

# SVENJA FRIESS

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Institute for Strategy, Technology, and Organization  
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## ACADEMIC POSITIONS

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- 09/2024 - PRESENT    Institute for Strategy, Technology, and Organization ([ISTO](#)) | LMU Munich  
Post-doctoral Researcher
- 07/2019 - 08/2024    Max Planck Institute for Innovation and Competition  
Doctoral Researcher & Laboratory Manager (econlab)
- 09/2020 - 09/2022    Laboratory for Innovation Science at Harvard (LISH)  
Affiliated Researcher

## EDUCATION

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- 10/2019 - 01/2025    Munich Graduate School of Economics ([MGSE](#)) | LMU Munich  
Ph.D. in Economics; Co-advisors: Dietmar Harhoff, Florian Englmaier
- 01/2022 - 06/2022    Laboratory for Innovation Sciences at Harvard University ([LISH](#))  
Research Visit (Invited by Karim Lakhani)
- 10/2016 - 03/2019    LMU Munich  
M.Sc. Economics
- 08/2014 - 01/2015    University of Copenhagen  
Visiting Undergraduate Student
- 10/2012 - 08/2016    Heidelberg University  
B.Sc. Economics (30/180 ECTS Electives in Sociology, Political Science & Philosophy)

## RESEARCH INTERESTS

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- FIELDS:    Behavioral Organization Design, Strategy, Innovation Economics
- TOPICS:    Workplace Interactions: Non-monetary Incentives & Knowledge Transfers,  
Digital Collaboration Tools & Platforms, Gender & DEI

## WORKING PAPERS

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- "Breaking the Ice: Can Early Peer Activity Improve Platform Engagement and Persistence?  
(w/ Laura Rosendahl Huber, [Working Paper](#), under review at SMJ)
- "Reputational Concerns and Advice-Seeking at Work  
(w/ Marina Chugunova, Lea K. Heursen, [Working Paper](#), preparation for submission to JPE)
- "Firm Boundaries from the Outside in - How Firms can Improve Collaboration with Freelancers  
(w/ Tobias Kretschmer, Jonathan Jensen, Marlo Raveendran, Frederike Eulitz, Ted Liu, Gabby Burlacu,  
& Ariadne Papatheodorou-Harvati, [Working Paper](#), under review at CMR)
- "How Competition and Gender Composition Shape Creative Innovation Processes ([Working Paper](#))

## RESEARCH IN PROGRESS

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"Improving Cross-Boundary Freelancer-Firm Collaborations: An RCT with An Online Labor Platform"  
(w/ Jonathan Jensen, Tobias Kretschmer, Marlo Raveendran, Ted Liu, & Gabby Burlacu, *piloting stage*)

"Teaming Up (Un-)equally: The Competitive Dynamics of Heterogeneous Talent Teams"  
(w/ Benedikt Seigner, *data collection stage*)

"Generative AI in Knowledge Work: Experimental Evidence from a Low-Income Country"  
(w/ Silvia Castro, Hoa Ho, Maren Mickeler, *design stage*)

"Understanding and Shaping Digital Enterprise Collaboration Platforms for Knowledge Exchange"  
(w/ Laura Stojko, Lin Lin, Tobias Kretschmer, Michael Koch, & Klaus Moser, *manuscript in preparation*)

## GRANTS & SCHOLARSHIPS

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04/2025	Schmidt Sciences, "AI at Work"-Program Proposal Development Award, co-investigator (\$10,000)
01/2022 - 05/2022	Fulbright Scholarship Research Visit at Harvard University (€12,000)
08/2020	Diligentia Foundation Grant "Reputational Concerns & Advice-Seeking at Work", co-investigator (€22,000)
02/2013 - 03/2019	German Academic Scholarship Foundation ( <a href="#">Studienstiftung</a> ) Merit-based scholarship (€25,200)
08/2014 - 01/2015	German Academic Scholarship Foundation International scholarship (€2,850)

## INVITED SEMINARS & CONFERENCE PRESENTATIONS

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2025	Academy of Management Annual Meeting (scheduled); Organizational Economics Summer Symposium (OESS) (scheduled); Lindau Nobel Meeting in Economic Science (scheduled); IEBESS; University of Mannheim (invited talk); Workshop on Future of Work, Gender, and Digitization
2024	Conference on Field Experiments in Strategy (CFXS); NBER Summer Institute Personnel Economics (talk by co-author); Danish Research Unit on Industry Dynamics Conference (DRUID); Economic Science Association (ESA) World Meeting; Organizational Economics Summer Symposium (OESS); LMU Behavioral Brown Bag Seminar; Doctoral Seminar MPI for Innovation & Competition
2023	Colloquium for Personnel Economics (COPE); Centre for European Economic Research (ZEW, invited talk); Center for Research in Economics and Statistics (CREST, invited talk); 1st Organizational Economics Summer Symposium (OESS); Doctoral Seminar MPI for Innovation & Competition; LMU Behavioral Brown Bag Seminar; LMU Organizational Economics Chair Lunch
2022	5th Research on Innovation, Science & Entrepreneurship Workshop (RISE5); LMU Behavioral Brown Bag Seminar; 2nd Berlin Workshop on Public Economics: Gender Economics; ESA World Meeting; Strategy Science Conference; Doctoral Seminar MPI for Innovation & Competition; LMU Organizational Economics Chair Lunch
2021	Doctoral Seminar MPI for Innovation & Competition; LMU Organizational Economics Chair Summer Seminar
2020	Doctoral Seminar MPI for Innovation & Competition; LMU Behavioral Brown Bag Seminar; LMU Organizational Economics Chair Summer Seminar

## TEACHING

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PHD	"Platforms: Fundamentals & Recent Advances" (seminar, summer 2025, LMU Munich)
MASTER	"Project Course on Strategy, Technology, & Organization" (summer 2025, LMU Munich); Seminar paper supervision ("Advanced Topics in Organizational Economics", summer 2025, LMU Munich); MS Thesis supervision (1x, LMU Munich)
BACHELOR	"Strategic Organization Design" (lecturer, winter 2024/25, LMU Munich); Microeconomics 1 (TA, winter 2022/23, LMU Munich), Seminar paper supervision ("Diversity & Discrimination in Organizations: Insights from Empirical Research", summer 2025, LMU Munich), BS Thesis supervision (3x, LMU Munich)

## REFEREEING

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Research Policy, Schmalenbach Journal of Business Research, Southern Economic Journal, Industrial & Corporate Change, AOM conference 2025

## FURTHER ACADEMIC SERVICES

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2025	DISCUSSANT Munich Summer Institute ( <a href="#">MSI</a> ), CO-ORGANIZER MSI PhD Workshop
2024	DISCUSSANT MaxSI Workshop of MPI & CBS; DISCUSSANT <a href="#">RISE7</a> Workshop
FROM 12/2021	MENTOR to 1st year PhD students in Economics (3x, thereof 1x <a href="#">Women in Economics Initiative e.V.</a> )
12/2021	CO-ORGANIZER of <a href="#">RISE4</a> Workshop for Junior Economists
06/2021	CO-ORGANIZER of Bavarian Young Economists' Meeting
12/2020	CO-ORGANIZER <a href="#">RISE3</a> Workshop for Junior Economists
11/2020	DISCUSSANT <a href="#">TIME</a> Colloquium

## SUMMER SCHOOLS

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09/2021	Munich Graduate School of Economics (EBE & CRC TRR 190)
09/2019	<a href="#">FAIR</a> at the Norwegian School of Economics (NHH)
08/2018	London School of Economics & Political Science (LSE)

## LANGUAGES

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GERMAN	Native
ENGLISH	Fluent (University & Postgraduate Studies in English)
SPANISH	Conversational
FRENCH	Basic

## TECHNICAL SKILLS

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ADVANCED	Python, Stata, Qualtrics, MS Office, $\LaTeX$
BASIC	R, HTML, Git, oTree

## REFERENCES

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Available upon request.