



FAMILY INVOLVEMENT IN MANAGEMENT AND FIRM GROWTH

SIDREA International Workshop (SIW)



Naples – 08.12.2017

Background

Managers are highly interested in increasing sales and number of employees, i.e. pursuing firm growth (Davidsson, Delmar and Wiklund, 2006). On the one hand, firm growth is a performance measure that witnesses the validity of the value proposition for customers; on the other hand, growth is a means to help the firm to reduce costs – to benefit of the community of workers and suppliers (Davidsson, Achtenhagen and Naldi, 2010). Growth is a complex process that requires resources and capabilities to face the fierce current competition (Achtenhagen, Naldi and Melin, 2010). This is particularly true for family controlled businesses (Ward, 1997), which represent the vast majority of companies around the world. Indeed, family owners might be unable to provide managers the necessary resources to realize growth (Davis and Stern, 1988). Alternatively, they could be able to grow but unwilling to do so, fearing the potential negative implications of growth on family control over the firm (Casillas, Moreno and Barbero, 2010). As matter of fact, literature recognizes that family businesses have specific characteristics that make their growth processes unique (Stenholm, Pukkinen, and Heinonen, 2016).

Family involvement in management could be an asset or a liability for family firm growth (Yeung, 2000) as it influences the way strategy is planned and realized (Upton, Teal and Felan, 2001). We consequently would like to explore the relationship between family involvement in management and firm growth by looking for advanced papers that are able to introduce environment-level, firm-level, family-level and individual level concepts in the conversation. This workshop is open to any type of contribution, but we explicitly look for research papers that advance our understanding on how, when, why and to what extent family involvement in management influences firm growth.

Call for papers

We look forward to receiving papers with innovative or more traditional theories that disentangle the topic with qualitative and quantitative methods. We aim to attract high quality papers in order to advance our understanding of this topic. A non-exhaustive list of possible topic areas includes the following.

- A.** What type of resources and competencies enable family managers to secure firm growth?
- B.** What is the potential for non-family executives to influence or obstruct growth?
- C.** How does managerial ownership in family firms affect firm growth? How could dilution of family ownership influence firm growth?
- D.** How does family involvement in management intervene in the complex relationships between financial resources and growth and between growth and profitability?
- E.** How do management needs and structures evolve as family firms grow?
- F.** What are the characteristics of growth-oriented family leaders and managers?
- G.** What are the family characteristics that make family involvement in management conducive or unfavorable to growth?
- H.** How do formal and informal governance mechanisms and structures affect the relationship between family involvement in management and firm growth?
- I.** How do industrial and technological contingencies influence the family involvement in management – firm growth relationship?
- J.** How do social and cultural contingencies influence the family involvement in management – firm growth relationship? How the investigated relationships vary among European countries and between European countries and the rest of the world?
- K.** How does family involvement in management interact with specific firm strategies (e.g. internationalization, innovation, vertical integration, M&A, sourcing, organization, succession, finance, diversification, CSR, etc.) in influencing firm growth?
- L.** When and how does family involvement in management set firm growth as primary goal for the business? And how is it related to socio-emotional wealth and non-economic goals?
- M.** Could the common measures (e.g. GDP, number of employees, profit, product range, etc.) be applied *tout court* to define growth in family firms? Alternatively, do we need to consider different sides, such as satisfaction, inclusivity, caring for others, integration of communities, etc., to define growth?
- N.** Is the relationship among family involvement in management and growth contingent upon different global contexts (European vs. non-European context)?

Paper Submission

We look forward to receiving full papers. They should not exceed 40 pages in length, all included (double-spaced; 12 Times New Roman; first page with title, abstract, authors' name and affiliation).

All the papers must be submitted (.doc or .pdf) by 1st October 2017 to family.workshop.naples@gmail.com. The Author(s) will receive feedback (acceptance/rejection) by 10th October in order to arrange accommodation and travel.

For each submission, we expect that at least one Author will attend the Workshop to present the paper. Please note that each participant could act as discussant for another paper.

Workshop Structure

This 1-day Workshop is intended to improve the submitted papers and help them to reach a publishable level. We will have only plenary sections where the Scientific Committee Members will attend. Each paper will be presented (with a ppt presentation, 10 up to 15 minutes) and will receive feedback from the audience and from a selected discussant. We highly encourage interaction among scholars.

Participants

The International Workshop is open to established and emerging scholars (PhD Students; Post-Doctoral Researches, Faculty Members).

In order to participate it is not compulsory to present a contribution. However, all the participants must be registered (please confirm your attendance, within the proposed deadline, by using the attached registration form).

The attendance is free of charge. Participants are expected to pay for their own accommodation and travel expenses.

Publication Opportunities

The International Workshop is associated with a [Special Issue](#), on the same topic, that will be published in the [European Management Review](#). All the Guest Editors will attend the Workshop.

Please note that the acceptance to the Workshop does not guarantee any fast track for the review process of the Special Issue. Furthermore, attendance is also not a prerequisite for publication in the Special Issue.

Deadline

Paper submission: 1st October;

Authors notification: as of 10th October;

Registration for Authors and Participants: 15th October;

Workshop: 8th December.

Scientific Committee

Voordeckers, Wim (Hasselt University - wimvoordeckers@uhasselt.be)

Cirillo, Alessandro (University of Foggia - alessandro.cirillo@unifg.it)

Mussolino, Donata (University of Naples - Federico II - dmussoli@unina.it)

Huybrechts, Jolien (Maastricht University - j.huybrechts@maastrichtuniversity.nl)

Sciascia, Salvatore (IULM University - salvatore.sciascia@iulm.it)

Venue

The workshop will be held at Royal Continental Hotel, a beautiful place waterfront located (Partenope street, 38/44, 80121 Naples). It will start at 8.30 a.m. and will finish at 7.00 p.m. Coffee breaks and light lunch will be offered to participants.

Practicalities

How to reach Naples

The easiest way to reach Naples is by flight. The Capodichino International Airport is located about 25 minutes from the city centre. The taxi to the Workshop site costs 23 € (fixed fare). However, public bus (ALIBUS) is available from the airport to the Workshop venue (timetable) and it costs 4 €.

It is also possible to reach Naples by train (from most European countries). Trenitalia offers international routes; Italo offers national routes.

The nearest metro station to the Workshop location is "Municipio" (Line 1) and it is 1.6 km far.

Accommodation

The following Hotels are less than 100 metres far from the Workshop location (they are all in Partenope street):

[Hotel Santa Lucia](#)

[Grand Hotel Vesuvio](#)

[Hotel Excelsior](#)

[Royal Continental Hotel](#) (Workshop location)

The following Hotels are less than 500 metres far from the Workshop location:

[Partenope Relais](#)

[Luna Caprese B&B](#)

[Bourbon House B&B](#)

[Hotel Miramare](#)

[Megaride B&B](#)

[Santa Lucia 50](#)

We strongly recommend you to book your accommodation as soon as possible, due to the higher number of tourists expected in December.

Looking forward to seeing you in Naples



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REGISTRATION FORM

Please, return this form to: family.workshop.naples@gmail.com

No later than 15th October, 2017

Surname: _____

First name: _____

Institution: _____

Address: _____

Postal (ZIP) code: _____

City: _____ **Country:** _____

Phone: _____

Email: _____

Presenter: **YES** **NO**

Date: ____/____/2017

Signature _____