

Hans Hansen, PhD

Management Department
Rawls College of Business
Texas Tech University

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POSITIONS

Associate Professor	Texas Tech University Management Department	Current
Director	PhD Program in Management Rawls College of Business	2016-2019
Director	Center for Innovative Organizations Texas Tech University	Current
Fellow	Embrey Human Rights Program Southern Methodist University	2013-2015
Visiting Scholar	Stanford University	2006
Visiting Professor	Copenhagen Business School	2006
Assistant Professor	Victoria Management School Victoria University of Wellington	2002 - 2006
Visiting Scholar	Kellogg School of Management Management and Organization Department Northwestern University	2004
Visiting Asst. Prof.	Ecole Supérieure de Commerce Graduate School of Management Clermont-Ferrand, France	2001
Management Instructor	Russian-American Business School St. Petersburg, Russia	1993

EDUCATION

Ph.D. University of Kansas, 2002
 Organizational Behavior and Qualitative Methods
 Dissertation: The Construction of Organizational Stories: The Stories
 Behind the Stories

M.B.A. Baylor University, 1993

B.B.A. Texas A & M University, Management, 1992
 President's List
 Dean's List

 Georgetown University, 1990

RESEARCH INTERESTS

Organizational Theory, Narrative Theory, Creative Leadership, Organizational Aesthetics, Abductive Inquiry, and Qualitative Methods

TEACHING INTERESTS

Graduate, executive, and undergraduate courses in Organizational Theory, Qualitative Research Methods, Philosophy of Science, and Organizational Change and Creativity

SCHOLARLY BOOKS

Hansen, H. 2020. *Narrative Change: How changing the story can transform society, business, and ourselves*. New York: Columbia University Press.



The way Hans has changed the death penalty in Texas has been miraculous! If his narrative change methods can work on that inexorable institution, they can work anywhere. If Hans says this is the way to change something, just do it! -- Sister Helen Prejean, author of *Dead Man Walking*

This is a smart and eminently readable treatment of a novel approach to social, organizational, and personal change through the analysis and alteration of embedded—and often unrecognized—cultural narratives. The writing is lively and enthusiastic, and carries readers along a storyline that rests on solid scholarship and considerable social science research. A must-read for those interested in the role our narratives play in maintaining or transforming the status quo. -- John Van Maanen, Professor of Organization Studies, Massachusetts Institute of Technology, and author of *Tales of the Field*

Hansen shows us how narrative theory can be used for social change in a way that is both theoretically simple and eminently practical—an unusual combination in modern approaches to change. He does this by telling the story of how he inadvertently got involved with fighting the death penalty in Texas and the surprising success they had when they used these ideas. This is not only a must-read for anyone interested in social change, it is a great story that is nearly impossible to put down. -- Steven S. Taylor, Professor of Leadership and Creativity and Dean, Foisie Business School, Worcester Polytechnic Institute

Hans Hansen has produced a brilliant, thought-provoking, and inspiring book on how narrative models can influence organizational change. Drawing on compelling institutional and organizational examples, the book scores highly for logic of argument and clarity of exposition. Rich in concepts, it offers a unique perspective on change management; every page has something fascinating and important to say. -- John Hassard, Alliance Manchester Business School

I started out thinking this was the best business book I have ever read. I was wrong. It's the best book I've ever read. Period. -- LoNita Sharp, global HR professional

Barry, D. & Hansen, H. (Eds.) 2008. *Handbook of New Approaches in Management and Organization*. London: Sage.



"The Handbook offers refreshing and proactive insights that confront our assumptions about organizations and challenge us to expand our thinking and inquiry. It is a must read for anyone who seeks to understand how we look at, live in, and act in organizations."

~ T.G.Cummings, Marshall School of Business, University of Southern California

Barry and Hansen express a frustration that can be found in parts of the organizational theory community: The battle lines became sharply drawn in the eighties, with a polarization between positivism and postpositivism or modernist and postmodernists. They suggest that the time has come for a relational combination between what has been fragmented after years of fragmentation and pluralism. Among all the handbooks of organization and management, Barry and Hansen's new book adds new and stimulating flavors. It is highly recommended. ~ E. J. Irgens

JOURNAL ARTICLES

Hansen, H. & Quinn-Trank, C. 2016. This is going to hurt: Compassionate research methods. *Organizational Research Methods*, 19: 1-24.

Hansen, H., Randolph, A., Chen, S., Robinson, R.E., Marin, A. & Lee, J. H. 2015. Institutional judo: how entrepreneurs use institutional forces to create change. *Journal of Organizational Change Management*, 28(6): 1-19.

Benson, D.; Hansen, H. & Westfall, P. 2013. Executing the innocent. *Civil Rights and Civil Liberties Law Review*, Alabama University, Vol 3.

Hansen, H. 2012. Cruel and most unusual. *Organizational Aesthetics*, 1(1): 100-111.

Adler, N. & Hansen, H. 2012. Daring to care: Scholarship that supports the courage of our convictions. *Journal of Management Inquiry*, 21: 128-139.

Hansen, H. 2011. Managing to beat death: Narrative construction. *Journal of Organizational Change Management*, 24: 442-463.

- Hansen, H.; Ropo, A. & Sauer, E. 2007. Aesthetic Leadership. *Leadership Quarterly*, 18(6): 544-560.
- Hansen, H.; Barry, D.; Boje, D.; & Hatch, M. J. 2007. Truth or Consequences: An improvised collective story construction. *Journal of Management Inquiry*, 16(2): 112-126.
- Parry, K. & Hansen, H. 2007. The organizational story as leadership. *Leadership*, 3(3): 281-300.
- Boje, D. M.; Hansen, H. & Rosile, G. A. 2007. From theatrics to metatheatre. *Revue Sciences do Gestion, Management Sciences*, 58: 63-83.
- Heather, H.; Hansen, H.; Hjorth, D.; Steyaert, C.; & Meisiek, S. 2007. In the Wings: On the Possibility of Theatrical Space. *Journal of Critical Organization Inquiry*, 5(3): 93-98.
- Lumpkin, G. T., Hansen, H., & Short, J. 2007. Understanding Entrepreneurial Insights (Summary). *Frontiers of Entrepreneurship Research*, 27(4): 6.
- Hansen, H. 2006. The ethnonarrative approach. *Human Relations*, 59(8): 1049-1076.
- Barry, D.; Carroll, B.; & Hansen, H. 2006. To text or context? Endotextual, exotextual, and multi-textual approaches to narrative and discursive organizational studies. *Organization Studies*, 27: 1091-1110.
- Reprints:** This article was selected as an exemplar included in the collection *Sage Major Works in Organizational Discourse Studies*. The Major Works Series reprints articles that have become classic works, highly cited publications, or articles that broke new ground in organizational discourse studies.
- Hansen, H. 2005. Spiritual vibrations in organizational studies. *Journal of Management, Spirituality, and Religion*, 2(3): 376-381.
- Taylor, S. & Hansen, H. 2005. Finding form: Looking at the field of organizational aesthetics. *Journal of Management Studies*, 42(6): 1211-1231.
- Reprints:** Considered a seminal work in the field of organizational aesthetics, this paper has been reprinted several times in volumes or collections in organizational studies and related fields.
- Hansen, H. 2003. The creation of culture via interaction. *Journal of Applied Management and Entrepreneurship*, 8(2): 48-64.
- Hansen, H. 2003. Story construction at Enron: Praxis makes perfect. *Critical Management Studies Conference Proceedings*, 2003.

Barry, D.; Carroll, B.; & Hansen, H. 2002. To Text or Context? Endotextual vs. Exotextual Approaches to Narrative Organizational Research. *Academy of Management Best Paper Proceedings*, 2002: B1-B6.

Winner: Best Paper Award - Research Methods.

Finalist: Dexter Best Paper Award.

SCHOLARLY BOOK CHAPTERS

Hansen, H. & Bathhurst, R. 2011. Aesthetics and Leadership. In A. Bryman, D. Collinson, K. Grint, B. Jackson and M. Uhl-Bien (Eds.) *The Sage Handbook of Leadership*. London: Sage: 255-266.

Hansen, H. 2008. Abduction. In D. Barry and H. Hansen (Eds.) *Handbook of New Approaches in Management and Organization*. London: Sage.

Hansen, H. & Barry, D. 2008. Where are you going? In D. Barry and H. Hansen (Eds.) *Handbook of New Approaches in Management and Organization*. London: Sage.

Barry, D. & Hansen, H. 2008. Mapping the terrain. In D. Barry and H. Hansen (Eds.) *Handbook of New Approaches in Management and Organization*. London: Sage.

Hansen, H. 2006. Creativity and innovation. In P. Gupta (Ed.) *Business Innovation*. Charleston, SC: Booksurge.

PUBLISHED REVIEWS

Hansen, H. 2013. Review of: Building the responsible enterprise. *Organization Studies*.

Hansen, H. 2008. Review of: A grammar of organizing. *Organization Studies*, 29 (12): 1591-1595.

Hansen, H. 2009. Review of Kostera book series. *Journal of Organizational Change Management*.

WORK-IN-PROGRESS

Vahidnia, H.; Hansen, H. & Forouhi, L, Mitchell, R. & Maloney, P. 2020. Exploiting the poor in faraway places.

Xu, L., Gu, Q, Hansen, H. & Chen, S. 2019. A dynamic view of founding team imprinting: The case of US venture capital industry. Next submission July 2019: *Journal of Business Venturing*. (5)

Hansen, H. 2019. Narrative structuration. Next submission July 2019: *Administrative Science Quarterly*. (5*)

Gullifor, D., Hansen, H. & Gardner, W. The development of authentic leadership: a narrative analysis. Target: *Leadership Quarterly*. (5)

Muhammad, M. Hansen, H. & Mitchell, R. Cognitive Emancipation. ETP (5)

Duke, L. & Hansen, H. When do Corporations Care?

Duke, L, Hansen, H., & Taylor, S. 2019. Aesthetics of leadership success and failure. Target: *Journal of Management Studies*. (5*)

Andersen, K, Hansen, H. & Laverie, D. Innovative Marketing Mediums and Value Creation. Under Review: JCR.

INTERNATIONAL CONFERENCE PRESENTATIONS

“Cognitive emancipation in entrepreneurship” with Muhammad, M. & Mitchell, R. 2019 Social Entrepreneurship Conference, Kelley School of Business at the University of Indiana.

“The Path from Innovative Marketing Medium to Value-Creation” with Anderson, K. & Laverie, D. 2019 ACR Conference, Atlanta, GA.
Winner: Best Paper Award, 2019 ACR Conference

“Narrative Structuration” 2019 Western Academy of Management, Sonoma, CA.

“Redemptive Entrepreneurship” with Muhammad, M. & Mitchell, R. 2019 Southern Management Association Conference, Lexington, KY.

“When do corporations care?” with Mears, L. 2018 WAM Conference. Salt Lake City, UT.

“Alternative Research Methodologies,” 2016 WAM Conference, Portland, OR.

“Corporate Citizenship,” with Lee, J. 2016 IABS Conference, Park City, UT.

“Exploiting the poor in faraway places,” with Vahidnia, H. & Forouhi, L., 2015 Academy of Management Conference, Vancouver, CA.

Winner: Best International Paper Award, Critical Management Studies

“Environmental Restoration,” 2013 SMA Conference, New Orleans, LA.

“Advocacy Research,” 2012 Art of Management Conference, York, UK.

“Narrative Construction,” 2010 Academy of Management, Montreal, CA, August 2010.

“Theory Construction as Undisciplined Abduction: Big and little bangs,” 2007 Academy of Management, Philadelphia, PA, August 2007.

“Understanding Entrepreneurial Insights,” with T. Lumpkin and J. Short, Babson College Entrepreneurship Research Conference, Madrid, Spain, June 2007.

“Where new ideas come from,” 2006 European Academy of Management Conference, Oslo, Norway.

“The Fringe Café meets Wal-mart: Fear and loathing in Honolulu,” a Fringe Café event at the 2005 Academy of Management conference, Honolulu.

“Our bodies, our Organ(izational) selves,” 2005 AoM symposia, ‘Visions of Diversity and Uniqueness: The Promise of Aesthetics Research in Management.’

“What’s a body to do? Big and little boxes at Wal-Mart Honolulu,” 2005 Academy of Management Conference in Honolulu, Hawaii.

Professional Development Workshop, 2005 Academy of Management, co-author and co-chair with S. Linstead and D. Barry, “Aesthetic Methods: New Approaches in Qualitative Research.”

Professional Development Workshop, 2004 Academy of Management, co-author and co-chair with B. Ferris and S. Taylor, “Playmakers: Creating and Performing Actionable Knowledge.”

“The story is the leader,” with K. Parry, 2004 SCOS Conference in Halifax, Canada.

“Abduction: A (retro)introduction,” 2003 Academy of Management Conference, Seattle.

Professional Development Workshop, 2003 Academy of Management, co-author and co-chair with D. Boje, “Aesthetic Inquiry in Organization Studies.”

“Story Construction at Enron: Praxis makes perfect,” 2003 Critical Management Studies Conference, Lancaster, UK.

“To Text or Context? Endotextual vs. Exotextual Approaches to Narrative Organizational Research,” with D. Barry and B. Carroll, 2002 Academy of Management Conference, Denver.

“Narrating Research,” 2002 Academy of Management Conference, Denver.

“At the Margins,” with B. Kemmerer, 2002 Academy of Management Conference, Denver.

Professional Development Workshop, 2002 Academy of Management, co-author and co-chair with D. Barry and G. Whiteman, "Our work, our art: Appreciative inquiry research workshop."

"The creation of culture: Model, method, and research agenda," 2001 Academy of Management Conference, Washington DC.

"Russian National Culture Interactions in a Multi-national Group Setting," 1997 Academy of Management Conference, Boston.

REGIONAL CONFERENCE PRESENTATIONS

"Institutional judo: Institutional creation and effectuation," with Chen, Marin, Lee, Robison and Wu, Southern Management Association, Ft. Lauderdale, November, 2012.

"Organizational Design from an Aesthetic Perspective," with C. Snow and J. Spee, Decision Science Institute Conference, San Francisco, November, 2012.

"This is going to hurt: Compassionate research," with C. Quinn-Trank, Southern Management Association, Savannah, GA, November 2011.

"Redefining corporate citizenship," with J. Lee, Southern Management Association, St. Petersburg, FL, October, 2010.

"Examining multiple organizational identity alignment," with R. Robinson, J. Short, T. Payne, T. Palmer, Southern Management Association, St. Petersburg, FL, October, 2010.

"Cultural innovation and organizational growth: The emergence of the Burning Man project," with D. Hoover, Western Academy of Management, Oakland, CA, March 2008.

Professional Development Workshop, 2006 Southern Academy of Management, co-chair with K. Golden-biddle and B. Gephart, "Contemporary Qualitative Research."

"Approaching stories," 2002 ANZAM conference, Australia.

"Abduction," 2002 ANZAM conference, Australia.

"Labor Pains: Executive Mother and Child," 1999 Midwest Academy of Management, Lincoln, Nebraska.

"At the Point of Impact: A Process Model for the Creation of Third Cultures," with D. Armstrong, presented at 1998 Western Academy of Management Conference, Portland.

Symposia author and chair, 1998 Midwest Academy of Management, "The 'UN'-civil Role of Business: Imposing Values On Communities?"

INVITED PRESENTATIONS

Case Western Reserve University. ORBH-Distinguished Speaker. October 20, 2021.

Calgary University. Interdisciplinary Research Group Speaker. September 17, 2021.

Vienna University. Leadership Research Group Speaker. May 2021.

Massey University. March 2021.

Columbia University. Masters of Social Work, guest speaker. September 2020.

“Building alliance with clients and effective teamwork,” Capital Case Litigators Initiative, Houston, October, 2012.

“Isolating and Insulting capital trial jurors during deliberations,” The Mind and Criminal Defense, American and International Law Center. Plano, TX, July, 2012.

“Building a healthy CHU: Designing capital habeas units.” National CHU Conference. Portland, OR. May 2012.

“What’s going on in there? Social and cognitive psychology in jury deliberations,” Capital Trial Voir Dire: A program for the defense. American and International Law Center. Plano, TX, May 2012.

“Narrative Structuration,” University of Michigan, Ross School of Business, March 2012.

“Narrative Theory in Capital Cases,” Texas Tech University Law School, Sept. 2011.

“How to get a Plea in a Death Penalty Case,” Capital Trail Advocacy for the Defense, Center for American and International Law, May 2010.

“Building the Trial Team,” Capital Trail Advocacy for the Defense, Center for American and International Law, May 2009.

“Narrative Strategy and Leadership,” Capital Trail Advocacy for the Defense, Center for American and International Law, May 2008.

“Aesthetic Leadership,” Universidade Nova de Lisboa, Lisbon, Portugal, June 2007.

“Where new ideas come from,” Stanford University, July 2006

“Creative Abduction,” Copenhagen School of Business, April 2006.

“Abductive Change,” University of New Hampshire, November 2005.

“Abductive inquiry and the creation of knowledge,” Rotterdam School of Management, March 2005.

“Roots of pragmatism,” Kellogg Graduate School of Management, Management and Organization, November 2004.

“When Cultures Collide,” Seminar session for ‘International Week’ (presentations by 20 invited faculty from around the world) at ESC-Clermont, France, April 2000.

“The Russian System of Management,” Russian-American Chamber of Commerce seminar, Dallas 1993.

GRANTS AND RESEACH AWARDS

2019 Rawls College of Business Competitive Summer Research Grant (\$25,000)

2018 Rawls College of Business Competitive Summer Research Grant (\$25,000)

Texas Tech University Research Grant: Spring 2008

University of Kansas, Business School Dissertation Fellowship: Spring 2001

University of Kansas, Business School Summer Research Grant: 1998, 1999, 2000, 2001

TEACHING EXPERIENCE

Texas Tech University

MGMT 6381 PhD Seminar: Qualitative Research Methods

MGMT 6381 Human Rights and The Corporation

MGMT 5381 Creative Leadership

MGMT 4388 Managing Innovation

MGMT 3379 Organization Theory

MGMT 3376 Organizational Behavior

MGMT 3370 Honors Management and Organization

Copenhagen Business School

MMS Organization and Management

Victoria Management School

MGMT 802 Organizational Behavior

MGMT 560 Leading Change

MGMT 512 Organizational Theory

MGMT 508 Change Management

MGMT 411 Advanced OB

MGMT 317 Organizational Creativity

MGMT 202 Organizational Behavior

Victoria University International Programs (course coordinator)

New Era College: Kuala Lumpur, Malaysia

GIBT: Dhaka, Bangladesh

University of Kansas

MGT 479 Organizational Behavior (6 semesters)

Visiting Teaching

Tulane University, 2007

Creative Leadership; Exec. MBA

Copenhagen Business School

Structure, Organization, and Culture; MMS

University of Canterbury

Change Management; MBA

Ecole Supérieure de Commerce, Clermont

Cross-cultural Management

Various Executive Programs

PROFESSIONAL INVOLVEMENT AND SERVICE

Editorial Boards:

Group and Organization Management

Journal of Management Inquiry

Organizational Aesthetics

International Journal of Organizational Analysis

Tamara: Journal for Critical Postmodern Organization

Review Board:

Organizational Research Methods

Reviewer:

Academy of Management Review

Journal of Management Studies

Journal of Management Inquiry

Human Relations

Management Learning

Organization Studies

Journal of Organizational Change Management

Organizational Research Methods

Leadership

Journal of Business Research

Sage Publications, Management and Organization new book and journal reviewer.

Academy of Management Conference.

Australia/New Zealand Academy of Management Conference (ANZAM).

Midwestern Academy of Management Conference.

Professional Memberships:

Academy of Management

- Regional Representative (Asia and Pacific) and Country Representative
(New Zealand) for the International Management Division-Membership
Involvement Committee

ACORN: Aesthetics, Creativity, and Organization Research Network

Australia/New Zealand Academy of Management

Service to field:

International Advisory Board, Art of Management Conference, 2012, York, UK.

Chair and coordinator for the Academy of Management's Fringe Café 2005, in Honolulu.

Chair of the Academy of Management's Fringe Café 2004. Touted as a successful conference innovation at the 2003 Academy of Management Conference, the 2004 Fringe Café was a highlight of the AoM conference.

Co-organizer of All-Academy Session: The AoM Fringe Café. This was a new innovative forum for discussion at the 2003 Academy of Management conference.

Session Chair, 1998 Academy of Management, "Cross Cultural Studies of Managers and Organizations."

Discussant, 1998 Academy of Management, "Once Around the Tract: IM Division Reflects."

Dissertation Chair and Committees:

Lindsey Duke (Chair)

Jeremy Xu (Chair)

Matt Lafont (Chair)

Muhammad Muhammad (Chair)

Hamid Vahidnia (Committee)

Kelley Andersen (Committee)

Corky Mitchell (Committee)

Ashley Hass (Committee)

Texas Tech University Service:

PhD Program in Management, Director

PhD Committee, Chair

Director, Texas Center for Innovative Organizations

Research Seminar; Chair

Doctoral Program Committee

Institute for Leadership Research

Faculty Recruitment Committee, Chair (x12 hires)

Victoria University Service:

Management Research Committee
Research Seminar Organizer

Service to Business Community:

Judge for 'Public Sector Innovation Awards' sponsored by
KPMG Consulting in New Zealand.

PROFESSIONAL EXPERIENCE

Present Workshops on Organizational Creativity
I conduct narrative and creativity workshops for individual companies and
within various executive education programs.

Representative clients:

Unilever
The Clorox Company
Bayer
Burt's Bees

1994 – 1996 Price Waterhouse Management Consulting
Management Consultant