



## **MGMT 223: BUSINESS POLICY**

Spring 2015

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### **SYLLABUS**

Professor: Anoop Menon  
Phone: 898-6377  
e-mail: [armenon@wharton.upenn.edu](mailto:armenon@wharton.upenn.edu)  
Office: 2025 Steinberg Hall – Dietrich Hall

This class is designed to be an upper-level course in strategy. It provides concepts and ideas for the tool-kit of the manager involved in the strategy process. We start out with the question of how value can be created and, more importantly, appropriated. This leads to the general issue of how a competitive advantage can be built. We will focus in our discussion on new concepts that have been developed around the notions of complementarities and fit. In the next section of the course, we look at the question of what decisions managers can make to sustain a competitive advantage. In the last section of the course, we will be dealing with strategy making in the face of environmental changes.

Early in the course we will form student groups who will work during the semester on the final project. More information will be provided on the first day of class. At the end of the semester, each group will present their work and provide feedback for one other group.

Your grade will be composed of the final paper draft (11%), final paper presentation (9%), feedback for the other group (10%), final paper (33%), and class participation (37%). The discount rate for late papers is severe. In order to pass this class, you have to make a good-faith effort with respect to class attendance, participation and the paper.

Please note, to avoid potential conflicts of interests on teams, you cannot take this class with the Pass/Fail option.

Please note that this syllabus is subject to change with prior announcements.

Also note that overheads will be posted after each class on Canvas.

The TA for this class is Phebo Wibbens ([phebo@wharton.upenn.edu](mailto:phebo@wharton.upenn.edu)). The TA will be mainly responsible for your paper project.

## **A short note on proper citations**

To most of you this will be probably self-evident, but I want to make sure that we all understand: Copying paragraphs from sources (magazine, newspaper articles, analyst reports etc.) without properly citing them is a SERIOUS offense! Properly citing means: if you copy word-by-word, you have to mark this by enclosing the copied text with quotation marks “ ” and citing the source. Even if you don't copy word-by-word, but you take someone else's idea, you have to indicate in a citation the source of that idea. This citation has to follow directly the idea (attach a footnote or an endnote). At the end of the paper, you should then list all sources that you have cited in the text.

Let me re-iterate: Non-proper citing is a very serious academic offense that in other courses has led professors to fail students and bring these students to the attention of the academic review board of the University. I think all of us want to avoid any such incident – and it is really easy to avoid such problems. Simply be careful in your papers that you attribute ideas/frameworks etc. that you use to their respective sources.

## **I. PREVIEWS**

### **1/15 Session 1: Course Logistics, What is Strategy? Five-Force Analysis**

Mintzberg, Henry, and James A. Waters. 1985. "Of Strategies, Deliberate and Emergent." *Strategic Management Journal* 6: 257–272.

Porter, Michael E. 2008. "The Five Competitive Forces that Shape Strategy." *Harvard Business Review*, January, pp. 79-93.

### **1/20 Session 2: Preview Case**

Case: Intel Corporation: 1968-1997, 9-797-137

*Complete Team Sign-Up by 5pm on 1/21 Via Canvas*

## **II. VALUE CREATION, APPROPRIATION, AND FIT**

### **1/22 Session 3: Complementors**

Brandenburger, Adam M., and Barry J. Nalebuff. 1996. Co-opetition pp. 11–34.

Case: Power Play (A): Nintendo in 8-bit Video Games, 9-795-102

### **1/27 Session 4: Value Creation, Value Appropriation**

Brandenburger, Adam, and Harborne Stuart. 1996. "Value-Based Business Strategy." *Journal of Economics and Management Strategy* 5 (1): 5–24.

### **1/29 Session 5: Positioning and Tradeoffs**

Porter, Michael E. 1996. "What is Strategy?" *Harvard Business Review* (November-December): 3–11 (up to Section IV).

Case: Harnischfeger Industries: Portal Cranes, 9-391-130

*Paper Topic Proposal Due at the Beginning of Class 1/29*

## **2/3 Session 6: Complementarities and Fit**

Porter, Michael E. 1996. "What is Strategy?" *Harvard Business Review* (November-December): 11–20 (Sections IV-V).

Milgrom, Paul, and John Roberts. 1992. *Economics, Organization, and Management* Chapter 4, pp. 108–116.

Milgrom, Paul, and John Roberts. 1995. "Complementarities and Fit: Strategy, Structure, and Organizational Change in Manufacturing." *Journal of Accounting and Economics* 19: 179–208.

Siggelkow, Nicolaj. 2002. "Evolution toward Fit." *Administrative Science Quarterly*, 47: 125-159.

optional: Collis, David J. and Michael G. Rukstad. 2008. "Can You Say What Your Strategy Is?" *Harvard Business Review*, April, pp. 82-90.

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| <i>Please turn in a copy of Lincoln's activity system at the beginning of class</i> |
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## **2/5 Session 7: Positioning Applied: Low Cost**

*Case:* Airborne Express (A), 9-798-070

## **2/10 Session 8: Positioning Applied: Differentiator**

*Case:* Husky Injection Molding Systems, 9-799-157

## **2/12 Session 9: Positioning Applied**

*Case:* LEGO (A): The Crisis, N9-73-478

### **III. SUSTAINABILITY OF A COMPETITIVE ADVANTAGE**

#### **2/17 Session 10: The Decision to Commit to Large Irreversible Investments**

*Case:* Du Pont's Titanium Dioxide Business (A), 9-390-112

#### **2/19 Session 11: Sustainability**

Ghemawat, Pankaj. 1991. Commitment Chapter 5: pp. 81–103.

Ghemawat, Pankaj, and Patricio del Sol. 1998. "Commitment versus Flexibility?" *California Management Review* (Summer): 26–42.

#### **2/24 Session 12: Competitor Reactions 1**

*Case:* Bitter Competition: HSC vs. Nutrasweet (A): 9-794-079

#### **2/26 Session 13: Student group meetings**

#### **3/3 Session 14: Student group meetings**

#### **3/5 Time for Research: No Class**

#### **3/10, 3/12 Spring Break: No Class**

#### **3/17 Session 15: Competitor Reactions 2**

*Case:* British Satellite Broadcasting vs. Sky Television: 9-794-031

#### **3/19 Session 16: Judo Strategy**

*Case:* Judo in Action: 9-703-454

#### **3/24 Session 17: Managerial Decision Making**

Kahneman, Daniel, Dan Lovallo, and Olivier Sibony. 2011. "Before You Make that Big Decision." *Harvard Business Review* (June): 51–60.

### **3/26 Session 18: Strategic Inflection Points, Increasing Returns**

Grove, Andrew S. 1996. Only the Paranoid Survive. pp. 27–35.

Arthur, Brian W. 1996. “Increasing Returns and the New World of Business.” *Harvard Business Review* (July-August): 101–109.

*Paper Draft Due by noon 3/26*

### **3/31 Session 19: Information Asymmetry and Entry**

*Case:* Honda (A): 9-384-049

### **4/2 Session 20: Barriers to Change 1**

*Case: will be distributed in previous class*

### **4/7 Session 21: Barriers to Change 2**

*Case:* Kodak and the Digital Revolution (A): 9-705-448

### **4/9 Session 22: Architectural, Disruptive Change, Change in the Presence of Fit**

Bower, Joseph L., and Clayton Christensen. 1994. “Disruptive Technologies: Catching the Wave.” *Harvard Business Review*, January-February: 43–53.

Henderson, Rebecca M. and Kim B. Clark. 1990. “Architectural Innovation: The Reconfiguration of Existing Product Technologies and the Failure of Established Firms.” *Administrative Science Quarterly* 35: 9–30.

Siggelkow, Nicolaj. 2001. “Change in the Presence of Fit: The Rise, the Fall, and the Renaissance of Liz Claiborne.” *Academy of Management Journal*, 44, pp. 838-857.

optional: Sosa, Manuel, Steven D. Eppinger, and Craig M. Rowles. 2007. “Are Your Engineers Talking to One Another When They Should?” *Harvard Business Review*, November, pp. 133-142.

optional: Christensen, Clayton M. 1997. *The Innovator’s Dilemma* pp. 3–28.

*Paper Feedback Due by Beginning of Class 4/9*

**4/14 Session 23: Strategy and Cognition**

Gavetti, Giovanni. 2011. "The New Psychology of Strategic Leadership," *Harvard Business Review* (July-August): 118–125.

**4/16 Time for Research: No Class**

**IV. IT'S YOUR TURN**

**4/21 Session 24: Group Presentations**

**4/23 Session 25: Group Presentations**

**4/28 Session 26: Wrap-Up**

Optional: Competition and Business Strategy in Historical Perspective, 9-798-010

*Final Paper Due 5/4 at noon! & E-mail peer evaluation form*