Inducing Strategic Initiatives at a Startup Firm: Understanding the Role of the Co-founding Team

Abstract

Inducing Strategic Initiatives at a Startup Firm:
Understanding the Role of the Co-founding Team

In the form of a detailed literature review, describe the Lovas & Ghoshal (2000) model and compare it to prior models of **?** and **?**. Highlight the key aspects of the framework, how it is different and what salient aspects stand out that you then build on top of in this article. Suggest why you think Lovas & Ghoshal (2000) model is appropriate. Draw out a table Table 1 that compares the various theories and their assumptions, traditions, and recommendations.

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Insert TABLE 1 about here.

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THEORY

The Lovas & Ghoshal (2000) Model

either redraw or paste the picture

Variation, Selection, Retention

Bring in the model here.

This should lead to the research question in the form of a gap in the current literature. Describe the question, and why it is important to study it (what additional insight will it provide, what policy/strategic implications will it have).

Develop hypotheses. Use theoretical arguments to lay out an interesting conundrum and then attempt to answer that in the form of propositions.

On the topic of the general hypotheses

Figure **??** lays out the average score charts for four agent-field combinations while enforcing the field to start in Right of Center (this is the same as saying $p_{0,F}^0 = 0.75$).

Leading into H1a We do so since the scale is symmetric across the Center (C), any initial mapping

Hypothesis 1a: When the institutional field is open to influence, slow learning adversarial agents will raise overall performance higher than slow learning agents with a neutral orientation

Leading into H2a This trend is confirmed further in Figure **??** where the learning rates of agents are increased even further to 'Fast'.

Hypothesis 2a: For the same initial outcome preferences, the overall performance score varies curvilinearly with difference in the rates of learning of the agent and the institutional field

METHOD

Then describe an empirical setting in the form of a quasi-experimental setup where this will be examined.

LIMITATIONS AND FUTURE WORK

Suggest how this study may help inform the literatures that it is drawing from, and the interesting research avenues it will open up. Discuss level of generalizability.

References

Lovas, B., & Ghoshal, S. 2000. Strategy as guided evolution. *Strategic Management Journal*, 21(9): 875–896.

TABLE 1: Comparison

	Bower Model	Burgelman Model	Lovas and Ghoshal Model
Tradition	Theta	Beta	God
Assumptions	Alpha	Hexa	None
Recommendations	Rationalist	Behavioral	Prgamatist