Capability development - no path, response to competition: the cross-case of Google, Ericsson, Microsoft and Nokia Rungi, Mait; Kolk, Alar Proceedings of the 2012 IEEE International Conference on Industrial Engineering and Engineering Management 2012 / p. 689-693 <a href="https://ieeexplore.ieee.org/document/6837827">https://ieeexplore.ieee.org/document/6837827</a>