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Vivid terms such as the *art of executive selection*, *the endless war for talented top managers*, and the *dark side of executive replacement* highlight the challenges facing organizations today in composing their top management teams. For companies, selecting the right CEOs and top managers is critical, as it relates to subsequent changes not only in the dynamics of the executive group, but also in the strategic orientation and performance of the company. As organizations are reflections of their decision makers, understanding the antecedents and consequences of top management team composition is therefore of vital importance.

Dimitrios Georgakakis's research has contributed to the resolution of several debates in the upper echelons literature, by highlighting how the interaction between the CEO and members of the executive group impact team- and firm-level outcomes. In particular, his research has shed light on the multilevel conditions under which the selection of a CEO from outside the firm – the so called *outside CEO succession* – triggers desirable organizational-level effects. In addition, by focusing on the career profiles of executives in different country-level contexts, his work highlights the key role of top management team knowledge diversity in affecting the fate of organizations. Overall, Dimitrios Georgakakis's research has informed our understanding of *why do top management teams look the way they do, as well as how the impact of CEOs and other executives on organizations varies across multilevel conditions*.