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## CV

I am researching the emerging and disappearing qualities of conversation in the processes of relating among people involved in organisational change. I am part of the SDU Design Initiative <http://sdudesign.sdu.dk> I see my contribution to the research in the truly interdisciplinary centre as insisting on a focus on human interaction as transformative; with the involved conflicts, power relations and political negotiations as constraining and enabling innovation and stability in organisations.

In my work I have come to focus on the importance of the present moment and understanding the emerging and disappearing qualities of spontaneous activities in relating among humans.

For a decade I worked as consultant in occupational health service in industry and in the public sector, followed by another decade in an organisational consultancy. In 2000 I met the thinking of Complex Responsive Processes of Relating, and I did my second doctorate at the Complexity and Management Centre (CMC) at University of Hertfordshire.

## Education

2005 Doctor of Management (DMan) in Organizational Change at Complexity and Management Centre, the Business School at Hertfordshire University, UK

1982 Ph.D. (Lic. Pharm.) in genetic toxicology at the Danish School of Pharmacy

1976 Master of Science in Pharmacy (Cand. Pharm.)

## Work experience

2010-2013 Professor of Participatory Innovation, Sønderborg Participatory Innovation Centre

2006-2010 Research Director, Dacapo Theatre

1999-2006 Consultant at the Dacapo Theatre

1997-1999 Consultant for the Adult learning centre 'LO-skolen'

1988-1997 Consultant at Occupational Health Service

1982-1988 Postdoc/ Assistant and associate professor at School of Pharmacy, Denmark

## Publications

### **Eksistentielle overvejelser: sårbare relationer mellem sundhedsprofessionelle, patienter og pårørende**

Timmermann, C., Prinds, C., Ammentorp, J. & Larsen, H., 17. Aug 2021, *Relationer i sundhedsvæsenet: hvorfor og hvordan?*. Hvidt, E. A., Søndergaard, J. & Grønning, A. (eds.). Samfundslitteratur, p. 191-208

### **Existential aspects in the transition to parenthood based on interviews and a theatre workshop**

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### **Exploring the complexity of participation**

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### **Fieldworking the relational complexity of organizations**

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### **Sårbare møder: portrætter af mennesker, der også er patienter**

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### **Time and the writing of personal narratives in organizational ethnography**

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### **Our burden: Carbon dioxide theatre for climate action**

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### **PROMETHEUS - empowering patients: Patient empowerment for effective health care - hen mod et effektivt sundhedsvæsen - für ein effektives Gesundheitswesen**

Prell, F., Jünemann, K-P., Kalz, A., Heiberg Skouby, A., Grauslund, A-M. H., Knauf, A-F., Ehlers, C., Timmermann, C., Knutz, E., Böhler, G., Thybo Pihl, G., Larsen, H., Ammentorp, J., Lyhs, J., Wolderslund, M., Ryöppy, M., Krogh, P. G., Friis, P., Birkelund, R. & Markussen, T., 18. May 2018, Kiel: Universitätsklinikum Schleswig-Holstein. 258 p.

### **Improvising in the vulnerable encounter: Using improvised participatory theatre in change for healthcare practice**

Larsen, H., Friis, P. & Heape, C., Feb 2018, In: *Arts and Humanities in Higher Education*. 17, 1, p. 148-165

### **Engaging the vulnerable encounter: engendering narratives for change in healthcare practice by using participatory theatre methods**

Heape, C., Larsen, H. & Ryöppy, M., 2018, *Illness narratives in practice: Potentials and challenges of using narratives in health-related contexts*. Lucius-Hoene, G., Holmberg, C. & Meyer, T. (eds.). Oxford University Press, p. 175-187

### **From Theatre Improvisation To Video Scenes: What Are The Implications For The Quality Of Existential Conversation**

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### **How participatory action research changed our view of the challenges of shared decision-making training**

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### **Improvising in Research: Drawing on Theatre Practices**

Larsen, H. & Friis, P., 2018, *Collaborative Research Design: Working with Business for Meaningful Findings*. Freytag, P. V. & Young, L. (eds.). Springer, p. 341-376

### **Participatory Innovation as Unfolding Processes of Relating**

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### **Phronesis and Political Action in Management Development**

Iversen, K. S. & Larsen, H., 2018, *Proceedings of Participatory Innovation Conference, Eskilstuna 2018*. p. 78-86

### **Tillid og refleksivitet i topledelse: interaktionsforskning i en kommune**

Iversen, K. S. & Larsen, H., 2018, *Det gode råd*. Freytag, P. V., Klyver, K. & Storvang, P. (eds.). Kolding: Syddansk Universitetsforlag, p. 79-86 (CESFO Årsrapport, Vol. XXVII).

### **Mikrobiologisk Sikker Sænkning af Varmtvandstemperaturen: Resultater fra undersøgelser af brugere, serviceteknikere og beslutningstagere**

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**Lead User Innovation: Exploring interactions between lead user and company**

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**Lead User Innovation: Exploring interactions between lead user and company**

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**Participation as taking part in an improvised temporal unfolding**

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Heape, C., Friis, P., Larsen, H. & Erlendsson, S. G., 26. Jun 2015.

**Patient falls decrease as conversation deepens**

Norman, K., Renshaw, M., Mowles, C., Larsen, H. & Tucker, P., 18. May 2015, *Proceedings of the 4th Participatory Innovation Conference 2015*. Valkenburg, R., Dekkers, C. & Sluijs, J. (eds.). The Hague: The Hague University of Applied Sciences, p. 217-227

**The rise and fall of a promising technology firm owned by a parent firm**

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**Innovation as improvisation 'in the shadow'**

Larsen, H. & Bogers, M., Dec 2014, In: *Creativity and Innovation Management*. 23, 4, p. 386–399

**Ledelse foregår i lokale relationer**

Larsen, H., 15. Apr 2014, *Ledelse af ledelse: anden ordens ledelse i organisationer*. Boye Andersen, F. (ed.). 1. ed. Systime, p. 196-222

**Shifting Design Consultancy Identities**

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**Mening i forandring: Komplekse interaktioner i arbejdslivet**

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**ENTREPRENEURSHIP AS SOCIAL INTERACTION**

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**Researching and Teaching Innovation Practice**

Larsen, H. & Sproedt, H., 8. Sep 2013, *Proceedings of the 14th International CINET Conference: Business Development and Co-creation*. 15 p.

**Emergence of User Identity in Social Interaction**

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**Multi Stakeholder Innovation**

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**Researching and Teaching Innovation Practice**

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**Tangible Business Modeling in Customer orientation**

Eftekhari, N. & Larsen, H., 2013, *Proceedings of the 13th CINet Conference, Rome*. Continuous Innovation Network, p. 290-303

**Social Shaping of Innovation – the Practice of Dealing with Paradox, and Conflict**

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**The Role of Improvisation in Processes of Innovation**

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**Taking Both Users and Organizations Seriously: The Development and Organization of Participatory Innovation**

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**Improvisational Theatre: a contribution to organizational change**

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**The Quality of Conversations in Participatory Innovation**

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