

Thorsten Grohsjean

Associate Professor



Knowledge Group: Leadership, Human Resources and Digital Technologies

Research Domains: Innovation

Teaching Domains:

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Biography

Thorsten Grohsjean è Professore Associato 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.

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