

Thorsten Grohsjean

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Innovation

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Biografia

Thorsten Grohsjean è Assistant Professor presso il Dipartimento di Management and Technology e ricercatore ICRIOS presso l'Università Bocconi dal settembre 2016. Ha lavorato tra il 2012 e il 2016 come Professore Junior di Strategy and Organization in technology-intensive industries presso la LMU di Monaco. Dal 2011 al 2012, è stato Ricercatore Associato nel gruppo di innovazione e imprenditorialità presso l'Imperial College di Londra.

La sua ricerca si concentra su come individui e imprese superino le sfide legate all'acquisizione e allo sviluppo di nuove conoscenze, abilità e competenze. Si concentra sulla mobilità dei dipendenti, sulla risoluzione dei problemi e sull'innovazione come principali modi per acquisire e sviluppare il capitale umano e sociale. Le sfide che lo interessano includono minacce all'identità, coordinazione e pregiudizi cognitivi. I suoi lavori sono stati pubblicati o sono in corso di pubblicazione su Academy of Management Journal, Organization Science, Journal of World Business e International Journal of Industrial Organization. Versioni orientate alla pratica della sua ricerca sono apparse su MIT Sloan Management Review e Harvard Business Review. Dal 2020 è membro del comitato di revisione editoriale di Strategic Management Journal.

Thorsten ha conseguito un Dottorato in Management e un Master in Business Research presso la LMU di Monaco e un Diploma in Management presso l'Università di Mannheim.

ARTICOLI SU RIVISTA SCIENTIFICA

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

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Better Ways to Green-Light New Projects

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

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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 Marzo, 2017

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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

ALTRO

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, Gran Bretagna

GROHSJEAN T., KRYSZYNSKI 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), Stati Uniti d'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, Stati Uniti d'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, Francia

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, Stati Uniti d'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, Stati Uniti d'America

GROHSJEAN T.

Experiential Learning in Joint Product Development Activities

73rd Annual Meeting of the Academy of Management, August 9-13 2013, Orlando, Stati Uniti d'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, Stati Uniti d'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 & Premi

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
