

THORSTEN GROHSJEAN

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Contact Details

Bocconi University

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Department of Management and Technology

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Academic Positions

- 09/2016 - ASSISTANT PROFESSOR (TENURE TRACK)
DEPARTMENT OF MANAGEMENT AND TECHNOLOGY
BOCCONI UNIVERSITY, MILAN
- 04/2012 - 08/2016 ASSISTANT PROFESSOR FOR STRATEGY/ORGANIZATION IN TECHNOLOGY-
INTENSIVE INDUSTRIES (NON-TENURE TRACK)
Munich School of Management
LMU Munich
- 02/2011 - 05/2012 RESEARCH ASSOCIATE
Innovation and Entrepreneurship Group
Imperial College Business School
Imperial College London
- 02/2007 - 01/2011 RESEARCH AND TEACHING ASSISTANT
Institute for Strategy, Technology and Organization
Munich School of Management
LMU Munich
- 08/2005 - 01/2007 RESEARCH AND TEACHING ASSISTANT
Chair of Management Accounting and Operations Management
Mannheim Business School
University of Mannheim

Professional Affiliations

- 11/2016 - VISITING RESEARCHER
Innovation and Entrepreneurship Department
Imperial College Business School
Imperial College of Science, Technology and Medicine
- 03/2011 - RESEARCH ASSOCIATE
Industrial Economics and New Technologies Group
ifo Institute for Economic Research, Munich
- 09/2009 - 12/2009 VISITING SCHOLAR
Robert H. Smith School of Business
University of Maryland

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 Interests

- How do employees develop their human capital?
- How do employees benefit from moving within and across organizations?
- How do employees cope with the challenges associated with moving within and across organizations?
- How do managers select novel ideas?

Publications

Refereed Publications

- Criscuolo, P., Dahlander, L., Grohsjean, T. & Salter, A. 2017. Evaluating Novelty: The Role of Panels in the Selection of R&D Projects. *Academy of Management Journal*, 60(2): 433-460. ([Abstract](#))
 - European Business School Best Paper Award “Innovation Management” 2016
 - Jürgen Hauschildt Award 2016 for the Best Empirical Research Publication in Innovation Management
- Grohsjean, T., Kober, P., & Zucchini, L. 2016. Coming Back to Edmonton: Competing with Former Employers and Colleagues. *Academy of Management Journal*, 59(2): 394-413. ([Abstract](#), [Video](#))
- Claussen, J., Grohsjean, T., Luger, J., & Probst, G. 2014. Talent Management and Career Development: What It Takes to Get Promoted. *Journal of World Business*, 49(2): 236-244. ([Abstract](#))
- Claussen, J., Falck, O., & Grohsjean, T. 2012. The Strength of Direct Ties: Evidence from the Gaming Industry. *International Journal of Industrial Organization*, 30(2): 223-230. ([Abstract](#))

Refereed Conference Proceedings

- Salter, A., Criscuolo, P., Grohsjean, T., & Opsahl, T. 2013. The Chosen Ones: The Selection of Capabilities in Professional Service Firms. In *Proceedings of the Seventy-third Annual Meeting of the Academy of Management*. ([Abstract](#))
- Dezsö, C., Grohsjean, T., & Kretschmer, T. 2010. The What, the Who and the How: Learning to Coordinate and Team Performance. In Leslie A. Toombs (Ed.), *Proceedings of the Seventieth Annual Meeting of the Academy of Management*. ([Abstract](#))

Non-refereed Journal Articles

- Criscuolo, P., Dahlander, L., Grohsjean, T. & Salter, A. 2017. The Biases That Keep Good R&D Projects from Getting Funded Boston, MA: *Harvard Business Review*. ([Article](#))
- Grohsjean, T., Kober, P., & Zucchini, L. 2016. When players change teams, they fight harder against their former employer. London: *LSE Business Review*. ([Article](#))
- Claussen, J., Grohsjean, T., Luger, J., & Probst, G. 2015. Schneller befördert werden. *Harvard Business Manager*, 2015(8): 236–244. ([Paper](#))

Selected Working Papers and Projects

- Don't Squash Firm-Specific Human Capital (with David Kryscynski; Stage: Under review)
- Coming back Reloaded (with Gina Dokko & Philip Yang; Stage: Empirics)
- The Sequence of Decision Making (with Paola Criscuolo, Linus Dahlander & Ammon Salter; Stage: Empirics)
- The Genesis of Team Familiarity: Diad vs. Group (with Cédric Gutierrez; Stage: Conception)
- Aspirations and Cognitions (with Tobias Kretschmer & Nils Stieglitz; Stage: Revision)

Presentations at Conferences and in Seminars

- 2018: Loughborough University London, University of Southern Denmark Odense
- 2017: CREI@Bath Workshop
- 2016: Imperial College London, Universität Trier
- 2015: Università della Svizzera Italiana, Frankfurt School of Finance and Management, Bocconi University, European School of Management and Technology Berlin, Organization Science Winter Conference
- 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, Bocconi University, 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
- 2009: Academy of Management Annual Meeting in Chicago, DRUID Conference in Copenhagen

Fellowships and Awards

- Bocconi University Research Excellence Award 2017
- 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
- Excellence in Teaching Award of the Munich School of Management 2014
- 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
- Excellence in Teaching Award of the University of Mannheim 2006
- Bronnbacher Stipendium, Kulturkreis der deutschen Wirtschaft im BDI 2004/2005
- 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)

Selected Teaching

Bachelor

- Competitive Strategies in Creative Industries (Lecture, Bocconi University, Fall 2016)
- Technology and Innovation Management (Lecture, Bocconi University, Fall 2016 & 2017)
- Strategy (Lecture, LSE External Degree at Singapore Institute of Management, Spring 2013-2017)
- Strategy (Lecture, LSE External Degree at Hong Kong University, Spring 2009-2011)
- Building Theory from Qualitative Research (Seminar, LMU Munich, Summer 2013-2015)
- Quantitative Research Seminar (Seminar, LMU Munich, Winter 2009, Winter 2012-2014)

Master

- Competitive Strategy (Lecture, LMU Munich, Summer 2012-2016)
- Cases in Strategy and Organization (Lecture, Frankfurt School of Finance, Winter 2014 & 2015)
- Empirics of Organizations (Seminar, LMU Munich, Winter 2013-2015)

PhD

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

Executive

- Microeconomics Basics (Lecture, E.M. Insurance, LMU Munich, Winter 2012)

Professional Activities and Services

Ad hoc Reviewing

- Journals: Academy of Management Journal, Strategic Management Journal, California Management Review, , Industrial and Corporate Change, Industry & Innovation, Journal

of Management Studies, Journal of Organization Design, European Management Review
Review of Managerial Science, Telecommunications Policy, Medienwirtschaft

- SMS Reading Circle for the Knowledge and Innovation Submissions
- Conferences: Academy of Management Annual Meeting (2009-2014, 2016), Strategic Management Society Conference (2014, 2015, 2017), DRUID Conference (2012-2017), 18th Annual Interdisciplinary Entrepreneurship Conference (2014), European Academy of Management Annual Conference (2007)
- Funding agencies: 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)
- Chair DRUID Conference (Copenhagen 2011)
- Discussant DRUID Conference (Barcelona 2013, Copenhagen 2012, Copenhagen 2009)

External Service

- Research Committee Business Policy & Strategy (BPS) Division, Academy of Management (2017-2019)

Internal Service

- Co-Organizer Brownbag Seminar in the Department of Management and Technology at Bocconi University (2016-)
- Co-Organizer wORGshop 2014
- Coordinator Organization Research Group Seminar at LMU Munich (2014)
- Teaching Improvement Committee at LMU Munich (2013-2014)
- Coordinator Management and Microeconomics Seminar Series at the Munich School of Management (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)

Media Coverage

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

Languages

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

Other Interests and Activities

- Alternative German Music
- Audio Plays
- Literature of the 19th Century
- Point ‘N’ Click Adventures

- Powerlifting