

## Teaching Portfolio

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## Pedagogical view

An important part of my teaching is to take my point of departure in the position of the recipients and adapt the teaching to the target group. It is important for me to develop a dialogue with the students or other recipients. For instance, I prefer in much university lecturing to use a black/white-board in order to create a discussion with the students, as the common power points tend to create too much one-way communication. Another priority is supervision and lecturing. I use that extensively with junior research-ers during project implementation and Ph.D.-students as well as with students. The important point is to allow the students' position rather than the supervisor's ambitions to dominate as directions for advice and suggestions.

Another approach is the use of process consultation, among others building on my training in organisational psychology. I have worked with process consultation both in the occupational health service, at CASA and in action research at DTU, NRCWE and AAU. I enjoy creating user involvement whether it is student teaching or workplace change activities.

## Teaching experience

I have always enjoyed teaching and lecturing. I believe it is a duty as a researcher to communicate one's knowledge, and I have taken a strong interest in communication. It has involved quite extensive groups of recipients: students at AAU, DTU and other universities, practitioners, managers and employees in private and public organisations as well as safety representatives, shop stewards and representatives from NGOs. I have reached these groups through regular courses at AAU and earlier DTU, one or two-day seminars for workplaces and a large number of lectures at conferences and seminars. For the last year, a new interesting experience has been to teach labour inspectors and their managers from Bangladesh, Myanmar and Vietnam on behalf of Danida Fellowship Centre.

I have supervised six completed PhD-studies and supervise three on-going PhD-studies. I have developed a PhD-training course on lean and work environment. In addition, I have assessed nine PhD-thesis at Danish and international universities. My supervision further cover 12 master thesis and 7 semester projects. I participated in the development of the master education in Operations Management Engineering (OME) at AAU, Copenhagen, which became accredited in 2015. Personally, I got the responsibility to develop and teach the course: Operations strategy, innovation and organisational configuration, which I have been teaching since then. Furthermore, I participated in the revision in 2018 of the master education in Operations and Innovation Management (OIM) to give the education sustainability as a foundation for the whole education. I have also started teaching at the education for Technoanthropology since 2017 in topics related to operations management and job design. I became in 2017 project leader for the development of a six weeks course on occupational safety and health, which Danida Fellowship Centre asked AAU to organise. The course is target for labour inspectors from Bangladesh, Myanmar and Vietnam and taught first time in 2018 and is currently running for the second time. I became furthermore involved in the preparation of a course on problembased management for managers from Bangladesh and Myanmar, which was organised for the first time in 2019 and expected to continue next year.

I taught in organisation, management and working environment at the postgraduate masters programme in technical environmental and working environmental management (TML) at DTU since 2002. The teaching continues after my change to NRCWE, and I am part of the permanent teacher team. I have participated in development of teaching curriculum with a special focus on the teaching in organisation, management and working environment. I have also made an important contribution to the development of student involvement. I give regular lectures on change management, organisational culture, social capital, the working environment concept, health and safety management and working environment regulation. An important part of the programme is students self-selected projects which forms the backbone for the exams, and I supervise the student project groups – one to two groups with normally 4-5 students in the autumn semester and tutorials and examination of an average of two masters students a year in the spring semester. Development of curriculum, compendium for students, and teaching in collaboration with a colleague for the course 'Change management' for graduate engineering students at DTU in 2005-06. The curriculum focussed on a combination of theory and student involvement. One of the innovative features was the development of a change management game where the student tried out change on a practical level (see attachment with the game and evaluation report). A part of the programme was tutorial of students who in groups should prepared a change management analysis from a practical self-selected example.

Tutorials and examination of approximately two master students in graduate engineering at DTU 2002-2006 per year.

Tutorials of master students in graduate engineering continued after my employment at NRCWE. In addition tutorials and examination of a graduate student in economics and business administration at CBS 2010-11 and a masters student in

public health at Copenhagen University 2009-10. I also supervised a master student at Massey University, New Zealand during my visiting scholarship in 2010.

Other university teaching:

- Guest lectures at Massey University New Zealand 2010 and 2012, Université Laval, Quebec 2009, Universidade Estadual do Ceará, Brazil 2008, University of New South Wales 2005, National University of Australia 2005.
- Lectures at several courses at DTU 2002-2006 among other in organisation, management and design.
- Preparation of curriculum and compendium as well as teaching a course for engineering students in working environment during my Ph.D.-study at the Department of Construction Management at DTU in 1979-82.

## **Formal pedagogical training**

Two days course in PhD-supervision, Aalborg University 2017:

Teaching day Aalborg University 2014, 2015 og 2018.

## **Other activities related to teaching and teaching development**

Since 1982 teaching and lecturing outside the university have also been an important part of my work. It has been important for reaching my target groups in the occupational health service, at the working environment institute in Thailand, for dissemination of research results and as part of action oriented research in CASA, DTU and NRCWE. I have taught at a large number of shorter training courses and given lectures and speeches a large number of conferences, seminars, workshops and similar meetings. I have below listed examples of the most important teaching activities.

- Organisation of two courses in basic organisation and management for staff at NRCWE in 2008 and 2009, and subsequently a seminar series on advanced organisational theory in 2010.
- Training labour inspectors in Zimbabwe in health and safety management, workplace assessment and regulation of the working environment 1998-2000. The training was organised as four week long courses. The evaluation results from the last course is placed in the attachment.
- Teaching safety representatives and shop stewards at the Danish TUC training centre (LO-skolen) 1993-94. The training was organised as weeklong courses. I undertook 14 courses during my two years of employment.
- Development of curriculum and teaching of researchers, labour inspectors and health and safety professionals in Thailand during the establishment of a national working environment institute 1985-87. Teaching counterparts and staff was a key activity at the institute, which involved both formal lectures, exercises and tutoring.
- Development of curriculum and teaching of small enterprise owner-managers in improvement of productivity and working conditions. Special programme for small enterprises developed in Thailand 1985-87 and later applied in Malaysia 1996-99 and in Nepal 2004.
- Development of training programmes and teaching of members of the safety organisation as well as managers and employees in the municipality of Copenhagen. A large number of one to two-days courses during my employment in the occupational health service 1982-85 and 1987-1990.