



SVENJA FRIESS

Institute for Strategy, Technology, and Organization
School of Management | LMU Munich
Kaulbachstrasse 45
D-80539 Munich, Germany

Phone: +49 (0) 89 2180 6112
Email: s.friess@lmu.de
University website: 
Personal website: 

ACADEMIC POSITIONS

- 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 (MPI-IC)
Doctoral Researcher & Laboratory Manager (econlab)
- 09/2020 - 09/2022 Laboratory for Innovation Science at Harvard (LISH)
Affiliated Researcher

EDUCATION

- 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 Science at Harvard (LISH) | Harvard University
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

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

WORKING PAPERS

- "Breaking the Ice: Can Early Peer Activity Improve Platform Engagement and Persistence?"
(w/ Laura Rosendahl Huber, *Job Market Paper*, *Reject & Resubmit at Strategic Management Journal - ABS 4**)
- "Reputational Concerns and Advice-Seeking at Work"
(w/ Marina Chugunova, Lea K. Heursen, *Working Paper*, *R&R at Mangement Science - ABS 4**)
- "How Competition and Gender Composition Shape Creative Innovation Processes"
(*Working Paper*, *preparation for submission to Research Policy - ABS 4**)
- "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 Journal of Organization Design - ABS 2*)

RESEARCH IN PROGRESS

"Digital Enterprise Collaboration Platforms: An Interdisciplinary Progress Report"
(w/ Laura Stojko, Lin Lin, Tobias Kretschmer, Michael Koch, & Klaus Moser, *manuscript in preparation*)

"Pairing Up (Un-)equally: Coopetitive Dynamics with Heterogeneous Talent"
(w/ Benedikt Seigner, *data analysis stage*)

"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*)

"Generative AI in Knowledge Work: Experimental Evidence from the Global South"
(w/ Silvia Castro, Hoa Ho, & Maren Mickeler, *design stage*)

GRANTS & SCHOLARSHIPS

- 04/2025 Schmidt Sciences, "AI at Work"-Program
Project award, co-investigator (\$199,864)
- 08/2025 PostDoc Support Fund, LMU Munich (part of Bavaria's Excellence Initiative)
Field data collection & conference travel grants (€8,187)
- 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 ([Studienstiftung](#))
Merit-based scholarship (€25,200)
- 08/2014 - 01/2015 German Academic Scholarship Foundation
International scholarship (€2,850)

INVITED SEMINARS & CONFERENCE PRESENTATIONS

- 2025 Academy of Management (AOM) Annual Meeting; Organizational Economics Summer Symposium (OESS); Workshop on Future of Work, Gender, and Digitization (ESSEC); University of Mannheim (invited talk); IMEBESS
- 2024 Danish Research Unit on Industry Dynamics Conference (DRUID), Conference on Field Experiments in Strategy (CFXS); MaxSI Workshop of MPI & CBS, NBER Summer Institute - Personnel Economics (talk by co-author); Economic Science Association (ESA) World Meeting; 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); CREST (invited talk); OESS; Doctoral Seminar MPI for Innovation & Competition; LMU Behavioral Brown Bag Seminar; LMU Organizational Econ Chair Lunch
- 2022 Strategy Science Conference; University of Massachusetts Amherst (invited virtual talk); University of Utah (invited talk); 5th Research on Innovation, Science & Entrepreneurship Workshop (RISE5); LMU Behavioral Brown Bag Seminar; ESA World Meeting; 2nd Berlin Workshop on Public Economics: Gender Economics; Doctoral Seminar MPI for Innovation & Competition; LMU Organizational Economics Chair Lunch

TEACHING

- PHD "Platforms: Fundamentals & Recent Advances" (seminar, summer 2025, LMU Munich)
- MASTER "Project Course on Strategy, Technology, & Organization" (summer 2025, LMU Munich); "Advanced Topics in Organizational Economics" (seminar paper supervision, summer 2025, LMU Munich); MS thesis supervision (2x, LMU Munich)
- BACHELOR "Strategic Organization Design" (lecturer, winter 2024/25, LMU Munich); "Microeconomics 1" (TA, winter 2022/23, LMU Munich), "Diversity & Discrimination in Organizations: Insights from Empirical Research" (seminar paper supervision, summer 2025, LMU Munich), BS thesis supervision (3x, LMU Munich)

REFEREEING

Strategic Management Journal; Management Science; Research Policy; Industrial & Corporate Change; Schmalenbach Journal of Business Research; Southern Economic Journal; AOM Annual Meeting 2025, 2026; Strategic Management Society Annual Conference 2026

FURTHER ACADEMIC SERVICES

- 2026 CO-ORGANIZER MSI PhD Workshop
- 2025 DISCUSSANT Munich Summer Institute (MSI), CO-ORGANIZER MSI PhD Workshop
DISCUSSANT ESSEC Workshop on Future of Work, MASTER'S ADMISSION INTERVIEWS
- 2024 DISCUSSANT MaxSI Workshop of MPI & CBS; DISCUSSANT RISE7 Workshop
ORGANIZER & DISCUSSANT ISTO Homecoming alumni conference
- 2023 LEAD ORGANIZER MPI-IC's innov. & entr. department 10-year anniversary symposium
- FROM 12/2021 MENTOR to 1st year PhD students in Economics
(3x, thereof 1x Women in Economics Initiative e.V.)
- 12/2021 CO-LEAD-ORGANIZER of RISE4 Workshop for Junior Economists
- 06/2021 CO-ORGANIZER of Bavarian Young Economists' Meeting
- 12/2020 CO-ORGANIZER RISE3 Workshop for Junior Economists
- 11/2020 DISCUSSANT TIME Colloquium

SUMMER SCHOOLS

- 09/2021 Munich Graduate School of Economics (EBE & CRC TRR 190)
- 09/2019 FAIR at the Norwegian School of Economics (NHH)
- 08/2018 London School of Economics & Political Science (LSE)

LANGUAGES

GERMAN: Native; ENGLISH: Fluent (Graduate Studies in English); SPANISH: Conversational; FRENCH: Basic

TECHNICAL SKILLS

- ADVANCED Python, Stata, Qualtrics, MS Office, ~~TEX~~
- BASIC R, HTML, Git, oTree

REFERENCES

Available upon request.