

## CURRICULUM VITAE

### BERIT SUND

Post Doc / Researcher at SNF - Centre for Applied Research at NHH

Adjunct Associate Professor at NHH Norwegian School of Economics – Department of Strategy and Management

Helleveien 30

5045 Bergen

E-mail: [berit.sund@snf.no](mailto:berit.sund@snf.no)

Phone: (+47) 55 95 97 86

### EDUCATION

---

NHH Norwegian School of Economics (Bergen, Norway)

PhD (Leadership)

2010-2016

NHH Norwegian School of Economics (Bergen, Norway)

Master of Science (Economics and Business Administration)

2000-2005

The College of William and Mary, Mason School of Business (Williamsburg, USA)

2005, spring semester (exchange program)

### RESEARCH INTERESTS

---

Norwegian leadership, Nordic leadership, culturally adapted leadership, emotions in the workplace, management of organizational diversity

### PUBLICATIONS

---

Sund, B. and Lines, R. (forthcoming) "When leadership leads to loathing: The effect of culturally (in)congruent leadership on employee contempt and voluntary work behaviors". *Journal of Values-Based Leadership*. (peer reviewed)

Sund, B. (2016) Norwegian leadership: A culturally congruent approach. PhD thesis, Bergen, Norway

Lines, R. and Sund, B. (2016) "Ledelse og diversitet: Felles visjoner versus individuell tilpasning". *Scandinavian Journal of Business Research*, 30(1), 42-63 (peer reviewed)

Sund, B. and Lines, R. (2014) "Implisitte teorier om særtrekk ved norsk ledelse". *Nordiske Organisasjonsstudier*, 16(3), 56-79 (peer reviewed)

Sund, B. (2014) "Just an illusion of equality? The gender diversity paradox in Norway". *Scandinavian Journal of Business Research*, 29(2), 157-183 (peer reviewed)

## **CONFERENCE PAPERS**

---

Sund, B. (2017) "When Cultural Values Prevent Leadership Effectiveness". Academy of Management Conference, Atlanta, USA.

Sund, B. & Snaebjornsson, I. (2017) "When 'we' and 'I' don't value the same: Understanding the Nordic gender diversity paradox". European Academy of Management Conference, Glasgow, Scotland.

Sund, B. & Lines, R. (2015) "The development of trust in culturally congruent leadership: An empirical investigation. European Academy of Management Conference, Warsaw, Poland.

Lines, R., Kvitastein, O.A., Grønhaug, K., Sund, B. (2015) A behavioral agency explanation of managerial effort level and effort alignment: Money versus jobs." Academy of Management Conference, Vancouver, Canada.

Sund, B. (2014) "Mot et bedre bilde av norsk ledelse". FIBE Conference, Bergen, Norway.

Sund, B. (2011) "The rise and fall of Kenningism in Norway". Nordic Academy of Management Conference, Stockholm, Sweden.

Sund, B. (2011) "Breaking the illusion: The gender diversity paradox in Norway". Nordic Academy of Management Conference, Stockholm, Sweden.

## **PAPERS/BOOKS IN PROGRESS**

---

Sund, B. (2017) "Implicit theories of Norwegian leadership"

Sverdrup, T., Sund, B., Schei, V. (2017) "From India with love: High quality connections in the outsourcing industry"

Sund, B. & Snaebjornsson, I.M. (2017) "Nordic leadership: Past history and current status"

Sund, B. & Snaebjornsson, I.M. (2017) "The sky is the ceiling? Gender in Nordic upper echelon leadership"

## **TEACHING**

---

Bachelor-level	Organizational Theory (NHH) Leadership in Practice (NHH) Introduction to International Business (NHH) Organization and Leadership (Høyskolen Kristiania)
----------------	---

Master-level	Intercultural Communication (NHH) Management of Organizational Behavior (NHH)
--------------	--

Change Management (NHH)

Executive programs    Nasjonal lederutdanning for barnehagestyrere (AFF/NHH) (thesis supervisor)  
MBA in Strategic Leadership (NHH) (thesis supervisor)

## DOCTORAL COLLOQUIA

---

2010 FIBE Doctoral Colloquium, Bergen, Norway

2013 Nordic Academy of Management Doctoral Colloquium, Reykjavik, Iceland

## POPULAR SCIENCE ARTICLES

---

Sund, B. (2016) En leksjon i ledelse. *Bergens Tidende*, 4. August.

Sund, B. (2013) Norge trenger flere som Stordalen. *Bergens Tidende*, 10. September.

## POPULAR SCIENCE LECTURING

---

“Leadership and followership in the international organization” (Bergen Chamber of Commerce/NHH Executive)

“Working with culture: The case of Norway, Romania, Croatia, and Poland” (Seatrans Ship Management)

“Global HR: Cultural differences at work” (PWC)

“Norwegian leadership” (HR Forum 2014)

«Norwegian leadership: iron fist in silk glove» (Dagens Næringslivs talentkonferanse 2014)

“Norwegian leadership” (Lederkonferansen for norske legevakter)

“Norwegian leadership – what does it entail?” (Vestnorsk Personalforum)

“Natural Norwegian leadership style” (NHH Alumni)

“Norwegian leadership style and its implications” (AFF Yngre Ledere)

## MEDIA

---

NRK P1 Nitimen (*daily radio show*), 30.03.2017

E24.no «Ny undersøkelse: Ledere mister innflytelse», 12.11.2015

Forskning.no «Leder med silkehansker», 16.10.2013

NRK P1 Her & Nå (*daily radio show*), 18.09.2013

Magma «Bill. mrk. Resultatrettet – iført silkehansker» (2013)

BA “Sjefer gir for lite kritikk”, 05.04.2013

Dagens Næringsliv “Kalkulerende norske ledere”, 14.01.2013

NRK P1 Nitimen (*daily radio show*), 17.01.2013

## BOARDS/COMMITTEES

---

2013                    The board of the Norwegian School of Economics (NHH) – Deputy board member

2010/11                The academic program committee for PhD level courses and research (PDU) at the Norwegian School of Economics (NHH)– Deputy member

## **PROFESSIONAL EMPLOYMENT**

---

Bessemer Trust (Palm Beach, USA)  
Assistant Vice President, Wealth Management  
2007-2010

Sub Chrono (Palm Beach, USA)  
Retail manager  
2006-2007