

Thorsten Grohsjean

Associate Professor



Knowledge Group: Leadership, Human Resources and Digital Technologies

Research Domains: Innovation

Teaching Domains:

thorsten.grohsjean@unibocconi.it

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, Montréal, Canada

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