

THORSTEN GROHSJEAN

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CONTACT

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Department of Management and Technology

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ACADEMIC POSITIONS

09/2016 -

ASSISTANT PROFESSOR

Department of Management and Technology

Bocconi University, Milan

PROFESSIONAL AFFILIATIONS

01/2017 -

ICRIOS FELLOW

Invernizzi Center for Research on Innovation, Organization, Strategy and Entrepreneurship

Bocconi University, Milan

POSTDOCTORAL POSITIONS

04/2012 - 08/2016

JUNIOR-PROFESSOR FOR STRATEGY/ORGANIZATION IN TECHNOLOGY-INTENSIVE INDUSTRIES

Munich School of Management

LMU Munich

02/2011 - 03/2012

RESEARCH ASSOCIATE

Innovation and Entrepreneurship Group

Imperial College Business School

Imperial College London

EDUCATION

06/2011

DR. OEC. PUBL. IN BUSINESS ECONOMICS

Committee: Tobias Kretschmer (Advisor), Anja Tuschke

Munich School of Management

LMU Munich

09/2009

MASTER OF BUSINESS RESEARCH

Munich School of Management

LMU Munich

07/2005

DIPLOM-KAUFMANN (equivalent to M.Sc. in Management)

Mannheim Business School

University of Mannheim

Extra course work: Modern German Literature (3 years) at the University of Mannheim

RESEARCH

Research Interest

I explore in my research how firms in human capital driven industries can set up teams and processes to improve organizational performance. Specifically, I examine in one research stream how firms need to structure the panel and the process to overcome a bias against novelty. In a second stream of research, I explore how individual mobility affects cooperative and competitive behavior in teams.

Refereed Publications

- (1) Grohsjean, T., Piezunka, H., & M. Mickeler. 2024. Employees extra-organizational affiliations and intra-organizational collaboration. *Strategic Management Journal*, forthcoming.
- (2) Grohsjean, T., Dokko, G. & P. Yang. 2024. Can you go home again? Performance assistance between boomerangs and incumbent employees. *Organization Science*, forthcoming.
- (3) Labraki, N., Kolympiris, C., Grohsjean, T. & L. Dahlander. 2024. The new needs friends: Simmelian strangers and the selection of novelty. *Strategic Management Journal*, 45(4): 716-744. ([Article](#))
- (4) Piezunka, H. & T. Grohsjean. 2023. Collaborations that hurt firm performance but help employees' careers. *Strategic Management Journal*, 44(3): 778-811. ([Article](#))
- (5) Criscuolo, P., Dahlander, L., Grohsjean, T., & A. Salter. 2021. The sequence effect in panel decisions: Evidence from the evaluation of research and development projects. *Organization Science*, 32(4): 987-1008. ([Article](#))
- (6) Criscuolo, P., Dahlander, L., Grohsjean, T., & A. Salter. 2017. Evaluating novelty: The role of panels in the selection of R&D projects. *Academy of Management Journal*, 60(2): 433-460. ([Abstract](#))
 - According to Scopus the paper is in the top 3% of all articles of same age in Business and International Management
 - According to Web of Science the paper is among the top 1% of all articles of same age in the field of Economics and Business
 - European Business School Best Paper Award "Innovation Management" 2016
 - Jürgen Hauschildt Award 2016 for the Best Empirical Research Publication in Innovation Management
- (7) Grohsjean, T., Kober, P., & L. Zucchini. 2016. Coming back to Edmonton: Competing with former employers and colleagues. *Academy of Management Journal*, 59(2): 394-413. ([Abstract](#), [Video](#), [AoM Insights](#))
- (8) Claussen, J., Grohsjean, T., Luger, J., & G. Probst. 2014. Talent management and career development: What it takes to get promoted. *Journal of World Business*, 49(2): 236-244. ([Abstract](#))
- (9) Claussen, J., Falck, O., & T. Grohsjean. 2012. The strength of direct ties: Evidence from the gaming industry. *International Journal of Industrial Organization*, 30(2): 223-230. ([Abstract](#))

Practitioner-oriented Articles

- (1) Grohsjean, T., Dahlander, L., Salter, A., & P. Criscuolo. 2021. Better ways to green-light new projects. *MIT Sloan Management Review*, 63(2): 32-38.
- (2) Grohsjean, T., Kober, P., & L. Zucchini. 2018. Three tips to remember when hiring from competitors. *AoM Insights*. ([Article](#))

- (3) Criscuolo, P., Dahlander, L., Grohsjean, T., & A. Salter. 2017. The biases that keep good R&D projects from getting funded. Boston, MA: *Harvard Business Review*. ([Article](#))
- (4) Grohsjean, T., Kober, P., & L. Zucchini. 2016. When players change teams, they fight harder against their former employer. London: *LSE Business Review*. ([Article](#))
- (5) Claussen, J., Grohsjean, T., Luger, J., & G. Probst. 2015. Schneller befördert werden. *Harvard Business Manager* (German Version of the Harvard Business Review), 2015(8). ([Article](#))

(Scheduled) Presentations at Conferences and in Seminars

- 2024: ESSEC Paris, Universität Wien, Stockholm School of Economics Workshop, Universität Tübingen, EGOS Colloquium in Milano, Academy of Management Annual Meeting in Chicago
- 2023: Academy of Management Annual Meeting in Boston
- 2022: LMU Munich, WU Vienna, University of Warwick
- 2021: Academy of Management Annual Meeting, SMS London
- 2020: Academy of Management Annual Meeting in Vancouver, Virtual Paper and Idea Development Workshop “Advancing Management Theory with Sports Data”
- 2019: Rotterdam School of Management, LMU Munich, SKEMA Business School in Sophia Antopolis, Academy of Management Annual Meeting in Boston
- 2018: Copenhagen Business School; Loughborough University London; University of Southern Denmark, Odense; Academy of Management Annual Meeting in Chicago; Strategic Management Society Annual Meeting in Paris
- 2017: CREI@Bath Workshop
- 2016: Imperial College London; Universität Trier
- 2015: Organization Science Winter Conference, Academy of Management Annual Meeting in Vancouver, Università della Svizzera Italiana; Frankfurt School of Finance and Management; Bocconi University in Milan; European School of Management and Technology in Berlin.
- 2014: Academy of Management Annual Meeting in Philadelphia; Strategic Management Society Conference on Microfoundations in Copenhagen; Copenhagen Conference on Innovation and Entrepreneurship
- 2013: Copenhagen Business School; 6th Annual People and Organizations Conference in Philadelphia; Academy of Management Annual Meeting in Orlando; Vienna Conference on Strategy, Organizational Design, and Innovation; DRUID Conference in Barcelona, Imperial College London
- 2012: Academy of Management Annual Meeting in Boston; DRUID Conference in Copenhagen; AMJ Workshop at Bocconi University in Milan; Atlanta Competitive Advantage Conference; LMU Munich
- 2011: DRUID Conference in Copenhagen; Fifth Annual Mid-Atlantic Strategy Colloquium in Washington DC
- 2010: EARIE Annual Meeting in Istanbul; Experience the Creative Economy Conference in Toronto; University of Southern Denmark, Odense
- 2009: Academy of Management Annual Meeting in Chicago; DRUID Conference in Copenhagen

CURRENT TEACHING

- Technology and Innovation Management (Bachelor Course, Bocconi University, 2016-present)
- Research Boot Camp (PhD Course, Bocconi University, 2018-2024)

- Scientific Publications (PhD Course, LMU Munich, 2013-present)
- Research Bootcamp (DBA Course, SDA Bocconi, 2019-present)

SERVICES

Editorial Review Board

- Strategic Management Journal, 2020 –Present (Invited)
- Strategic Organization, 2024-2026 (Invited)

Ad hoc Reviewing

- Journals: Academy of Management Discoveries, Academy of Management Journal, Academy of Management Review, Management Science, Organization Science, Strategic Management Journal, Strategy Science, Industrial and Corporate Change, Journal of Management, Journal of Management Studies, Research Policy, California Management Review, European Management Review, Industry & Innovation, Journal of Behavioral and Experimental Economics, Journal of Organization Design, Medienwirtschaft, Review of Managerial Science, Review of Network Economics, Schmalenbach Business Review, Small Business Economics, Strategic Organization, Telecommunications Policy, Organization Studies
- Conferences: Academy of Management Annual Meeting (2009-2019), DRUID Conference (2012-2023), Strategic Management Society Conference (2014-2024)
- Funding agencies: European Research Council, German-Israeli Foundation for Scientific Research and Development, Independent Research Fund Denmark, Singapore Social Science Research Council, Swiss National Science Foundation

Invited Conference Activities

- Co-Organizer Professional Development Workshop
 - “Rise and shine! How to present academic work” Academy of Management Annual Meeting (Boston 2019, Vancouver 2020, Boston 2023)
 - “Organizational search process” Academy of Management Annual Meeting (Philadelphia 2014, Vancouver 2015)
- Invited Panelist
 - Post-Doctoral and Early Career Scholars Workshop, EGOS Colloquium 2024 Milano
 - TIM Junior Faculty Consortium, Academy of Management Annual Meeting Boston 2019
- Discussant DRUID Conference (Barcelona 2013, Copenhagen 2012, Copenhagen 2009)

External Service

- Representative at Large for the SMS Knowledge & Innovation Interest Group (2022-2024)
- Research Committee Strategy Division, Academy of Management (2017-2019)
- Dissertation Committee of Raffaele Morandi Stagni (2018)

Internal Service

- Dissertation Committee of Tatiana Balushkina (2021) and Agnes Andor (2019) at Bocconi University
- Supervision of 68 Bachelor theses and 14 Master theses since 2016
- Co-organizer External Seminar Series in the Department of Management and Technology at Bocconi University (2018/19)

- Co-organizer Brownbag Seminar in the Department of Management and Technology at Bocconi University (Fall 2016-Spring 2018)
- Coordinator Organization Research Group Seminar at LMU Munich (2014)
- Teaching Improvement Committee at LMU Munich (2013-2014)
- Coordinator Innovation & Entrepreneurship External Seminar Series at the Imperial College Business School (2011-2012)
- Coordinator Management and Microeconomics Seminar Series at LMU Munich (2010-2011, 2013-2014)

GRANTS AND AWARDS

Grants

- Department of Management and Technology Research Grant, Bocconi University (2021)
- Seed Grant, ICRIOS, Bocconi University (2019: €7,500)
- Assistant Professor Grant, Bocconi University (2018: €9,000; 2020: €10,000)
- Travel Grants from UK Innovation Research Centre (2013), Academy of Management Organization and Management Theory Division (2012), LMU Management Alumni (2010), Martin Prosperity Institute (2010)

Research Awards

- Bocconi University Research Excellence Award 2017, 2018, 2021, 2023, 2024
- Finalists of the “*Best Interdisciplinary Paper*” Award from the SMS Strategic HC Interest Group for “Irreplaceable? How a Close Collaborator’s Departure Affects Inventor Performance Within a Firm”
- European Business School Best Paper Award “Innovation Management” 2016 for “Evaluating novelty: The role of panels in the selection of R&D projects” with Paola Criscuolo, Linus Dahlander and Ammon Salter (1.500 €)
- Jürgen Hauschildt Award 2016 for the best empirical research publication in innovation management with “Evaluating novelty: The role of panels in the selection of R&D projects” with Paola Criscuolo, Linus Dahlander and Ammon Salter
- Finalist for the Academy of Management TIM Division’s Best Paper Award 2013 with “The chosen ones. The selection of capabilities in professional services firms” with Paola Criscuolo, Tore Opsahl and Ammon Salter
- AOM Best Paper Proceedings 2013 (10% best papers) with “The chosen ones. The selection of capabilities in professional services firms” with Paola Criscuolo, Tore Opsahl and Ammon Salter
- Nomination for the DRUID Young Scholar Paper Award 2011 for “Experiential learning in joint product development activities”
- Dissertation Award LMU Management Alumni 2011 (500 €)
- AOM Best Paper Proceedings 2010 (10% best papers) with “The what, the who and the how: Learning to coordinate and team performance” with Cristian Dezsö and Tobias Kretschmer
- DRUID Best Paper Award 2009 for “Product line extension in hypercompetitive environments – Evidence from the US Video Game Industry” with Tobias Kretschmer

Teaching Awards

- Teaching Award (Innovation) for the 2018-19 Academic Year for the PhD School
- Excellence in Teaching Award of the Munich School of Management 2014
- Excellence in Teaching Award of the University of Mannheim 2006

MEDIA COVERAGE

- Coming Back to Edmonton: Competing with Former Employers and Colleagues
 - Examples of English coverage: [Business News Daily](#), [Financial Post](#), [Iran Daily](#)
 - Examples of German coverage: [Spiegel Online](#), [Süddeutsche Zeitung](#), [Focus](#), [Wallstreet: Online](#)

LANGUAGES

- German (native)
- English (fluent)
- French (intermediate)
- Italian (intermediate)