

Charles Williams

Associate Professor



Knowledge Group: Strategy and Operations

Research Domains: Corporate Strategy

Teaching Domains:

charles.williams@unibocconi.it

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.

Proceedings/Presentations

Poker Face: Nonverbal Emotion Restraint and Gender in Crowdfunding Pitches

MAO, J., C. WILLIAMS, "Poker Face: Nonverbal Emotion Restraint and Gender in Crowdfunding Pitches" in 84th Annual Meeting of the Academy of Management, August 9-13, 2024, Chicago, IL, United States of America

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

CERINI, L., N. DUTT, C. WILLIAMS, "Building capabilities for external knowledge sourcing: Training and Innovation in Small firms" in 81th Annual Meeting of the Academy of Management - July 30-August 3, 2021,

online, United States of America

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

ABOLFATHI, N., S. SANTAMARIA, C. WILLIAMS, "Market Frictions and Competitive Positions: Lessons from the Mobile Telecommunications Market" in 80th Annual Meeting of the Academy of Management - August 7-11, 2020, United States of America

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

SPINA, C., C. WILLIAMS, "Entrepreneurship in the Making: Understanding Different Approaches to New Venture Creation" in 37th Annual International Conference of the Strategic Management Society, 28-31 October, 2017, Houston, TX, United States of America

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

ABOLFATHI, N., C. WILLIAMS, "Rethinking Competitive Positioning: Customer Value, Flexibility, and Generalist Advantage" in Academy of Management Proceedings, the 77th Annual Meeting of the Academy of Management -August 4-9, 2017, Atlanta, United States of America

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

CHEN, P. L., C. WILLIAMS, "Where do you come from? The effect of new executives' experience and industry on growth" in 30th SMS Annual Conference - September 12-15, 2010, Roma, Italy

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

CHEN, P. L., C. WILLIAMS, R. AGARWAL, "Industry specific managerial experience and firm performance in the cellular phone service industry" in Academy Of Management Annual Meeting - August 7-11, 2009, Chicago, United States of America

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

WILLIAMS, C., P. L. CHEN, R. AGARWAL, "The effect of industry origins and experience of top management teams on firm growth" in 29th SMS Annual Conference - October 11-14, 2009, Washington D.C., United States of America

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

WILLIAMS, C., S. KARIM, "Dominant logic: how executive movement shapes strategic change in medical firms" in Academy Of Management Annual Conference - August 8-13, 2008, Anaheim, United States of America

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

WILLIAMS, C., W. MITCHELL, "A window on the world: how firm structure shapes the evolution of U.S. telecommunications firms, 1984-1998" in Academy of Management Proceedings, vol.1, P1-P6, 2001, United States of America

Articles in Scholarly Journals

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

Telecommunications Markets

ABOLFATHI, N., S. SANTAMARIA, C. WILLIAMS, "How Does Firm Scope Depend on Customer Switching Costs? Evidence from Mobile Telecommunications Markets", *Management Science*, 2022, vol. 68, no. 1, pp. 316-332

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

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

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

CHEN, P., C. WILLIAMS, R. AGARWAL, "Growing pains: the effect of pre-entry experience on impediments to growth", *Strategic Management Journal*, 2012, vol. 33, no. 3, pp. 252-276

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

KARIM, S., C. WILLIAMS, "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

Transfer in context: replication and adaptation in knowledge transfer relationships

WILLIAMS, C., "Transfer in context: replication and adaptation in knowledge transfer relationships", *Strategic Management Journal*, 2007, vol. 28, no. 9, pp. 867-889

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

WILLIAMS, C., W. MITCHELL, "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

Comparing evolutionary and contingency theory approaches to organizational structure

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 (Eds.), Springer, pp. 41-56, 2008

Reviews in Journal

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

MAHONEY, J. T., C. WILLIAMS, "Book review: Sticky knowledge: barriers to knowing in the firm", *Academy of Management Review*, vol. 28, chap. 4, pp. 679-681, 2003