

# Nicolai Foss

---

## Operations and Technology Management

NICOLAI.FOSS@UNIBOCCONI.IT

Via Roentgen 1 – Piano IV – Stanza E2-FM05  
Tel. +39 02 5836 2765 Fax. +39 02 5836 2530

---

# Curriculum Vitae

Master of science (economics), Copenhagen University 1989

Phd (management), Copenhagen Business School, 1993

## Academic position and/or Professional activities

Full Professor of Management and Technology

Professor (“Ordinario”) of Organization Theory and Human Resource Management at the Bocconi University, Milano. Foss was a professor at the Copenhagen Business School until 2016. He has held part-time and visiting professorships at the Warwick Business School, Norwegian School of Economics, Lund University, Luiss Guido Carli-Roma, ERC Rennes, and Agder University. Foss was a department head for several years at the Copenhagen Business School Foss has served as a member of the Senate of the Copenhagen Business School, as a panel member of the European Research Council, Bocconi University Tenure Review Committee. He serves on the Board of Directors of the Strategic Management Society, and is a member of Academia Europaea. He was listed as the “best Danish economist” by the Danish newspaper, Børsen, in 2013, 2014, and 2015.

## Research Interests

- Organization design theory particularly as it applied to strategic management and entrepreneurship issues; organizational economics; microfoundations of management thought.
- Philosophy of social science.

## Publications

### Main recent publications

- (with Tina Saebi). "Fifteen Years of Research on Business Model Innovation." *Journal of Management* (forthcoming).
- (with Jacob Lyngsie). "The More, the Merrier? The Role of Gender in Explaining Entrepreneurial Outcomes in Established Firms." *Strategic Management Journal* (forthcoming).
- (with Francesco Rullani and Lars Frederiksen). "Problem-solving Behaviors in Community Forms." *Strategic Management Journal* (forthcoming).
- (with Libby Weber) "Putting Opportunism in the Back Seat: Bounded Rationality, Costly Conflict and Hierarchical Forms." *Academy of Management Review*, 41: 41-79 (2016).
- (with Teppo Felin and Rob Ployhart). "Microfoundations for Management Research." *Academy of Management Annals* 9: 575-632 (2015).
- (with Niklas Hallberg). "How Symmetrical Assumptions Facilitate Theoretical Advance in Strategic Management: the Case of the Resource-based View." *Strategic Management Journal*, 35: 903-913 (2014).
- (with Jacob Lyngsie and Shaker Zahra). "The Role of External Knowledge Sources and Organizational Design in the Process of Opportunity Exploitation." *Strategic Management Journal*, 34: 1453-1471 (2013).
- (with Christian Asmussen and Torben Pedersen). "Knowledge Transfer and Accommodation Effects in Multinational Corporations: Evidence from European Subsidiaries" *Journal of Management*, 39: 1397-1429 (2013).
- (with Anna Jonsson). "International Expansion Through Flexible Replication: Learning From the Internationalization Experience of IKEA," *Journal of International Business Studies* 42, 1079-1102 (2011).
- (with Mia Reinholt and Torben Pedersen). "Why a Central Network Position Isn't Enough: the Moderating Roles of Motivation and Ability for Knowledge Sharing in Employee Networks." *Academy of Management Journal* 54: 1277-1297. (2011)
- (with Siegwart Lindenberg). „Managing Motivation for Joint Production: The Role of Goal Framing and Governance Mechanisms." *Academy of Management Review* 36: 500-525 (2011).
- (with Keld Laursen and Torben Pedersen) "Linking Customer Interaction and Innovation: The Mediating Role of New Organizational Practices," *Organization Science*, 22: 980-999. (2011).
- "Micro-foundations for Resource-based Theory." *Journal of Management*, 37: 1413-1428 (2011).
- (with Henk Volberda and Marjorie Lyles). "Absorbing the Concept of Absorptive Capacity: How To Realize Its Potential in the Organization Field," *Organization Science*, 21: 931-951 (2010).

### Main recent publications

- (with Tina Saebi). "Fifteen Years of Research on Business Model Innovation." *Journal of Management* (forthcoming).
- (with Jacob Lyngsie). "The More, the Merrier? The Role of Gender in Explaining Entrepreneurial Outcomes in Established Firms." *Strategic Management Journal* (forthcoming).
- (with Francesco Rullani and Lars Frederiksen). "Problem-solving Behaviors in Community Forms." *Strategic Management Journal* (forthcoming).
- (with Libby Weber) "Putting Opportunism in the Back Seat: Bounded Rationality, Costly Conflict and Hierarchical Forms." *Academy of Management Review*, 41: 41-79 (2016).
- (with Teppo Felin and Rob Ployhart). "Microfoundations for Management Research." *Academy of Management Annals* 9: 575-632 (2015).
- (with Niklas Hallberg). "How Symmetrical Assumptions Facilitate Theoretical Advance in Strategic Management: the Case of the Resource-based View." *Strategic Management Journal*, 35: 903-913 (2014).
- (with Jacob Lyngsie and Shaker Zahra). "The Role of External Knowledge Sources and Organizational Design in the Process of Opportunity Exploitation." *Strategic Management Journal*, 34: 1453-1471 (2013).
- (with Christian Asmussen and Torben Pedersen). "Knowledge Transfer and Accommodation Effects in Multinational Corporations: Evidence from European Subsidiaries" *Journal of Management*, 39: 1397-1429 (2013).
- (with Anna Jonsson). "International Expansion Through Flexible Replication: Learning From the Internationalization Experience of IKEA," *Journal of International Business Studies* 42, 1079-1102 (2011).
- (with Mia Reinholt and Torben Pedersen). "Why a Central Network Position Isn't Enough: the Moderating Roles of Motivation and Ability for Knowledge Sharing in Employee Networks." *Academy of Management Journal* 54: 1277-1297. (2011)
- (with Siegwart Lindenberg). „Managing Motivation for Joint Production: The Role of Goal Framing and Governance Mechanisms." *Academy of Management Review* 36: 500-525 (2011).
- (with Keld Laursen and Torben Pedersen) "Linking Customer Interaction and Innovation: The Mediating Role of New Organizational Practices," *Organization Science*, 22: 980-999. (2011).
- "Micro-foundations for Resource-based Theory." *Journal of Management*, 37: 1413-1428 (2011).
- (with Henk Volberda and Marjorie Lyles). "Absorbing the Concept of Absorptive Capacity: How To Realize Its Potential in the Organization Field," *Organization Science*, 21: 931-951 (2010).

#### Main recent publications

- (with Tina Saebi). "Fifteen Years of Research on Business Model Innovation." *Journal of Management* (forthcoming).
- (with Jacob Lyngsie). "The More, the Merrier? The Role of Gender in Explaining Entrepreneurial Outcomes in Established Firms." *Strategic Management Journal* (forthcoming).
- (with Francesco Rullani and Lars Frederiksen). "Problem-solving Behaviors in Community Forms." *Strategic Management Journal* (forthcoming).
- (with Libby Weber) "Putting Opportunism in the Back Seat: Bounded Rationality, Costly Conflict and Hierarchical Forms." *Academy of Management Review*, 41: 41-79 (2016).
- (with Teppo Felin and Rob Ployhart). "Microfoundations for Management Research." *Academy of Management Annals* 9: 575-632 (2015).
- (with Niklas Hallberg). "How Symmetrical Assumptions Facilitate Theoretical Advance in Strategic Management: the Case of the Resource-based View." *Strategic Management Journal*, 35: 903-913 (2014).
- (with Jacob Lyngsie and Shaker Zahra). "The Role of External Knowledge Sources and Organizational Design in the Process of Opportunity Exploitation." *Strategic Management Journal*, 34: 1453-1471 (2013).
- (with Christian Asmussen and Torben Pedersen). "Knowledge Transfer and Accommodation Effects in Multinational Corporations: Evidence from European Subsidiaries" *Journal of Management*, 39: 1397-1429 (2013).
- (with Anna Jonsson). "International Expansion Through Flexible Replication: Learning From the Internationalization Experience of IKEA," *Journal of International Business Studies* 42, 1079-1102 (2011).
- (with Mia Reinholt and Torben Pedersen). "Why a Central Network Position Isn't Enough: the Moderating Roles of Motivation and Ability for Knowledge Sharing in Employee Networks." *Academy of Management Journal* 54: 1277-1297. (2011)
- (with Siegwart Lindenberg). „Managing Motivation for Joint Production: The Role of Goal Framing and Governance Mechanisms." *Academy of Management Review* 36: 500-525 (2011).
- (with Keld Laursen and Torben Pedersen) "Linking Customer Interaction and Innovation: The Mediating Role of New Organizational Practices," *Organization Science*, 22: 980-999. (2011).
- "Micro-foundations for Resource-based Theory." *Journal of Management*, 37: 1413-1428 (2011).
- (with Henk Volberda and Marjorie Lyles). "Absorbing the Concept of Absorptive Capacity: How To Realize Its Potential in the Organization Field," *Organization Science*, 21: 931-951 (2010).

#### Main recent publications

- (with Tina Saebi). "Fifteen Years of Research on Business Model Innovation." *Journal of Management* (forthcoming).
- (with Jacob Lyngsie). "The More, the Merrier? The Role of Gender in Explaining Entrepreneurial Outcomes in Established Firms." *Strategic Management Journal* (forthcoming).
- (with Francesco Rullani and Lars Frederiksen). "Problem-solving Behaviors in Community Forms." *Strategic Management Journal* (forthcoming).
- (with Libby Weber) "Putting Opportunism in the Back Seat: Bounded Rationality, Costly Conflict and Hierarchical Forms." *Academy of Management Review*, 41: 41-79 (2016).
- (with Teppo Felin and Rob Ployhart). "Microfoundations for Management Research." *Academy of Management Annals* 9: 575-632 (2015).
- (with Niklas Hallberg). "How Symmetrical Assumptions Facilitate Theoretical Advance in Strategic Management: the Case of the Resource-based View." *Strategic Management Journal*, 35: 903-913 (2014).
- (with Jacob Lyngsie and Shaker Zahra). "The Role of External Knowledge Sources and Organizational Design in the Process of Opportunity Exploitation." *Strategic Management Journal*, 34: 1453-1471 (2013).
- (with Christian Asmussen and Torben Pedersen). "Knowledge Transfer and Accommodation Effects in Multinational Corporations: Evidence from European Subsidiaries" *Journal of Management*, 39: 1397-1429 (2013).
- (with Anna Jonsson). "International Expansion Through Flexible Replication: Learning From the Internationalization Experience of IKEA," *Journal of International Business Studies* 42, 1079-1102 (2011).
- (with Mia Reinholt and Torben Pedersen). "Why a Central Network Position Isn't Enough: the Moderating Roles of Motivation and Ability for Knowledge Sharing in Employee Networks." *Academy of Management Journal* 54: 1277-1297. (2011)
- (with Siegwart Lindenberg). „Managing Motivation for Joint Production: The Role of Goal Framing and Governance Mechanisms." *Academy of Management Review* 36: 500-525 (2011).
- (with Keld Laursen and Torben Pedersen) "Linking Customer Interaction and Innovation: The Mediating Role of New Organizational Practices," *Organization Science*, 22: 980-999. (2011).
- "Micro-foundations for Resource-based Theory." *Journal of Management*, 37: 1413-1428 (2011).
- (with Henk Volberda and Marjorie Lyles). "Absorbing the Concept of Absorptive Capacity: How To Realize Its Potential in the Organization Field," *Organization Science*, 21: 931-951 (2010).

