

# NICOLAI J. FOSS

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## Academic Vita in Brief

Nicolai J. Foss is a Professor of Strategy at the Department of Strategy and Innovation, CBS, Honorary Adjunct Professor, Department of Marketing & Management, Southern Denmark University, External Chair, Danish Institute for Advanced Studies, 2020-2025, and a Professor II at the Norwegian School of Economics. He is a Knight of the Order of the Dannebrog.

Trained as an economist at the Copenhagen University (M.Sc., 1989), Foss has received his PhD degree from the Copenhagen Business School in 1993, where he was Assistant, Associate and Full Professor, before he moved to Bocconi University 1 September 2016. From 2016-2019 he was the Rodolfo Debenedetti Chaired Professor of Entrepreneurship at the Bocconi University, Milano. He has held part-time and visiting professorships at the Warwick Business School, Hong Kong Polytechnic University, Norwegian School of Economics, Lund University, Luiss Guido Carli-Roma, ERC Rennes, and Agder University.

Foss founded the Center (later Department) of Strategic Management and Globalization at the Copenhagen Business School in 2005, and served as its Director/HoD until 1 April, 2015. He managed two CBS “World Class Environment” programs at CBS (2008-2015; 2014-2016). Foss has served as a panel member of the European Research Council and on the Board of Directors of the Strategic Management Society. Foss is a member of Academia Europaea, and a Fellow of the Strategic Management Society.

Encompassing 266 journal articles, 109 book chapters and 26 books (edited as well as monographs), his work has been published in the *Academy of Management Review*, *Academy of Management Journal*, *Organization Science*, *Strategic Management Journal*, *Journal of Management*, *Journal of International Business Studies*, *Journal of Management Studies*, and several other leading journals. He has published books with leading publishers, such as Cambridge University Press and Oxford University Press. Many of his papers have been reprinted in research handbooks, and several of his articles and books are translated into Chinese, Russian, Polish, Hungarian, and Spanish. His research has been discussed in such outlets as *Wall Street Journal*, *Forbes*, and *Fortune*, as well as on leading podcasts and talk shows.

Foss google scholar citations are 60,500 (9 Dec. 2024), and his H-index is 116. He has been listed as a Clarivate Highly Cited Researcher since 2018. He is currently the 13<sup>th</sup> most cited living business administration scholar worldwide. Foss was one of the founders of the Danish Research Unit for Industrial Dynamics and a co-founder of the industry-funded Center for Policy Studies, the most influential privately-funded think tank in DK. He was listed as the “best Danish economist” by the newspaper, *Børsen*, in 2013, 2014, and 2015. He has been a regular columnist at newspapers *Børsen* and *Berlingske*.

## Personal

- Born October 12, 1964.
- Married to Kirsten Foss (Professor, Norwegian School of Economics) since 1995.
- One daughter (Elisabeth; 23 years old).
- Private address: Frydenlund Park 1 • 2950 Vedbæk • Denmark

## Education

- Ph.D. June 11, 1993, Copenhagen Business School (enrolled as PhD student October 1, 1989).
- M.Sc. (Economics) (Cand. Polit.), January 1989, University of Copenhagen, Department of economics.

### **Current and past positions**

- Visiting Professor, Hong Kong Polytechnic University, 2021, 2024-2026.
- Honorary Adjunct Professor, Department of Marketing & Management, Southern Denmark University, and External Chair, Danish Institute for Advanced Studies, 2020-2025.
- Professor of Strategy and Organization, Copenhagen Business School, 1 January, 2020 -
- The Rodolfo DeBenedetti Chaired Professor of Entrepreneurship, Università Bocconi, May 30, 2017 – 31 Dec 2019.
- Full Professor of Organization Theory and Human Resource Management, Università Bocconi, 1. September, 2016-May 30, 2017.
- Full Professor of Management (part time), Copenhagen Business School, 1. Sept. 2016 -2019.
- Distinguished Research Environment Professor (part time), Warwick University Business School, Entrepreneurship and Innovation Group, 1. September, 2013-1 Sept 2019.
- Department Head, Department of Strategic Management and Globalization, CBS, 2011-2015.
- Co-director, “Human Capital, Organization Design, and Performance” World Class Research Environment at the Copenhagen Business School, 2014-2016.
- Director, SMG World Class Research Environment at the Copenhagen Business School, 2008-2013.
- Copenhagen Business School, Full Tenured Professor, 1. Jan. 1998 – 2016.
- Norwegian School of Economics, Adjunct Full Professor, 2007 – present.
- Agder University, Adjunct Full Professor, 2005-2014.
- Visiting Professor, Lund University, 2009 - 2012 (sponsored by Svenska Handelsbanken).
- Visiting Professor, LUISS, Roma, 2009-2012.
- Director, 2005-2010, The Center for Strategic Management and Globalization (SMG), Copenhagen Business School. The Center had Department status (i.e., I had full personnel and budget responsibilities). I developed the Center from a 5 faculty to a (at the peak) 20 faculty unit.
- Director, 2003-2005, the Center for Knowledge Governance, Copenhagen Business School. This was a research center based on external and internal grants. It later developed into the Department of Strategic Management and Globalization (in 2011).
- Professor II, 2001-2007, Department of Strategy and Management, Norwegian School of Economics, Bergen, and again 2014- (a 20% professorial position).
- Associate Professor, October 1, 1996, Copenhagen Business School.
- Assistant Professor, April 1, 1993. Copenhagen Business School.

### **Research areas**

- Strategic management—In particular, linking the resource-based view and organizational economics.
- The theory of the firm—The role of bounded rationality in the ToF; new organizational forms; delegation.
- Strategic entrepreneurship—The role of organizational design and human capital.
- Institutions, growth and entrepreneurship—How the institutional matrix influences entrepreneurship, the effect of entrepreneurship on total factor productivity.

### **Current teaching**

- The Theory of the Firm, Master in Strategy and Finance, CBS.
- Behavioral Strategy, Elective, Master, CBS.

- Advances in Behavioral Strategy, Phd Course, CBS.
- Advances in Transaction Cost Economics in Management Research, Phd Course, CBS.

### **Past teaching**

- Organization Theory, Master level (International Management Program; Course Director), Bocconi University, 2018-2019
- Organization Theory, DBA, SDA Bocconi, 2018-2019.
- Theory of the Firm, PhD level, Bocconi University, 2016-2018.
- Organization Theory and Analysis, 3rd year undergraduate; international management. Bocconi University, 2016-2018.
- The Theory of the Firm, Finance and Strategic Management Program, Master of Business Administration and PhD program, Copenhagen Business School.
- Economics of Organization, PhD program; Norwegian School of Economic.
- Publishing Academic Research, PhD level; Warwick Business School, 2013-
- Theory Building in Management, PhD level; Warwick Business School (with Jerker Denrell); 2014.
- Technology Management, PhD level; NORSI (with Keld Laursen), 2014, 2015.
- Organized and taught courses on Law and Economics, Industrial Organization, Theory of Science, Strategic Management, and Knowledge Management at Bachelor, Master and PhD level at the Copenhagen Business School, 1989 - 2016 (standard teaching load at CBS: 66% of work hours).
- Numerous lectures at all levels at the Norwegian School of Economics, Luiss Rome, Bocconi University, Lund University, Bodø University, Caen Business School.

### **Select Honors, Recognition, etc.**

- *Journal of Management* 2024 *Scholarly Impact Award* for “Social Entrepreneurship Research: Past Achievement and Future Promise.” *Journal of Management*, 45: 70-95 (2019) (w/ Tina Saebi and Stefan Linder).
- *Academy of Management Perspectives* 2023 Best Paper Award for “Capitalism, Cronyism, and Management Scholarship: A Call for Clarity.” *Academy of Management Perspectives*, 36: 6-29 (2022) (w/ Michael Holmes, Peter G Klein, Justin Pepe and Siri Terjesen).
- Profiled in a chapter by Valerie Merindol and David Versailles in *Great Authors in Innovation and Creativity Management* (ed. by Thierry Burger-Helmchen, Patrick Cohendet, & Caroline Hussler, 2023).
- O.P. Alford, III, Prize for “Why Do Companies Go Woke?” (*Academy of Management Perspectives*), 2023.
- Research Dissemination Award, Danish Society for Education and Business, 2022.
- Member of the Sloan Strategy Forum, 2021-2023.
- No. 10 most prolific Danish academic on social media (Twitter, LinkedIn), 2021 (<http://mikeyoungacademy.dk/scientists-in-denmark-the-top-100-on-social-media/>)
- Founding Member, The Society for Open Inquiry in Behavioral Sciences, 2021.
- Repeated recognition by the Master of Management Study Board for particularly high student evals in the “Theory of the Firm” class, Finance & Strategic Management Program, as well as for the elective “Behavioral Strategy” (2023: clean 5!)
- “Second Award” (2<sup>nd</sup> place) in the 2019 UAM-Accenture Chair Award for Foss, Lee, Murtinu and Scalera: “The XX Factor: Female managers and innovation in a cross-country setting.”
- Highly Cited Researcher 2018, 2019, 2020, 2021 Clarivate Analytics (Thomson Reuters/Web of Science).
- 60,240+ citations in Google Scholar (as of November 25, 2024).

- Honorary Adjunct Professor, Department of Marketing & Management, Southern Denmark University, and External Chair, Danish Institute for Advanced Studies, 2020-2025.
- Fellow of the Strategic Management Society (2017).
- *Strategic Organization* Best Paper Award for 2020 (for “Organizational Design Correlates of Opportunity Realization.” *Strategic Organization*, 13: 32-60 (2015).
- The Richard Beckhard Memorial Prize for 2015 for the 2014 *MIT Sloan Management Review* article (with Julian Birkinshaw and Siegwart Lindenberg), “Combining Purpose With Profits.”
- Knight of the Order of the Dannebrog (2015).
- The 2014 Society for the Development of Austrian Economics Prize for *Organizing Entrepreneurial Judgment* (Cambridge University Press, 2012; with Peter G Klein).
- Recognized by Denmark’s leading business newspaper, Børsen, as the “best” Danish economist (measured in terms of a composite academic influence index); Børsen, May 16, 2013 and June 12, 2014 and May 2015.
- Research Excellence Award, Bocconi University 2017, 2019.
- Member, Academia Europaea (2012- ).
- #6 economics blogger in the world measured by scholarly impact (cf. Mixon and Upadhyaya. 2010. *Eastern Economic Journal*).
- Invited to nominate candidates for the Nobel Prize in economics every year since 1998.
- Invited to nominate candidates for The Global Award for Entrepreneurship Research since 2011.
- Biographed in *KRAKs Blå Bog* since 2005, *Who’s Who in the World*, *Who is Who in the Management Sciences*.
- 2011 Emerald Citations of Excellence Awards for “The Emerging Knowledge Governance Approach,” *Organization* 14: 29-52 (2007) and for “Networks, Capabilities, and Competitive Advantage”, *Scandinavian Journal of Management* 15: 1-15 (1999).
- 2011 *Journal of Private Enterprise* Best Paper Award for “Alertness, Judgment, and Entrepreneurship”, *Journal of Private Enterprise*, 25: 145-165 (with Peter G Klein).
- 2010 SO!What award for scholarly contribution (for “Strategic organization: a field in search of micro-foundations”, *Strategic Organization* 2005 (with Teppo Felin).
- Academy of International Business, Best Paper Award 2003.
- Jorck’s Prize 2000 for research in social science.
- The Statoil Prize 1997 for research in management studies.
- Copenhagen Business School Prize 1996 for excellence in teaching.
- The Tietgen Prize 1993 for ph.d. dissertation
- The Frederik Zeuthen Prize 1989 for best economics master thesis of the year.

### Conference Organization

- Track director, “behavioral strategy,” Strategic Management Society conference, Minneapolis, 19-22, 2019.
- Organized (with Anna Grandori and Margaret Blair) the 18th International Summer School on Adaptive Economic Dynamics at the University of Trento on “New Thinking on the Firm,” 5-17 June 2017.
- Organized the 2017 Strategic Management Society Special Conference on “Strategic Human Capital” in Milano (Bocconi U., 31. March to 1 April; with Alfonso Gambardella, Russ Coff, and Patrick Wright).
- Organized the 2014 Strategic Management Society Special Conference on “Microfoundations” (CBS, June 2014; with Torben Pedersen).
- Organized several major international conferences at the CBS, such as the DRUID 1998 conference.

- About 30 paper presentations, symposia, and PDWs at the Academy of Management since 2000, many as co-organizer; about 15 paper presentations, symposia, panels and PDWs at the Strategic Management Society Conference since 2005.

### Keynote Talks

- “Should Management Theory be Rethought?”, BI Research Day, 28 Nov, 2024.
- “Rethinking Managerial Authority,” European Academy of Management (EURAM) Conference, 26 June, 2024, Bath.
- “Knightian Uncertainty and Behavioral Strategy.” SKEMA-Paris, 22 April, 2024.
- “Ownership Competence.” EURAM Corporate Governance IG, Dublin, 16 June, 2023.
- “Collective Motivation and Firm Organization.” II. Relational Economics Conference, Essec, Paris, 8-9 September, 2022
- “The XX Factor in Firm Innovation.” “Innovation and Entrepreneurship Conversations,” Imperial College, 12. September, 2019
- “Employees Behaving Badly: Hierarchical Form and Opportunism,” Paris Business School, 17. May, 2019.
- “Understanding Integrator Firms.” Leeds University Business School Distinguished Speaker Series, 11. November, 2018
- “Linking Top Managers and Business Model Innovation,” Business Model Society Conference, Firenze, 7. June 2018.
- “The Microfoundations Project,” AIMS Conference, Rennes, France, 27 May 2014.
- “What is Collective Motivation?”, 10th CORS conference, Ribereiro Preto, Brazil, 8 October, 2013.
- “Collective Motivation and the Theory of the Firm.” German Association for University Professors in Management, 24. May 2013.
- “The Role of Business Schools in the Growth Process,” FIBE Conference, Norwegian School of Economics, 10. January 2013.
- “The Continuing Relevance of Austrian Capital Theory,” Hayek Lecture, The Ludwig von Mises Institute, 8 March, 2012.
- “Understanding Open Entrepreneurship,” The Sherlock Hibbs Memorial Lecture, University of Missouri, 6 March, 2012.
- “The Organization of Entrepreneurial Firms,” The Crafoord Memorial Lecture (with Jay Barney, Peter Klein and John Matthews), Lund University, 07 September, 2010.
- “Motivational Microfoundations for Macro Management Research,” Yearly Meeting of the Association of Spanish Professors in Management, ACEDE, Toledo, 9-11 September, 2009.
- “Towards the micro-level origins of organizational routines and capabilities”, Conference on Routines and Capabilities, Rotterdam School of Management, 12-13 June, 2009. Also given as keynote talk to a Workshop on Routines and Capabilities, Lund University, 25 June, 2009
- “Micro-foundations of Capabilities,” DRUID conference, June 2009.
- “The Entrepreneurial Theory of the Firm”, Conference on Market, Marketing, Entrepreneurship: Creating and Capturing Value in the 21st Century, Antalya, 6-9 April, 2009.
- “Social Capital in the Multinational Corporation”, “Social Capital in International Business,” Norwegian School of Economics and Business Administration, 10-12 November, 2008.
- “The Future of Knowledge Management,” Strategic Management Society Conference, Köln, 12-15 October, 2008.
- “Property Rights and Competitive Strategy,” BYU-UUtah Conference on Strategy,” February 2008.
- “Capabilities and Transaction Costs: The Problem of Micro-Foundations,” keynote speech, “Shifting Boundaries,” Bristol University Business School, 3 September 2004.
- “Knowledge and Organization in the Theory of the Multinational Corporation: Some Foundational Issues,” European International Business Academy, Copenhagen, 10 December 2003.

- “Austrian Economics and Business Administration,” German Association of University Professors in Management, Freiburg, 8 June 2001.
- “Capabilities, Confusion, and Interfirm Coordination,” “Cooperation Industrielle: Diversité et Synthèse,” 3 May 1999, Université Paris-Sud.

### PhD students

The following persons are those for whom I have served as the *main* supervisor. In addition, I have been secondary supervisor for several other PhD students (not listed), as well as several visiting PhD students (not listed). Degree year in parantheses.

1. Volker Mahnke (1999; Full Professor, CBS, Edinburgh U.; deceased).
2. Mikael Iversen (2000; Independent Consultant)
3. Hans Chr. Garmann Johnson (2001; Full Professor, Agder University)
4. Jukka Kaisla (2002; Associate Professor, Helsinki Metropolia University of Applied Sciences Business School)
5. Lasse Lien (2003; Full Professor, Norwegian School of Economics)
6. Dana Minbaeva (2004; Full Professor, King’s College, London)
7. Mia Reinholdt (2008; Associate Professor, CBS; Head of Analytics, Leo Pharma)
8. Line Gry Knudsen (2009; Senior Consultant, DEA)
9. Mie Harder (2011; Consultant, Grace).
10. Stefan Linder (2011; Full Professor, ESSEC)
11. Jakob Lyngsie (2013; Full Professor, Southern Denmark University).
12. Diego Stea (2013; Associate Professor, CBS)
13. Kåre Moberg (2014; Senior Analyst; Danish Foundation of Entrepreneurship)
14. Andreas Distel (2016; Assistant Professor, Rotterdam School of Management)
15. Henrik Jensen (2016; Senior Purchasing Officer, Oslo Municipality).
16. Klement Rasmussen (2017) (Vice President, Danske Bank)
17. Matilde Fogh Kirkegaard (2018; Head of Behavioral Research Unit, Nordea Bank)
18. Jang Woo Kim (Bocconi U) (2020) (Assistant Professor, National University of Taiwan).
19. Kristine Ringvold (NHH) (2022) (Senior Consultant, Telenor)
20. Stefan Rühl (expected to graduate in 2025).

### Post Docs

1. Tina Saebi (NHH), 2012-2014. (Assoc. Prof., Norwegian School of Economics).
2. Chloe Xu (CBS), 2020-2024 (Assist. Prof, Tillburg University).
3. Timo Ehrig (CBS), 2020-2023 (Assoc. Prof., Université Libre de Bruxelles).

### Editorial and Editorial Review Board Service

- Departmental editor, *Journal of International Business Studies*, 2002-2006.
- Associated Series Editor, Routledge Studies in Industrial Dynamics, 2011-.
- Series Editor, Pickering & Chatto, Modern Heterodox Economics, 2012-
- Advisory Board member, Cambridge University Press Element series on Reinventing Capitalism in the 21<sup>st</sup> Century, 2021-
- Consulting editor, *European Management Review*, 2022 - ; *Business Research Quarterly*, 2024-
- Associate editor
  - *Journal of Management and Governance* 2003-2006
  - *European Management Review* 2007-2013.
  - *Journal of Organization Design*, 2020-
- Member of the editorial/advisory/review board
  1. *Strategy Science*, 2024-
  2. *Strategic Entrepreneurship Journal*, 2023-

3. *Strategic Change*, 2023-
4. *European Management Review*, 2022-
5. *Strategic Management Review*, 2018-
6. *Academy of Management Review*, 2018-2020
7. *Academy of Management Journal*, 2016-2019.
8. *Nordic Journal of Business* 2015-
9. *International Journal of Entrepreneurial Behaviour and Research* 2015-
10. *Oxford Research Reviews: Business and Management* 2012-.
11. *Contemporary Economics* 2012-
12. *Organization Science* 2008-2018
13. *Strategic Management Journal* 2007 –
14. *Academy of Management Perspectives*, 2012-18.
15. *Journal of Management* 2008-2011.
16. *Journal of Management Studies* 2009-2011.
17. *Long Range Planning* 2004-
18. *Strategic Organization* 2002-2023
19. *Economia e Politica Industriale* 2009 -
20. *Industry and Innovation* 2005-
21. *International Studies of Management and Organization* 2000-
22. *Journal of Economic Methodology* 2001-2009.
23. *Journal of Institutional Economics* 2003-
24. *Journal of Management and Strategy* 2007-
25. *International Journal of Strategic Change Management* 2005-
26. *International Journal of Intelligent Enterprise* 2006 -
27. *Russian Management Journal* 2005-
28. *Nankai Management Review* 2006 –
29. *Nankai Business Review International*, 2009-
30. *European Business Forum*, 2005-2007.
31. *Quarterly Journal of Austrian Economics* 1999-
32. *Review of Austrian Economics* 1999-
33. *Journal des Economistes et des Etudes Humaines* 2001-2006.
34. *Nordiske Organisasjonsstudier* 1999-2019.

### **Board and Committee Memberships**

- Chair (2020), Program Chair (2019). Behavioral Strategy Interest Group, Strategic Management Society (Associate Program Chair, 2018).
- Member of the Prize Committee for the Solvay Prize, Belgium (2015).
- Board of Directors, Strategic Management Society, 2014-2016
- Advisory Board, School of Management, Politecnico di Milano, 2013-2016.
- European Research Council (Panel Member, Economics and Management Panel, Advanced Grants), 2011-2016.
- Academic Advisory Council, RSB Rennes (2014-2019).
- Steering Committee, Center for Service Innovation, Norwegian School of Economics and Business Administration, 2011-2012.
- Academic Advisory Council, Department of Innovation, University of Groningen, 2011-
- Academic Advisory Council, CORS, Universidade de São Paulo, 2011-
- Research Committee, Business Policy and Strategy Division, Academy of Management, 2008-2010
- Academic Council (Senate), Copenhagen Business School, 2002-2004
- Academic Advisory Board, Center for Policy Studies ([www.cepos.dk](http://www.cepos.dk)), 2007-.
- Board of Directors, Center for Policy Studies ([www.cepos.dk](http://www.cepos.dk)), 2004-2005.

- National Committee for the Evaluation of Dutch Management Research (2001-2002)
- Committee for the Research Prize, BI, Oslo, 1999-2003
- Board of Directors, Basisbank, 2001-2002
- Board of Directors, Danish Research Unit for Industrial Dynamics, 2002-2005
- Board of Directors, The European Association for New Institutional Economics, 2000-2003

### Selected Other Outreach

- Bi-weekly columnist, *Børsen*, 2016-2017.
- Columnist, *Berlingske*, 2020-2023.

### Major grants

- “Human Capital, Organization Design, and Performance” World Class Research Environment at the Copenhagen Business School, 2014-2016 (5 mio DKK (approx. 650k EUR); internal CBS grant).
- “SMG World Class Research Environment at the Copenhagen Business School,” 2008-2013 (5 mio DKK; internal CBS grant).
- 2008 - 2012: 2,5 million DKK (appr. 320k EUR) grant from the Danish Social Science Research Council for a research program on “Entrepreneurship in an Organizational Context (ENOC)”.
- 2005 - 2009: Established the Center for Strategic Management and Globalization (SMG) which had department status at CBS, and became a regular department 1. January 2011. SMG was supported with an annual grant of 500k EUR. Director of the SMG.
- 2005-2008: 3,5 million DKK (appr. 450k EUR) grant from the Danish Social Science Research Council for a research program called “Foundations of Knowledge Sharing” which ran from 1 April 2005 to 1 August 2008.
- 2003-2005: I established the Center for Knowledge Governance at Copenhagen Business School which funded internally by CBS (1,5 million Danish Kroner; appr. 200k EUR)..
- 2000-2003: 6 million DKK (appr. 800k EUR) grant from the Danish Social Science Research Council for a research program called “Learning, Incentives and Knowledge” which ran from 1 January 2000 to 1 August 2003.

### Service as reviewer

- **Funding bodies:** National Science Foundation, US; European Science Foundation; Economic and Social Research Council, UK; European Research Council; Swiss National Science Foundation; European Research Council; Flemish Research Council; The Research Council of Norway; Hong Kong Research Council.
- **Book publishers:** University of Chicago Press, Cambridge University Press, Oxford University Press, Michigan University Press, Routledge, Kluwer, Edward Elgar, Elsevier, SAGE.
- **Journals:** *Journal of Political Economy*, *Administrative Science Quarterly*, *Academy of Management Review*, *Academy of Management Journal*, *Strategic Management Journal*, *Organization Science*, *Leadership Quarterly*, *European Management Review*, *The Economic Journal*, *Management Science*, *Journal of Law, Economics, and Organization*, *The Journal of Management Studies*, *Organization Studies*, *International Journal of the Economics of Business*, *International Journal of Industrial Organization*, *Industrial and Corporate Change*, *Management Science*, *Research Policy*, *Journal of Economic Behavior and Organization*, *Managerial and Decision Economics*, *Management and Organization Review*, *Journal of Institutional and Theoretical Economics*, *Journal of Evolutionary Economics*, *Omega*, *Journal of Libertarian Studies*, *The Cambridge Journal of Economics*, *Journal of Economic Studies*, *Journal of Economic Methodology*, *Management International Review*, *R&D Management*, *The Review of Political Economy*, *The Review of International Political Economy*, *Economie et Institutions*, *Independent*



*Review, Journal of Management and Governance, Review of Austrian Economics, Quarterly Journal of Austrian Economics, Journal of Cleaner Production, Scandinavian Journal of Management, International Studies of Management, Cultural Dynamics and Organization, Scottish Journal of Political Economy, Eastern Economic Journal, Strategic Management Review; Sociological Methods and Research; Journal of Industrial and Business Economics; Human Relations; Technovation.*

### **Submitted**

1. (with Marlon Alves and Vincenzo Astola). “A Word to the Wise: Investigating the Differential Effects of Cognitive Types on Informal Knowledge Sharing.” *Strategic Management Journal*.
2. (with Paul Hunermund and Yannick Bammens). “How AI shapes Ecosystems.” *Academy of Management Review*.
3. (with Christine Beckman, Henrich Greve, Johannes Luger, and John Kim): “How Do Firms Select Social Referents.” *Academy of Management Annals*.
4. (with Maria Halbinger and Toke Reichstein). “Decision-Making Timing and Quality: Do Entrepreneurs Differ?” *Research Policy*.
5. (with Urszula Ayache and Tina Saebi). “Harmonising the Hive: the role of communication strategies in constructing ecosystem coherence.” *Journal of Management Studies*.
6. (with Shuping Li). “Hard Information in Monitoring and Managerial Incentives for R&D Investments.” *Long Range Planning*.
7. (with Piotr Makowski and Siegwart Lindenberg). “When routines fall apart.” *Journal of Management*.
8. (with Jacob Lyngsie). “‘Breakin’ up is hard to do: The gender-specific effects of CEO divorce on firm performance and employee outcomes.” *Organization Science*.

### **Revise and resubmit**

1. (with Mario Amore, Morten Bennis, and Bordin Bordeierath). “CEO Succession and Family Firm Innovation.” *Strategy Science*.
2. (with Sabra Khajehnejad and Stefan Linder). “Performance Manipulation as a Reaction to the Prevalence of Gossip: The Role of the Self-monitoring Trait.” *Contemporary Accounting Research*.
3. (with Robert Burgelman and Kristian Sund). “Business Model Innovation: The Role of Conflict.” *Journal of Management Studies*.
4. (with Jens Schmidt and David J Teece). “Cognitive entrepreneurial leadership, systemic innovation, and the creation of innovation ecosystems.” *Journal of Management Studies*.
5. (with Tianjao Xu and Paul Hünernmund). “The impact of technological change on knowledge production and exchange: Superstar, gender, and knowledge proximity effects in strategy research seminars.” *Strategic Management Journal* (reject & resubmit).
6. (with Carmen Dorobat, Peter G Klein, and Matt McCaffrey). “Knightian uncertainty in entrepreneurship research: Progress and prospects.” *Entrepreneurship Theory and Practice*. (3<sup>rd</sup> round).
7. (with Peter G Klein). “Socialism, capitalism, and entrepreneurship.” *Journal of Management Studies*.
8. (with Marko Kohtamäki and Rodrigo Rabetino). “Business Model Innovation: The microfoundational interplay between individuals, practices, and organizational design.” *Journal of Product Innovation Management* (3<sup>rd</sup> round).
9. (with Kristin Ringvold and Frank Elter). “Managing Business Model Replication in a Digital World: The Case of Telenor.” *Journal of International Management*.

10. (with Peter G Klein and Ludvig Levasseur). "CEO Time Perspective, Firm Resources, and Dynamic Capabilities." *Journal of Business Research*.
11. (with Peter G Klein and Samuele Murtinu). "A Knightian Perspective on Entrepreneurial Experimentation." *Review of Austrian Economics*.
12. (with Magne Angelshaug and Tina Saebi). "Steering Managerial Attention Towards Business Model Innovation: The Role of Organization Design." *Journal of Business Research*.
13. (with Samuele Murtinu and Peter G Klein). "Stakeholder enrollment under Knightian uncertainty: a Knightian approach." *Small Business Economics*.
14. (with Ambra Mazzelli). "How learning and legitimacy goals influence firm R&D intensity." *BRQ Business Research Quarterly*.
15. (with Phillip Nell and Torben Pedersen). "Strategy Implementation in Firms: How a Climate of Headquarters Intervention Shapes Subunit Strategy Implementation." *British Journal of Management*.
16. (with Angelo Cavallo and Massimo Colombo). "Internal organization for building absorptive capacity in open innovation contexts: Gate-keeping, specialization, and delegation." *Industrial and Corporate Change*.
17. (with Magne Angelshaug, Lasse Lien, & Tina Saebi). "Uncertainty versus urgency: When top management team diversity hinders business model innovation." *Technological Forecasting & Social Change*.
18. (with Daniel Andrews and Stav Fainschmidt). "Organizing the hybrid governance of global public goods." *Strategic Organization*.

#### **Working Papers (completed papers; under revision)**

1. "How is strategy useful in a world of Knightian Uncertainty? (And how is Knightian uncertainty useful to strategy?)."
2. (with Caleb Bernacchio). "Microfoundations of Managerial Authority: A Self-Determination Perspective."
3. (with Shuping Li, Xuyuang Chang, and Jing Xie). "At Risk or in Charge? Corporate Social Responsibility as Impression Management for CEO Employment Risk."
4. (with Ambra Mazzelli, Siegwart Lindenberg and Raphael Wittek). "Extreme Contexts and the Role of Rules in Fostering Resilience-conducive Mindsets: A Goal-framing Perspective."
5. (with Domenico Appio, Francisco Appio, and Josip Kotlar). "Phoenix rising: Family business owners and ownership competence".
6. (with Francesco Appio). "Learning by Deviating and the Emergence of Scientific Breakthroughs."
7. (with Eric Mota and Peter G Klein). "Capability creation in public-private cooperation: An ethnographic assessment of the challenges and opportunities of heterogenous collaboration."
8. (with Aureliu Sindila and Xueyong Zhan). "The power of Now: Integrating time and organizational resilience."
9. (with Per Bylund, Peter G Klein and Mark Packard). "The Judgment-based Approach to Entrepreneurship: Content, Critiques, Rebuttals."
10. (with Claudio Panico) "Who controls what and when? How timing and control influence coordination and incentives in joint projects."
11. (with Libby Weber). "Behavioral Transaction Cost Economics."
12. (with Lance Cosaert, Henk Volberda, and Jatinder Sidhu). "Path Dependency or Managerial Agency? A Meta-analysis of the Antecedents of Absorptive Capacity."

13. (with Bob Bastian). “Metacognition, Stakeholder Enrollment, and Then What? Cognitive Feedback, Debiasing, and Belief Consistency in the Entrepreneurial Process.”
14. (with Guilherme Fowler Monteiro and Sergio Lazzarini). “Dynamic capabilities, economizing capabilities, and the logics of scaling: towards a theory of the scale-up firm.”
15. (with Ambra Mazzelli). “Problemistic search: mental representations and courses of action.”
16. (with Yinqui Tang and Libby Weber). “Biases and Boundaries: A Bounded-rationality-augmented Transaction Cost Theory.”
17. (with Yinqui Tang, Wenqian Wang, and Yongqiang Chen). “Using the resource-based view to explain vertical firm boundaries: A systematic review and suggestions for research.”
18. (with Fabio Zona). “Strategic Investments and Executive Compensation: Putting Ambiguity Into the Behavioral Agency Model.”
19. (with Peter G Klein, Ram Mudambi and Samuele Murtinu). “The Dark Side of Diversification.”

### Emerging paper projects

1. (with Jacob Lyngsie and Shuping Li). “Trickle Down or Queen Bee?”
2. (with Christian Bjørnskov and Ambra Mazzelli). “Covid Policy Stringency and Gender in Politics.”
3. (with Christian Asmussen). “How Market Structure and Efficiency Interacts.”
4. (with Christian Asmussen and Andrea Fosfuri). “Unawareness and Corporate Social Responsibility.”
5. (with Jackson Nickerson and Libby Weber). “Adapting to Disturbances: Processes of Inquiry and Internal Organization.”
6. (with Jacob Lyngsie and Tianjao Xu). “Determinants of External Hiring.”
7. (with Tianjao Xu). “Firm Ownership and Political Connections.”

### Articles in reviewed journals

1. (with Bob Bastian). “The Structural and Cognitive Mechanisms of Stakeholder Mobilization Processes in Entrepreneurship.” *Behavioral and Brain Sciences*.
2. (with Peter G Klein). “Ideology and Organizational Dynamics: Clarifying and Generalizing Our Argument.” *Academy of Management Perspectives*.
3. (with Youyan Chang, Shuping Li, Jing Xie, and). “Compensation Peer Effects of Corporate Social Responsibility.” *Journal of Corporate Finance*.
4. (with Ambra Mazzelli). “Managers and Management in Strategic Management.” *Journal of Business Research* (2025).
5. (with Francesca Melilo, Toke Reichstein and Virgilio Failla). “When Inequality Means Equity: Horizontal Wage Dispersion and Employee Mobility.” *Industrial and Corporate Change* (2025)
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7. (with Peter G Klein). “Counterpoint: Does Strategy Need New Foundations? No” *Journal of Management Studies* (2025).
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