

# THORSTEN GROHSJEAN

June 2021

## CONTACT

---

Bocconi University +39 02 5836 5152  
Department of Management and Technology thorsten.grohsjean@unibocconi.it  
Via Roentgen 1 (Office 4-E1-10)  
20136 Milan, Italy

## 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

In one research stream I examine how individuals and groups develop new knowledge and skills and how do they cope with the challenges associated with this development. I thereby focus on the creation and selection of new ideas as well as on problem solving as the main processes for developing new knowledge and skills. The challenges, I am investigating, include cognitive and affective biases, knowledge sharing and coordination. In a second stream of research, I explore how individual mobility affect cooperative and competitive behavior.

### Refereed Publications

- (1) 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*, forthcoming.
- (2) 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
- (3) 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](#))
- (4) 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](#))
- (5) 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., Kober, P., & L. Zucchini. 2018. Three Tips to Remember when Hiring from Competitors. *AoM Insights*. ([Article](#))
- (2) 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](#))
- (3) Grohsjean, T., Kober, P., & L. Zucchini. 2016. When Players Change Teams, they Fight Harder Against their Former Employer. London: *LSE Business Review*. ([Article](#))
- (4) 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

- 2021: University of Mannheim
- 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

## **SELECTED TEACHING**

---

### **Bachelor**

- Technology and Innovation Management (Lecture, Bocconi University, Fall 2016 - 2019)
- Strategy (Lecture, University of London External Degree at Singapore Institute of Management, Spring 2013-2017)
- Strategy (Lecture, University of London External Degree at Hong Kong University, Spring 2009-2011)

### **Master**

- Strategy (Lecture, LMU Munich, Summer 2012-2016)
- Strategy (Lecture, Frankfurt School of Finance, Fall 2014 & 2015, Spring 2017)
- Empirics of Organizations (Seminar, LMU Munich, Winter 2013-2015)

### **PhD**

- Research Boot Camp (Seminar, Bocconi University, Spring 2018-2020)
- Scientific Publications (Seminar, LMU Munich, Each Summer and Winter Term from Summer 2013-Summer 2016, Winter 2019-2020)
- The Human Side of Innovation (Seminar, Bocconi University, Spring 2017)

## **SERVICES**

---

### **Editorial Review Board**

- Strategic Management Journal, 2020 –Present (Invited)

### **Ad hoc Reviewing**

- Journals: Academy of Management Journal, Academy of Management Review, 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 Organization Design, Medienwirtschaft, Review of Managerial Science, Schmalenbach Business Review, Telecommunications Policy
- Conferences: Academy of Management Annual Meeting (2009-2019), Strategic Management Society Conference (2014-2020), DRUID Conference (2012-2020), 18th Annual Interdisciplinary Entrepreneurship Conference (2014), European Academy of Management Annual Conference (2007)
- Funding agencies: Independent Research Fund Denmark, European Research Council, German-Israeli Foundation for Scientific Research and Development, Swiss National Science Foundation

### **Invited Conference Activities**

- Co-Organizer Professional Development Workshop
  - “Organizational Search Process” Academy of Management Annual Meeting (Philadelphia 2014, Vancouver 2015)
  - “Rise and Shine! How to Present Academic Work” Academy of Management Annual Meeting (Boston 2019, Vancouver 2020)
- Invited Panelist and Round Table Leader in the TIM Junior Faculty Consortium, Academy of Management Annual Meeting (Boston 2019, Vancouver 2020)
- Discussant DRUID Conference (Barcelona 2013, Copenhagen 2012, Copenhagen 2009)

### **External Service**

- 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)
- Co-Organizer Official 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 the Munich School of Management (2010-2011, 2013-2014)

## GRANTS AND AWARDS

---

### Grants

- 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
- 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 (sufficient to order food and drinks)

## **OTHER INTERESTS AND ACTIVITIES**

---

- German Punk and Indie Music
- Audio Plays, especially Horror and Detective Stories
- Lego
- Literature of the 19<sup>th</sup> Century
- Powerlifting