

Final program—Capability Conference June 12-13, 2009
“Towards the micro-level origins of organizational routines and capabilities”
Rotterdam School of Management
Conference Venue: Novotel Rotterdam, Brainpark

Friday June 12th

Room: Rotterdam

- 08:30-8:45 Registration
- 8:45-09:00 Welcome by **Henk Volberda** (Rotterdam School of Management)
- 09:00-9:15 Opening by **Koen Heimeriks** (Rotterdam School of Management)
- 09:15-10:00 Key note speech I by **Sid Winter** (Wharton)
- 10:00-10:15 Break
- 10:20-11:50 **Paper session 1: Micro-origins of routines: theory and concepts**
Discussants: Teppo Felin, Jan Willem Stoelhorst
- Becker: From entrepreneur to organization (University of Southern Denmark)
Vromen: Routines as multilevel mechanisms (Erasmus University)
Lazaric: Routines, incentives and motivation: unpacking the organizational black box (Université de Nice Sophia Antipolis)
- 11:50-13:00 Lunch
- 13:00-13:45 Key note speech II by **Nicolai Foss**: Micro-foundations for routines? May not be a good question (Copenhagen Business School)
- 13:45-14:15 Break
- 14:15-15:45 **Paper session 2: Micro-origins of routines: emerging empirical approaches**
Discussants: Markus Becker, Scott Turner
- Felin & Knudsen: A theory of nascent organizing: on the emergence of collective beliefs and strategy (Marriott School)
Cacciatori: Between problem-solving and conflict: developing boundary objects to sustain knowledge integration (Bocconi)
Bapuji, Saeed & Hora: Changing towels, changing routines: how people, artifacts, and associations trace routines (University of Manitoba)
- 15:45-16:05 Break

16:05-17:35 **Paper session 3: Routines and capabilities: multiple levels and meso-approaches**
Discussants: JC Spender, Tammy Madsen

Bridoux, Coeurderoy & Durand: Where do firms' idiosyncratic collective resources come from? A psychological interpretation (Rotterdam School of Management)

Staats: Hierarchy, team familiarity, and capability development: evidence from Indian Software services (Harvard Business School)

Canato & Brusoni: Do organizations dream of eclectic sheep? A model of routines change through identity adaption (Imperial College Business School)

18:00 Toast and welcome by **George Yip** (Dean Rotterdam School of Management),
Wine reception (Restaurant 'In den Rustwat')

18:15-21:30 Conference dinner, **Poster session** (Restaurant 'In den Rustwat')

Cinici & Dagnino: Managerial cognition and the evolution of firm capabilities: evidence from Pirelland Telecom Italia (University of Catania)

Jain: The locus of innovative capability: learning and forgetting in biotechnology research (INSEAD)

Matta & Beamish: Transient institutional ownership and organizational performance feedback structures: evidence from firm engagement in cross-border acquisitions (HEC Paris)

Wilden, Gudergan & Lings: The impact of organizational culture on dynamic capability deployment speed, timing and frequency (University of Technology, Sydney)

Bryant: The micro-level origins of organizational routines (Macquarie University)

Wolf: Variations in mindfulness as antecedents of learning in organizational routines (University of St. Gallen)

El Haji & Stoelhorst: Human resources, fairness, and value creation: microfoundations for the resource-based view (Universiteit van Amsterdam)

Wollersheim: An empirical investigation of the role of dynamic capabilities in mergers & acquisitions (Frankfurt School of Finance & Management)

Hallberg: The strategic relevance of organizational capabilities: an assessment and proposal for integration (Lund University)

Saturday June 13th

Room: Rotterdam

- 8:00-8:30 Coffee
- 8:30-9:15 Key note speech III by **Maurizio Zollo** (Bocconi)
- 9:15-10:15 **Paper session 4:** Routines and capabilities: the role of (internal and external) context
Discussants: Eugenia Cacciatori, Amit Jain
- Turner & Fern: Examining variability in routine performance: the roles of context dependence and experience (University of South Carolina)
Branzei & Fredette: Out of the blue: social microprocesses of endogenous capability dynamization (Richard Ivey Business School)
- 10:15-10:30 Break
- 10:30-12:00 **Paper session 5:** The role of individuals: constraining or facilitative in capability development?
Discussants: Hari Bapuji, Oana Branzei
- Yu: Deep dives: the role of top management in linking activities to capabilities (Harvard Business School)
Mom, Van den Bosch & Volberda: How to influence managers' ambidexterity: the effect of the formal organization structure and informal relationships and the moderating role of hierarchical levels (Rotterdam School of Management)
Ganco: The influence of technological interdependence on employee entrepreneurship and mobility: evidence from the semiconductor industry (University of Illinois at Urbana-Champaign)
- 12:00-13:15 Lunch
- 13:15-14:00 Invited panel session: three approaches to micro-origins (**Linda Argote** (Carnegie), **JC Spender** (Lund and ESADE) and **Jack Vromen** (Erasmus University))
- 14:00-14:15 Break
- 14:15-15:30 Conversing the core informally: from here to where in routines and capability research (**Becker** (TBC), **Felin, Winter, Zollo**)
- 15:30-16:00 Break

16:00-17:30 **Paper session 6: Micro-origins of capabilities: emerging empirical approaches**
Discussants: Howard Yu, Martin Ganco

Kang, Burton & Mitchell: How firms' budgeting methods differ as Knightian uncertainty and controversy vary: Bower and Brealey & Myers and both right, sometimes (Ewha Womans University)

Muethel, Gehrlein & Hoegl: Team identification, team self-efficacy and shared leadership in new product development teams (Otto Beisheim School of Management)

Mayer & Weber: Unpacking contract capabilities: shaping behavior by implementing appropriate contract framing (Marshall School of Business)

17:30-18:00 **Plenary questions & farewell**

