

## **CV Lars Lindkvist**

Professor in Business Administration,  
Organization and Leadership  
Linnaeus School of  
Business and Economics  
Linnaeus University  
391 82 Kalmar  
Sweden  
+ 46 0772-28 80 00  
0708-490 419 Mobil  
0480-497170 Direkt

Born 1953 02 16

Home Address: Bymans väg 5  
386 34 Färjestaden, Sweden

E-mail: lars.lindkvist@lnu.se

### Positions and education

1989 Ph.D. in Business Administration, Copenhagen Business School

1996 Dr. merc. Copenhagen Business School

1989 Senior Lecturer, Organization Theory, Copenhagen Business School

2000 Professor in Business Administration, Växjö University

2000 Adjunct professor, Copenhagen Business School

1988 - 2013 Senior Partner at MiL Institute, Lund. Worked for 25 years with Leadership Development Programs in Scandinavian companies.

2003 - Professor in Business Administration, Linnaeus University Kalmar/Växjö.

## Coordinating leadership in externally financed research projects:

**1982-1987** Project leader (with Ann Westenholz) for a Nordic project on employee-owned companies with 12 Nordic researchers, which resulted not only in the book *"Medarbetarägda företag i Norden. Historisk parentes eller framtid möjlighet"* ("Employee-owned companies in the Nordic countries – historical parenthesis or future possibility?") (with Ann Westenholz) but also in a PhD thesis *"Arbetskooperation – att äga och arbeta tillsammans"* (Worker cooperation – working and owning together) published in 1989 by the Nordic Council of Ministers and the article: Lindkvist, L. and Westenholz, A. (1991) Employee-owned companies in the Nordic Countries, in Russel, R. and Rus V. (eds.) *International Handbook of Participation in Organization*. Oxford University Press

In **1996**, a Dr. merc. thesis was published at the Department of Organisation and Industrial Sociology, Copenhagen Business School, which included the books *"Från medbestämmande till medansvar"* ("From co-determination to joint responsibility") and *"När legitimiteten ifrågasätts – Om medarbetarägande och andra ovanliga organisationsformer"* ("When legitimacy is questioned. Employee ownership and other unusual forms of organisation") (Nytt fra Samfundsvidenskaberne, Copenhagen, 1996)

**1994-1997** Project leader for what was known as the Moffs project (*Medarbetarägda företag i offentlig sektor* (Employee-owned companies in the public sector) with ten researchers, which was financed by the Swedish Council for Working-life Research. The aim was to survey, describe and analyse the process of changeover to worker ownership in different parts of the Swedish and European public sector (particularly healthcare, nursing, dental care and childcare) and to study what the consequences are for the leadership, organisation of the work, and the finances.

The project resulted in a book *"Medarbetarägande – Förnyelse av offentlig sektor"* ("Employee ownership – renewal of the public sector") (published in 1997 by Carlsson Publishing) as well as the articles *"Medarbetarägande och legitimitet i nykooperativt företagande"* ("Employee ownership and legitimacy in new cooperative businesses") (in Grut, K & Mattson, E (ed). *Social ekonomi – kraften hos alla människor*, Stockholm, Brevskolan, 1998), *"Om legitimitet och legitimering vid förnyelse av offentlig sektor – Exemplet medarbetarägd vård och omsorg"* ("Legitimacy and legitimization in the renewal of the public sector using the example of worker-

owned healthcare”) (in *Kommunal ekonomi och politik* nr 1998) and “*Om social och kommersiell ekonomi – medarbetarägd tandvård och stiftelseägda IKEA-möbler*” (“Social and commercial economics – worker-owned dental care and foundation-owned IKEA”) (in Westlund, H (ed): *Social ekonomi i Sverige*, Stockholm, Fritzes 2001).

**2001-2007** Project leader for research project “*On market terms*” financed by the Knowledge Foundation. The aim of the research project, which lasted from 2001 to 2004 and involved five researchers with PhDs, docents and professors, was to study the consequences of the changes in public and cooperative organisations that operate increasingly “on market terms”. Within the project, I (with L-G Aidemark) was particularly involved in two projects, which involved comparisons: In the first, forms of steering and efficiency in healthcare are compared. (In the Scania region, the organisation, steering and efficiency at Ängelholm and Helsingborg hospitals, which have been made into limited companies, are compared with the organisation, steering and efficiency at two county-council-run hospitals, Ystad and Kristianstad).

This study resulted, among other things, in an article (with L-G Aidemark) “*The vision gives wings. A study of two hospitals run as limited companies*”. *Management Accounting Research*, no 44, 2004. In 2005 the final report of the study was published in the book “*Sjukhus som bolag – Om legitimitet och identitet*” (“*Hospitals as companies – legitimacy and identity*”) *Stockholm: SNS* and in an article “*Legitimering och identitetsskapande när sjukhus blir bolag*” (*Legitimizing and creation of identity when hospitals become companies*”) in *Nordiska Organisationsstudier (NOS)* 1, 2007.

In the other study, county-council-run dental care is compared with dental care which has been hived off and is run as a worker cooperatives. Based on a study of Kronoberg County Council dental care, where, for the past 20 years, half of the dental care has been run by worker cooperatives and half by the council, the consequences for the leadership, organisation and efficiency are studied. This study has resulted in, among other things, the book “*Mångfald i vården – att skapa alternativa driftsformer*” (“*Diversity in healthcare. Creating alternative ways of working*”) by Aidemark, Lindkvist and Rydberg, published by Landstingsförbundet, 2003.

This dental care study has since then expanded and was published as a book by SNS, with the title “*Tänder tillsammans. Personalkooperativ inom vård och omsorg*” (“*Teeth together. Worker cooperatives in healthcare*”) and in the article “*Tänder tillsammans – när landsting inför personalkooperativ som vårdorganisation*” (“*Teeth together – when the county council introduces worker cooperatives as healthcare organisations*”), *Kommunal Ekonomi och Politik*, 1, March 2008.

**2010-2015.** The research interest about employee-ownership, alternative organisations, power and legitimacy has also resulted in two other books:

*"Makt, beslut och ledning. Om märkbar och obemärkt makt". (Power, decisionmaking and leadership).* Sören Christensen, Poul Erik Daugard Jensen, Lars Lindkvist (SNS förlag 2011)

*"Tillsammans. En fungerande ekonomisk demokrati."* (Together. A functioning economic democracy). B Rothstein, G Arrhenius, D Ellerman, J Hermansson, L Lindkvist, L Magnusson, A Wartin, PO Öberg (SNS förlag 2012).

And the research about employee-ownership was summarized in an article from 2015:

*"How to start an employee-owned industrial company and survive for 35 years."* L Lindkvist, In A Kauhanen (ed.) *Advances in the Economic Analysis of Participatory & Labor-Managed Firms*, Emerald group publishing, Vol 16, 2015.

**2007-2010** Project leader for research project *"Kulturens Kraft för regional utveckling"*. The research project, lasted from 2007 to 2010 and involved 22 Swedish researchers with PhDs, docents and professors resulted in a book with the same title published 2010 by SNS förlag (L. Lindeborg & L. Lindeborg eds.). In that book mainly Swedish and some non-Scandinavian examples of the power of culture for regional development were presented. The latest third edition was published 2014.

**2011-15** Instead of writing a new Swedish edition my editor colleague Lisbeth Lindeborg and I decided to put together a new book in English, with examples from all over Scandinavia, for the international market. These book *"The Value of Arts and Culture for Regional Development. A Scandinavian Perspective"* includes 21 examples from Finland, Denmark, Norway and Sweden written by 28 Scandinavian researchers, PhDs and Professors were published on Routledge publishing company in Oxford/New York in April 2013 and as a paperback version 2014.

As a development from the research about "the Value of Arts and Culture for Regional Development" Daniel Hjorth and I published an article in 2015 about Cultural Entrepreneurship

L. Lindkvist & D. Hjorth "Organizing cultural projects through legitimising as cultural entrepreneurship". *International Journal of Managing Projects in Business*. 8/4, 2015.

And in 2017/18 a book by L.Lindkvist & D.Calås: *"Konstentreprenörer och mecenater. 19 privata konsthallar och museer"*, is planned to be published.