

Brief CV: Vidar Schei

Personal

- Date of birth: January 25th, 1968
- Degree: Dr.oecon / PhD
- Position: Professor in Organizational Behavior
- Job address: Helleveien 30, 5045 Bergen, Norway
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Background

Education:

- NHH Norwegian School of Economics:
 - Dr.oecon in Organizational Behavior (1999)
 - Master of Science in Business Administration (“Høyere Avdeling”) (1995)
 - Master in Economics and Business Administration (“Siviløkonom”) (1992)
- University of Bergen, Norway
 - Psychology, one-year study (“psykologi grunnfag”) (1991)
 - Law, one-year study, (“juss grunnfag”) (1987)
 - Philosophy, half-year study (“examen philosophicum”)(1986)

Positions:

- NHH Norwegian School of Economics, Department of Strategy and Management:
 - Professor in Organizational Behavior (2012->)
 - Associate Professor in Organizational Behavior (1999 -2012)
 - Assistant Professor in Organizational Behavior (1998-1999)
 - Research Scholar in Business Administration (1993-1997)

Profile

- My professional motivation is to help people cooperate effectively. Thus, my research and teaching include topics such as team and cooperation processes, negotiation and conflict management, and leadership, creativity and culture.
- Please see the homepage of my research group (CORE – cooperation research) for more information: <https://www.nhh.no/en/research-centres/core/>

Selected International Publications

- Solberg, L., Sverdrup, T. E., Sandvik, A. M., & Schei, V. (2021). Encouraging or expecting flexibility? How small business leaders' mastery goal orientation influences employee flexibility through different work climate perceptions. **Human Relations**, doi: 10.1177/00187267211042538.
- Wang, K., Goldberg, A., Dorison, C. A., Miller, J. K., Uusberg, A., Lerner, J. S., ... Schei, V., ... Moshontz, H. (2021). A multi-country test of brief reappraisal interventions on emotions during the COVID-19 pandemic. **Nature Human Behaviour**, doi: 10.1038/s41562-021-01173-x.
- Acar-Burkay, S., Schei, V., Beersma, B., & Warlop, L (2021). You can't 'fake it till you make it': Cooperative motivation does not help prosel trustees. **Journal of Experimental Social Psychology**, doi: 10.1016/j.jesp.2020.104078.
- Jones, B. C., DeBruine, L. M., Flake, J. K., Aczel, B., Adamkovic, M., Alaei, R., ... Schei, V., ... Chartier, C. R. (2021). To which world regions does the valence-dominance model of social perception apply? **Nature Human Behaviour**, 5,159-169, doi: 10.1038/s41562-020-01007-2.
- Schei, V., Sverdrup, T. E., & Andvik, E. (2020). "Let's get out of here!": Cognitive motivation and maximizing help teams solving an escape room. **Frontiers in Psychology**, 11:2196, doi: 10.3389/fpsyg.2020.02196.
- Selart, M., Schei, V., Lines, R., & Nesse, S. (2020). Can mindfulness be helpful in team decision-making? A framework for understanding how to mitigate false consensus. **European Management Review**, 17, 1015-1026, doi: 10.1111/emre.12415.
- Acar-Burkay, S., Schei, V., & Warlop, L. (2020). The best of both worlds? Negotiations between cooperators and individualists provide high economic and relational outcomes. **Group Decision and Negotiation**, 29, 491-522, doi: 10.1007/s10726-020-09669-z.
- Basker, I. N., Sverdrup, T. E., Schei, V., & Sandvik, A. M. (2020). Embracing the duality of consideration and initiating structure: CEO leadership behaviors and small firm performance. **Leadership & Organization Development Journal**, 41, 449-462, doi: 10.1108/LODJ-04-2019-0170.
- Jackson, J. C., van Egmond, M., Choi, V., Ember, C., Halberstadt, J., Balanovic, J., ... Schei, V., ... Gelfand, M. J. (2019). Ecological and cultural factors underlying the global distribution of prejudice. **PLOS ONE**, 14(9): e0221953, doi: 10.1371/journal.pone.0221953.
- Batrancea, L., Nichita, A., Olsen, J., Kogler, C., Kirchler, E., Hoelzl, E., ... Schei, V., ... Zukauskas, S. (2019). Trust and power as determinants of tax compliance across 44 nations. **Journal of Economic Psychology**, 74 (102191), doi: 10.1016/j.joep.2019.102191.
- Sandvik, A. M., Selart, M., Schei, V., & Martinsen, Ø. L. (2019). Setting the scene: Partners' leadership behavior and employees' perceptions of work performance in professional service firms. **Journal of Leadership & Organizational Studies**, 26, 441-453, doi: 10.1177/1548051818781813.

- Schei, V. & Rognes, J. K. (2019). Female groups are not like others? Effects of gender composition on intergroup cooperation. **Scandinavian Journal of Business Research**, 33 (1), 7-21, doi: 10.18261/issn.1504-3134-2019-01-02.
- Fang, F., Schei, V., & Selart, M. O. (2018). Hype or hope? A new look at the research on cultural intelligence. **International Journal of Intercultural Relations**, 66, 148-171, doi: 10.1016/j.ijintrel.2018.04.002.
- Moshontz, H., Campbell, L., Ebersole, C. R., Ilzerman, H., Urry, H. L., Forscher, P. S., ... Schei, V., ... Chartier, C. R. (2018). The Psychological Science Accelerator: Advancing psychology through a distributed collaborative network. **Advances in Methods and Practices in Psychological Science**, 1, 501-515, doi: 10.1177/2515245918797607.
- Sverdrup, T. E., Schei, V., & Tjølsen, Ø. A. (2017). Expecting the unexpected: Using team charters to handle disruptions and facilitate team performance. **Group Dynamics: Theory, Research, and Practice**, 21, 53-59, doi: 10.1037/gdn0000059.
- Sverdrup, T. E., & Schei, V. (2015). "Cut me some slack": The psychological contracts as a foundation for understanding team charters. **Journal of Applied Behavioral Science**, 51, 451-478, doi: 10.1177/0021886314566075.
- Schei, V., & Nerbø, I. (2015). The invisible learning ceiling: Informal learning among preschool teachers and assistants in a Norwegian kindergarten. **Human Resource Development Quarterly**, 26, 299-328, doi: 10.1002/hrdq.21213.
- Schei, V. (2013). Creative people create values: Creativity and positive arousal in negotiations. **Creativity Research Journal**, 25 (4), 408-417, doi: 10.1080/10400419.2013.843336.
- Netland, K. O., Schei, V., & Sverdrup, T. E. (2012). The winner takes all: A qualitative study of cooperation on cycling teams. **Scandinavian Sport Studies Forum**, 3, 189-209, www.sportstudies.org/.
- Schei, V., Hansen, B. G., & Selart, M. O. (2012). Can lonely riders become three musketeers? Creating effective joint operations among farmers. **International Journal of Business and Management**, 7 (23), 45-53, doi: 10.5539/ijbm.v7n23p45.
- Schei, V., Rognes, J. K., & Shapiro, D. L. (2011). Can individualists and cooperators play together? The effect of mixed social motives in negotiations. **Journal of Experimental Social Psychology**, 47, 371-377, doi: 10.1016/j.jesp.2010.09.010.
- Gelfand, M., Raver, J., Nishii, L., Leslie, L., Lun, J., Lim, B., ... Schei, V., ... Yamaguchi, S. (2011). Differences between tight and loose cultures: A 33-nation study. **Science**, 332, 1100-1104, doi: 10.1126/science.1197754. *Received the Gordon Allport Intergroup Relations Prize from the American Psychological Association.*
- Selart, M. O., & Schei, V. (2011). Organizational Culture. In M. A. Runco, & S. R. Pritzker (Eds.), **Encyclopedia of Creativity**, second edition, vol. 2 (pp. 193-196). San Diego: Academic Press, doi: 10.1016/B978-0-12-375038-9.00049-2.
- Hansen, B. G., Schei, V., & Greve, A. (2011). When counting cattle is not enough: Multiple perspectives in agricultural and veterinary research. **Acta Veterinaria Scandinavica**, 53 (suppl. 1): S6, doi: 10.1186/1751-0147-53-S1-S6.

- Rognes, J. K., & Schei, V. (2010). Understanding the integrative approach to conflict management. **Journal of Managerial Psychology**, 25, 82-97, doi: 10.1108/02683941011.
- Schei, V., Rognes, J. K., & De Dreu, C. K. (2008). Are individualistic orientations collectively valuable in group negotiations? **Group Processes and Intergroup Relations**, 11, 371-385, doi: 10.1177/1368430208090648.
- Schei, V. (2007). Cat amongst pigeons: Cooperators facing individualists in negotiating groups. **Scandinavian Journal of Business Research**, 21 (1), 20-32, www.idunn.no/ts/beta.
- Schei, V., Rognes, J. K., & Mykland, S. (2006). Thinking deeply may sometimes help: Cognitive motivation and role effects in negotiation. **Applied Psychology**, 55, 73-90, doi: 10.1111/j.1464-0597.2006.00240.x.
- Schei, V., & Rognes, J. K. (2005). Small group negotiation: When members differ in motivational orientation. **Small Group Research**, 36, 289-320, doi: 10.1177/1046496404273145.
- Stensaker, I. G., & Schei, V. (2005). Negotiations and renegotiations in change processes. In R. Lines, I. G. Stensaker, & A. Langley (Eds.), **New Perspectives on Organizational Change and Learning** (pp. 113-135). Bergen: Fagbokforlaget.
- Schei, V., & Rognes, J. K. (2003). Knowing me, knowing you: Own orientation and information about the opponent's orientation in negotiation. **International Journal of Conflict Management**, 14, 43-59, doi: 10.1108/eb022890.

Selected Publications in Norwegian

- Schei, V., Sverdrup, T. E., & Fyhn, B. (2020). Effektive team: Fant Google oppskriften? Psykologisk trygghet i virtuelle team. **Magma: Tidsskrift for økonomi og ledelse**, 23 (4), 73-83, www.magma.no.
- Schei, V., Sverdrup, T. E., Heiene, M., & Olsen, S. G. (2019). Virtuell samhandling: Når kaffepausen blir elektronisk. **Magma: Tidsskrift for økonomi og ledelse**, 22 (7), 48-60, www.magma.no.
- Schei, V., & Sverdrup, T. E. (2019). Start smart: Effektiv oppstart av team. **Magma: Tidsskrift for økonomi og ledelse**, 22 (2), 29-39, www.magma.no.
- Schei, V., & Gelfand, M. J. (2018). Verdens strengeste? Sosiale normer i Norge. **Magma: Tidsskrift for økonomi og ledelse**, 21 (2), 14-23, www.magma.no.
- Stensaker, I., Sverdrup, T. E., & Schei, V. (2017). Endringskapasitet i 3D: Vi tror det ikke før vi får se det! I T. Nesheim og I. Stensaker (red.), **Fokus på fremtidens foretaksløsninger** (s. 147-168). Bergen: Fagbokforlaget.
- Schei, V., & Rognes, J. K. (2017). Påvirker kjønn forhandlinger?. **Magma: Tidsskrift for økonomi og ledelse**, 20 (2), 44-49, www.magma.no.

- Schei, V., Sverdrup, T. E., Lund, J., & Riise, S. (2015). Fra transaksjon til relasjon? Eventyret om regnskapsføreren som ingen kunne skremme. **Magma: Tidsskrift for økonomi og ledelse**, 18 (7), 24-33, www.magma.no.
- Mofoss, R., Nederberg, L., Schei, V., & Sverdrup, T. E. (2012). De første avgjørende minuttene? En multimetodestudie av teametablering. **Praktisk økonomi og finans**, 28 (1), 35-51, www.idunn.no/ts/pof. *Received Best Paper Award for paper based on a Master Thesis (co-authored by student and supervisor).*
- Schei, V., & Sverdrup, T. E. (2011). Når kreative team mangler kreativitet. **Magma: Tidsskrift for økonomi og ledelse**, 14 (6), 67- 72, www.magma.no.
- Mykland, S., & Schei, V. (2007). Effektiv megling: Kan større problemfokus gi mindre problemer? **Kart og plan**, 67, 253-267, www.kartogplan.no.
- Schei, V., & Rognes, J. K. (2007). Egoister og kollektivister i forhandlinger. **Magma: Tidsskrift for økonomi og ledelse**, 10 (5), 29-37, www.magma.no.
- Schei, V. (2002). Vinn-vinn forhandlinger. **Magma: Tidsskrift for økonomi og ledelse**, 5 (2), 105-114 (not refereed), www.magma.no.
- Schei, V. (2002). Forhandlingsforskning: Status og utfordringer. **Beta: Tidsskrift for bedriftsøkonomi**, 16 (2), 26-36, www.idunn.no/ts/beta.
- Schei, V. (2001). Forhandlinger: Når vinnere blir tapere. **Magma: Tidsskrift for økonomi og ledelse**, 4 (5), 76-82 (not refereed), www.magma.no.
- Schei, V. (1999). **Forhandlinger i grupper: Effekter av målorientering på resultat** [Negotiations in small groups: Effects of social motives on outcomes]. Dissertation, NHH Norwegian School of Economics and Business Administration. *Received Best Dissertation Award from the International Association for Conflict Management.*
- Christensen, C. C., Døving, E., Elvekrok, I., Jakobsen, E. W., Johnsen, Å., Schei, V., & Tobiassen, A. (1998). Organisasjonsteori på norsk. **Tidsskrift for samfunnsforskning**, 39, 108-128.

Awards

- The Gordon Allport Intergroup Relations Prize (2012) for best paper of the year (Gelfand et al., 2011), Society for the Psychological Study of Social Issues, APA.
- Research Award (2011) for best paper (Gelfand et al., 2011) in the period 2010-2011, Department of Strategy and Management, NHH (shared with Gooderham).
- Best Paper Award (2011) for paper based on a Master Thesis (co-authored by student and supervisor), published in *Praktisk økonomi & Finans*.
- Teaching Award (2008) for best MBA course ("Negotiation") in the period 2007-2008, Department of Strategy and Management, NHH (shared with Rognes).
- Outstanding Teaching Award (2003) for extraordinary contribution to teaching, NHH (shared with Rognes).

- Teaching Award (2003) for best MBA course (“Negotiation”) in the period 2001-2003, Department of Strategy and Management, NHH (shared with Rognes).
- Best Dissertation Award (2000) from the International Association for Conflict Management (for dissertations defended in 1998 or 1999).
- Young Researcher Award (1997) for outstanding paper at the national conference in business research (The FIBE prize).

Teaching

Courses:

- Teaching experience at all levels (undergraduate, graduate, PhD, executive) in organizational behavior-related topics at NHH. Main teaching experience in last years; master-level courses in team and team management and in negotiations.

Supervision:

- Chair/member/supervisor in several PhD committees. Supervised/co-supervised about 100 students on their Master Theses at NHH.

Seminars:

- Teaching/training several companies in team processes, negotiations, and organizational behavior-related topics; including DnB, DnB Shipping, TINE, GC Rieber, UNI Research, Regnskap Norge, University of Bergen, Follo Police District, Hordaland Police District, Bergen Kommune, Mediaedge:cia.

Selected Administrative Work

Internal:

- Head of Teaching at the Department of Strategy and Management (2021->) / Deputy Head / Head of Research at the Department (2009-2013)/ Member of the Board at the Department (2009-2017) / Member of the Research Committee at NHH (2009-2013) / Deputy Member of the Board at NHH (2013-17) / Head of the group of Leadership (2013 ->).

External:

- Elected Board Member (Representative-at-Large) at the International Association for Conflict Management (IACM) for the period from 2012-2014 / Board Member at the Research in Distributional Economics Foundation (DØF)(2016 ->).

Miscellaneous

Reviewing:

- Editorial Review Board at *Negotiation and Conflict Management Research*. Ad-hoc reviewer for several international and national journals and conferences, including *Journal of Experimental Social Psychology, Human Relations, Organizational Behavior and Human Decision Processes, Group Decision and Negotiation, Small Group Research*.

- Member of the committee reviewing and deciding on the winner of the “IACM Best Article or Book Chapter Published in 2010 Award.” Member of the Best Theoretical Paper and the Best Student Paper committees at the IACM conference 2013.

International:

- Visiting Professor at the University of Amsterdam, Department of Work and Organizational Psychology (the group of Carsten De Dreu), half-year stay 2005-2006.
- Presented many papers at international and national research conferences and seminars. Member of the Academy of Management (AoM) and the International Association for Conflict Management (IACM).

Media:

- Interviews/coverage related to research and/or expertise in several media, including NRK P1 (Norgesglasset), NRK P2 (Dagsnytt Atten, Ekko), P4 (Naturligvis), Aftenposten, VG, Dagens Næringsliv, Dagsavisen, Finansavisen, Morgenavisen, Bergens Tidende, Ukeavisen Ledelse, Nationen, Vårt Land, Kapital, Økonomisk Rapport, Teknisk Ukeblad, Norsk Landbruk, DinSide.no, Forskning.no, NRK.no.