Christian LINDER

Professor

Academy: Innovation

Research center: SKEMA Centre for Sustainability Studies

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Research interests

Entrepreneurship

Education

2025	Habilitation à Diriger des Recherches, Management, EM Strasbourg Business School, France
2017	Certification in the function of University Professor, Business administration, Management, Italy
2013	Doctorate, Philosophy, Munich School of Philosophy (HfPh), Germany
2011	Doctorate, Business administration, Engineering, Universität Stuttgart, Germany
2009	Bachelor of Arts in Philosophy, University of Ulm, Germany
2006	Master of Arts, Entrepreneurship, University of Hamburg, Germany
2004	Bachelor in Business Administration, Business administration, Management, University of Hamburg, Germany

Experience

Full-time academic positions

Since 2021	Professor, SKEMA Business School, France

Other academic affiliations and appointments

2017 - 2021	Associate Professor of Strategy and Leadership, ESCP Business School, Great Britain
2015 - 2017	Assistant Professor of Entrepreneurship, Free University of Bozen-Bolzano, Italy
2014 - 2015	Assistant Professor of Human Resource Management and Organizational Behavior (Akademischer Rat a.Z.), Otto-Friedrich-Universität Bamberg, Germany
2007 - 2012	Research Associate, Institute of Human Factors and Technology Management (IAT), Universität Stuttgart, Germany
2006 - 2007	Research Associate, Pforzheim University Business School, Germany

Other professional experiences

2012 - 2013	Research Manager, Institute of Employment Research of the German Federal Employment Agency (IAB), Germany
2004 - 2006	IT Consultant, STEEB Systemhaus, Germany

Other professional experiences

2002 - 2003 Heilerziehungspfleger, Ev. Stiftung Alsterdorf, Germany

Research grants, Awards and Honors

Awards and Honors

2023 First prize of the EBS Best Paper Award for their paper "Employee Incentives and Family Firm Innovation: A Configurational Approach", EBS University, Germany

Publications

Peer-reviewed journal articles

GOETHALS, S., BRIGHT, C. and LINDER, C. (2026). Towards a Justice-Oriented Human Rights Due Diligence Approach for Migrant Labor. *Business and Society*, 65(7), pp. 1916–1953.

LINDER, C. and SPERBER, S. (2026). Fit for tension: Firm size, innovation pressure, and the structure of operational renewal. *Journal of Management & Organization*, 32(1), pp. 55-75.

SPERBER, S. and LINDER, C. (2026). Top Managerial Network Relations for Knowledge Transfer: Exploring Gender Differences. *Creativity and Innovation Management*, 35(2), pp. 279-299.

POULIS, K., LINDER, C. and KASTANAKIS, M.N. (2026). The Sociology of Hype: Worthwashing at the Heart of Capitalism. *Sociological Review*.

LINDER, C., LECHNER, C. and VILLANI, E. (2025). Make it work - The challenge to diversity in entrepreneurial teams: A configurational perspective. *European Management Journal*, 43(1), pp. 74-88.

KASTANAKIS, M.N., KAMPOURI, K., LINDER, C., CHRISTOFI,, M. and DE MASSIS, A. (2025). Linking biases and paradoxes in the family entrepreneurship context: An integrative framework for future research. *Small Business Economics*, 64, pp. 935–956.

VILLANI, E., LINDER, C., DE MASSIS, A. and EDDLESTON, K.A. (2024). Employee Incentives and Family Firm Innovation: A Configurational Approach. *Journal of Management*, 50(5), pp. 1797-1835.

CRAWFORD, C., LINDER, C., LECHNER, C. and VILLANI, E. (2024). Outlier entrepreneurs: Nonlinear paths and novel ventures. *Journal of Business Venturing Insights*, 21(e00437).

FARAHBAKHSH, S., VILLANI, E., LINDER, C. and SALGE, T. (2024). How paradoxes shape members and the member–organization relationship: An identity threat perspective. *Organization Science*, 35(5), pp. 1571-1955, C2-C3.

SPERBER, S. and LINDER, C. (2024). When the going gets tougher: International assignments, external shocks and the factor of gender. *European Journal of International Management*, 23(4), pp. 537-567.

LINDER, C., GHOSH MOULICK, A. and LECHNER, C. (2023). Necessary conditions and theory-method compatibility in quantitative entrepreneurship research. *Entrepreneurship Theory and Practice*, 47(5), pp. 1971–1994.

SPERBER, S. and LINDER, C. (2023). Gender bias in IT entrepreneurship: The self-referential role of male overrepresentation in digital businesses. *European Journal of Information Systems*, 32(5), pp. 902-919.

VILLANI, E., LINDER, C., LECHNER, C. and MULLER, L. (2021). How do non-innovative firms start innovation and build legitimacy? The case of professional service firms. *Journal of Business Research*, 137, pp. 614-625.

RAUCH, E., MATT, D. and LINDER, C. (2020). Lean management in hospitality: methods, applications and future directions. *International Journal of Services and Operations Management*, 36(3), pp. 303-326.

LINDER, C. and SPERBER, S. (2020). “Mirror, Mirror, on the Wall – Who Is the Greatest Investor of all?” Effects of Better-than-Average Beliefs on Venture Funding. *European Management Review*, 17(2), pp. 407-426.

RAZMDOOST, K., ALINAGHIAN, L. and LINDER, C. (2020). New venture formation: A capability configurational approach. *Journal of Business Research*, 113, pp. 290-302.

LINDER, C. and FARAHBAKHSH, S. (2020). Unfolding the Black Box of Questionable Research Practices: Where Is the Line Between Acceptable and Unacceptable Practices? *Business Ethics Quarterly*, 30(3), pp. 335-360.

LINDER, C. (2019). Customer orientation and operations: The role of manufacturing capabilities in small- and medium-sized enterprises. *International Journal of Production Economics*, 216(October), pp. 105-117.

LINDER, C. (2019). 'Expatriates' motivations for going abroad: The role of organisational embeddedness for career satisfaction and job effort. *Employee Relations*, 41(3), pp. 552-570.

SPERBER, S. and LINDER, C. (2019). Gender-specifics in start-up strategies and the role of the entrepreneurial ecosystem. *Small Business Economics*, 53, pp. 533-546.

LINDER, C. and NIPPA, M. (2019). Jumping in at the deep end! The role of motivational forces in starting a new venture. *International Entrepreneurship and Management Journal*, 15, pp. 1363-1391.

LINDER, C. (2019). Learning from suppliers: a framework for operation innovation in small and medium sized enterprises. *Production Planning and Control*, 30(10-12), pp. 827-841.

LINDER, C., LECHNER, C. and PELZEL, F. (2019). Many Roads Lead to Rome: How Human, Social, and Financial Capital Are Related to New Venture Survival. *Entrepreneurship Theory and Practice*, 44(5), pp. 909-932.

LINDER, C. and SPERBER, S. (2019). Towards a deeper understanding of the emergence of process innovations: Which role do inter-organisational learning and internal knowledge exploitation play? *Journal of Engineering and Technology Management*, 53, pp. 33-48.

VILLANI, E., LINDER, C. and GRIMALDI, R. (2018). Effectuation and causation in science-based new venture creation: A configurational approach. *Journal of Business Research*, 83, pp. 173-185.

LINDER, C. and SEIDENSTRICKER, S. (2018). How does a component from a supplier with high reputation for product innovation improve the perception of a final offering? A process perspective. *European Management Journal*, 36(2), pp. 288-299.

DALLASEGA, P., RAUCH, E. and LINDER, C. (2018). Industry 4.0 as an enabler of proximity for construction supply chains: A systematic literature review. *Computers in Industry*, 99, pp. 205-225.

SPERBER, S. and LINDER, C. (2018). The impact of top management teams on firm innovativeness: a configurational analysis of demographic characteristics, leadership style and team power distribution. *Review of Managerial Science*, 12, pp. 285-316.

LINDER, C. and SPERBER, S. (2017). If what you want is not what you get: A communication-based approach to top managers' intended firm creativity and employees' failure to deliver. *European Management Review*, 14(3), pp. 227-246.

Book chapters

LINDER, C. (2019). The entrepreneurial criminal: How trust coordinates illicit drug cryptomarkets. In: Bruno Sergi and Cole C. Scanlon (ed.). *Entrepreneurship and Development in the 21st Century*. 1st ed. Emerald Publishing, pp. 171-189.

LINDER, C. and SPERBER, S. (2018). Leveraging reputation for product innovation through strategic co-branding. In: Ruchi Garg, Ritu Chhikara, Tapan Kumar Panda, and Aaarti Kataria eds. *Driving Customer Appeal through the Use of Emotional Branding*. 1st ed. IGI Global, pp. 248-262.

LINDER, C. (2017). Symbolic leadership in a transnational context: An investigation on leaders' adjustment and acceptance. In: Nuttawuth Muenjohn, Adella McMurray eds. *The Palgrave Handbook of Leadership in Transforming Asia*. 1st ed. London: Palgrave Macmillan, pp. 317-333.

SEIDENSTRICKER, S. and LINDER, C. (2016). Industrie 4.0: Die systematische Entwicklung hybrider Produkte als Basis für disruptive Innovationen. In: *Zwischen den Welten*. 1st ed. Cuvillier Verlag.

Non peer-reviewed journal articles

LINDER, C. (2016). Embeddedness and the International Workforce: Stylized Facts and Future Research Directions. *Global Business Review*, 17(3), pp. 541-565.

Book reviews

LINDER, C. (2025). Structural Injustice and Workers' Rights by Virginia Mantouvalou (Oxford University Press, 2023). *Business and Human Rights Journal*.

Editorials of a journal

LINDER, C., ROBINSON, S., MURATBEKOVA-TOURON, M., BOUNCKEN, R.B., FINDIKOGLU, M.N., GARBUIO, M. ... COLE, R. (2022). 40th anniversary editorial: Looking backwards to move forward in management research. *European Management Journal*, 40(4), pp. 459-466.

Conference proceedings

LINDER, C. and GOETHALS, S. (2024). Business Responsibility in Low-Carbon Transition: A Conceptual Model to Address Structural Injustice. *Academy of Management Proceedings*.

LINDER, C., LECHNER, C. and PELZEL, F. (2016). Many roads lead to Rome. A configurational analysis of strategies for new venture creation., 36, pp. article 10.

Conference presentations

GOETHALS, S. and LINDER, C. (2024). Responsibility in Sustainability Transition - A Conceptual Model to Address Structural Injustice. In: Academy of Management Annual Meeting. Chicago.

LINDER, C. (2020). On the causal complexity in management studies. In: SMS Annual Conference (Strategic Management Society).

LINDER, C. (2020). The promise of social innovation through entrepreneurship: A meta-regression analysis. In: Babson College Entrepreneurship Research Conference (BCERC). Knoxville.

LINDER, C. (2020). Temporal landmarks and firm survival. In: Babson College Entrepreneurship Research Conference (BCERC). Knoxville.

LINDER, C. (2020). Is ambidexterity always the key to success? An analysis of how SMEs realize operation innovations. In: BAM (British Academy of Management) Conference. Manchester.

LINDER, C. (2020). Philanthropic capital for social hybrids. In: 17th Annual Social Entrepreneurship Conference. Bloomington.

LINDER, C. (2019). A configurational analysis of innovative family firms: How incentives for innovation should vary depending on the tradition attachment. In: IFERA - The International Family Enterprise Research Academy Annual Conferences. Bergamo.

LINDER, C. (2018). New venture ordinary and dynamic capabilities and environmental dynamism: A qualitative comparative analysis approach. In: SMS Annual Conference (Strategic Management Society). Paris.

LINDER, C. (2018). Too much of a good thing? Entrepreneurial team composition and strategic choice: A configurational analysis. In: AOM American Academy of Management Conference. Chicago.

LINDER, C. (2018). Relational dynamic model of paradoxes in hybrid organizations. In: EGOS (European Group for Organization Studies). Tallinn.

LINDER, C. (2017). Effectuation and causation in science-based new venture creation. In: AOM American Academy of Management Conference. Atlanta.

LINDER, C. (2017). Does your investor think to be smarter than you? Effects of BTA beliefs on new venture financing. In: AOM American Academy of Management Conference. Atlanta.

LINDER, C. (2017). Outlier antecedents, processes, and consequences in the emergence of new ventures. In: Babson College Entrepreneurship Research Conference (BCERC). Norman.

LINDER, C. (2017). With whom you are cooperating with? Innovation and efficiency gains with different partners. In: SMS Annual Conference (Strategic Management Society). Rome.

LINDER, C. (2016). The impact of entrepreneurial ambition on the success of new ventures. In: SMS Annual Conference (Strategic Management Society). Berlin.

LINDER, C. (2016). The legitimatization of leadership and the strategic rationality. In: EGOS (European Group for Organization Studies). Naples.

LINDER, C. (2016). Many roads lead to Rome. A configurational analysis of strategies for new venture creation. In: Babson College Entrepreneurship Research Conference (BCERC). Bodo.

LINDER, C. (2016). Outlier and new venture strategy: Is a rich founder = a poor founder + money? In: SMS Annual Conference (Strategic Management Society). Bolzano.

LINDER, C. (2016). Sustainability in family business succession and strategic choice: A configurational approach. In: SEE Sustainability, Ethics, Entrepreneurship Conference. Denver.

Other research activities

Senior or associate editor

Since 2021 European Management Journal