

Thorsten Grohsjean

Associate Professor



Knowledge Group: Leadership, Human Resources and Digital Technologies

Research Domains: Innovation

Teaching Domains:

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Biography

Thorsten Grohsjean is an Associate 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

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

GROHSJEAN, T., G. DOKKO, P. YANG, "Can You Go Home Again? Performance Assistance Between Boomerangs and Incumbent Employees", Organization Science, 2025, vol. 36, no. 2, pp. 918-939

When colleagues compete outside the firm

GROHSJEAN, T., H. PIEZUNKA, M. MICKELER, "When colleagues compete outside the firm", *Strategic Management Journal*, 2025, vol. 46, no. 3, pp. 640-666

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

LAMPRAKI, A., C. KOLYMPIRIS, T. GROHSJEAN, L. DAHLANDER, "The new needs friends: Simmelian strangers and the selection of novelty", *Strategic Management Journal*, 2024, vol. 45, no. 4, pp. 716-744

Collaborations that hurt firm performance but help employees' careers

PIEZUNKA, H., T. GROHSJEAN, "Collaborations that hurt firm performance but help employees' careers", *Strategic Management Journal*, 2023, vol. 44, no. 3, pp. 778-811

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

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

Better Ways to Green-Light New Projects

GROHSJEAN, T., L. DAHLANDER, A. SALTER, P. CRISCUOLO, "Better Ways to Green-Light New Projects", *Mit Sloan Management Review*, 7 December 2021, vol. 63, no. 2, pp. 33-38

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

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

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

CRISCUOLO, P., L. DAHLANDER, T. GROHSJEAN, A. SALTER, "The Biases That Keep Good R&D Projects from Getting Funded", *Harvard Business Review*, 17 March 2017

Coming Back to Edmonton: Competing with Former Employers and Colleagues

GROHSJEAN, T., P. KOBER, L. ZUCCHINI, "Coming Back to Edmonton: Competing with Former Employers and Colleagues", *Academy of Management Journal*, 2016, vol. 59, no. 2, pp. 394-413

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

GROHSJEAN, T., J. CLAUSSEN, J. LUGER, G. PROBST, "Talent management and career development: What it takes to get promoted", *Journal of World Business*, 2014, vol. 49, no. 2, pp. 236-244

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

GROHSJEAN, T., J. CLAUSSEN, O. FALCK, "The strength of direct ties: Evidence from the electronic game industry", *International Journal of Industrial Organization*, 2012, vol. 30, no. 2, pp. 223-230

Proceedings/Presentations

How Competitive vs. Collaborative Team Familiarity Can Affect Creative Processes

BOËNNE, M., K. MERFELD, T. GROHSJEAN, "How Competitive vs. Collaborative Team Familiarity Can Affect Creative Processes" in The 85th Annual Meeting of Academy of Management, July 25-29, 2025, Copenhagen, Denmark

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

MERFELD, K., M. BOËNNE, T. GROHSJEAN, "Game-based formats as an apt mechanism to enforce competitive or collaborative team familiarity" in EURAM 2024 - European Academy of Management Conference, June 24-28, 2024, Bath, Great Britain

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

GROHSJEAN, T., D. KRYSCYNSKI, S. S. MORRIS, "New Insights on the Firm-Specific Human Capital Debate: Theoretically Decoupling KSAOs from Tasks" in 81st Annual Meeting of the Academy of Management (AOM 2021), 30 July-3 August, 2021, (online), United States of America

The Sequence Effect on the Selection of R&D Projects

CRISCUOLO, P., L. DAHLANDER, T. GROHSJEAN, A. SALTER, "The Sequence Effect on the Selection of R&D Projects" in 79th Annual Meeting of the Academy of Management, August 9-13, 2019, Boston, MA, United States of America

Origins of strategically relevant firm-specific human capital

GROHSJEAN, T., D. KRYSCYNSKI, "Origins of strategically relevant firm-specific human capital" in 78th Annual Meeting of the Academy of Management, August 10-14, 2018, Chicago, IL, United States of America

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

GROHSJEAN, T., D. KRYSCYNSKI, "Origins of strategically relevant firm-specific human capital: Why the investment dilemma never materializes" in SMS 38th Annual Conference, September 22-25, 2018, Paris, France

Reinforcement learning in strategic decision making

GROHSJEAN, T., N. STIEGLITZ, T. KRETSCHMER, "Reinforcement learning in strategic decision making" in 74th Annual Meeting of the Academy of Management, August 1-5, 2014, Philadelphia, United States of America

Experiential Learning in Joint Product Development Activities

GROHSJEAN, T., "Experiential Learning in Joint Product Development Activities" in 73rd Annual Meeting of the Academy of Management, August 9-13, 2013, Orlando, United States of America

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

SALTER, A., P. CRISCUOLO, T. GROHSJEAN, T. OPSAHL, "The chosen ones. The Selection of Capabilities in Professional Service Firms" in 73rd Annual Meeting of the Academy of Management, August 9-13, 2013, Orlando, United States of America

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

DEZSO, C. L., T. GROHSJEAN, T. KRETSCHMER, "The What, The Who, and The How: Coordination Experience and Team Performance" in Academy of Management 2010 Annual Meeting, August 6-10, 2010,

Other

Three Tips to Remember when Hiring from Competitors

GROHSJEAN, T., P. KOBER, L. ZUCCHINI, "Three Tips to Remember when Hiring from Competitors", AOM Insights, 31 July 2018