

Charles Williams

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Biography

Charles Williams is Associate Professor of Corporate Strategy at Bocconi University and SDA Bocconi School of Management.

He has a strong interest in how people, structure, and experience affect the evolution of firms. He has studied how firms adapt their knowledge while expanding abroad, how executive movement through firms affects the likelihood of entering and exiting markets, and how entrepreneurial firms face the challenges of growth.

His research has been published in Management Science and Strategic Management Journal, and he has served on the editorial boards of Strategic Management Journal and Organization Science.

He teaches strategy and entrepreneurship at Bocconi and previously taught at University of Illinois and Duke University. Before earning his Ph.D. at the University of Michigan he worked in journalism and market research.

ARTICLES IN SCHOLARLY JOURNALS

ABOLFATHI N., SANTAMARIA S., WILLIAMS C.

How Does Firm Scope Depend on Customer Switching Costs? Evidence from Mobile Telecommunications Markets

Management Science, 2022, vol.68, no. 1, pp.316-332

WILLIAMS C., CHEN P., AGARWAL R.

Rookies and seasoned recruits: How experience in different levels, firms, and industries shapes strategic renewal in top management

Strategic Management Journal, 2017, vol.38, no. 7, pp.1391-1415

CHEN P., WILLIAMS C., AGARWAL R.

Growing pains: the effect of pre-entry experience on impediments to growth

Strategic Management Journal, 2012, vol.33, no. 3, pp.252-276

KARIM S., WILLIAMS C.

Structural knowledge: how executive experience with structural composition affects intrafirm mobility and structural change

Strategic Management Journal, 2012, vol.33, no. 6, pp.681-709

WILLIAMS C.

Transfer in context: replication and adaptation in knowledge transfer relationships

Strategic Management Journal, 2007, vol.28, no. 9, pp.867-889

WILLIAMS C., MITCHELL W.

Focusing Firm Evolution: The Impact of Information Infrastructure on Market Entry by U.S. Telecommunications Companies, 1984-1998

Management Science, 2004, vol.50, no. 11, pp.1561-1575

CONTRIBUTION TO CHAPTERS, BOOKS OR RESEARCH MONOGRAPHS

WILLIAMS C.

Comparing evolutionary and contingency theory approaches to organizational structure in *Designing Organizations: 21st Century Approaches*

Richard M. Burton, Bo Eriksen, Dorthe Døjbak Håkonsson, Thorbjørn Knudsen, Charles C. Snow(Ed), Springer, pp.41-56, 2008

PROCEEDINGS/PRESENTATIONS

MAO J., WILLIAMS C.

Poker Face: Nonverbal Emotion Restraint and Gender in Crowdfunding Pitches

84th Annual Meeting of the Academy of Management, August 9-13 2024, Chicago, IL, United States of America

CERINI L., DUTT N., WILLIAMS C.

Building capabilities for external knowledge sourcing: Training and Innovation in Small firms

81th Annual Meeting of the Academy of Management - July 30-August 3, 2021, online, United States of America

ABOLFATHI N., SANTAMARIA S., WILLIAMS C.

Market Frictions and Competitive Positions: Lessons from the Mobile Telecommunications Market

80th Annual Meeting of the Academy of Management - August 7-11, 2020, United States of America

SPINA C., WILLIAMS C.

Entrepreneurship in the Making: Understanding Different Approaches to New Venture Creation

37th Annual International Conference of the Strategic Management Society, 28-31 October 2017, Houston, TX, United States of America

ABOLFATHI N., WILLIAMS C.

Rethinking Competitive Positioning: Customer Value, Flexibility, and Generalist Advantage

Academy of Management Proceedings, the 77th Annual Meeting of the Academy of Management -August 4-9, 2017, Atlanta, United States of America

CHEN P. L., WILLIAMS C.

Where do you come from? The effect of new executives' experience and industry on growth

30th SMS Annual Conference - September 12-15, 2010, Roma, Italy

WILLIAMS C., CHEN P. L., AGARWAL R.

The effect of industry origins and experience of top management teams on firm growth

29th SMS Annual Conference - October 11-14, 2009, Washington D.C., United States of America

CHEN P. L., WILLIAMS C., AGARWAL R.

Industry specific managerial experience and firm performance in the cellular phone service industry

Academy Of Management Annual Meeting - August 7-11, 2009, Chicago, United States of America

WILLIAMS C., KARIM S.

Dominant logic: how executive movement shapes strategic change in medical firms

Academy Of Management Annual Conference - August 8-13, 2008, Anaheim, United States of America

WILLIAMS C., MITCHELL W.

A window on the world: how firm structure shapes the evolution of U.S. telecommunications firms, 1984-1998

Academy of Management Proceedings, vol.1, P1-P6, 2001, United States of America

REVIEWS IN JOURNAL

MAHONEY J. T., WILLIAMS C.

Book review: Sticky knowledge: barriers to knowing in the firm

2003, Academy of Management Review

Grants & Honors

Excellence in Research Award – Università Commerciale Luigi Bocconi , 2022

F. Gluek Best Paper Award, assigned by the Strategic Management Division – Academy of Management , 2020
