

# CV

## DR JACOBO RAMIREZ

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**Presentation:** In over 20 years of comprehensive experience in the area of Human Resource Management and development studies, I have proven myself as a motivated, results-oriented, and dynamic researcher, educator, and business professional. I am a skilled communicator able to reach diverse audiences through verbal and written means, demonstrated best by the courses I have designed and conducted in the Americas and Europe, and the 12 peer-reviewed journal articles, 15 book chapters, 6 co-edited books, and 3 case studies I have published. I have also been a guest co-editor of 2 special issues in a peer-reviewed journal.

### Education

**Doctor of Business Administration (DBA)**, School of Management at Newcastle University, England in cooperation with Grenoble School of Management, France, 2005

*Thesis: "Technology, Culture, and HRM: A 'Neo-Contingency' Anglo-French Comparison"*

**Master of Organisational Development**, University of Monterrey, Campus Monterrey, Mexico, 1999

**Master of Business Administration (MBA)**, Tecnologico de Monterrey, Campus Monterrey, Mexico, 1994

**Bachelor of Science**, Human Resources Management (HRM), Tecnologico de Monterrey, Campus Monterrey, Mexico, 1992

### Research Areas of Interest

- Human Resource Management (HRM)
- Leadership and Management
- Development Studies
- Organisations' Strategies in Complex Security-Risk Environments

### Professional Experience

**COPENHAGEN BUSINESS SCHOOL (CBS)**, Copenhagen, Denmark

**Department of Management, Society and Communication (MSC)**

**Assistant Professor in Latin American Business Development:** February 2013 – Present

- Research on business development in Latin America.
- Coordinate with cross-functional practitioners and government offices to facilitate discussions and research into current business and societal trends.
- Leverage personal teaching cases of Danish firms in the Global South as primary teaching strategy.
- Lead courses in both bachelor and master-level programmes, coordinating courses such as Leading & Managing in Latin America and Business Strategies in Latin America & the Caribbean.
- Teach executive education programs and provide consultations for international companies.

**External Lecturer at CBS (without research activity):** 2006-2008 & 2010-2012

**TECNOLOGICO DE MONTERREY**, Monterrey, Mexico: 1997 – 2011 (Leave without research activity 2006-2008 & 2010-2011)

**Assistant Professor**

- Successfully designed and implemented online HRM and management courses, facilitated in both Spanish and English, to support university goals of reaching international students.
- Designed and chaired numerous international business workshops in France, UK, Iran, and Mexico.
- Developed HRM sections of international management study curriculum.

**Peer Reviewed Journal Publications**AJG: [Academic Journal Guide](#); BFI: [Bibliometric Research Indicator](#)

1. Ramirez, J. & Söderberg, A.M. (in-press). Recontextualizing Scandinavian practices in a Latin American regional office, *Management Research: Journal of the Iberoamerican Academy of Management*, **AJG List: 1**. DOI: 10.1108/MRJIAM-12-2018-0895.
2. Ramirez, J., Vélez-Zapata, C., & Madero, S. (2018). Ambidexterity strategies in illegitimate institutional contexts: the role of informal institutions. *Management Research: Journal of the Iberoamerican Academy of Management*, Vol. 16 Issue: 2, pp. 197-218, **AJG List: 1** <https://www.emeraldinsight.com/doi/pdfplus/10.1108/MRJIAM-02-2018-0811>
3. Ramirez, J. and Muñiz, C. (2018) 'Framing organized crime and entrepreneurs' reactions in Mexico: Variations in the International Press', *Trends in Organized Crime*, 21(1): 24-41, DOI: <http://dx.doi.org/10.1007/s12117-016-9271-6>, **BFI List: 1**
4. Ramirez, J.; Madero, S.; and Muñiz, C. (2016) 'The impact of narcoterrorism on HRM systems', *The International Journal of Human Resource Management*, Vol. 27, No. 19, pp. 2202-2232, DOI: <http://dx.doi.org/10.1080/09585192.2015.1091371>, **AJG List: 3, BFI List: 2**
5. Ramirez, J., Vélez-Zapata, C. and Madero, S. (2015) 'Building psychological contracts in security-risk environments: evidence from Colombia and Mexico', *European J. International Management*, Vol. 9, No. 6, pp.690–711. DOI: 10.1504/EJIM.2015.072225, **AJG List: 1, BFI List: 1**
6. Muñiz, C. and Ramirez, J. (2015) 'Los empresarios frente al narcotráfico en México. Tratamiento informativo de las reacciones empresariales ante situaciones de violencia e inseguridad'. [Entrepreneurs against drug trafficking in Mexico. Framing of entrepreneurs' reactions to violence and insecurity situations]. *Estudios sobre el Mensaje Periodístico* [Studies on the Journalistic Message] [Studies on the Journalistic Message, Vol. 21, Num. 1 (January-June). DOI: 10.5209/rev\_ESMP.2015.v21.n1.49104 .
7. Téllez Morales, N.M., Muñiz Muriel, C., and Ramirez, J. (2010) 'Función discursiva en los debates televisados. Un estudio transcultural de los debates políticos en México, España y Estados Unidos' [The Discourse Function in Televised Debates. A Cross-cultural Study of Political Debates in Mexico, Spain and the United States] *Palabra-Clave*, Vol. 13, No. 2, pp: 251-270. DOI: 10.5294/pacla.2010.13.2.2
8. Anuradha, N.S., Ramirez, J. and Hansen, K. (2009) 'Cultural differences in business management programmes –implications for teaching and learning', *Int. J. Learning and Change*, Vol. 3, No. 2, pp. 338- 354. DOI: 10.1504/IJLC.2009.026217
9. Muñiz, C., Ramirez, J., Murgan, A. and Castillo, J.M. (2009) 'Framing investment in Mexico: an exploratory content analysis of the news frames of the main Spanish companies in the Mexican press', *European J. International Management*, Vol. 3, No. 2, pp. 216-231. (ISSN: 1751-6765). DOI: 10.1504/EJIM.2009.024323, **AJG List: 1, BFI List: 1**
10. Ramirez, J., and Zapata-Cantú, L. (2008) 'E-HR adoption by firms in Mexico: An Exploratory Study', *Rio's International Journal on Sciences of Industrial and Systems Engineering and Management*, Vol. 2, pp. 44-73. To link to this article: <http://www.rij.eng.uerj.br/scientific/2008/>
11. Ramirez, J. and Fornerino, M. (2007) 'Introducing the Impact of Technology: A 'Neo-contingency' HRM Anglo-French Comparison', *The International Journal of Human Resource Management*, Vol. 18, No. 5, pp. 924-949. DOI: <http://dx.doi.org/10.1080/09585190701249578>, **AJG List: 3, BFI List: 2**
12. Olivás-Lujan, M., Ramirez, J., and Zapata-Cantú, L. (2007) 'e-HRM in Mexico: Adapting Innovations for Global Competitiveness', *Int. Journal of Manpower*, Vol. 28, No. 5, pp. 418-434. DOI: <http://dx.doi.org/10.1108/01437720710778402>, **AJG List: 2, BFI List: 1**
13. Ramirez, J. (2005) 'Neo-contingency analysis of recruitment and selection: an Anglo-French study of high- tech and mid-tech vs. low-tech firms', *International Journal of Technology Management*, Vol. 31 No. 3/4, pp. 288-316. DOI: 10.1504/IJTM.2005.006636, **BFI List: 1**

**Guest Co-Editor of Peer Review Journal**

1. Ramirez, J., Hoy, F., Hansen M.W., and Miravittles, P. (2016) 'Editorial: New directions for old theories through the internationalization of family firms', *European J. International Management*, Vol. 10, No. 5, pp. 497-503., **AJG List: 1, BFI List: 1**

2. Ramirez, J., Blasco, M., Davila, A., and Zapata-Cantú, L. (2009) 'Introduction -Europe and Latin America- Caribbean: Unleashing the Potential', *European J. International Management*, Vol. 3, No. 2, pp. 131-145, **AJG List: 1, BFI List: 1**

#### Edited Books

1. Hernández, N.A. and Ramirez (2014) *Small and Medium-sized Enterprises (SMEs): A Comparison of European and Latin America Cases*. New Delhi: Bloomsbury Academic, (Bloomsbury Academic Reference Series).
2. Davila, A., Elvira, M. Ramirez, J., and Zapata-Cantu, L. (2012) *Understanding Organizations in Complex, Emergent and Uncertain Environments*. Hampshire, England: Palgrave Macmillan.
3. Ramirez, J. (2012) *Mercados emergentes latinoamericanos, oportunidades y retos para Dinamarca -Los casos de Argentina, Brasil, Chile, México y Venezuela [Latin American Emerging Markets, opportunities and challenges to Denmark -The cases of Argentina, Brazil, Chile, Mexico and Venezuela]*, New Delhi: Bloomsbury.
4. Davila, A., Ramirez, J., Zapata-Cantu, L. and Blasco, M. (2011) *Europe and Latin America-Caribbean: Unleashing the Potential*, New Delhi: Macmillan Ltd.: India.
5. Corrales Estrada, M., Ramirez, J., and Schmalzer, T. (2008) *Building Bridges Across Educational Communities: World Class Practices in Higher Education*, New Delhi: Macmillan Ltd.: India.
6. Lang, A., Schmalzer, T., Beinhauer, R., and Ramirez, J. (2008) *Business Succession in Europe: Business Transfer Programme - a Way to Success*, FH-JOANNEUM: Graz, Austria.

#### Book Chapters

1. Ramirez, J. (in-press) Internal colonialisms from wind energy investments in Mexico, in (Eds.) Peter Lund-Thomsen, Michael W. Hansen, and Adam Lindgreen, *Business and Development Studies: Issues and Perspectives*. London: Routledge.
2. Ramirez, J. and Zapata-Cantú, L. (2018) Case: Mexico –Mexican Experience from a Danish Firm: “Changing” Mexican Culture, in (Eds.) Liza Castro Christiansen, Bård Kuvaas, Michal Biron, and Elaine Farndale, *Global Human Resource Management Casebook (Global HRM)*. 2<sup>nd</sup> Edition. London: Routledge.
3. Ramirez, J. (2015) Indigenous Communities and Mega-Projects Sustainable Development and Corporate Social Responsibility (CSR), in (Eds.) Dima Jamali, Charlotte Karam, and Michael Blowfield, *Development-oriented corporate social responsibility. Vol. 1: Multinational corporations and the global context*. Sheffield: Greenleaf Publishing Limited.
4. Ramirez, J.; Madero, S. and Muñoz, C. (2015) Entrepreneurs' responses to crime-entrepreneurs in Mexico, in (Eds.) M.A. Gonzalez Perez and Newburry, W. *International Business in Latin America: Innovation, Geography and Internationalization in Latin America*. Palgrave.
5. Ramirez, J. (2014) Entrepreneurs' Responses to Illegitimate Institutional Pressures in Monterrey, Mexico, in (Ed.) Bryan Christiansen, *Economic Growth and Technological Change in Latin America*. Hershey, PA : IGI global, p. 194-208.
6. Ramirez, J. and Zapata-Cantú, L. (2012) Chapter 32: Mexico –Mexican Experience from a Danish Firm: “Changing” Mexican Culture, in (Eds.) James Hayton, Michal Biron, Liza Castro Christiansen, Bård Kuvaas, *Global Human Resource Management Casebook*, pp: 368-381, London: Routledge.
7. Téllez Morales, N.M., Muñoz Muriel, C., and Ramirez, J. (2011) Estrategias Discursivas en los Debates de la Campaña Presidencial Mexicana de 2006 [Discursive Strategies in the 2006 Mexican Presidential Debates Campaign]. En Muñoz Muriel, C. (Ed.), *Comunicación, Política y Ciudadanía -Aportaciones Acutales al Estudio de la Comunicación Política*. pp. 199-220, México, D.F.: Editorail Fontamara.
8. Zapata-Cantú, L., Ramirez, J. and Pineda, J.L. (2011) HRM Adaptation to Knowledge Management Initiatives: Three Mexican Cases. In M. Al-Shammari (Ed) *Knowledge Management in Emerging Economies: Social, Organizational and Cultural Implementation*, pp. 273-293. Hershey, PA: Information Science Reference IGI Global.
9. Ramirez, J., and Dieck Assad, M. (2009) Violence and Ungovernability in Latin America and the Caribbean (LAC): The Mexican Case. In C. Maganda & H. Harlan (Eds.) *Comparative Perspectives on Leadership*, pp. 69-95. Brussels: P.I.E. Peter Lang.

10. Muñiz, C., Ramirez, J. and Castillo, J. M. (2009) Tratamiento informativo de la inversión empresarial española en la prensa mexicana. Análisis exploratorio de la carga emocional de las noticias [News coverage of the Spanish business investment in the Mexican press. Exploratory analysis of the emotional charge of the news]. En A. Medina, J. Rom y F. Canosa (Eds.), *La metamorfosis del espacio mediático*, pp. 457-466 Barcelona: Servei de Disseny i Publicacions Blanquerna.
11. Pineda, J.L., Zapata-Cantú, L., and Ramirez, J. (2009) Strengthening knowledge transfer between university and enterprise: A conceptual model for collaboration. In D. Harorimana (Ed.) *Cultural Implications of Knowledge Sharing, Management and Transfer: Identifying Competitive Advantage*, pp. 134-151. Hershey, PA: Information Science Reference IGI Global.
12. Ramirez, J. and Fornerino, M. (2008) Introducing the impact of technology: a 'neo-contingency' HRM Anglo- French comparison. In C. Rowley and M. Warner (Eds.), *Globalizing International Human Resource Management*, pp. 208-233. London: Routledge.
13. Ramirez, J. and Zapata-Cantú, L. (2008) HRM Systems in Mexico: Case Novo Nordisk. In A. Davila and M. Elvira (Eds.), *Best Human Resource Management Practices in Latin America*, pp. 97-112. London: Routledge.
14. Ramirez, J., Zapata-Cantú, L., and Gonzalez, H. (2008) Students Perception of a New Educational Model on the Academic Performance: An Exploratory Study. In M. Estrada Corrales, J. Ramirez and T. Schmalzer (Eds.) *Building Bridges Across Educational Communities: World Class Practices in Higher Education*, pp. 13-27. New Delhi: Macmillan Ltd.: India.
15. Corrales Estrada, M., and Ramirez, J. (2007) Effective in Distance Learning. In T. Schmalzer, G. Apfelthaler, K. Hansen and R. Singh (Eds.). *Intercultural Communication Competence: Implications for Learning and Teaching in a Globalized World*, pp. 141-155. New Delhi: Macmillan Ltd.: India.

#### **Teaching Case**

1. Ramirez, J. and Modrow, S.V. (2015) Building a 'Milky Way' from Denmark to Latin America and the Caribbean, 32 p. The Case Centre, CASE Reference no. Ref 315-099-1. To link to this case: <http://www.thecasecentre.org/educators/products/view?id=127241>
2. Ramirez, J. and Vester, T. (2013) Vestas and the Indigenous Communities in Oaxaca, Mexico: Clean Energy gets Messy, 22 p., The Case Centre, CASE Reference no. 713-077-1. To link to this case: <http://www.thecasecentre.org/educators/products/view?id=119297>

#### **Citations (as July 2019)**

##### **Web of Science (Publons):**

22 documents, 57 citations, h-index: 3

##### **Scopus**

16 documents, 73 citations, h-index: 3

##### **Google Scholar**

55 documents, 212 citations, h-index: 6

#### **Peer Review Conference Presentations (2013-2019)**

1. Ramirez, J. (2019) 'Dysfunctional Understanding of Partnership in Sustainable Wind Energy Investments', to be presented at the *Academy of Management Annual Meeting* at Boston, Massachusetts, August 2019.
2. Ramirez, J., Vélez-Zapata, C. and Madero, S. (2019) 'Nesting Ambidexterity Strategies in High-Security Contexts', to be presented at the *Academy of Management Annual Meeting* at Boston, Massachusetts, August 2019.
3. Ramirez, J. and Söderberg, A-M. (2019) 'Recontextualizing Communication and Management Practices in a Regional office of an MNC'. AIB-LAT, Cochabamba, Bolivia, March 2019.
4. Ramirez, J. (2018) 'Social movements against internal colonialism from wind energy investments in Mexico'. *Academy of Management Proceedings*, (1), 11064. <https://doi.org/10.5465/AMBPP.2018.11064abstract>, presented at the Academy of Management Annual Meeting at Chicago, Illinois, USA, August 2018.
5. Ramirez, J. (2017) 'Business and Human Rights: Conflicts between Social Actors in Wind-Energy Projects in Mexico', presented at *Intralaw and West Virginia University conference* in

- Aarhus Denmark, October 2-3.
6. Ramirez, J. and Vélez-Zapata, C. (2017) 'Building Legitimacy at Business School in the context of Armed Conflict', to be presented at the 10<sup>th</sup> *Iberoamerican Academy of Management*, December 7-9, New Orleans, Louisiana (USA).
  7. Ramirez, J., Vélez-Zapata, C. and Madero, S. (2017) 'Organizational, 'HRM and line manager ambidexterity in illegitimate institutional contexts', to be presented at the 10<sup>th</sup> *Iberoamerican Academy of Management*, December 7-9, New Orleans, Louisiana (USA).
  8. Ramirez, J. and Nardi, M.A. (2017) 'Eco-friendly business or environmental injustices? International energy investments and indigenous struggles in Oaxaca', Mexico. *NOLAN 'Latin America Challenges in the 21<sup>st</sup> Century: Society in Motion'*, Gothenburg University, School of Global Studies, Sweden. [http://portal.research.lu.se/ws/files/46622297/Nardi\\_Ramirezv1.pdf](http://portal.research.lu.se/ws/files/46622297/Nardi_Ramirezv1.pdf)
  9. Ramirez, J. and Vélez-Zapata, C. (2017) 'Aspirations and Ambivalences for gaining legitimacy at Business School in Armed Conflict Context'. *NOLAN 'Latin America Challenges in the 21<sup>st</sup> Century: Society in Motion'*, Gothenburg University, School of Global Studies, Sweden.
  10. Ramirez, J. and Söderberg, A.M. (2017) 'Staffing a Regional Office of a Scandinavian MNC with Mexican Millennials and Bridging National and Generational Divides'. *3rd Global Conference of International Human Resource Management*, New York, USA.
  11. Ramirez, J., Madero, S., and Vélez-Zapata, (2016) 'Talent Management in Emerging Markets: The Role of Psychological Contracts and Ambidexterity Capability of Key People in Conflict Zones'. *5th Workshop on Talent Management. European Institute for Advanced Studies in Management*, Copenhagen, Denmark.
  12. Ramirez, J. and Muñiz, C. (2016) 'Framing organized crime and entrepreneurs' reactions in Mexico: Variations in the International Press'. *Academy of Management Conference*, Anaheim, Cal. USA. *Academy of Management Proceedings*, (1), 13887. <https://doi.org/10.5465/ambpp.2016.13887abstract>
  13. Ramirez, J. (2016) 'Competing institutions: Indigenous Communities opposing Green-energy mega projects'. *6th LAEMOS Colloquium on: Subverting organizations: Reflecting on aims, meanings and modalities of organizing*, Viña del Mar, Chile.
  14. Ramirez, J. and Vélez-Zapata, C. (2016) 'Invisible legitimacy at global scale vs. visible legitimacy at local context: A Paradox of Business Schools in armed conflict and crisis environments'. *4th Annual Research in Management Learning and Education (RMLE) Unconference*, INSEAD in Fontainebleau, France.
  15. Ramirez, J. Muñiz, C. (2014) 'Different Visions of Framing Violence in International Press News'. *Academy of Management Annual Meeting*, Philadelphia, USA. *Academy of Management Proceedings* (1), 14322. <https://doi.org/10.5465/ambpp.2014.14322abstract>
  16. Ramirez, J. and Madero, S. (2014) 'The Impact of Organized Violence and Crime on HRM and Work Practices'. *Academy of Management Annual Meeting*, Philadelphia, USA. *Academy of Management Proceedings*, (1), 15436. <https://doi.org/10.5465/ambpp.2014.15436abstract>
  17. Ramirez, J. (2014) 'Indigenous Communities Combating MNCs: The Case of Zapotecas and Huaves'. *LAEMOS Conference*, Habana, Cuba.
  18. Ramirez, J.; Zapata Cantú, L.; and Cabrera Rubio, A. L. (2013) 'Institutional Mechanism Pressures on HRM: The Case of a Danish Subsidiary in Mexico'. *8th Iberoamerican Academy Conference*, Sao Paulo, Brazil.

#### **Review and Submit (R&R)**

1. Ramirez, J. 'Impacts of Internal Colonialism on Environmental Justice in Wind Energy Investments', *Journal of Business Ethics*. **AJG List: 3; BFI List: 3**
2. Ramirez, J., Vélez-Zapata, C. and Madero, S. Organizational, 'HRM and line manager ambidexterity in high security risk institutional contexts', *International Journal of Emerging Markets*. **AJG List: 1, BFI List: 1**

#### **Under review**

1. Ramirez, J. 'Transactional colonialisms evolved from neoliberal investments in wind energy farms', *Ecological Economics*. **AJG List: 3, BFI List: 2**
2. Ramirez, J., 'Rural social movements against internal colonialism from wind-energy investments', *Journal of Rural Studies*. **AJG List: 3, BFI List: 2**

**Working Papers**

1. Ramirez, J. (2019) Wind energy farms' impacts on environmental justice and human rights. CBDS [Working Paper Series](#), No. 1, 2019.

**Current Projects and International Collaborations**

1. **The impact of 'narco-terrorism' on international business:** Project developed in collaboration with EGADE Business School, Mexico and Universidad Pontificia Bolivariana, Colombia. The purpose of this research is to analyse Danish and indigenous businesses' and employees' strategies to endure illegitimate institutional contexts in which non-governmental armed groups enforce illegitimate activities on business and civil society. The aim is to provide research findings to practitioners and policymakers for strategies and policy development.
2. **Implications of the Peace Agreement in Colombia to Business Development:** Project developed in collaboration with Universidad Pontificia Bolivariana, Colombia. This research integrates peacebuilding literature and internal colonialism, to investigate the role of business in the transition to a post-conflict context in Colombia. The aim is to discuss the adapt-inclusion process of business to respond to an evolving context, in which social peace involves reconciliation and acceptance between victimisers and victims. Implications to private and public policies development will be provided.
3. **Private and public organisations in response to institutional change:** Project developed at Gentofte Hospital in Copenhagen. According to different reports, Denmark will have a shortage of high-skilled workers by 2025. The objective of this project is to learn more about organisational strategies to integrate foreign non-European nurses in the public sector in Denmark. The aim is to provide HRM and organisational strategies to attract and retain international skilled workforce to Denmark.
4. **Impacts of wind energy on sustainable development:** This project employs internal colonialism along with stakeholder theories and research, to explore the lack of partnership between firms, governments and peoples in wind energy investments, with the following research question: What factors facilitate or prevent primary stakeholders' partnerships in sustainable development projects? Based on a qualitative longitudinal study, developed between 2013 and 2018, the primary findings reveal that different peoples, who are impacted by the internal colonialism that evolves from wind energy investments in their communities, develop strategies to make their struggle salient. Lack of partnership in neoliberal investment mirrors the mobilisation of peoples in developed countries, specifically white men, and the less educated, who feel left behind in the march for neoliberalism.

**Professional and Academic Services****Editorial Boards Memberships:**

1. International Journal of Emerging Markets (IJoEM) (2019-present)
2. Academy of Management Learning & Education (AMLE) (2011-present)
3. European J. International Management (EJIM) (2008-present)
4. Regions & Cohesion (2008 present)

**Committees Memberships:**

1. [Latin America Business Forum](#) at Copenhagen Business School (CBS), Denmark (2013-present)
2. Consortium for Comparative Research on Regional Integration and Social Cohesion (RISC) at Université du Luxembourg, Luxembourg (2008-present).

**International Teaching Assignments**

1. Universidade de Caxias do Sul (UCS), Rio Grande do Sul, Brazil. Design and full teaching in International HRM at Master Level (July 2007 & November 2017).
2. FH-JOANNEUM –University of Applied Science, Graz, Austria, external Lector (since 2006). Design and full teaching for the courses: International HRM and Leadership for master level students.
3. Universidad Pontificia Bolivariana, Medellin, Colombia, Design and full teaching in International Business at MBA level (Fall 2016).
4. Aalto University, School of Business, Mikkeli Campus, Finland). Design and full teaching in International Business at Bachelor level (Fall 2012).

5. Grenoble School of Management, Grenoble, France. External Lector (2005-2007). Design and full teaching in International HRM and Change Management.
6. Hi-tech Industrial Centre at Tehran, Islamic Republic of Iran. Design and full teaching in HRM for the High-Tech Management Development Program in International Context (April 2005).

#### **Research Grants**

1. *Environment, wind energy and human rights: expanding and bridging theory and practice*. FORMAS (Submitted in 2019-awaiting response). Budget: €185,801. The aim of this project is to theoretically contribute to, and politically motivated, sustainable development policies and strategies respectful of human rights and the environment. While renewable energies are considered the future for sustainable development, their implementation on the ground has met resistance from local communities opposing environmental change that they perceive detrimental for their livelihoods. The interdisciplinary proposed research seeks to analyse two conflictive cases of renewable energy: one in Oaxaca (Mexico) and other in Norrbotten (Sweden) that involve indigenous communities opposing the construction of large-scale wind parks in lands they usufruct.
2. *Cross-cultural learning styles. A cross-cultural comparison of learning styles of students in higher education from Europe and Latin America*. Budget: €227,366.33 from the ALFA Programme (2004-2007). The project aimed to generate generalizable insights into learning styles in order to assist educators in upgrading their skills on an institutional level.
3. *Business transfer programme*. Budget: €292.922 from Leonardo DA Vinci Programme, (2006-2008). The main goal of the Business Transfer Programme was to develop a new curriculum that involved a specific screening tool for company successors and to implement it on the European level. This project was developed in collaboration with Professor Verner Worm, Department of International Economics and Management at CBS.
4. *PILA-Network-ALFA III* (Latin American intellectual property network). Budget: €2,271,969.00 from the ALFA III Programme, (2008-2011) ([www.pila-network.org](http://www.pila-network.org)). The objective of this project was to modernise management practices in the area of Intellectual Property (IP). The PILA project aimed to promote the interaction between universities and industry and thereby contribute to economy and societal development. The project involved the main actors in Latin America innovation systems, particularly universities and national intellectual and industrial property rights institutions.

#### **Co-Organised Teaching Related Seminars**

1. Professional Development Workshop (PDW) entitled: Learning from being there without being there: Action learning through experiential exercise, *International Management Teaching Innovation: Improving Lives through Action*, Reach and Focus at the Academy of Management Annual meeting 2018, Chicago, Illinois, USA.
2. Panelist: How HR Challenges are met in Diverse Cultural, Institutional, and Organizational Contexts- International HR Plenary. Academy of Management Annual meeting 2016, Anaheim, Cal. USA.
3. Professional Development Workshop (PDW) entitled: Learning from being there without being there: Action learning through experiential exercise, *International Management Division Teaching Committee* at the Academy of Management Annual meeting 2016, Anaheim, Cal. USA.
4. Professional Development Workshop (PDW) entitled: Innovative Approaches to Teaching International Management and International Business, *International Management Division Teaching Committee* at the Academy of Management Annual meeting 2015, Vancouver, Canada.
5. 2nd Research in Management Learning & Education (RMLE) Unconference, held at CBS, 30 June – 1 July 2014. The sessions were around participants' research ideas and teaching initiatives, as well as first-hand accounts of the type of research each journal specialises in and encourages.
6. Professional Development Workshop (PDW) entitled: Do Well and Do Good in Global Teaching Environments: Experiential Approaches in Different Settings Do Well in Global Teaching, *International Management Division Teaching Committee* at the Academy of Management Annual meeting 2014, Philadelphia, PA. USA.

**Teaching Portfolio at CBS**

1. [Leading and Managing in Latin America](#) (Master level course, BLC Business and Development Studies - **Course Coordinator + lead teacher**)
2. [Business Strategy in Developing Countries and Emerging Markets](#) (Master level course, BLC Business and Development Studies- **co-teacher**)
3. [Business Strategies in Latin America and the Caribbean](#) (Master level course, taught in Spanish - **Course Co-Coordinator + co-teacher**)
4. [Organizing and Managing in Regional Context \(Spanish\)](#) (Master level course taught in Spanish, BLC Business and Development Studies –**Course Coordinator + lead teacher**)
5. [Governance and Institutions in Regional Context \(Spanish\)](#) (Master level course taught in Spanish, BLC Business and Development Studies –**Course Coordinator + lead teacher**)
6. Module: International Human Resource Management (Master level, International Innovation, Operations and Management, (HD, IB – **Lead teacher of the Module**)
7. Mixed Methods and Comparative Approaches (BSc in Business Administration and Sociology – **Course Coordinator + lead teacher**)

**Teaching-Course Evaluation Scores at CBS**

Mean Scale 1 (instructor) score at CBS: 3.95/5.00 (2013-2018)

**Organised Business Related Seminars at CBS**

1. [Sustainable development through social programmes in Danish Industry: Implications and opportunities for the Pacific Alliance](#) (11 April 2018). Seminar organized in cooperation with [Dansk Industri](#), Latin America Business Forum, European Institute of International Affairs (IEEI), Organisation for Economic Co-operation and Development (OECD), Friedrich Alexander University, Germany.
2. [Welcome back: Argentina's new sustainable economic growth](#) (12 October 2017). Seminar organized in cooperation with [Dansk Industri](#), Keynote- Speakers: Solari Yrigoyen, Argentinian Ambassador to Denmark, and Helle Søholt, CEO and Founding Partner, Gehl Architects.
3. [Harboe in Cuba](#) (26 April 2017). Keynote-Speakers: Ms. Norelvys Triana González, Sales & Marketing Executive- Americas, Harboe Bryggeri.
4. [Entrepreneurship and refugees – Experience and best practice in Denmark](#) (7 December 2016). Keynote-Speakers: Torben Nordquist, Venture Cup adviser and Chairman for F.I.B.F (Association to Promote Entrepreneurship Among Refugees) and Juan Recinos Jensen, Senior Export Facilitator, Dan Lat Consulting & Board Member for F.I.B.F (Association to Promote Entrepreneurship Among Refugees).
5. [Fit-for-purpose leadership in a global organization – Driving Arla Foods to 2020](#) (25 November 2016). Keynote-Speaker: Rasmus Calmann-Hinke, Vice President, Head of Corporate Strategy Execution Office at Arla Foods.
6. [Business and Human Rights – Cooperation between Mexico and Denmark](#) (21 November 2016). Keynote-Speakers: H.E. José Ignacio Madrazo Bolívar, Ambassador of Mexico in Denmark, and Paloma Muñoz Quick, Human Rights & Business Advisor, Latin America Focal Point, DIHR.
7. [Brewing with a purpose](#) (14 November 2016). Keynote-Speaker: João Abecasis, Interim CEO Carlsberg Denmark & Regional Vice President Challenger Markets Western Europe at Carlsberg Group.
8. [Brazil and Danish subsidiaries - what do you need to know?](#) (3 November 2016). Seminar organized in cooperation with [Dansk Industri](#), Keynote- Speakers: Professor Bent Petersen, Jens Olesen, President, Danish-Brazilian Chamber of Commerce, João Carlos Nunes Rocha, Vice President, Europe, Lundbeck.
9. [The Hottest Markets in Latin America](#) (29 August 2016). Seminar organized in cooperation with [Dansk Industri](#), Keynote-Speakers: Consul General in São Paulo, Eva Bisgaard Pedersen, and Kasper Riishøj, Regional Export Manager, Harboe Brewery A/S.
10. [Conference and Debate: Human Rights and Trade in Mexico](#) Today (24 May 2016). Keynote-Speaker: Lorenzo Meyer professor at El Colegio de México A.C. Panellist: Professor Lorenzo Meyer, El Colegio de México A.C.; Elin Wrzoncki -Senior Adviser, Human Rights and Development, The Danish Institute for Human Rights; Professor Karin Buhmann, Copenhagen Business School (CBS); and Rajiv Maher, Universidad Católica de Chile's Urban Sustainability Centre (CEDEUS) and CBS.



11. [Doing Business in Cuba: The Harboe Case](#) (13 May 2016). Keynote-Speakers: H.E. Ambassador Yiliam Gómez Sardiñas, Ambassador of Cuba in Denmark, and Ms. Norelvys Triana González, Sales & Marketing Executive- Americas, Harboe Bryggeri.
12. [Doing business in Portuguese speaking countries](#) (19 April 2016). Keynote-Speaker DR. Ricardo Ferreira Reis, Associate Dean for International Affairs Católica Lisbon School of Business & Economics.
13. [Mexico on the move - Business perspectives in the coming years](#), (26 April 2016) Keynote-Speaker Lars Volck Madsen, Deputy Head of Mission / Head of the Commercial Section at Embassy of Denmark in Mexico.
14. [Seminar: Evolving and Enduring Challenges in Global Mobility](#) (27 January 2016). Keynote-Speaker: Professor Jaime Bonache.
15. [Corporate Social Responsibility \(CSR\)](#) (16 February 2015). Keynote-Speakers Kristian Heydenreich, Director, Head of Corporate Social Responsibility at Vestas Wind Systems A/S.
16. [Building Competitiveness in Green Energy](#). The Case of Wind-Parks in Oaxaca, Mexico (28 May 2014). Keynote-Speakers: H.E. José Ignacio Madrazo Bolívar Ambassador of Mexico in Denmark, Lola García-Alix & Alejandro Parellada, IWGIA; Rajiv Maher, Adviser Danish Institute for Human Rights - Human Rights & Business.
17. [Peru: Strategic partner for Denmark in South America](#) (25 September 2013). Keynote-Speakers: H.E. José Beraún Aranibar Ambassador of Peru in Sweden, Carlos Posada (Vice Minister of Foreign Trade, MINCETUR), Christoffer Bækgaard Ludwigs Confederation of Danish Industry, and Guðrun Rogvadottir (Co-founder and Financial Manager of GudrunGudrun).

### **Language and Computer Skills**

Spanish: Native Language, English: Fluent, Danish: Advanced-Oral, French: Advanced

LEARN, Blackboard (online teaching), Microsoft Office, SPSS, Nvivo 11