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His research focuses on understanding how firms organize to innovate. More specifically, Ramon examines how firms decide which tasks to perform in-house and which to outsource and how these choices affect product innovation. Ramon’s work also covers the internal organization of the firm, namely the mechanisms by which internal structure shapes the aggregation of capabilities and incentives that reside across the business units of a corporation.

The main empirical setting for Ramon’s work is the mobile communications industry. He also studies how firms from multiple industries organize its offshore operations. His work has been published in the *Strategic Management Journal*.

Ramon was born in Mexico City and has lived/worked in three continents: America, Asia, and Europe. He is an automotive enthusiast and enjoys counseling and partnering with entrepreneurs. Ramon’s favorite hobby is to travel in the company of Paulina (wife) and Julia (daughter).