

Publications JProf. Dr. Julia Katharina de Groot

(as of December 2022)

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Publications until June 2016 are under the name of Julia K. Froehlich

Refereed Journal Articles

1. Schell, S., **de Groot, J.K.**, Richard, S., Hack, A., & Kellermanns, F. (accepted for publication). The role of affect in the selection of nonfamily top management team members in family businesses. *Long Range Planning*.
2. **de Groot, J. K.**, & Kammerlander, N. (2022). Breaking with the past to face the future? Organisational path dependence in family businesses. *Organization Studies*. <https://doi.org/10.1177/01708406221134229>
3. Deferne, M., Bertschi-Michel, A., & **de Groot, J. K.** (2022). The role of trust in family business stakeholder relationships: A systematic literature review. *Journal of Family Business Strategy*, 100501. <https://doi.org/10.1016/j.jfbs.2022.100501>
4. Gibbert, M., **de Groot, J. K.**, Hoegl, M., & Mendini, M. (2022). Recognizing new complementarities before they become common sense – The role of similarity recognition. *Organizational Dynamics*, 100915. <https://doi.org/10.1016/j.orgdyn.2022.100915>
5. **de Groot, J. K.**, Soluk, J., Laue, S.-L., Heck, M., & Kammerlander, N. (2022). How can family-owned Mittelstand firms use their unique resources to master the age of digitalization? The role of family historical, venture, and collaborative capital. *Business Horizons*. <https://doi.org/10.1016/j.bushor.2022.04.001>
6. **de Groot, J.K.**, Schell, S., Kammerlander, N., & Hack, A. (2022). The role of similarity and complementarity in the selection of potential partners for open innovation projects in family firms. *Small Business Economics*. <https://doi.org/10.1007/s11187-022-00666-x>
7. **de Groot, J. K.**, & Bertschi-Michel, A. (2021). From intention to trust to behavioral trust: Trust building in family business advising. *Family Business Review*, 34(2), 132-153. <https://doi.org/10.1177/0894486520938891>
8. **de Groot, J. K.**, Kleindienst, I., Hoegl, M., Schweizer, D., & Laamanen, T. (2021). Similarity perceptions in investor reactions to acquisition announcements. *Long Range Planning*, 54(1), 1-21. <https://doi.org/10.1016/j.lrp.2019.101946>
9. **de Groot, J. K.**, Gruetter, M., & Koch, A. (2021). *Everything comes at a price: The influence of job seekers' motives on preference in the trade-off between pay and leisure*. *German Journal of Human Resource Management*, 35(4), 385–408. <https://doi.org/10.1177/2397002220981961>

10. **de Groot, J. K.**, Conrad, W., Hack, A. (2020). How can family businesses survive disruptive industry changes? Insights from the traditional mail order industry. *Review of Managerial Science*, 15, 2239-2273. <https://doi.org/10.1007/s11846-020-00424-x>
11. **de Groot, J. K.**, Schell, S., Kammerlander, N., & Hack, A. (2020). Overcoming the Similarity-Complementarity Dilemma in Open Innovation Partnerships. *Academy of Management Best Paper Proceedings*. 2020(1). <https://doi.org/10.5465/AMBPP.2020.47>
12. Schell, S., **de Groot, J. K.**, Moog, P., & Hack, A. (2020). Successor selection in family business — a signaling game. *Journal of Family Business Strategy*, 11(3), 100286. <https://doi.org/10.1016/j.jfbs.2019.04.005>
13. **de Groot, J. K.** & Backmann, J. (2020). Initiating open innovation collaborations between incumbents and startups: How can David and Goliath get along?. *International Journal of Innovation Management*, 24(2), 2050011. <https://doi.org/10.1142/S1363919620500115>
14. **de Groot, J. K.**, Mendini, M., & Gibbert, M. (2019). In the eye of the beholder: The role of cognitive style and similarity in the evaluation of brand extensions. *Journal of Consumer Behaviour*, 18(1), 63-73. <https://doi.org/10.1002/cb.1741>
15. Schell, S., **de Groot, J. K.**, Hack, A., & Kammerlander, N. (2018). We are family!? Disentangling the owner family in family business. *Academy of Management Best Paper Proceedings*. 2018(1). <https://doi.org/10.5465/AMBPP.2018.174>
16. **de Groot, J. K.** & Schell, S. (2018). Insights on the self-identity of the descendants of family business owners: The case of German Unternehmerkinder. *International Journal of Entrepreneurship and Small Business*, 33(1), 112-131. <https://doi.org/10.1504/IJESB.2018.088684>
17. **Froehlich, J. K.**, Hoegl, M., & Gibbert, M. (2015). Idea selection in suggestion systems: A thematic similarity perspective. *R&D Management*, 46(5), 887-899. <https://doi.org/10.1111/radm.12154>
18. **Froehlich, J. K.**, Hoegl, M., & Weiss, M. (2015). Thematic thinking and individual performance in research and development. *Journal of Product Innovation Management*, 32(6), 939-953. <https://doi.org/10.1111/jpim.12210>
19. **Froehlich, J. K.**, & Hoegl, M. (2012). Thematic ideation - antecedents and consequences of individuals' thematic similarity recognition. *Creativity and Innovation Management*, 21(4), 443-456. <https://doi.org/10.1111/caim.12007>
20. Blickle, G., **Froehlich, J. K.**, Ehlert, S., Pirner, K., Dietl, E., Hanes, T. J., & Ferris, G. R. (2011). Socioanalytic theory and work behavior: Roles of work values and political skill in job performance and promotability assessment. *Journal of Vocational Behavior*, 78(1), 136-148. <https://doi.org/10.1016/j.jvb.2010.05.010>

Monographs and Book Chapters

1. Thom, N., & de Groot, J.K. (2019). Ideenmanagement in der Schweiz–Vergangenheit–Ist–Zukunft. In *Ideen erfolgreich managen* (pp. 99-110): Springer.
2. Froehlich, J. K. (2016). **Thematisches Denken**. In Abele, T. (ed.) *Die frühe Phase des Innovationsprozesses: Neue, praxiserprobte Methoden und Ansätze: 7-30*. Berlin: Springer Gabler.
3. Froehlich, J. K., Gibbert, M., & Hoegl, M. (2014). *Using Thematic Thinking to achieve Business Success, Growth, and Innovation: Finding Opportunities where others don't look*. New York: Financial Times Press.
4. Froehlich, J. K. (2013). *Thematic Similarity and Managerial Decision Making*. Vallendar: Self-published.

Publications in Practice-Oriented Journals/Others

1. Schell, S., Richard, S., de Groot, J. K., & Hack, A. (2021). Auswahlprozesse in Familienunternehmen. In: *Arbeitsberichte des Instituts für Organisation und Personal, Abteilung Personal, der Universität Bern*. Ausgabe 2021-1. Bern Open Publishing.
2. de Groot, J. K. (2020). Qualitative Online-Methodik in der Anwendungspraxis. *Ideen- und Innovationsmanagement*, 46(4): 124-128.
3. Wyrsh, P. C., de Groot, J. K., & Hack, A. (2020). Hoch (neuro) sensitive Mitarbeitende: Weicheier oder Wunderkinder? In: *Arbeitsberichte des Instituts für Organisation und Personal, Abteilung Personal, der Universität Bern*. Ausgabe 2020-1. Bern Open Publishing.
4. Niedermair, J., de Groot, J. K., & Hack, A. (2019): Mit Yoga zum Erfolg? Was wirklich hinter Achtsamkeit in Unternehmen steckt. In: *Arbeitsberichte des Instituts für Organisation und Personal, Abteilung Personal, der Universität Bern*. Ausgabe 2019-1. Bern Open Publishing.
5. Schell, S., de Groot, J. K., & Hack, A. (2018). Was das Familienunternehmen im Innersten zusammenhält – die Familie im Familienunternehmen. In: *Arbeitsberichte des Instituts für Organisation und Personal, Abteilung Personal, der Universität Bern*. Ausgabe 2018-2. Bern Open Publishing.
6. de Groot, J. K. & Schell, S. (2018). Innovation in Schweizer Familienunternehmen. In: *Arbeitsberichte des Instituts für Organisation und Personal, Abteilung Personal, der Universität Bern*. Ausgabe 2018-1. Bern Open Publishing.
7. de Groot, J. K. (2018). Unternehmerkind bleibt man ein Leben lang. *UniPress: 173: 8*.

8. **de Groot, J. K.** (2017). Ich bin nicht, was ich bin: Einblicke in die Identitätsbildung von Unternehmerkindern. *personalsCHWEIZ*: Juni 2017: 42-43.
9. **Froehlich, J. K.** (2015). Nachfolgeplanung in Familienunternehmen: Generationenwechsel als Chance. *personalsCHWEIZ*: Sonderausgabe Changemanagement, September 2015: 20-21.

Refereed Conference Contributions

1. Soluk, J., **de Groot, J.K.**, Schell, S., & Hack, A. (2022). Social Capital in Family Firms: The Roles of Trust and Openness. Paper presented at the **2022 Academy of Management Conference (AOM)**, Seattle, USA.
2. Soluk, J., **de Groot, J.K.**, Schell, S., & Hack, A. (2022). The Creation of Social Capital: A Multicase Study of Swiss Family Firms. Paper presented at the **2022 International Family Enterprise Research Academy Annual Conference (IFERA)**, Santander, ES.
3. Soluk, J., **de Groot, J.K.**, Schell, S., & Hack, A. (2022). Investigating the origins of social capital in family firms. Paper presented at the **2022 European Academy of Management Conference (EURAM)**, Winterthur, CH.
4. **de Groot, J.K.**, Gasser, J., Schmid, B., & Kammerlander, N. (2021). How Do Family Firm Characteristics Influence Strategic Path Formation and Path-Breaking. Paper presented at the **2021 Academy of Management Conference (AOM)**. Virtual.
5. Schell, S., de Groot, J.K., Hack, A., & Kellermanns, F. (2021). The role of emotions in the selection of family external top management team members in family firms. Paper presented at the **2021 Academy of Management Conference (AOM)**. Virtual.
6. Backmann, J. & **de Groot, J.K.** (2021). Daily Creativity: The Role of Personal Resources and Daily Negative Incidents. Paper presented at the **2021 Academy of Management Conference (AOM)**. Virtual.
7. **de Groot, J.K.**, Gasser, J., Schmid, B., & Kammerlander, N. (2021). Extending Organizational Path Dependency Theory by a Family Business Perspective. Paper presented at the **2021 European Academy of Management Conference (EURAM)**, Montreal, CA (virtual).
8. Schell, S., **de Groot, J.K.**, Urban, T., Hack, A., & von Schlippe, A. (2021). A multi-method investigation of how owner families develop family strategies. Paper presented at the **International Family Enterprise Research Academy Annual Conference (IFERA)**. Virtual.
9. Soluk, J., **de Groot, J.K.**, & Schell, S. (2021). Social Capital in Family Firms: A Circular Framework on the Role of Cognition, Trust, and Openness. Paper presented at the **2021 Family Entrepreneurship Research Conference (FERC)**. Virtual.

10. Feninger, M., & **de Groot, J.K.** (2021). Understanding Family Form Internationalization: Collaborating Dominant Coalitions, Uncovering Strategic Dissonances, and Un-Folding Risk Mitigation Strategies. Paper presented at the **2021 Family Entrepreneurship Research Conference (FERC)**. Virtual.
11. Schell, S., **de Groot, J.K.**, Richard, S., Hack, A., & Kellermanns, F. (2021) Emotions and decisions in family businesses – How family businesses select external TMT members. Paper presented at the **2021 Babson College Entrepreneurship Conference (BCERC)**. Virtual.
12. **de Groot, J.K.**, Urban, T., & von Schlippe, A. (2021) You Can't Choose Your Family - Or Can You? A Multi-method Investigation of How Business Owner Families Develop Family Member Selection Strategies. Paper presented at the **2021 Babson College Entrepreneurship Conference (BCERC)**. Virtual.
13. Backmann, J. & **de Groot, J.K.** (2020). The Role of Personal Resources in Fostering Creativity: An Experience Sampling Study. Paper presented at the **2020 European Academy of Management Conference (EURAM)**, Dublin, IR. Virtual.
14. **de Groot, J.K.**, Schell, S., Kammerlander, N., & Hack, A. (2020). How to Pick the Right Bride? On the Process of Partner Selection in Open Innovation Projects. Paper presented at the **2020 European Academy of Management Conference (EURAM)**, Dublin, IR. Virtual.
15. Deferne, M., Bertschi-Michel, & **de Groot, J.K.** (2020). A Systematic Review on Trust in Family Business Stakeholder Relationships. Paper presented at the **24th Annual Interdisciplinary Conference on Entrepreneurship and Innovation (G-Forum)**, Karlsruhe, DE. Virtual.
16. Schell, S., **de Groot, J.K.**, Urban, T., Hack, A., & von Schlippe, A. (2020). A multi-method investigation of how owner families develop family strategies. Paper presented at the **24th Annual Interdisciplinary Conference on Entrepreneurship and Innovation (G-Forum)**, Karlsruhe, DE. Virtual.
17. **de Groot, J.K.**, Schell, S., Kammerlander, N., & Hack, A. (2020). Overcoming the Similarity-Complementarity Dilemma in Open Innovation Partnerships. Paper presented at the **Academy of Management Conference (AOM)**. Vancouver, CA. Virtual.
18. Deferne, M., Bertschi-Michel, & **de Groot, J.K.** (2020). Family Business Stakeholder Relationships: Understanding the Roots of Their Trust. Paper presented at the **International Family Enterprise Research Academy Annual Conference (IFERA)**, Santander, ES. Virtual.
19. de Groot, J.K., Schell, S., Kammerlander, N., & Hack, A. (2019). Open Innovation in Family Firms: Why and How Do Family Firms Select Partners for Open Innovation?. Paper presented at the **23rd Annual Interdisciplinary Conference on Entrepreneurship and Innovation (G-Forum)**, Vienna, AT.

20. Niedermair, J., **de Groot, J. K.**, & Hack, A. (2019). Mind does not mind? Curvilinear effects between mindfulness and individual innovation behavior. Paper presented at the **2019 Academy of Management Conference (AOM)**. Boston, MA, US.
21. Schell, S., **de Groot, J. K.**, Stanley, L., & Cooper, J. (2019). Goals in balance: Linking commitment, goal alignment and innovative behavior in family firms. Paper presented at the **2019 Academy of Management Conference (AOM)**. Boston, MA, US.
22. Wyrsh, P., **de Groot, J. K.**, & Hack, A. (2019). Environmental sensitivity, work conditions, and organizational citizenship behavior. Paper presented at the **2019 European Academy of Management Conference (EURAM)**, Lisbon, PT.
23. Niedermair, J., **de Groot, J. K.**, & Hack, A. (2019). Meander in the maze of mediocrity? Nonlinear effects of mindfulness on individual innovation behavior. Paper presented at the **2019 European Academy of Management Conference (EURAM)**, Lisbon, PT.
24. Schell, S., **de Groot, J. K.**, Kammerlander, N., & Hack, A. (2019). Structural, hierarchical, and temporal dimensions as shapers of the owner family identity. Paper presented at the **2019 European Academy of Management Conference (EURAM)**, Lisbon, PT.
25. Schell, S., **de Groot, J. K.**, Kammerlander, N., & Hack, A. (2019). Opening the black box of the owner family identity: An empirical investigation. Paper presented at the **International Family Enterprise Research Academy Annual Conference (IFERA)**, Bergamo, IT.
26. Schell, S., **de Groot, J. K.**, Stanley, L., & Cooper, J. (2019). Disentangling the roles of goal alignment and commitment as antecedents of innovative behavior in family firms. Paper presented at the **International Family Enterprise Research Academy Annual Conference (IFERA)**, Bergamo, IT.
27. Gibbert, M., **de Groot, J. K.**, Hoegl, M., Estes, Z., & Mendini, M. (2018). *How understanding similarity can help to discover new complementarity*. Paper presented at the **22nd Annual Interdisciplinary Conference on Entrepreneurship and Innovation (G-Forum)**, Stuttgart, DE.
28. Schell, S., **de Groot, J. K.**, Kammerlander, N., & Hack, A. (2018). *The owner family identity: Temporal, structural, and hierarchical dimensions*. Paper presented at the **22nd Annual Interdisciplinary Conference on Entrepreneurship and Innovation (G-Forum)**, Stuttgart, DE.
29. Kakatkar, C., **de Groot, J. K.**, Fueller, J., & Spann, M. (2018). *The DNA of winning ideas: A network perspective of success in new product development*. Paper presented at the **2018 Academy of Management Conference (AOM)**. Chicago, IL, US.

30. Schell, S., **de Groot, J. K.**, Kammerlander, N., & Hack, A. (2018). *We are family!?* *Disentangling the owner family in family business*. Paper presented at the **2018 Academy of Management Conference (AOM)**. Chicago, IL, US.
31. Backmann, J., **de Groot, J. K.**, Razinskas, S., & Hoegl, M. (2018). *A cross-level investigation of charismatic leadership of top management teams*. Paper presented at the **2018 European Academy of Management Conference (EURAM)**, Reykjavik, IS.
32. **de Groot, J. K.**, Backmann, J., Chappuis, F., & Stammer, C. (2018). *Partnering up for innovation: The selection process in partnerships between incumbents and start-ups*. Paper presented at the **2018 European Academy of Management Conference (EURAM)**, Reykjavik, IS.
33. **de Groot, J. K.**, Gruetter, M., & Koch, A. (2018). *Everything comes at a price: The influence of job seekers' personality on preferences for pay and leisure*. Paper presented at the **2018 European Academy of Management Conference (EURAM)**, Reykjavik, IS.
34. Schell, S., **de Groot, J. K.**, Hack, A. & Kammerlander, N. (2018). *Disentangling the concept of the owner family in family business (research)*. Paper presented at the **2018 European Academy of Management Conference (EURAM)**, Reykjavik, IS.
35. Wyrsh, P., **de Groot, J. K.**, & Hack, A. (2018). *Environmental sensitivity: A new perspective on exploration, exploitation, prosociality, and burnout*. Paper presented at the **2018 European Academy of Management Conference (EURAM)**, Reykjavik, IS.
36. Schell, S., **de Groot, J. K.**, Stanley, L., & Cooper, J. (2018). *Commitment is not enough: Goal alignment as the key to performance in family firms*. Paper presented at the **International Family Enterprise Research Academy Annual Conference (IFERA)**, Zwolle, NL.
37. Treiber, T., **de Groot, J. K.**, von Schlippe, A., & Hack, A. (2018). *On the road to perdition: How do family effects influence strategic path dependencies?* Paper presented at the **International Family Enterprise Research Academy Annual Conference (IFERA)**, Zwolle, NL.
38. **de Groot, J. K.**, Conrad, W., Hack, A. (2017). *How can family businesses survive disruptive industry changes? Insights from the traditional mail order industry*. Paper presented at the **21th Annual Interdisciplinary Conference on Entrepreneurship and Innovation (G-Forum)**, Wuppertal, DE.
39. Schell, S., **de Groot, J. K.**, Hack, A., Kammerlander, N. (2017). *The family in family businesses – a conceptual model*. Paper presented at the **International Family Enterprise Research Academy Annual Conference (IFERA)**, Zadar, HR.
40. **de Groot, J. K.**, Conrad, W., & Hack, A. (2017). *Opportunity recognition and exploitation: how industry specifics and ownership affect entrepreneurial behavior in*

established companies. Paper presented at the **2017 European Academy of Management Conference (EURAM)**. Glasgow, GBR.

41. Backmann, J., **de Groot, J. K.**, & Razinskas, S. (2017). *Unpacking charismatic leadership of top management teams: A cross-level investigation*. Paper presented at the **2017 Academy of Management Conference (AOM)**. Atlanta, GA.
42. **Froehlich, J. K.**, & Schell, S. (2016). *Am I what I am? Insights on the self-identity of descendants of family business owners*. Paper presented at the **2016 European Academy of Management Conference (EURAM)**. Paris, FR.
43. Pratelli, C, **Froehlich, J. K.**, & Hack, A. (2015). *Does the apple fall far from the tree? Leadership style continuity in family businesses*. Paper presented at the **2015 Academy of Management Conference (AOM)**. Vancouver, CA.
44. Schell, S., **Froehlich, J. K.**, Moog, P., & Hack, A. (2015). *Successor selection in family businesses: A signaling approach*. Paper presented at the **2015 Academy of Management Conference (AOM)**. Vancouver, CA.
45. **Froehlich, J. K.**, & Ming, C. (2015). *Thematic thinking and cognitive style in the evaluation of brand extensions*. Paper presented at the **2015 Academy of Management Conference (AOM)**. Vancouver, CA.
46. **Froehlich, J. K.**, & Hack, A. (2015). *What makes a good idea? A signaling approach to the assessment of idea quality of innovation ideas*. Paper presented at the **2015 European Academy of Management Conference (EURAM)**. Warsaw, PL.
47. Schell, S., **Froehlich, J. K.**, Moog, P, & Hack, A. (2015). *Die Auswahl eines Unternehmensnachfolgers - Ein Signaling Game?*. Paper presented at the **2015 Konferenz der deutschsprachigen Forschungszentren und Institute für Familienunternehmen**. Friedrichshafen, DE.
48. Salm, L.J., **Froehlich, J. K.**, Hoegl, M., & Muethel, M. (2014). *Do you think how I think? Taxonomic and thematic thinking in teams*. Paper presented at the **2014 PDMA Annual Research Forum**. Denver, CO, US.
49. **Froehlich, J. K.**, Hoegl, M., Kleindienst, I., Schweizer, D., & Laamanen, T. (2014). *Thematic vs. taxonomic similarity: How type of similarity affects investor reactions to M&A announcements*. Paper presented at the **2014 Strategic Management Society Special Conference**. Copenhagen, DK.
50. **Froehlich, J. K.**, Hoegl, M., & Gibbert, M. (2014). *Finding the needle in the haystack: An investigation of the influence of idea character and idea presentation on idea survival*. Paper presented at the **2014 European Academy of Management Conference (EURAM)**. Valencia, ES.

51. Pratelli, C, **Froehlich, J. K.**, & Hack, A. (2014). *The role of the family in developing similar intergenerational leadership styles in family businesses*. Paper presented at the **2014 European Academy of Management Conference (EURAM)**. Valencia, ES.
52. Klammer, J, Van den Anker, F., **Froehlich, J. K.**, & de Groot, Z. (2014). *Successful community management: What drives user participation in online research communities?* Paper presented at the **2014 General Online Research Conference (GOR)**. Cologne, DE.
53. **Froehlich, J. K.** (2013). *Idea selection in suggestion systems: A thematic perspective*. Paper presented at the **2013 Academy of Management Conference (AOM)**. Orlando, FL, US.
54. **Froehlich, J. K.**, & Weiss, M. (2013). *Cognition and innovation performance: The role of similarity preference*. Paper presented at the **2013 European Academy of Management Conference (EURAM)**. Istanbul, TR.
55. Hoegl, M., **Froehlich, J. K.**, Kleindienst, K, & Schweizer, D. (2013). *Taxonomic vs. thematic similarity in mergers & acquisitions*. Paper presented at the **2013 European Academy of Management Conference (EURAM)**. Istanbul, TR.
56. **Froehlich, J. K.** (2012). *Connecting the dots – antecedents of individuals' thematic similarity recognition*. Paper presented at the **2012 Academy of Management Conference (AOM)**. Boston, MA, US.
57. **Froehlich, J. K.** (2012). *An empirical investigation of individual level antecedents of similarity preferences*. Paper presented at the **2012 European Academy of Management Conference (EURAM)**. Rotterdam, NL.
58. **Froehlich, J. K.**, & Gibbert, M. (2011). *What makes a jogging shoe similar to a Mp3-player? A process model of thematic ideation*. Paper presented at the **2011 Academy of Management Conference (AOM)**. San Antonio, TX, US.
59. Blickle, G., **Froehlich, J. K.**, Ehlert, S., Pirner, K, Dietl, E., Hanes T. J., & Ferris, G. R. (2010). *Socioanalytic theory and work behavior: Roles of work values and political skill in job performance and promotability assessment*. Paper presented at the **2010 Annual Meeting of the Southern Management Association (SMA)**. St. Petersburg, FL, US.