

# Charles Williams

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ASSOCIATE PROFESSOR

**Corporate Strategy**

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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.

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## 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

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## 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

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## 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*

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## REVIEWS IN JOURNAL

MAHONEY J. T., WILLIAMS C.

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

2003, Academy of Management Review

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## 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

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