and presentations › Conference presentations

Creating proximity across distances – Management tools to support performance and employee well-being
Period: 9 Jun 2017
Christine Ipsen (Speaker)
Signe Poulsen (Speaker)
Department of Management Engineering
Management Science
Implementation and Performance Management
Degree of recognition: International

Related organisation
Creating proximity across distances – Management tools to support performance and employee well-being
Ipsen, C. (Speaker), Poulsen, S. (Speaker)
9 Jun 2017
Activity: Talks and presentations › Conference presentations
PRINCIPLE 8. ACTING WITH CONSIDERATION FOR LEVEL OF INFLUENCE
Period: 9 Jun 2017
Kasper Edwards (Guest lecturer)
Christine Ipsen (Guest lecturer)
Department of Management Engineering
Management Science
Implementation and Performance Management
Description
Presentation
Degree of recognition: International
Related event
12th International Conference on Occupational Stress and Health: Contemporary Challenges and Opportunities
07/06/2017 → 10/06/2017
Minneapolis, United States
Activity: Talks and presentations › Conference presentations

Ten Recommendations for the Design, Implementation and Evaluation of Improvements in Organizations
Period: 9 Jun 2017
Ulrica von Thiele Schwarz (Speaker)
Kasper Edwards (Speaker)
Christine Ipsen (Speaker)
Department of Management Engineering
Management Science
Implementation and Performance Management
Degree of recognition: International
Related event
12th International Conference on Occupational Stress and Health: Contemporary Challenges and Opportunities
07/06/2017 → 10/06/2017
Minneapolis, United States
Activity: Talks and presentations › Conference presentations

THE ROLE OF MANAGERS IN ORGANIZATIONAL INTERVENTIONS AND NON-INTERVENTIONS – AT INTRA AND INTER-ORGANIZATIONAL WORK PLACES
Period: 9 Jun 2017
Christine Ipsen (Speaker)
Department of Management Engineering
Management Science
Implementation and Performance Management
Description
Presenting some key trends and discussions of the role of managers in interventions focusing on distance work and management
Degree of recognition: International
Related organisation
THE ROLE OF MANAGERS IN ORGANIZATIONAL INTERVENTIONS AND NON-INTERVENTIONS – AT INTRA AND INTER-ORGANIZATIONAL WORK PLACES
Ipsen, C. (Speaker)
9 Jun 2017
Activity: Talks and presentations › Conference presentations
THE FISHBONE WORKSHOP: HOW TO TRANSFORM INITIAL PROBLEM IDENTIFICATION TO INTERVENTION INITIATIVES

Period: 8 Jun 2017
Christine Ipsen (Speaker)
Signe Poulsen (Speaker)
Department of Management Engineering
Management Science
Implementation and Performance Management
Degree of recognition: International

Related event

12th International Conference on Occupational Stress and Health: Contemporary Challenges and Opportunities
07/06/2017 → 10/06/2017
Minneapolis, United States
Activity: Talks and presentations › Conference presentations

European Association of Work and Organizational Psychology

Period: 18 May 2017 → 19 May 2017
Christine Ipsen (Participant)
Department of Management Engineering
Management Science
Implementation and Performance Management

Description
Poster presentation and symposium participant/organizer
Documents:
EAWOP Poster (16.05.17)

Related event

European Association of Work and Organizational Psychology: Enabling Change through Work and Organizational Psychology
17/05/2017 → 20/05/2017
Dublin, Ireland
Activity: Attending an event › Participating in or organising a conference

The Deans Lecture Hall Technology Committee (Event)

Period: 1 Apr 2017 → …
Christine Ipsen (Participant)
Department of Management Engineering
Management Science
Implementation and Performance Management

Description
Member of DTUs Lecture Hall Technology comittee

Related event

The Deans Lecture Hall Technology Committee
03/04/2017 → …
Kgs. Lyngby, Denmark
Activity: Membership › Membership of committees, commissions, boards, councils, associations, organisations, or similar
5th Scandinavian Academy of Industrial Engineering and Management  
**Period:** 21 Mar 2017  
Christine Ipsen (Organizer)  
Department of Management Engineering  
Management Science  
Implementation and Performance Management  

**Description**  
Board meeting  

**Related event**  
5th Scandinavian Academy of Industrial Engineering and Management  
27/11/2017 → 29/11/2017  
Trondheim, Norway  
Activity: Attending an event › Participating in or organising a conference

**A DTU researcher's experiences**  
**Period:** 14 Mar 2017  
Christine Ipsen (Speaker)  
Department of Management Engineering  
Management Science  
Implementation and Performance Management  

**Related event**  
Introduction to DTU - Welcome seminar  
14/03/2017 → 14/03/2017  
Kgs. Lyngby, Denmark  
Activity: Talks and presentations › Guest lectures, external teaching and course activities at other universities

**PhD assessment (Candidate from Deakin University, Australia)**  
**Period:** 1 Mar 2017 → 28 Apr 2017  
Christine Ipsen (External examiner)  
Department of Management Engineering  
Management Science  
Implementation and Performance Management  

**Description**  
Examiner  
Degree of recognition: International  
Activity: Examinations and supervision › Internal examination

**International Journal of Workplace Health Management (Journal)**  
**Period:** 1 Jan 2017 → 1 Sep 2018  
Christine Ipsen (Editor)  
Department of Management Engineering  
Management Science  
Implementation and Performance Management  

**Description**  
Guest editor of the Special Issue: Understanding successful organizational health interventions: The role of leadership  
Degree of recognition: International  

**Related journal**
12th International Conference on Occupational Stress and Health (Event)
Period: 1 Dec 2016 → 22 Dec 2016
Christine Ipsen (Reviewer)
Department of Management Engineering
Management Science
Implementation and Performance Management

Description
Review of conference abstracts

Related event
12th International Conference on Occupational Stress and Health: Contemporary Challenges and Opportunities
07/06/2017 → 10/06/2017
Minneapolis, United States
Activity: Research › Peer review of manuscripts

4th scandinavian academy of Industrial Engineering and Management
Period: 30 Nov 2016
Christine Ipsen (Organizer)
Pernilla Ulfvengren (Organizer)
Department of Management Engineering
Management Science
Implementation and Performance Management

Description
Human factors and sustainability

Related event
4th scandinavian academy of Industrial Engineering and Management
28/11/2016 → 30/11/2016
Luleå, Sweden
Activity: Attending an event › Participating in or organising a conference

Bias in academia
Period: 29 Nov 2016
Christine Ipsen (Speaker)
Department of Management Engineering
Management Science
Implementation and Performance Management

Related event
4th scandinavian academy of Industrial Engineering and Management
28/11/2016 → 30/11/2016
Luleå, Sweden
Activity: Talks and presentations › Conference presentations
4th Scandinavian Academy of Industrial Engineering and Management
Christine Ipsen (Speaker)
Department of Management Engineering
Management Science
Implementation and Performance Management

Related event
4th Scandinavian Academy of Industrial Engineering and Management
28/11/2016 → 30/11/2016
Luleå, Sweden
Activity: Talks and presentations • Conference presentations

4th Scandinavian Academy of Industrial Engineering and Management
Christine Ipsen (Speaker)
Department of Management Engineering
Management Science
Implementation and Performance Management

Description
Participant, organizer and speaker

Related event
4th Scandinavian Academy of Industrial Engineering and Management
28/11/2016 → 30/11/2016
Luleå, Sweden
Activity: Talks and presentations • Conference presentations

PhD workshop - reviewing IEM PhD projects (Event)
Period: 28 Nov 2016
Christine Ipsen (Reviewer)
Department of Management Engineering
Management Science
Implementation and Performance Management

Description
PhD workshop - reviewing PhD projects

Related event
PhD workshop - reviewing IEM PhD projects
Luleå, Sweden
Activity: Research • Peer review of manuscripts

The PhD roller coaster: Systems Biology PhD Introductory Course
Period: 5 Oct 2016
Christine Ipsen (Speaker)
Department of Management Engineering
Management Science
Implementation and Performance Management
Related organisation

The PhD roller coaster: Systems Biology PhD Introductory Course
Ipsen, C. (Speaker)
5 Oct 2016
Activity: Talks and presentations › Guest lectures, external teaching and course activities at other universities

Mellom begejstring og belastning – årsager til og organisatorisk forebyggelse af stress
Period: 16 Sep 2016
Christine Ipsen (Invited speaker)
Signe Poulsen (Invited speaker)
Department of Management Engineering
Management Science
Implementation and Performance Management

Description
Workshop ved Afdelingsdag på Glostrup hospital

Related external organisation

Glostrup University Hospital
Denmark
Activity: Talks and presentations › Talks and presentations in private or public companies and organisations

Forskningsens Døgn 2016
Period: 27 Apr 2016
Christine Ipsen (Participant)
Department of Management Engineering
Management Science
Implementation and Performance Management

Description
Forskningsens Døgn: Begejstring og belastning i videnarbejdet - også over distancer

Related event

Forskningsens Døgn 2016
25/04/2016 → 29/04/2016
Denmark
Activity: Attending an event › Participating in or organising workshops, courses, seminars etc.

12th Conference of the European Academy of Occupational Health Psychology
Period: 13 Apr 2016
Christine Ipsen (Speaker)
Department of Management Engineering
Management Science
Implementation and Performance Management

Description
Symposium organizer and chair: Leadership – gaining shared understanding in interventions

Organising and chairing the Symposium: Leadership – gaining shared understanding in interventions

Related event

12th Conference of the European Academy of Occupational Health Psychology: OHP in Times of Change: Society and the workplace
Symposium: Leadership – gaining shared understanding in interventions
Period: 13 Apr 2016
Christine Ipsen (Organizer)
Department of Management Engineering
Management Science
Implementation and Performance Management

Description
Symposium: Leadership – gaining shared understanding in interventions

Related event
Symposium: Leadership – gaining shared understanding in interventions
13/04/2016 → 13/04/2016
Athens, Greece
Activity: Attending an event › Participating in or organising a conference

Network meeting in the International Network of Sustainable Organizational Interventions (INSOI) (External organisation)
Period: 10 Apr 2016
Christine Ipsen (Participant)
Department of Management Engineering
Management Science
Implementation and Performance Management

Description
In Athens, Greece - coordinating new research activities and collaboration

Related external organisation
Network meeting in the International Network of Sustainable Organizational Interventions (INSOI)
Activity: Membership › Membership of research networks or expert groups

The PhD roller coaster: Systems Biology PhD Introductory course
Period: 18 Mar 2016
Christine Ipsen (Speaker)
Department of Management Engineering
Management Science
Implementation and Performance Management

Related external organisation
Unknown external organisation
Activity: Talks and presentations › Conference presentations

Improvements in Organizations
Period: 7 Mar 2016 → 8 Mar 2016
Christine Ipsen (Participant)
Department of Management Engineering
Management Science
Implementation and Performance Management
Improvements in organizations - coordinating new research activities and co-authoring a book chapter

2nd Improvements in Organizations Symposium
07/03/2016 → 08/03/2016
Stockholm, Sweden
Activity: Attending an event › Participating in or organising workshops, courses, seminars etc.

Endnu et søm i forebyggelseskisten
Period: 1 Mar 2016
Christine Ipsen (Participant)
Department of Management Engineering
Management Science
Implementation and Performance Management

Description
Med Charlotte Mandrups stress-bog "Vær professionel på jobbet – Lad følelserne blive hjemme" har ledere fået et redskab, de kan give til medarbejderne – med beskeden: "Forebyggelse af stress – den klarer du selv!".

Af Christine Ipsen, lektor, DTU Management Engineering, Danmarks Tekniske Universitet
Links:
Activity: Other

PhD assessment (DTU candidate)
Period: 26 Jan 2016 → 1 May 2016
Christine Ipsen (Internal examiner)
Department of Management Engineering
Management Science
Implementation and Performance Management

Description
Chairman
Degree of recognition: Local
Activity: Examinations and supervision › Internal examination

Implementing changes in knowledge Work - what Works?
Period: 20 Nov 2015
Christine Ipsen (Invited speaker)
Department of Management Engineering
Production and Service Management
Implementation and Performance Management

Related event
3rd Scandinavian Conference Industrial Engineering and Management
18/11/2015 → 20/11/2015
Lyngby, Denmark
Activity: Talks and presentations › Conference presentations

Board member of Scandinavian Academy of Industrial Engineering and Management (External organisation)
Period: 19 Nov 2015 → 30 Nov 2017
Christine Ipsen (Participant)
Department of Management Engineering
Production and Service Management
Implementation and Performance Management

**Description**
Elected at the ScAIEM conference 2015 for a 2 year period

Body type: Board member
Degree of recognition: International
Links:
http://www.scaiem.org

**Related external organisation**
Board member of Scandinavian Academy of Industrial Engineering and Management
Activity: Membership › Membership of committees, commissions, boards, councils, associations, organisations, or similar

**Medlem af Ledernes Tænkemøde om organisatorisk forebygning af stress (External organisation)**
Period: 1 Oct 2015 → 1 Dec 2017
Christine Ipsen (Participant)
Department of Management Engineering
Management Science
Implementation and Performance Management
Production and Service Management

**Description**
Participant - representing research

**Related external organisation**
Medlem af Ledernes Tænkemøde om organisatorisk forebygning af stress
Activity: Membership › Membership of committees, commissions, boards, councils, associations, organisations, or similar

**DTU's Ligestilingsudvalg (External organisation)**
Period: 1 Sep 2015 → …
Christine Ipsen (Participant)
Department of Management Engineering
Management Science
Implementation and Performance Management
Production and Service Management

**Related external organisation**
DTU's Ligestilingsudvalg
Activity: Membership › Membership of committees, commissions, boards, councils, associations, organisations, or similar

**International Journal of Workplace Health Management (Journal)**
Period: 1 Sep 2015 → …
Christine Ipsen (Reviewer)
Department of Management Engineering
Management Science
Implementation and Performance Management

**Description**
International Journal of Workplace Health Management (IJWHM) publishes double blind peer-reviewed research and practitioner articles and case studies which identify risks and challenges, best practice and real-life implications for the individual, the employer and public health.

Coverage includes:
• Individual health – primary care and prevention, health education and promotion, attitudes, behaviour and lifestyle choice
• Workplace culture – organizational change, management policies/procedures, employer and employee education, the business case for workplace health promotion, communication and training, how culture affects mental health, violence, stress and work-life balance
• Physical issues – musculoskeletal health/ergonomics, occupational health and safety, legislation and compliance, disability management, workplace hazards, risk factor modification

IJWHM is a key resource for public and private organizations, government, researchers, human resources/senior management, unions and those who manage and promote workplace health.

- See more at: http://www.emeraldgrouppublishing.com/products/journals/journals.htm?id=ijwhm#sthash.Ivt39z38.dpuf

Related journal

International Journal of Workplace Health Management
1753-8351
BFI (2018): BFI-level 1, Scopus rating (2017): CiteScore 1.05 SJR 0.303 SNIP 0.684, ISI indexed (2013): ISI indexed no,
Web of Science (2018): Indexed yes
Central database
Activity: Research › Peer review of manuscripts

Reviewing Swedish research applications (Swedish Knowledge Foundation) (External organisation)
Period: 1 Sep 2015 → 1 Nov 2015
Christine Ipsen (Member)
Department of Management Engineering
Management Science
Production and Service Management
Implementation and Performance Management

Description
Reviewer.
The foundation supports research at Sweden’s new universities and university colleges.
Degree of recognition: International

Related external organisation

Reviewing Swedish research applications (Swedish Knowledge Foundation)
Activity: Membership › Membership of committees, commissions, boards, councils, associations, organisations, or similar

19th Triennial Congress of the International Ergonomics Association
Christine Ipsen (Speaker)
Department of Management Engineering
Production and Service Management
Implementation and Performance Management

Description

Links:
http://iea2015.org/
Related event

19th Triennial Congress of the International Ergonomics Association
08/08/2015 → 14/08/2015
Melbourne, Australia
Activity: Talks and presentations › Conference presentations

Interventions in Organisations
Period: 7 Aug 2015
Christine Ipsen (Participant)
Department of Management Engineering
Production and Service Management
Implementation and Performance Management

Description
Productivity and well-being in SMEs – enablers and barriers for implementing preventive changes'

Related event

Interventions in Organisations: Planning, Implementing and Evaluating
07/08/2015 → ...
Melbourne, Australia
Activity: Attending an event › Participating in or organising workshops, courses, seminars etc.

PhD seminar - How to supervise your supervisor
Period: 6 Aug 2015
Christine Ipsen (Speaker)
Department of Management Engineering
Production and Service Management
Implementation and Performance Management

Related event

PhD seminar - How to supervise your supervisor
06/08/2015 → ...
Melbourne, Australia
Activity: Talks and presentations › Conference presentations

Deakin University
Christine Ipsen (Visiting researcher)
Production and Service Management
Implementation and Performance Management
Department of Management Engineering

Description
Exchanging research ideas and future collaboration incl. planning a special issue
Activity: Visiting an external institution › Visiting another research institution

Deakin University
Christine Ipsen (Visiting researcher)
Production and Service Management
Implementation and Performance Management
Department of Management Engineering
Management Science

Description
Research stay at Deakin University. Exchanging research and project ideas
Activity: Visiting an external institution › Visiting another research institution

SNF - reviewing research applications (External organisation)
Period: 1 Aug 2015 → …
Christine Ipsen (Member)
Department of Management Engineering
Management Science
Production and Service Management
Implementation and Performance Management

Description
Reviewing research applications - Swiss National Science Foundation
Degree of recognition: International

Related external organisation

SNF - reviewing research applications
Activity: Membership › Membership of committees, commissions, boards, councils, associations, organisations, or similar

11th International Conference on Occupational Stress and Health: Work, Stress & Health 2015
Period: 7 May 2015
Christine Ipsen (Organizer)
Department of Management Engineering
Production and Service Management
Implementation and Performance Management

Description
Knowledge Sharing Symposium

Related event

11th International Conference on Occupational Stress and Health: Work, Stress & Health 2015: Sustainable Work, Sustainable Health, Sustainable Organizations
06/05/2015 → 09/05/2015
Atlanta, United States
Activity: Attending an event › Participating in or organising a conference

11th International Conference on Occupational Stress and Health: Work, Stress & Health 2015
Period: 7 May 2015
Christine Ipsen (Speaker)
Department of Management Engineering
Production and Service Management
Implementation and Performance Management

Description
Knowledge transfer in participatory interventions - tools and methods

Related event

11th International Conference on Occupational Stress and Health: Work, Stress & Health 2015: Sustainable Work, Sustainable Health, Sustainable Organizations
06/05/2015 → 09/05/2015
Atlanta, United States
Activity: Talks and presentations › Conference presentations

Network meeting in the International Network of Sustainable Interventions (External organisation)
Period: 7 May 2015
Christine Ipsen (Participant)
Department of Management Engineering
Production and Service Management
Implementation and Performance Management
Management Science

Description
In Atlanta, USA - coordinating new research activities and collaboration

Related external organisation

Network meeting in the International Network of Sustainable Interventions
Activity: Membership › Membership of research networks or expert groups

3rd Scandinavian Academy of Industrial Engineering and Management (ScAIEM) Conference
Period: 1 May 2015 → 30 Nov 2015
Christine Ipsen (Organizer)
Department of Management Engineering
Production and Service Management
Implementation and Performance Management

Description
Organizing the conference

Organizing the Scandinavian Academy of Industrial Engineering and Management Conference 2015
Links:
http://www.scaiem.org

Related event

3rd Scandinavian Conference Industrial Engineering and Management
18/11/2015 → 20/11/2015
Lyngby, Denmark
Activity: Attending an event › Participating in or organising a conference

Forskningens Døgn
Period: 23 Apr 2015
Christine Ipsen (Speaker)
Department of Management Engineering
Production and Service Management
Implementation and Performance Management
Activity: Other

Forskningens Døgn: Videnarbejde og stress - mellem begejstring og belastning
Period: 23 Apr 2015
Christine Ipsen (Speaker)
Department of Management Engineering
Bibliotikar Forbundet
Frederiksberg, Denmark
Activity: Talks and presentations › Talks and presentations in private or public companies and organisations

Scandinavian Academy Industrial Engineering Management Board (External organisation)
Period: 1 Apr 2015 → …
Christine Ipsen (Participant)
Department of Management Engineering
Production and Service Management
Implementation and Performance Management
Degree of recognition: International
Links:
http://www.scaiem.org/

Swiss National Science Foundation (External organisation)
Period: 1 Apr 2015 → 1 May 2015
Christine Ipsen (Member)
Department of Management Engineering
Production and Service Management
Implementation and Performance Management
Description
Reviewing research proposal.

Swiss National Science Foundation
Activity: Membership › Membership of committees, commissions, boards, councils, associations, organisations, or similar

Engineering Systems Ergonomics
Period: 9 Mar 2015
Christine Ipsen (Invited speaker)
Department of Management Engineering
Production and Service Management
Implementation and Performance Management
Description
Teaching session on Engineering Systems Ergonomics about Knowledge Production systems and Distance management and work

Related event
Engineering Systems Ergonomics
02/02/2015 → 29/06/2015
Kgs. Lyngby, Denmark
Activity: Talks and presentations › Guest lectures, external teaching and course activities at other universities

**Improvements in Organizations**
Period: 4 Mar 2015 → 5 Mar 2015
Christine Ipsen (Participant)
Department of Management Engineering
Production and Service Management
Implementation and Performance Management

**Description**
Improvements in Organizations Network meeting

**Related event**
**1st Improvements in Organizations Symposium**
04/03/2015 → 05/03/2015
Stockholm, Sweden
Activity: Attending an event › Participating in or organising workshops, courses, seminars etc.

**Improvements in Organizations**
Period: 4 Mar 2015 → 5 Mar 2015
Christine Ipsen (Invited speaker)
Department of Management Engineering
Production and Service Management
Implementation and Performance Management

**Description**
Presentation about interventions in knowledge Work and SMEs and what makes interventions work
Invited speaker to Improvements in Organizations Conference, Stockholm

**Related event**
**1st Improvements in Organizations Symposium**
04/03/2015 → 05/03/2015
Stockholm, Sweden
Activity: Talks and presentations › Conference presentations

**Journal of Knowledge Management (Journal)**
Period: 1 Mar 2015 → …
Christine Ipsen (Reviewer)
Department of Management Engineering
Production and Service Management
Implementation and Performance Management

**Related journal**
**Journal of Knowledge Management**
1367-3270
Central database
Activity: Research › Peer review of manuscripts
Proceedings of the IEA conference (Journal)
Period: 1 Jan 2015 → 1 Mar 2015
Christine Ipsen (Reviewer)
Department of Management Engineering
Production and Service Management
Implementation and Performance Management

Related journal
Proceedings of the IEA conference
Local database
Activity: Research › Peer review of manuscripts

Proceedings for Work, Stress and Health Conference, Atlanta, US, may 2015 (Journal)
Period: 5 Nov 2014 → 24 Nov 2014
Christine Ipsen (Reviewer)
Department of Management Engineering
Production and Service Management
Implementation and Performance Management

Related journal
Proceedings for Work, Stress and Health Conference, Atlanta, US, may 2015
Local database
Activity: Research › Peer review of manuscripts

Knowledge management - Research and practice (Journal)
Period: 1 Oct 2014 → …
Christine Ipsen (Reviewer)
Department of Management Engineering
Production and Service Management
Implementation and Performance Management

Related journal
Knowledge management - Research and practice
Local database
Activity: Research › Peer review of manuscripts

Power, Politics and Motivation
Period: 15 Sep 2014
Christine Ipsen (Lecturer)
Department of Management Engineering
Production and Service Management
Implementation and Performance Management

Related external organisation
Unknown external organisation
Activity: Talks and presentations › Conference presentations

2nd Network Meeting in Global Knowledge Research Network
Period: 12 Sep 2014
Christine Ipsen (Participant)
Department of Management Engineering
Production and Service Management
Implementation and Performance Management
Links:
http://lubswww.leeds.ac.uk/global-knowledge-survey/home/

Related event

2nd Network Meeting in Global Knowledge Research Network
12/09/2014 → …
Belfast, United Kingdom
Activity: Attending an event › Participating in or organising workshops, courses, seminars etc.

VidenDanmark Kick-Off seminar
Period: 10 Sep 2014
Christine Ipsen (Participant)
Department of Management Engineering
Production and Service Management
Implementation and Performance Management
Links:
http://www.videndanmark.dk/

Related event

VidenDanmark Kick-Off seminar
10/09/2014 → …
Copenhagen, Denmark
Activity: Attending an event › Participating in or organising workshops, courses, seminars etc.

International Journal of Human Factors and Ergonomics (Journal)
Period: 1 Sep 2014 → 1 Jan 2016
Christine Ipsen (Editor)
Department of Management Engineering
Production and Service Management
Implementation and Performance Management
Links:

Related journal

International Journal of Human Factors and Ergonomics
2045-7804
BFI (2018): BFI-level 1, Scopus rating (2017): CiteScore 0.19 SJR 0.117 SNIP 0.234, Web of Science (2017): Indexed yes Central database
Activity: Research › Journal editor

11th International Symposium on Human Factors in Organizational Design and Management and 46th Annual Nordic Ergonomics Society Conference (NES)
Period: 18 Aug 2014
Christine Ipsen (Organizer)
Department of Management Engineering
Production and Service Management
Description
Workshop: Designing work systems for productivity and well-being
Related event

11th International Symposium on Human Factors in Organizational Design and Management and 46th Annual Nordic Ergonomics Society Conference (NES)
17/08/2014 → 20/08/2014
Copenhagen, Denmark
Activity: Attending an event › Participating in or organising a conference

Bestil en Forsker - Forskningens Døgn
Period: 25 Apr 2014
Christine Ipsen (Panel member)
Department of Management Engineering
Description
Oplæg om "videnarbejde og Stress - mellem begejstring og belastning".
Oplæg ved Forskningens Døgn hos TopDanmark, Ballerup.
Links:
http://forsk.dk/

Related event

Bestil en Forsker - Forskningens Døgn
24/04/2014 → 26/04/2014
Denmark
Activity: Attending an event › Participating in or organising workshops, courses, seminars etc.

Bestil en Forsker - Forskningens Døgn
Period: 24 Apr 2014
Christine Ipsen (Panel member)
Department of Management Engineering
Description
Oplæg om "Videnarbejde og Stress - Mellem begejstring og belastning".
Oplæg ved Forskningens Døgn i SKAT, Østbanegade, København.

Related event

Bestil en Forsker - Forskningens Døgn
24/04/2014 → 26/04/2014
Denmark
Activity: Attending an event › Participating in or organising workshops, courses, seminars etc.

Bestil en Forsker - Forskningens Døgn
Period: 24 Apr 2014
Christine Ipsen (Participant)
Department of Management Engineering
Production and Service Management
Description
Oplæg om "Videnarbejde og Stress - mellem Begejstring og Belastning".
Oplæg ved Forskningens Døgn hos 3F, Kampmannsgade, København.

Related event
International Research in Sustainable Organizational Interventions
Period: 17 Apr 2014
Christine Ipsen (Participant)
Department of Management Engineering
Production and Service Management

Description
Workshop with International Network of Sustainable Organizational Interventions.

Related event
International Research in Sustainable Organizational Interventions
17/04/2014 → 17/04/2014
London, United Kingdom
Activity: Attending an event › Participating in or organising workshops, courses, seminars etc.

Network meeting in the International Network of Sustainable Organizational Interventions (INSOI) (External organisation)
Period: 17 Apr 2014
Christine Ipsen (Participant)
Department of Management Engineering
Production and Service Management
Degree of recognition: International

Related external organisation
Network meeting in the International Network of Sustainable Organizational Interventions (INSOI)
Activity: Membership › Membership of research networks or expert groups

11th European Academy of Occupational Health Psychology conference 2014
Period: 15 Apr 2014
Christine Ipsen (Organizer)
Department of Management Engineering
Production and Service Management

Description
Presentation at Symposium: Organizational Health Intervention Research: Current Empirical Developments.

Related event
11th European Academy of Occupational Health Psychology conference 2014
14/04/2014 → 16/04/2014
London, United Kingdom
Activity: Attending an event › Participating in or organising a conference

Proceedings of the 11th International Symposium on Human Factors in Organizational Design and Management (ODAM) (Journal)
Period: 20 Feb 2014 → 20 May 2014
Christine Ipsen (Reviewer)
Department of Management Engineering
Production and Service Management

Related journal
Proceedings of the 11th International Symposium on Human Factors in Organizational Design and Management (ODAM)
Local database
Activity: Research › Peer review of manuscripts

Work, Stress & Health Conference papers (Journal)
Period: 2013 → …
Christine Ipsen (Reviewer)
Department of Management Engineering
Production and Service Management

Related journal
Work, Stress & Health Conference papers
Local database
Activity: Research › Peer review of manuscripts

Nordic collaboration meeting
Period: 8 Oct 2013
Christine Ipsen (Organizer)
Department of Management Engineering
Production and Service Management

Description
Nordic collaboration meeting - Medical Management, Karolinska Institutet

Related event
Nordic collaboration meeting: Medical Management
08/10/2013 → 08/10/2013
Sweden
Activity: Attending an event › Participating in or organising workshops, courses, seminars etc.

Produktivitet og trivsel i SMV'er
Period: 25 Sep 2013
Christine Ipsen (Organizer)
Department of Management Engineering
Production and Service Management

Related event
Produktivitet og trivsel i SMV'er
25/09/2013 → …
Copenhagen, Denmark
Activity: Attending an event › Participating in or organising a conference

10th International Conference on Occupational Stress and Health
Period: 17 May 2013 → 21 May 2013
Christine Ipsen (Participant)
Department of Management Engineering
Production and Service Management

Related event
10th International Conference on Occupational Stress and Health: Work, Stress and Health 2013
16/05/2013 → 19/05/2013
Los Angeles, CA, United States
Activity: Attending an event › Participating in or organising a conference
Workshop with the Salutogenic Organizational Health Intervention Research (SOHIR) group (External organisation)
Period: 16 May 2013
Christine Ipsen (Participant)
Department of Management Engineering
Production and Service Management
Degree of recognition: International

Related external organisation
Workshop with the Salutogenic Organizational Health Intervention Research (SOHIR) group
Activity: Membership › Membership of research networks or expert groups

Small Enterprise Research (Journal)
Period: 1 May 2013 → 1 Dec 2013
Christine Ipsen (Reviewer)
Department of Management Engineering
Production and Service Management

Description
Special Issue on Understanding Small Enterprises

Related journal
Small Enterprise Research
Local database
Activity: Research › Peer review of manuscripts

Knowledge transfer across organizational borders
Period: 1 Mar 2013 → …
Christine Ipsen (Participant)
Department of Management Engineering
Production and Service Management

Related external organisation
Technical University of Denmark
Kgs. Lyngby, Denmark
Activity: Other

Industrial Ergonomics (Journal)
Period: 2012 → …
Christine Ipsen (Reviewer)
Department of Management Engineering
Production and Service Management

Related journal
Industrial Ergonomics
Local database
Activity: Research › Peer review of manuscripts

10th International Conference on Occupational Stress and Health (Journal)
Period: 1 Oct 2012 → 1 Nov 2012
Christine Ipsen (Reviewer)
Department of Management Engineering
Production and Service Management

**Related journal**

10th International Conference on Occupational Stress and Health
Local database
Activity: Research › Peer review of manuscripts

**International Network of Sustainable Organizational Interventions (External organisation)**
Period: May 2012 → …
Christine Ipsen (Participant)
Department of Management Engineering
Production and Service Management
Degree of recognition: International

**Related external organisation**
International Network of Sustainable Organizational Interventions
Activity: Membership › Membership of research networks or expert groups

**Research Affiliate at Center for the Promotion of Health in New England Workplaces (CPH-NEW) (External organisation)**
Period: 15 May 2012 → 15 May 2014
Christine Ipsen (Participant)
Department of Management Engineering
Production and Service Management
Degree of recognition: International
Links:
http://www.uml.edu/Research/centers/CPH-NEW/

**Related external organisation**
Research Affiliate at Center for the Promotion of Health in New England Workplaces (CPH-NEW)
Activity: Membership › Membership of research networks or expert groups

**University of Connecticut**
Period: 15 May 2012 → 22 May 2012
Christine Ipsen (Visiting researcher)
Production and Service Management
Department of Management Engineering

**Description**
Research visit at University of Connecticut - Storrs and University of Massachusetts- Lowell
Visiting UConn-Storrs and UMass-Lowell, US with the aim to exchange knowledge regarding interventions in SMEs
Activity: Visiting an external institution › Visiting another research institution

**10th Conference European Academy of Occupational Health Psychology**
Period: 13 Apr 2012
Christine Ipsen (Participant)
Department of Management Engineering
Production and Service Management

**Description**
Presenting ”Stress Management Maturity Concept - a model for successful interventions in work systems” at the EAOHP Conference in Zürich, April 2012
Preconference workshop - Salutogenic change in organizations: intervention and evaluation approach (External organisation)
Period: 10 Apr 2012
Christine Ipsen (Participant)
Department of Management Engineering
Production and Service Management

Description
The aim of the preconference workshop was to:
Exchange our perspectives & previous experience concepts of a healthy organization to be targeted by interventions
correlations to such conceptualized organizations how to research the process and outcome of such interventions.
Identify possible common ground for future development.
Identify possibilities for future exchange potential for a joint book project interest in a joint grant proposal other possibilities.

There were 15 participants from all over the world

Presenting and discussing our intervention model and principles
Degree of recognition: International

Related external organisation

Preconference workshop - Salutogenic change in organizations: intervention and evaluation approach
Activity: Membership › Membership of research networks or expert groups

Salutogenic Change in Organizations
Period: 10 Apr 2012
Christine Ipsen (Participant)
Department of Management Engineering
Work, Technology and Organisation

Description
Pre-Conference Work-Shop: “Salutogenic change in organizations: Intervention and evaluation approaches”

Related event

Related external organisation

Knowledge Management in the Danish Engineering Industry: A qualititative study of Knowledge Management in engineering
Period: 1 Jan 2012 → 27 Jun 2012
Christine Ipsen (Participant)
Department of Management Engineering
Production and Service Management

Related external organisation
Technical University of Denmark
Kgs. Lyngby, Denmark
Activity: Other

Global Knowledge Survey (External organisation)
Period: 1 Nov 2011 → …
Christine Ipsen (Participant)

Department of Management Engineering
Production and Service Management
Degree of recognition: International

Related external organisation
Global Knowledge Survey
Activity: Membership › Membership of research networks or expert groups

Press clippings:

Drop forfængeligheden i den digitale omstilling
Christine Ipsen
11/06/2018

Description
Topcheferne skal erkende, at de mister kontrollen med detaljerne i den digitale omstilling. Til gengæld skal de skabe en kultur, hvor man er klar til at fejle.
Department of Management Engineering, Management Science, Implementation and Performance Management

Media contribution (1)

Drop forfængeligheden i den digitale omstilling
11/06/2018
MandagMorgen (National), Denmark, Web
Anders Rostgaard Birkman
https://www.mm.dk/artikel/drop-forfaengeligheden-i-den-digitale-omstilling
Topcheferne skal erkende, at de mister kontrollen med detaljerne i den digitale omstilling. Til gengæld skal de skabe en kultur, hvor man er klar til at fejle.
Christine Ipsen
Press / Media

Mød kunder og samarbejdspartner digitalt
Christine Ipsen
27/12/2017

Description
Den teknologiske udvikling har flyttet såvel kunder som samarbejdspartnere over på de digitale platforme, og det giver nye muligheder og udfordringer til virksomhederne. Det er nødvendigt at møde kunderne hvor de er, fortæller eksperter
Department of Management Engineering, Management Science, Implementation and Performance Management

Media contribution (1)

Berlingske Business
27/12/2017
Denmark, Web
https://www.business.dk/annonce/moed-kunder-og-samarbejdspartner-digitalt
Christine Ipsen
Press / Media

Distanceledelse: Konsulenter uden for kontoret kan true produktiviteten
Christine Ipsen
27/09/2017
Dårligt arbejdsmiljø blokerer for at yde en god indsats. Det skaber frustration – i særdeleshed, når man ikke deler adresse med chefen, og han tilmed ignorerer problemet

Department of Management Engineering, Management Science, Implementation and Performance Management

Media contribution (1)

Ingeniøren
27/09/2017
Ingeniøren (National), Denmark, Web
Lene Wessel
Christine Ipsen
Press / Media

Three challenges facing managers
Christine Ipsen
08/08/2017

The fourth industrial revolution and the changes it requires of companies place considerable demands on management

Department of Management Engineering, Management Science, Implementation and Performance Management

Media contribution (1)

Dynamo
08/08/2017
Dynomo (National), Denmark, Print
http://www.dtu.dk/english/news/2017/08/dynamo-theme-6-three-challenges-facing-managers?id=f02b6739-6e17-417f-a853-0a26603f5ef6
Christine Ipsen
Press / Media

Stress er ikke en selvfølge
Christine Ipsen
01/05/2016

Department of Management Engineering, Management Science, Implementation and Performance Management

Media contribution (1)

Stress er ikke en selvfølge
01/05/2016
Firmaidræt, Print
Dansk Firmaidræts Forbund
http://www.swiflet.com/jto/firmaidraet/49/32
Christine Ipsen
Department of Management Engineering, Management Science, Implementation and Performance Management
Press / Media

Distanceledelse – en udfordring over tid, sted og kultur
Christine Ipsen
17/11/2015


Department of Management Engineering, Production and Service Management, Management Science, Implementation and Performance Management

Media contribution (1)
Distanceledelse – en udfordring over tid, sted og kultur
17/11/2015
Effektivitet, Print
effektivitet.dk
http://www.scm.dk/distanceledelse-%E2%80%93-en-udfordring-over-tid-sted-og-kultur
Christine Ipsen
Department of Management Engineering, Management Science, Implementation and Performance Management,
Production and Service Management
Press / Media

Her peger medarbejderne det ud der ikke duer
Christine Ipsen
18/10/2013
Department of Management Engineering, Production and Service Management

Media contribution (1)

Her peger medarbejderne det ud der ikke duer
18/10/2013
Ingeniøren, Print
Christine Ipsen
Department of Management Engineering, Production and Service Management
Press / Media

Her peger medarbejderne det ud der ikke duer
Christine Ipsen
18/10/2013
Department of Management Engineering, Production and Service Management

Media contribution (1)

Her peger medarbejderne det ud der ikke duer
18/10/2013
Ingeniøren, Web
Christine Ipsen
Department of Management Engineering, Production and Service Management
Press / Media

Her er opskriften på trivsel og produktivitet
Christine Ipsen
18/10/2013
Department of Management Engineering, Production and Service Management

Media contribution (1)

Her er opskriften på trivsel og produktivitet
18/10/2013
Ingeniøren, Web
Christine Ipsen
Department of Management Engineering, Production and Service Management
Press / Media

Ny viden: Virksomheder tackler stress forkert
Christine Ipsen
21/10/2012
Department of Management Engineering, Production and Service Management

Media contribution (1)

Ny viden: Virksomheder tackler stress forkert
21/10/2012
Avisen.dk, Web
Interview - 12-Radioavisen: Interview on how organizations can prevent work-related stress
Christine Ipsen
21/10/2012
Department of Management Engineering, Production and Service Management

Media contribution (1)

Interview - 12-Radioavisen: Interview on how organizations can prevent work-related stress
21/10/2012
DR, Radio
http://www.dr.dk/radio/player/?rid/1277036
Christine Ipsen
Department of Management Engineering, Production and Service Management

Forebyg stress - I en fælles proces
Christine Ipsen
01/03/2012
Department of Management Engineering, Work, Technology and Organisation, Production and Service Management

Media contribution (1)

Forebyg stress - I en fælles proces
01/03/2012
Ledelseidag.dk, Web
Lederne
http://www.lederne.dk/ledelseidag/Artikler/Seogeftermndogaar/2012/nrtremarts/forebygstressienfaellesproces.htm
Christine Ipsen
Department of Management Engineering, Production and Service Management, Work, Technology and Organisation

TV2 Lorry: Lounge
Christine Ipsen
16/01/2012

Description
Presenting our new book "Forebyg stress - I en fælles proces"

Interviewed by Stine Sylverstersen together with Vibeke Andersen
Department of Management Engineering, Work, Technology and Organisation

Media contribution (1)

TV2 Lorry: Lounge
16/01/2012
Television
http://www.lorry.dk/arkiv/2012/01/16?video_id=63339
Christine Ipsen
Department of Management Engineering, Work, Technology and Organisation

Informationsspecialister sætter spor i virksomhederne
Christine Ipsen
01/12/2011
Department of Management Engineering

Media contribution (1)

Informationsspecialister sætter spor i virksomhederne
Ingeniører til kamp for bedre arbejdsmiljø
Christine Ipsen
27/08/2010
Department of Management Engineering, Work, Technology and Organisation

Media contribution (1)

Dygtige ledere er garant for det attraktive job
Christine Ipsen
27/08/2010
Department of Management Engineering, Work, Technology and Organisation

Media contribution (1)
Danskernes Akademi: Begejstring og Belastning
Christine Ipsen
18/05/2010
Department of Management Engineering, Work, Technology and Organisation

Mellem begejstring og belastning
Christine Ipsen
11/05/2010
Department of Management Engineering

Nye ledelsesformer i forebygelse af stress i videnarbejdet
Christine Ipsen
01/01/2009
Department of Management Engineering, Work, Technology and Organisation

"Nej, det er ikke din skyld"
Christine Ipsen
06/07/2008
Department of Management Engineering, Work, Technology and Organisation
Kollegaen tå'r over når krisen kradser
Christine Ipsen
07/12/2007
Department of Management Engineering, Work, Technology and Organisation

Media contribution (1)

Ingeniører er usikre på mål og forventninger
Christine Ipsen
29/09/2006
Department of Management Engineering

Media contribution (1)

Videnarbejde stresser medarbejderne
Christine Ipsen
21/04/2006
Department of Management Engineering

Media contribution (1)

Stress-ramte virksomheder taber værdifuld viden
Christine Ipsen
10/02/2006
Department of Management Engineering, Work, Technology and Organisation

Media contribution (1)

Dårlig samvittighed plager de ambitiøse
Christine Ipsen
10/02/2006
Dårlig samvittighed plager de ambitiøse
10/02/2006
Print
Christine Ipsen
Department of Management Engineering
Press / Media