Sebastian Niederberger

Department of Management and Technology, Bocconi University
sebastian.niederberger@unibocconi.it | Faculty webpage

Academic Appointments and Affiliations

Bocconi University
Assistant Professor, Department of Management and Technology — Sept. 2026–present
Fellow, ICRIOS and BAFFI

SDA Bocconi School of Management
Fellow, *ION Management Science Lab*
Visiting Fellow — Jan.–Aug. 2026
Academic Research Fellow — 2025
Visiting Researcher — Sept.–Dec. 2024

ETH Zurich
Technology and Innovation Management
Postdoctoral Researcher — Aug.–Dec. 2024
Research Assistant — Mar. 2019–July 2024

University of Zurich
Mobility and Digital Innovation Management
Postdoctoral Researcher — Aug.–Dec. 2024
Research Assistant — Aug. 2018–July 2024

Education

ETH Zurich, Ph.D. in Management — 2024
Dissertation: *Scientific Approaches to Collective Decision-Making in the Digital Era*
Supervisor: Stefano Brusoni; co-supervisor: Anja Schulze
Dissertation chair: Petra Schmid; co-examiner: Thomas Zellweger

University of Zurich, M.A. in Business Administration and Economics — 2018
Exchange semester: Tsinghua University, School of Economics and Management (2018)

University of Zurich, B.A. in Business Administration — 2017

Research Interests

Scientific and collective decision-making; organizational design and innovation; competitive strategy and search; artificial intelligence in organizations

Working Papers

Search Speed, Knowledge Domains, and Growth: Evidence from YouTube Channels (with Arnaldo Camuffo and Alfonso Gambardella).
Revise and resubmit, *Strategic Management Journal*.

The Deliberation Advantage: Understanding the Cognitive Foundations of Scientific Decision-Making (with Anja Schulze and Stefano Brusoni).
Preparing for submission.

Working Papers (continued)

Speed Forces Diversification: Resolving the Bowman Paradox Through Temporal Dynamics.

The Economics of Innovation Speed in Digital Platform Markets: A Theory of Persistent Multi-Domain Search (with Arnaldo Camuffo and Alfonso Gambardella).

Visible Coordination Activity, Hidden Adaptive Loss: Objective Transmission and Rigid Execution in AI-Agent Workflows (with Arnaldo Camuffo and Abhinav Pandey).

Cheap Generation, Costly Verification: How Organizations Capture the Productivity of Generative AI (with Arnaldo Camuffo and Abhinav Pandey).

Battery Design and Smartphone Pricing: Price Levels and Memory-Index Comovement (with Saeid Kazemi).

Polite but Not Protective: Organizational Regression and the Structural Governance of AI Systems (with Johan Rath).

Three Models Walk Into a Sentence: Coding Ambiguous Causal Claims in Organizational Texts Using LLM Ensembles (with Abhinav Pandey and Philipp Reineke).

Doing Good, Feeling Good, but at What Cost? A Social Exploration–Exploitation Framework of Actor Outcomes in Helping and Support (with Remus Ilies and Katrina Jia Lin).

Work in Progress

Strategic Decision Mapping Dataset (with Alfonso Gambardella, Arnaldo Camuffo and Nicola Gennaioli).
Dataset development.

Ipazia: Language Models That Help Researchers Build Social-Science Theory, from Incremental to Radical.
Research software prototype.

The Good, the Bad, and the Average: Comparing Individual and Collective Effects of Voting and Averaging in Organizational Decision-Making (with Nikolaos Kaliorakis and Stefano Brusoni).

Regional Patterns in AI Adoption: A Full ML Pipeline Analysis (with Stefano Brusoni).

Cross-Industry Component Marketplaces: How Digital Asset Standards Rewire Power, Risk and Convergence across Film, Gaming and Software.

Conference Proceedings and Abstracts

Niederberger, S., & Pandey, A. (2026). Coordination Costs in Human-AI Hybrid Organizations: Theory Clarity & Enabling Codification. *Academy of Management Proceedings*, 2026(1), 19570. doi:10.5465/AMPROC.2026.19570abstract. Paper abstract.

Niederberger, S. (2026). The Economics of Innovation Speed in Digital Platforms: A Theory of Persistent Multi-Domain Search. *Academy of Management Proceedings*, 2026(1), 19555. doi:10.5465/AMPROC.2026.19555abstract. Paper abstract.

Conference Proceedings and Abstracts (continued)

Niederberger, S., & Gambardella, A. (2026). Search Speed, Knowledge Domains, and Growth: Evidence from YouTube Channels. *Academy of Management Proceedings*, 2026(1), 19519. doi:10.5465/AMPROC.2026.19519abstract. Paper abstract.

Niederberger, S., & Kaliorakis, N. (2024). Individual and Collective Effects of Voting and Averaging in Organizational Decision-Making. *Academy of Management Proceedings*, 2024(1), 18554. doi:10.5465/AMPROC.2024.18554abstract. Paper abstract.

Niederberger, S. (2024). Social Dynamics and Prediction Accuracy in Collective Decisions: Intuitive vs Scientific Approaches. *Academy of Management Proceedings*, 2024(1), 18566. doi:10.5465/AMPROC.2024.237bp. Best Paper Proceedings (abridged paper).

Niederberger, S., Schulze, A., & Schmid, P. C. (2023). The Scientific Approach to Decision-Making at the Collective Level: An Empirical Study. *Academy of Management Proceedings*, 2023(1), 10758. doi:10.5465/AMPROC.2023.10758abstract. Paper abstract.

Niederberger, S., Chen, J. S., Novelli, E., Teodorovicz, T., & Zellweger, T. M. (2023). Scientific Decision-Making in Large Organizations: Challenges, Opportunities, and Questions. *Academy of Management Proceedings*, 2023(1), 18752. doi:10.5465/AMPROC.2023.18752symposium. Symposium abstract.

Industry Reports

Schulze, A., Mayrhofer, P., Niederberger, S., Ripari, G., Sottas, Y., Tikhonenko, S., & Walder, A.-C. (2024). *Automobilindustrie Schweiz: Aktuelle Bestandsaufnahme von Struktur, Trends, Herausforderungen und Chancen. Branchenanalyse 2023/24*. Swiss Center for Automotive Research, University of Zurich.

Schulze, A., Windisch, G., Haab, M., Niederberger, S., Tikhonenko, S., & Wyder, T. (2019). *Automobilindustrie Schweiz: Aktuelle Bestandsaufnahme von Struktur, Trends, Herausforderungen und Chancen. Branchenanalyse 2018/19*. Swiss Center for Automotive Research, University of Zurich.

Conference and Seminar Presentations

The Canonicalization Thesis: AI Leverage as Verification Bottleneck.

2026: Strategic Management Society Annual Conference (Berlin)

Speed Forces Diversification: Resolving the Bowman Paradox Through Temporal Dynamics.

2026: Strategic Management Society Annual Conference (Berlin)

Search Speed, Knowledge Domains, and Growth: Evidence from YouTube Channels.

2026: Academy of Management Annual Meeting (Philadelphia); DRUID Conference (Copenhagen); ION Management Science Lab Aperitivo, SDA Bocconi School of Management; Strategy Science Conference (Boulder); Winter Strategy Conference (Ivins, Utah)

2025: Strategic Management Society Annual Conference (San Francisco)

Ipazia: Language Models That Help Researchers Build Social-Science Theory, from Incremental to Radical.
2026: ION Management Science Lab Aperitivo, SDA Bocconi School of Management

Strategic Decision Mapping Dataset.
2026: ION Management Science Lab Aperitivo, SDA Bocconi School of Management

The Economics of Innovation Speed in Digital Platforms: A Theory of Persistent Multi-Domain Search.
2026: Academy of Management Annual Meeting (Philadelphia)

Coordination Costs in Human-AI Hybrid Organizations: Theory Clarity & Enabling Codification.
2026: Academy of Management Annual Meeting (Philadelphia)

LLMs as a Measurement Tool: Translating Text into Data.
2026: MeToD Study Day, University of Calabria (Rende, Italy)

Applying the scientific approach to collective decision-making in large organizations.
2025: Theory-Based View: A Scientific Approach to Value Creation, ION Management Science Lab Conference and Workshop (Deer Valley, Utah)

The Good, the Bad, and the Average: Comparing Individual and Collective Effects of Voting and Averaging in Organizational Decision-Making.
2024: Academy of Management Annual Meeting, Strategic Management Division (Chicago)
2023: Experimental Organization Science Summer Meeting (Frankfurt); Strategic Management Society Annual Conference (Toronto)

From Individual to Collective Wisdom: Exploring the Trade-offs of Scientific Decision-Making (with Anja Schulze, Petra C. Schmid and Stefano Brusoni).
2024: INFORMS Organization Science Winter Conference (Zurich; poster)

Social Dynamics and Prediction Accuracy in Collective Decision-Making.
2024: Academy of Management Annual Meeting, Technology and Innovation Management (TIM) Division (Chicago)
2023: University of Strasbourg, BETA Lab

Futures Imperfect: Evaluating the Impact of Scientific and Intuitive Decision-Making at Individual and Collective Levels.
2023: Academy of Management Annual Meeting, TIM Division (Boston); DRUID Conference (Lisbon); University of Zurich
2022: Ghent University; Hasselt University
2021: Bocconi University

Awards and Honors

Best Student Paper Award finalist, Academy of Management, TIM Division 2024

Semester Award (autumn semester), University of Zurich 2018

Teaching and Supervision

Bocconi University 2026–2027
Technology and Innovation Management (instructor)

University of Zurich 2021–2023
Innovathon: The Digitalization of Mobility
Teaching assistant (2021–2022); teaching team member (2023)

ETH Zurich 2020–2022
Technology and Innovation Management (teaching assistant)
Technology and Innovation Management: Additional Cases (case study design and supervision)

Thesis supervision: Primary supervisor for 15 master's theses, including three at Bocconi University

Academic Service

Conference service

Discussant, DRUID Conference (Copenhagen), "Entrepreneurship: Corporate Venturing." 2026

Panel symposium organizer, Academy of Management Annual Meeting (Boston), "Scientific Decision-Making in Large Organizations: Challenges, Opportunities, and Questions." 2023

Reviewing: Organization Science (invited reviewer); Academy of Management Annual Meeting (2023–2024); Strategic Management Society Annual Conference (2023–2024); DRUID Conference (2022–2023)

University service

Event Organizer, MTEC Scientific Staff Association, ETH Zurich 2022–2023

Community Manager, DSI Mobility, University of Zurich 2019–present

Memberships: Academy of Management and Strategic Management Society (since 2022)

Other Professional Experience

Spark Works AG Sept.–Nov. 2019
Researcher (project-based)
Project: *The Future of Mobility* (report, 2020)

Additional Information

Languages: German (native), English (fluent), French (intermediate)

Programming and statistical software: R, Python, Mathematica, Stata, SPSS, JavaScript

Computational methods: Text analysis and measurement with language models; model evaluation; research software development