

Curriculum vitae: Henrik Florén

Date of birth: 1972-04-24
Place of birth: Hudiksvall, Sweden
Official residence: Halmstad, Sweden
Present position: Associate Professor of Industrial Management
Current employer: Halmstad University, Halmstad, Sweden

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Education and Academic status

Ph.D. in Technology Management, Chalmers University of Technology	2007
M.Sc. in Innovation Management, Halmstad University	1998
B.Sc. in Mechanical Engineering, Uppsala University	1996

Employment

(Present) Associate Professor of Industrial Management, Halmstad University	2012-
Researcher, Luleå University of Technology, Sweden	2010
Assistant Professor of Industrial Management, Halmstad University, Sweden	2007-2012
Lecturer of Industrial Management, Halmstad University, Sweden	2005-2007
PhD Student, Chalmers University of Technology, Sweden	2002-2005
Project Secretary, Halmstad University, Sweden	1998–2002
Military Service, Swedish Army, Platoon Leader	1992-1993

Leave of absence

Parental leave for three months during 2016.

Major Research Project (Externally Funded)

Business Model Innovation when adapting to Digital Production – opportunities and problems. Funding body: The Knowledge Foundation – 350 000 Euro	2017-2020
Business models renewal and raw materials management in the process industry, Funding body: The Knowledge Foundation – 550 000 Euro	2012-2015
Miljöinnovationer i Sverige (Environmental innovation in Sweden), Funding body: Craafordska stiftelsen – 28 000 Euro	2012-2013
SHRM-Strategic Human Resource Management for increased entrepreneurship and innovation performance, Funding body: The Knowledge Foundation – 480 000 Euro	2011-2013
Management of Eco Innovations, Funding body: Institute for Management of Innovation and Technology (IMIT) – 28 500 Euro	2008-2009
Ledning och organisering av "fuzzy front end" vid produktutveckling (Management of the Fuzzy Front End of new product development), Funding body: The Swedish Farmers' Foundation for Agricultural Research – 22 200 Euro	2007

Ledarskap och tillväxt i småföretag (Management and small firm growth), Funding body: The Knowledge Foundation – 233 000 Euro	2006-2008
SME Knowledge Exploitation and Learning through Knowledge Management, Funding body: EU - Leonardo Da Vinci II – 27 800 Euro	2005-2006
Företagsledares lärande i småföretag (Management learning in small firms), Funding body: The Knowledge Foundation – 173 000 Euro	2002-2003
Utveckling genom samverkan (Collaborative Development), Funding body: Rådet för arbetslivsforskning (RALF) – 110 000 Euro	1998-1999

Ad Hoc Reviewer In

Creativity and Innovation Management
European Journal of Innovation Management
International Journal of Entrepreneurial Behaviour and Research
International Journal of Technology Intelligence and Planning
International Journal of Innovation Management
International Journal of Technology Management
International Journal of Entrepreneurial Venturing
Journal of People and Organizational Effectiveness
Journal of Small Business Management

Member of the International Advisory Board

Member of the International Advisory Board of *Journal of People and Organizational Effectiveness* (since 2013)

Editor of Special Issue

Special issue in *European Journal of International Management* on the topic: "Human Resource Management and Firm Innovativeness in a European Context" 2014

Position of Trust

Member of Halmstad University Research Council	2016-
Expert reader assigned by The Swedish National Agency for Higher Education (Swedish: Högskoleverket) in the assessment of Swedish educational engineering programs within the area of "Industrial Management"	2013
Member of the Faculty Committee, Halmstad University	2013-
Member of the committee that developed the scientific criteria to be used in the Assessment of Research and Coproduction 2013 (ARC13) at Halmstad University	2012-2013
Deputy member of the faculty committee, Halmstad University	2011-2013
Member of the committee that developed the application of Halmstad University to be licensed to provide education on the PhD level within the area of "Innovation Sciences" (licence received 2011)	2010
Member of the Board of the Leadership Academy, Halmstad University	2009-2015
Member of the Board of Swedish Hunting Society, Halmstad	2009-
Member of the Environmental Board, Halmstad University	2008-2012
Member of Board of School of Business and Engineering, Halmstad University	2008-2011
The convener of the committee that developed the application of Halmstad University to be licenced to provide education on the master's level within the area of "Management of Innovation and Business Development" (licence received	2005-2006

2006)

Secretary in the committee that assessed the prerequisites for starting a master's 2005 program in Management of Technology at Halmstad University

Present Research Interests

- Management of innovation and technology
- Management of the front end of innovation
- Business model innovation

Previous Research Interests

- Managerial work and management development in small industrial firms
- Small firm growth and internationalization

Educational Experiences

Since year 2000, I have approximately 3500 hours of educational experience at all levels (including doctoral courses). Courses (advanced level) have included:

- Product development and innovation management
- Concurrent product and business development
- Innovation Theory
- Management of Change
- Entrepreneurship
- Management and Organization
- Leadership
- Frontiers in Management of Innovation and Business Development
- Military leadership (for Swedish army cadets)

I have also supervised approximately 40 master theses (mainly within the area of industrial management), and approximately ten bachelor theses (mainly within the area of management/leadership).

Since 2011 I have been teaching one week each year at an international MBA-program at Shanghai International Studies University, Shanghai, China. The programme is coordinated by SISU and ESIC Business and Marketing School, Madrid, Spain. The programme was 2016 ranked as within the top 30 IMBAs in the world by Business Week.

PhD courses:

- In 2015 I taught the doctoral course *Innovation Sciences* (7,5 ECTS) at Halmstad University (with prof. Bernd Hofmaier).
- In 2014 I developed and taught the doctoral course *Introduction to Innovation Management* (3 ECTS) (for industrial PhD-students) at Halmstad University.
- In 2008 I developed and taught the doctoral course *Techniques for Qualitative Analysis* (7,5 ECTS) at Halmstad University (together with prof. Sven-Åke Hörte).
- In 2007 I taught the doctoral course *Academic Writing* (7,5 ECTS) at Halmstad University (with prof. Sven-Åke Hörte).

Pedagogical Education

Research Leadership Programme, Halmstad University	2015-2016
Course for postgraduate supervisors, Halmstad University	2009
Pedagogical course for university teachers, Halmstad University	2004

Languages

Swedish (native)

English (fluently)

German (basic)

Research Evaluation

Member of review panel, Vinnova (Sweden's Innovation Agency (Swedish research funding body)) – Call for research within the area “Leda och organisera för ökad innovationsförmåga” (eng. Leading and organizing for increased innovativeness)”, 2017

Opponent (RP-seminar), October 2016, Doctoral dissertation (title: “Innovation Capability A Multi-Level Analysis”) by Faisal Iddris, Halmstad University, Halmstad, Sweden.

Member of review panel, Vinnova (Sweden's Innovation Agency (Swedish research funding body)) – Call for research within the area “Leda och organisera för ökad innovationsförmåga” (eng. Leading and organizing for increased innovativeness)”, 2016

Member (external expert) of evaluation committee, June 2015, appointment of assistant professor of business administration – international innovation management and international business, Linköping University, Sweden.

Opponent (Research Proposal for Doctoral Dissertation, Innovation Sciences), June 2015, by Richard Grönevall, Halmstad University, Halmstad, Sweden.

Member of the evaluation committee, May 20 2015, Doctoral dissertation (title: “Making innovation everyone's business – Using routines and controls”) by Susanne Nilsson, Royal Institute of Technology (KTH), School of Industrial Engineering and Management, Stockholm, Sweden.

Opponent (final seminar), December 2014, Doctoral dissertation (title: “Innovation under pressure Reclaiming the micro-level exploration space”) by Katarina Lund Stetler, Royal Institute of Technology (KTH), School of Industrial Engineering and Management, Stockholm, Sweden.

Member of review panel, Vinnova (Sweden's Innovation Agency (Swedish research funding body)) – Call for research within the area “Innovative Organizing”, 2014

External reviewer of research applications (call: DFF – YDUN Research Projects), The Danish Council for Independent Research, 2014.

External examiner, October 2013, PhD thesis “Understanding variety in small firm internationalization: The Decision-Making Process of Small Manufacturing Firms in Indonesia” by Maria Yosephine Dwi Hayu Agustini, School of Business, Faculty of Business and Law, Cowan University, Australia.

Opponent (final seminar), February 2009, Doctoral dissertation (title: “A study of factors influencing innovation in building material manufacturing companies in Sweden”) by Jan Sundqvist, Chalmers University of Technology, Gothenburg, Sweden.

Opponent (final seminar), March 2006, Doctoral dissertation (title: “The diffusion and market success of environmental innovations”) by Fawzi Halila, Luleå University of Technology, Luleå, Sweden.

Doctoral Thesis Supervisor Committees

Peter Altmann, PhD student, Chalmers University of Technology. PhD defence June 7, 2017. Thesis title: “Toward a cyclical model of resource alteration”. Co-supervisor. Main supervisor: Prof. Maria Elmquist.

Peter Altmann, PhD student in Innovation Sciences at Halmstad University. Licentiate defence (half way PhD) May 27, 2014. Thesis title: “Human Resources Management and Innovation - Exploring the Connection”. Main supervisor.

Monika Kurkkio, Luleå University of Technology, PhD defence February 2011. Thesis title: “Managing the Fuzzy Front End of Product and Process Development”. Co-supervisor. Main supervisor: Prof. Johan Frishammar.

Jonas Rundquist, Luleå University of Technology, PhD defence December 2009. Thesis title: "Outsourcing and Knowledge Integration in New Product Development". Co-supervisor. Main supervisor: Prof. Sven-Åke Hörte.

Robert Engberg, Industrial PhD student in Innovation Sciences at Halmstad University (and Getinge Sterilization AB). Licentiate thesis planned to 2017. Main supervisor.

Carmen Lee, PhD student in Innovation Sciences at Halmstad University. Licentiate thesis planned to 2017. Main supervisor.

List of Publications

Scientific Journal Articles

Florén, H., Frishammar, J., Parida, V., & Wincent, J. (2017). "Critical success factors in early new product development: a review and a conceptual model", *International Entrepreneurship and Management Journal*, pp. 1-17.

Florén, H., Rundquist, J. & Fischer, S., (2016), "Entrepreneurial orientation and Human Resource Management: effects from HRM practices", *Journal of Organizational Effectiveness: People and Performance*, Vol. 3, Iss. 2, pp. 164-180.

Ruël, H., Bondarouk, T., Florén, H. & Rundquist, J. (2014), "Human resource management and firm innovativeness in a European context: advancing our understanding of the relationship", *European Journal of International Management*, vol.8, No. 5, p. 465-471.

Florén, H. & Rundquist, J., Schuler, R., Bondarouk, T. & Ruël, H., (2014), "HRM and innovation: themes, contingencies and directions for future research", *European Journal of International Management*, vol.8, No. 5, p. 570-577.

Florén, H. & Frishammar, J. (2012), "From Preliminary Ideas to Corroborated Product Definitions: Managing the Front End of New Product Development", *California Management Review*, Vol. 54, No. 4, pp. 20-43.

Frishammar, J., Florén, H. & Wincent, J. (2011), "Beyond Managing Uncertainty: Insights from Studying Equivocality in the Fuzzy Front-End of Product and Process Innovation Projects", *IEEE Transactions on Engineering Management*, Vol. 58, No. 3, pp. 551-563.

Andersson, S. & Florén, H., (2011), "Differences in managerial behavior between small international and non-international firms", *Journal of International Entrepreneurship*. Vol. 9, No. 3, pp. 233-258.

Andersson, S. & Florén, H. (2008), "Exploring Managerial Behavior in Small International Firms", *Journal of Small Business and Enterprise Development*, Vol. 15, No. 1, pp. 31-50.

Hörte, S-Å., Barth, H., Chibba, A., Florén, H., Frishammar, J., Halila, F., Rundquist, J. and Tell, J. (2008). Product Development in SMEs: An Overview and Tentative Results. *International Journal of Technology Intelligence and Planning*, Vol. 4, No. 3, pp. 299–325.

Florén, H. (2006) "Managerial work in small firms – Summarizing what we know and sketching a research agenda", *International Journal of Entrepreneurial Behaviour & Research*, Vol. 12, No. 5, pp. 272-288.

Florén, H. & Tell, J. (2004a), "The Emergent Prerequisites of Managerial Learning in Small Firm Networks", *Leadership & Organization Development Journal*, Vol. 25, No. 3, pp. 292-307.

Florén, H. & Tell, J. (2004b), "What Do Owner-Managers in Small Firms Really Do? Differences in Managerial Behaviour in Small and Large Organizations", *Small Enterprise Research*, Vol. 12, No. 1, pp 57-70.

Florén, H. (2003), "Collaborative Approaches to Management Learning in Small Firms", *Journal of Workplace Learning*, vol. 15, n. 5, pp 203-216.

Florén, H., Tell, J. (2003) "Key Learning Themes in the Small-Business Literature". *Small Enterprise Research*, vol.11, no. 1, pp 56-70.

Conference Papers

Holmén, M. & Florén, H. (2017), "Types and Nature of Business Model Innovation Processes", Paper presented at ACERE Conference, Melbourne, Australia, February 8-10.

Florén, H. & Agostini, A. (2015), "The Business Model Innovation Map – A Framework for Analyzing Business Model Innovation", Paper presented at the 24th IAMOT Conference, Cape Town, South Africa, June 8-11.

Florén, H., Gabrielsson, J. & Lee, C. (2014), "Survival through Business Model Innovation: A historical case study using sequence analysis", accepted for presentation at the EURAM Conference, Valencia, Spain, June, 4-7.

Florén, H., Frishammar, J., Lee, C., Ericsson, M. & Gustafsson, S. (2013), "A framework for raw materials management in process industries", Presented at the R&D Management Conference, Manchester, England, June 26-28.

Florén, H. & Lee, C. (2013), "The Business Model and Supply Strategy: What is the Connection between Them?" Presented at the 20th EurOMA Conference, Dublin, Ireland, June 9-12.

Florén, H., Rundquist, J. & Fisher, S. (2013), Entrepreneurial orientation and Human Resource Management: Effects from HRM practices, Presented at the 26th Workshop on Strategic Human Resource Management, Copenhagen, April 15-16.

Florén, H., Gabrielsson, J. & Lee, C. (2013), "Survival through Business Model Innovation – A Longitudinal Case Study from the Process Industries", Presented at the The 6th ISPIM Innovation Symposium, Melbourne, Australia, December 8-11.

Florén, H. & Rundquist, J. (2012), "Human Resource Management and Innovation Strategy Formulation and Implementation", Presented at the 25th Workshop on Strategic Human Resource Management, Brussels, April 12-13.

Florén, H. & Rundquist, J. (2011), "Using Strategic Human Resource Management to Balance Exploration and Exploitation in Fast Growing Firms", Presented at the 24th Workshop on Strategic Human Resource Management, Reykjavik, Iceland, May 16-17.

Rundquist, J., Altmann, P. & Florén, H. (2011), "Sustained innovativeness in fast growing firms using Human Resource Management", Presented at the 18th International Product Development Management Conference, Delft, The Netherlands, June 4-7.

Sandberg, M., Florén, H., & Järpe, E.(2011), "The Greening of the Swedish Innovation System: Exploring Official Registry Data", paper accepted for publication at the EAEPE Annual Conference 2011, Vienna, Austria, October 27-30.

Sandberg, M., Florén, H., Halila, F., Hörte, S-Å. & Järpe, E.(2011), "Evolution of Green Innovation in Sweden: models, management, policies" Paper presented at the 2nd International Conference on Sustainability Transitions, Lund, Sweden, June 13-15.

Frishammar, J., Florén, H. & Wincent, J. (2009), "Patterns of Uncertainty and Equivocality During Predevelopment: Findings From Process-Based Firms", Paper presented at the 18th IAMOT Conference, Orlando, USA, April 6-10.

Andersson, S. & Florén, H., (2009), "Exploring differences in the work of owner-managers in small international and non-international firms", Paper presented at 12th McGill International Entrepreneurship Conference, Vaasa, Finland, September 18-20.

Frishammar, J. & Florén, H. (2008), "Where New Product Development Begins: Success Factors, Contingencies and Balancing Acts in the Fuzzy Front-End", Paper presented at the 17th IAMOT Conference, Dubai.

Florén, H. & Tell, J. (2007) "Managerial Work and Growth in Small Firms", Paper presented at 20th SEAAANZ Conference, Auckland, New Zealand.

Brundin, E., Florén, H. & Tell, J. (2007) "The behavioral complexity of small firm entrepreneurs and the relation to firm performance: A framework", Presented at the fourth AGSE International Entrepreneurship Research Exchange at Brisbane Graduate School of Business, Queensland University of Technology, Brisbane, Queensland, Australia.

Barth, H. & Florén, H. (2007), "Managerial work in small firms – Exploring gender variations and similarities" Presented at the 19th Nordic Academy of Management Conference (NFF) in Bergen, Norway August 9-11.

Andersson, S. & Florén, H. (2006), "What do managers in small international firms really do?", Presented at the Fifth Biennial McGill Conference on New Frontiers in International Entrepreneurship at McGill University, Montreal, Canada, September 15 – 17.

Andersson, S., Florén, H & Tell, J. (2005), "Managerial behavior and small firms' internationalization", Presented at the 8th McGill International Entrepreneurship Conference on Innovations and Entrepreneurship in Functional Regions, University of Trollhättan/Uddevalla in Uddevalla, Sweden, September 15 - 17, 2005.

Brundin E., Florén H. & Tell J. (2004) "Entrepreneurial Behavior and Growth Performance – A Research Framework", Presented at Babson Conference 2004, Strathclyde, Scotland.

Florén, H. (2003), "Managerial work in small organizations - Evaluating some old, pretty old, and new empirical evidence", Presented at the 16th SEAANZ Conference, Ballarat, Australia.

Florén, H. & Tell, J. (2003), "What do owner-managers of small firms really do?", Presented at the 48th ICSB World Conference in Belfast.

Florén, H. & Tell, J. (2003), "What do owner-managers of small firms really do? Replication Chorán, Mintzberg, and Kurke and Aldrich", Presented at the 16th SEAANZ Conference, Ballarat, Australia.

Florén, H. (2002), "On the Benefits of Collaborative Approaches to Executive Learning in SMEs", Presented at the 3th International Conference on Connecting Learning and Critique. Cambridge, UK, July 2002.

Florén, H. & Tell, J. (2002), "A Review of the Literature on Learning and SMEs", Presented at 15th SEAANZ Conference, Adelaide, Australia.

Roth, J., Florén, H. & Ingelgård, A. (1999), "Knowledge creation in the context of Continuous Improvements". Presented at the EIASM 7th International Product Development Management Conference, Cambridge, UK.

Monographs, Books (Reviewed)

Florén, H. (2005), Managerial Work and Learning in Small Firms, Thesis for the Degree of Doctor of Philosophy, Chalmers University of Technology, Department of Project Management, Gothenburg, Sweden (main supervisor prof. Flemming Norrgren).

Chapters in Books

Frishammar, J. & Florén, H. (2013), "Research Note: What is the 'fuzzy front end', why is it important, and how can it be managed?" In Tidd, J. & Bessant, J., Managing Innovation: Integrating Technological, Market and Organisational Change (5th edition), Wiley, Chichester.

Florén, H. & Tell, J. (2012). "Managerial behaviour in small firms: Does it matter what managers do?" In: Tengblad, S. (Ed.). The Work of Managers. Oxford, UK: Oxford University Press.

Frishammar, J. & Florén, H. (2009), "Research Note: What is the 'fuzzy front end', why is it important, and how can it be managed?" In Tidd, J., Bessant, J. and Pavitt, K., Managing Innovation: Integrating Technological, Market and Organisational Change (4th edition), Wiley, Chichester.

Other Publications

Florén, H. (2011), "Organizing for small firm growth", in Hörte, S. Å. (ed.) (2011). Research on Technology, Innovation and Marketing Management 2009-2010. ISBN 978-91-975075-0-9.

Altmann, P., Rundquist, J., & Florén, H. (2011), "Sustained innovativeness and Human Resource Management", in Hörte, S. Å. (ed.) (2011). Research on Technology, Innovation and Marketing Management 2009-2010. ISBN 978-91-975075-0-9.

Florén, H., Halila, F. & Hörte, S-Å. (2011), Management av eco-innovationer: Slutrapport från en förstudie (eng. Management of Eco-Innovations), unpublished research report, Halmstad University.

- Florén, H. & Frishammar, J. (2010), "Hur lyckas man med 'the fuzzy front end of innovation'?", Management of Technology, no. 2, p. 5-7.
- Florén, H. & Tell, J. (2009), "Managerial behavior in slow and fast growing small firms", in Hörte, S. Å. (ed.) (2009). Research on Technology, Innovation and Marketing Management 2007-2008. ISBN 978-91-975075-0-9.
- Florén, H. (2005), "Fragmenterat ledningsarbete hindrar lärande och reflektion", Management of Technology, no. 2, p. 3-4.
- Florén, H. & Tell, J. (2005), "Managerial work in small firms – Testing the robustness in Mintzberg's propositions", in Hörte, S. Å. (ed.) (2005). CPDR on Innovation and Product Development. Volume 1.
- Florén, H., Hofmaier, B. & Lundberg, M. (2001). "Teknikutveckling i nätverk – En explorativ studie av teknikutveckling på lokal nivå", Rapport från Forskningsplattformen TEII. Högskolan i Halmstad.
- Florén, H. & Hofmaier, B. (2001), "Public/Private Partnership in Science and Technology - Country Report Sweden", Working Report COVOSECO-project.
- Florén, H & Tell, J. (2000), "On Learning in University Driven Networks - Prerequisites for the Learning Process in Networks of SME-managers and Researchers", FENIX WP 2000:3.