

Thorsten Grohsjean

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Innovation

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Biography

Thorsten Grohsjean is an Assistant Professor in the Department of Management and Technology and an ICRIOS fellow at Università Bocconi since September 2016. He worked between 2012 and 2016 as a Junior Professor for strategy and organization in technology-intensive industries at LMU Munich. From 2011 to 2012, he was a Research Associate in the innovation and entrepreneurship group at Imperial College London.

His research focuses on the question of how individuals and firms overcome the challenges associated with the acquisition and development of new knowledge, skills and abilities. He concentrates on employee mobility, problem solving and innovation as the main modes of acquiring and developing human and social capital. The challenges he is interested in include threats to identity, coordination, and cognitive biases. His work is published or forthcoming in Academy of Management Journal, Organization Science, the Journal of World Business, and the International Journal of Industrial Organization. Practitioner-oriented versions of his research appeared in MIT Sloan Management Review and Harvard Business Review. Since 2020 he serves on the editorial review board of Strategic Management Journal.

Thorsten got a Ph.D. in Management and a Master of Business Research from LMU Munich and a Diploma in Management from the University of Mannheim.

ARTICLES IN SCHOLARLY JOURNALS

GROHSJEAN T., PIEZUNKA H., MICKELER M.

When colleagues compete outside the firm

Strategic Management Journal, 2025, vol.46, no. 3, pp.640-666

GROHSJEAN T., DOKKO G., YANG P.

Can You Go Home Again? Performance Assistance Between Boomerangs and Incumbent Employees

Organization Science, 2024

LAMPRAKI A., KOLYMPIRIS C., GROHSJEAN T., DAHLANDER L.

The new needs friends: Simmelian strangers and the selection of novelty

Strategic Management Journal, 2024, vol.45, no. 4, pp.716-744

PIEZUNKA H., GROHSJEAN T.

Collaborations that hurt firm performance but help employees' careers

Strategic Management Journal, 2023, vol.44, no. 3, pp.778-811

GROHSJEAN T., DAHLANDER L., SALTER A., CRISCUOLO P.

Better Ways to Green-Light New Projects

Mit Sloan Management Review, 7 December, 2021, vol.63, no. 2, pp.33-38

CRISCUOLO P., DAHLANDER L., GROHSJEAN T., SALTER A.

The Sequence Effect in Panel Decisions: Evidence from the Evaluation of Research and Development Projects

Organization Science, 2021, vol.32, no. 4, pp.987-1008

CRISCUOLO P., DAHLANDER L., GROHSJEAN T., SALTER A.

The Biases That Keep Good R&D Projects from Getting Funded

Harvard Business Review, 17 March, 2017

GROHSJEAN T., CRISCUOLO P., DAHLANDER L., SALTER A.

Evaluating Novelty: The Role of Panels in the Selection of R&D Projects

Academy of Management Journal, 2017, vol.60, no. 2, pp.433-460

GROHSJEAN T., KOBER P., ZUCCHINI L.

Coming Back to Edmonton: Competing with Former Employers and Colleagues

Academy of Management Journal, 2016, vol.59, no. 2, pp.394-413

GROHSJEAN T., CLAUSSEN J., LUGER J., PROBST G.

Talent management and career development: What it takes to get promoted

Journal of World Business, 2014, vol.49, no. 2, pp.236-244

GROHSJEAN T., CLAUSSEN J., FALCK O.

The strength of direct ties: Evidence from the electronic game industry

International Journal of Industrial Organization, 2012, vol.30, no. 2, pp.223-230

OTHER

GROHSJEAN T., KOBER P., ZUCCHINI L.

Three Tips to Remember when Hiring from Competitors

2018, AOM Insights

PROCEEDINGS/PRESENTATIONS

MERFELD K., BOËNNE M., GROHSJEAN T.

Game-based formats as an apt mechanism to enforce competitive or collaborative team familiarity

EURAM 2024 - European Academy of Management Conference, June 24-28 2024, Bath, Great Britain

GROHSJEAN T., KRYSCYNSKI D., MORRIS S. S.

New Insights on the Firm-Specific Human Capital Debate: Theoretically Decoupling KSAOs from Tasks

81st Annual Meeting of the Academy of Management (AOM 2021), 30 July-3 August 2021, (online), United States of America

CRISCUOLO P., DAHLANDER L., GROHSJEAN T., SALTER A.

The Sequence Effect on the Selection of R&D Projects

79th Annual Meeting of the Academy of Management, August 9-13 2019, Boston, MA, United States of America

GROHSJEAN T., KRYSCYNSKI D.

Origins of strategically relevant firm-specific human capital: Why the investment dilemma never materializes

SMS 38th Annual Conference, September 22-25, 2018, Paris, France

GROHSJEAN T., KRYSCYNSKI D.

Origins of strategically relevant firm-specific human capital

78th Annual Meeting of the Academy of Management, August 10-14 2018, Chicago, IL, United States of America

GROHSJEAN T., STIEGLITZ N., KRETSCHMER T.

Reinforcement learning in strategic decision making

74th Annual Meeting of the Academy of Management, August 1-5 2014, Philadelphia, United States of America

GROHSJEAN T.

Experiential Learning in Joint Product Development Activities

73rd Annual Meeting of the Academy of Management, August 9-13 2013, Orlando, United States of America

SALTER A., CRISCUOLO P., GROHSJEAN T., OPSAHL T.

The chosen ones. The Selection of Capabilities in Professional Service Firms

73rd Annual Meeting of the Academy of Management, August 9-13 2013, Orlando, United States of America

DEZSO C. L., GROHSJEAN T., KRETSCHMER T.

The What, The Who, and The How: Coordination Experience and Team Performance

Academy of Management 2010 Annual Meeting, August 6-10, 2010, Montréal, Canada

Grants & Honors

Excellence in Research Award – Università Commerciale Luigi Bocconi , 2024

Excellence in Research Award – Università Commerciale Luigi Bocconi , 2023

Excellence in Research Award – Università Commerciale Luigi Bocconi , 2022

Excellence in Research Award – Università Commerciale Luigi Bocconi , 2021

Excellence in Teaching Award (Innovation) for the 2018-19 Academic Year for the PhD School – Università Commerciale Luigi Bocconi , 2020

Excellence in Research Award – Università Commerciale Luigi Bocconi , 2018

Excellence in Research Award – Università Commerciale Luigi Bocconi , 2017

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 , 2016

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 , 2016

Excellence in Teaching Award, LMU Munich School of Management , 2014

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 – Academy of Management , 2013

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 – Academy of Management , 2010

DRUID Best Paper Award 2009 for “Product Line Extension in Hypercompetitive Environments – Evidence from the US Video Game Industry” with Tobias Kretschmer , 2009

Excellence in Teaching Award – Universität Mannheim , 2006
