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## NEW VENTURE TEAM COMPOSITION – A CONFIGURATIONAL APPROACH (SUMMARY)

Artur Baldauf

*University of Bern, Switzerland*

Adrian M. Wuethrich

*University of Bern, Switzerland*

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 SUMMARY **NEW VENTURE TEAM COMPOSITION – A  
CONFIGURATIONAL APPROACH**

*Artur Baldauf, University of Bern, Switzerland*  
*Adrian M. Wuethrich, University of Bern, Switzerland*

**Principal Topic**

Numerous entrepreneurship scholars have investigated associations between New Venture Team (NVT) composition and new venture performance (cf., Klotz et al., 2014). In this regard, researchers have considered NVT personality characteristics (Zhou, 2013), conflict (De Jong, Song, & Song, 2013), and context (Hmieleski and Ensley, 2007). Scholars have mostly assumed linear and single causation models to examine the NVT composition–performance relationship. However, recent findings from the literature suggest that the effects of NVT composition are likely to emanate from a complex interplay between NVT personality characteristics, conflict and context (Joshi and Roh, 2009; van Knippenberg et al., 2004). To date, little is known about how multiple of these constructs combine to result in subsequent outcomes. Therefore, we draw from the configurational perspective (Meyer, Tsui, & Hingins, 1993; Fiss, 2012) to identify possible configurations of NVT personality characteristics, conflict and context that are causally relevant for specific levels of new venture performance to occur.

**Method**

To explore causally relevant configurations, we sampled young Swiss new venture firms and their teams in a German-speaking environment that are in their early stages of development and growth. These teams consist of two to four members while their new venture firms are between one and five years old. We collected primary data on the relevant constructs from multiple respondents by the use of a web-based standardized questionnaire. To identify causally relevant configurations, we applied Boolean logic (Fiss, 2007) using fuzzy set qualitative comparative analysis (fsQCA) software (Drass and Ragin, 1999; Greckhamer et al., 2013).

**Results and Implications**

The preliminary results of our study indicate that different configurations of NVT personality characteristics, conflict and context are causally relevant for both high and low levels of new venture performance to occur. Especially, we are able to elicit which NVT personality characteristics and which forms of conflict, respectively, are necessary or sufficient conditions for performance conditional on the occurrence of other constructs or context (Ragin, 2000). Therewith, we add to the growing stream of literature that seeks to identify both how and when NVT composition is likely to be associated with enhanced levels of new venture performance (Eesley, Hsu, & Roberts, 2013).

**CONTACT:** Adrian M. Wuethrich; [adrian.wuethrich@imu.unibe.ch](mailto:adrian.wuethrich@imu.unibe.ch); (Phone): +41316315334; Department of Management, University of Bern, Engeldenstrasse 4, Bern 3012, Switzerland.