

Frederick Charles Williams

Strategy & Entrepreneurship

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Curriculum Vitae

Associate Professor of the Department of Management and Technology at Bocconi University.

BA with High Honors in mathematics and the social sciences, Dartmouth College, Hanover, New Hampshire, USA, 1991

Ph.D. in corporate strategy, University of Michigan, Ann Arbor, MI, USA, 2003

Research Interests

- The role of knowledge in firm evolution and adaptation
- The growth of new and established firms

- The influence of top executive movement and hiring on firm evolution
- The influence of organization structure on firm evolution

Publications

Books

- “Comparing Evolutionary and Contingency Theory Approaches to Organizational Structure,” in *Designing Organizations: 21st Century Approaches*, Richard M. Burton, Bo H. Eriksen, Dorthe Dojbak Hakonsson, Thorbjorn Knudsen, Charles C. Snow (eds). New York: Springer. 2008

Articles

- “Structural Knowledge: How executive experience with structural composition affects intrafirm mobility and structural change” (with Samina Karim) forthcoming in *Strategic Management Journal*, special issue on Strategy and the Design of Organizational Architecture
- “Growing Pains: The effect of pre-entry experience on impediments to growth” (with Pao-Lien Chen and Rajshree Agarwal), forthcoming in *Strategic Management Journal*
- “Transfer in context: Replication and adaptation in knowledge transfer,” *Strategic Management Journal*, September 2007, volume 28, issue 9, pp.867-889
- “Focusing firm evolution: The impact of information infrastructure on market entry by U.S. telecommunications firms, 1984-1998,” (with Will Mitchell) *Management Science*, volume 50, number 11, November 2004
- “Book Review: Sticky Knowledge: Barriers to Knowing in the Firm,” (with Joseph T. Mahoney) *Academy of Management Review*, volume 28, number 4, October 2003
- “A window on the world: How firm structure shapes the evolution of U.S. telecommunications firms, 1984-1998,” (with Will Mitchell) *Best Papers Proceedings of the 2001 Academy of Management (BPS division)*, Washington DC, August 2001