Global Board Sets Strategy for 2015-17

STEP STRATEGIC PRIORITIES
The STEP Global Board has announced the Project’s strategic plan and priorities for the next 2 years. **Collaboration, community, research output, family engagement, and collecting and sharing research data**—these are all central themes of the new strategy. The development of STEP’s new strategy included input from the Global Board Chair, Global Board, Academic Director and STEP members. The new strategy is straightforward, very positive and forward-thinking. It addresses members’ general interests and sets the Project’s priorities for the future.

MOVING FORWARD! We have begun work on some of the initiatives to meet our strategic priorities including planning a STEP Global Academic Conference in 2016; the 2017 Global Summit with families and academics and a new STEP website and collaborative tool for teams and families! Stay tuned! More details will follow as these exciting opportunities develop.

MORE INFORMATION? Please contact you regional Board Member or Val Duffy, Assistant Director, STEP at vduffy@babson.edu.

STEP Vision
To be a leading global family business research project with an international reputation for the insights from our research, that are of relevance to researchers and family business stakeholders.

STEP Mission
Our core mission is to collaboratively research transgenerational entrepreneurship by:
Producing highly relevant, applied research which makes a tangible difference to the stakeholders of families in business.
Developing a community of researchers who can be trusted to provide rigorous and valuable insights into issues associated with transgenerational entrepreneurship.

STEP Aims
To be known for high quality, innovative research on transgenerational entrepreneurship.
To be reputed nationally and internationally for high quality impactful research which informs family business education and practice.
To develop researchers who are at the leading edge of family business entrepreneurship research.

Our Pillars
Collaboratively – encouraging and supporting affiliates to work together
Responsibly – informing responsible, ethical and sustainable entrepreneurship for future generations
Internationally – providing a truly co-operative, international experience for our affiliates
A Message from the Academic Director

Pulling Together

During the months of October and November each of the different regional STEP teams was able to meet together in some way. Whether it was through a formal academic meeting, a summit or a regional discussion about future strategies, each of us had the opportunity to meet with our STEP colleagues and discuss the important work that we are doing with family businesses across the globe. I was not able to attend all of these meetings, but based on the opportunities that I have had to meet with you throughout this past year, I have noticed two important facts.

First, we as members of the STEP project possess a tremendous breadth and depth of understanding. To my knowledge, no other organization brings together such a talented group with so much experience and diversity around the topic of family businesses. It has truly been a privilege for me to get to know you better and draw, just a little bit from what you have to offer.

Second, there is tremendous demand for the knowledge and experience that we, as a group, possess. Businesses, governments, educational institutions and professional organizations are starving for additional knowledge about how family businesses can use entrepreneurship in order to have a greater impact on families, communities and economies. We, as a project, have a great opportunity to move this work forward in a way that no other organization has. The global board has put together a solid plan for the future of STEP. As we look to a new year together, I am excited about the opportunity that we all have to make a difference in this important work. The potential to have real impact as a project will depend on our ability to work together as a global team. I look forward to seeing you all at our first STEP Global Academic Conference in 2016. More information about this exciting event will be coming out shortly. In the meantime, I hope you all enjoy some well-deserved time away from work with family and friends during the holiday season.

Sincerely,

Matt Allen
STEP Global Academic Director
Announcing 5th STEP Book!

Developing Next Generation Leaders for Transgenerational Entrepreneurial Family Enterprises

This illustrative book considers the interface of business structures, contexts, and leadership building blocks to explore the contingent nature of leadership development in transgenerational entrepreneurship. Longitudinal case studies of 27 family firms in nine different countries provide a rich, global selection of leadership development insights by examining the roles of values, professionalization, leadership style and other contingent factors.

This path-breaking book will inform family business researchers as they explore the ways in use to develop the next generation. Each chapter starts with a mini-case study focused on a dilemma related to leader development, making this book an excellent resource for educators in undergraduate, graduate, or executive programs.


To read more about the new STEP Elgar Book click here.

2016 Governance Rotations

As the year 2015 comes to a close, we would like to send warm regards to our STEP Global Board members that have completed 3 years of dedicated service. Many thanks to Alberto Gimeno, ESADE, Spain; Gustavo Gonzalez, UniAndes, Colombia; Leilanie Mohd Nor, UNIRAZAK, Malaysia; and Patricia Monteferrante, IESA, Venezuela. Serving as member on the Board requires a great deal of time, commitment and leadership. We are grateful for the Board members exemplary service during their tenure on the Board.

We welcome our new members to the STEP Board: Kevin Au, CUHK, Hong Kong; Ana Cristina Gonzalez, Icesi, Colombia; Francisca Sinn Rosende, UAI, Chile and an EU member to be announced. We are honored to have so many exceptional and knowledgeable academics providing leadership and guidance as they dedicate their time and effort for the continued success of the Project.

And congratulations to Pablo Dominguez, UDEP, Peru for his appointment as Latin American Regional Council member in 2016!
Welcome New STEP Affiliates!

We send a warm welcome to STEP’s new distinguished Academic Institutions: Lappeenranta University of Technology, Finland and İstanbul Ticaret Üniversitesi, Turkey.

Lappeenranta University of Technology (LUT), Finland is a pioneering science University in Finland, bringing together the fields of science and business since 1969. Our international community is composed of approximately 6,500 students and experts engaged in scientific research and academic education. There are approximately 4800 undergraduate and postgraduate students. LUT’s strength lies in working together across scientific and departmental boundaries, expanding networks in both the business and the academic community. LUT has a tradition of strong links with the business community. The Finnish business journal “Talouselämä” has ranked LUT as the best university in business technology cooperation in Finland. LUT promotes business generated by scientific research. This is demonstrated by the university’s own investment company Lureco, which supports LUT’s research-based start-up. We are happy to introduce the STEP team from Finland:

D.Sc. Marita Rautiainen – team leader and postdoctoral researcher at LUT Lahti, School of Business and Management. A strong background as an entrepreneur and a researcher of entrepreneurship. In family business research main topics are business portfolio development, innovation and ownership.

Hilkka Laakso (STEP affiliate administrator) Project Coordinator at LUT Lahti, School of Business and Management. She has experience in projects involving SME development and boosting innovative activities in entrepreneur networks (both administration and customer interface). She also has experience in intercultural relations.

D.Sc. Tuuli Ikäheimonen works with funding and research policy issues at the Lappeenranta University of Technology (LUT), Finland. She has a strong background in family businesses and her research interests include family business, their governance and board of directors.

Professor Timo Pihkala is a professor of Management and Organization, specializing in entrepreneurship and small business management. Since 2001, he has been working at the LUT Lahti. His research interests include entrepreneurship, family business, entrepreneurship education and innovativeness.

D.Sc. Markku Ikävalko is a professor and director of the LUT Innovations and Enterprising at the Lappeenranta University of Technology (LUT), Finland. He has a strong experience in SME development and his research focuses on ownership, strategy and management issues.

İstanbul Ticaret Üniversitesi in Turkey, was founded as a social responsibility project of Istanbul Chamber of Commerce. İstanbul Ticaret Universities, one of the first foundation universities of Turkey, and its faculty who are experts and seasoned practitioners in their fields, prepare students, and connect them and the university with the business world. İstanbul Ticaret Universities is one of the stars of the Turkish academic world, and with its growing number of academic staff and quality education, it leads not only the educational world but also the business world, connecting mature and motivated individuals who possess global knowledge and skills. With campuses on both Anatolian and European coasts, İstanbul Ticaret Universities is located at the focal point of quality education and trade in Turkey.

We look forward to meeting the STEP team members from İstanbul Ticaret Universities in the next issue of STEPout!
The 2015 STEP Asia Pacific Summit landed on mainland China for its 7th annual Summit. The event was held in conjunction with the 2nd Chinese Family Business Succession Forum and 9th International Family Business Forum in Hangzhou. The coordinated events kicked off on November 5-7, 2015 and attracted first and second generation family business entrepreneurs from across Greater China, as well as members of some renowned Italian family businesses who participated in lively round table discussions about the unique management and succession issues facing family businesses.

The School of Management at Zhejiang University in Hangzhou honorably hosted the Summit along with the generous support from Chinese Europe International Business School (CEIBS) in Shanghai. Prof. Chen Ling and the family research team of Institute for Entrepreneurs at Zhejiang University dedicated great effort on a successful STEP-AP Summit.

The Chinese Family Business Succession Forum and International Family Business Forum

On November 5, 2015, a welcome address by Alibaba Group Founder and Chairman Jack Ma and research briefings by renowned family business scholars were among the highlights that opened the 2015 2nd Chinese Family Business Succession Forum and 9th International Family Business Forum in Hangzhou.

STEP member Jean Lee, Director of the CEIBS Centre for Family Heritage (CFH) Michelin Chair Professor in Leadership and HR Professor of Management, noted in her forum address that over the past few years, a growing number of family businesses have been among the Fortune Global 500 companies. She also pointed out that family business succession should not be confined to the model in which the son takes over his father’s business, and she said that family culture lies at the heart of business succession.

STEP member Kevin Yuk-fai Au, Director of the Centre for Family Business at CUHK, said that while support and encouragement from the family can inspire the younger generation to invest in or start up a business, second generation family business members do not like to be showered with too much love or money, as they then feel duty-bound to give back to the family.

STEP member Prof. Chen Ling, Associate Dean of the School of Management and Dean of Institute for Entrepreneurs, Zhejiang University, shared the findings of a report on the overall health of Chinese family businesses. The findings show that Chinese family businesses are more inclined towards startup than their overseas counterparts. When it comes time to pick up the baton from their parents, children want to set up a company of their own. Unique to China is that startups go hand in hand with succession, which is closely linked with corporate transition. The next three decades will be a critical juncture for succession and transition of Chinese family businesses. Succession requires lifelong education and sharing among family members.
The STEP Asia-Pacific Summit: Successful Intergenerational Business Succession in Asia

On the 6th of November, the AP region held its annual Summit for STEP business families. Though family members have many traits in common, these commonalities cannot overcome the generation gap. How will the wealthy second generation ride the current wave of mass entrepreneurship and innovation in order to bridge the gap between starting and running a business, and succeed as second-generation entrepreneurs? Business leaders and scholars from Greater China shared family business succession cases from the Asia Pacific region during a discussion titled, “Glory and Dream; Responsibility and Accountability”.

“Do Chinese family businesses have an entrepreneurial spirit?” This was the central question of the speech given by Prof. Kevin Yuk-fai (pictured right). He said that views on family business succession vary between residents of the Chinese Mainland, Hong Kong and Taiwan. For example, Hong Kong people think a family member should be appointed as CEO; Taiwanese insist that a non-family member should act as CEO and mainland Chinese have yet to arrive at a consensus over who should assume the post of CEO.

“Three Obstacles to Family Business Succession” was the title of a speech given by Prof. Jean Lee, (pictured left) who thinks that family businesses must eliminate three common stumbling blocks to succession:

- Personal factors: considerations involving the successor’s educational background, preparation for succession, and self-efficacy;
- Corporate factors: is the company engaged in a lower-end industry? Companies here have to grapple with succession problems, such as the leadership style of the first-generation entrepreneurs, organizational size, and relationships with senior employees;
- Family factors: without family culture or shared values among family members, family businesses will go nowhere.

“Riding on Asia’s economic transformation – Growth strategies of Asian business families” was the presentation topic for Prof. Annie Koh, Vice President for Office of Business Development and Academic Director of Business Families Institute, Singapore Management University (pictured right). She believes family firms must delegate power to attract nonfamily members, in order to maximize their talents. Trust is also a great attraction. Non-family members put a premium on having a relationship with family members based on mutual trust. An eligible external successor will render services to the family business in the long run.

Professors Rui, Koh and Au then held roundtable discussions with second-generation entrepreneurs from Hong Kong, Chinese Mainland and Singapore on the innovation of family businesses, successor management, and development of diversified family firms.

On November 7, the STEP Asia-Pacific delegation, which comprised representatives from CEIBS CFH, the Institute for Entrepreneurs, Zhejiang University, and the Business Families Institute of Singapore Management University, visited FOTILE Group in Cixi, Ningbo, and were welcomed by company Chairman Mao Lixiang and his family. Mr. Mao Zhongqun showed the entrepreneurs around the Confucius Hall, Exhibition Hall, and production lines. After taking over FOTILE Group, Mr. Mao Zhongqun has introduced Confucian principles into corporate management to foster a distinctive corporate culture. For example, every morning, FOTILE staff spend 15 minutes reading aloud from Di Zi Gui in the Confucius Hall.

Pictured left: Following the visit, STEP members held a roundtable discussion with FOTILE Group founder Mr. Mao Lixiang and his wife, Supervising Chairman Zhang Zhaodi, and their son President Mao Zhongqun which was moderated by Prof. Chen Ling. Mr. Mao Lixiang shared FOTILE Group’s succession experiences.
STEP Latin American Academic Meetings

The STEP Latin American affiliates held an Academic meeting on October 26 and 27, 2015 at Stetson University, at their Celebration, Florida campus. Many thanks to our STEP colleagues Frank Barbera, Isabel Botero and Ramachandran Subramanian from Stetson University for hosting and contributing to this collaborative event! Attendees included STEP team leaders from Brazil, Chile, Colombia, Ecuador, Mexico, Peru, and Puerto Rico along with members from Stetson Univ. and the Babson STEP Global office.

On October 26, the LA region delegates welcomed guest speaker, Richard Gonzmart, a 4th generation and entrepreneur-owner of successful family business restaurants, kick off the meeting. Richard touched on many aspects of his successful family enterprise including entrepreneurship, adapting, faith, innovation, challenges, succession and family influence. His spirited and enthusiastic presentation was an excellent start to the meeting!

The scholar’s presentations included:
- 4 STEP research case presentations;
- 3 teaching case development presentations;
- 2 STEP Survey/opportunities for development presentations;
- 1 presentation outlining the agenda for STEP meeting/FERC Brazil 2016

Overall, during the meeting, there was a strong emphasis on teaching cases and submitting papers at various conferences in 2016-17. The LA region determined if a STEP member’s paper was accepted, they would use their LA STEP funds to support the scholars travel to the conference.

The LA teams appointed new members for their governance rotations for 2016:
- Patricia Monteferrante will rotate off the STEP Global Board. Many thanks to Patricia for her dedication and contributions during her term. Francisca Sinn Rosende will serve on the Board from 2016-2018.
- Many thanks to Pablo Dominguez for agreeing to serve on the Latin American Regional Council.

STEP members at meeting pictured left: (back row) Isabel Botero, Stetson; Matt Allen, Babson College; Pablo Dominguez, Peru; Val Duffy, Babson College; Thomas Gura, Ecuador; Francisca Sinn Rosende, Chile; (front row) Maria Teresa Roscoe, Brazil; Ramachandran Subramanian, Stetson; Ana Cristina Gonzalez, Icesi-Colombia and Juan Rivera Algarin, Puerto Rico.
STEP European Academic Meetings

On November 25-27, 2015, the STEP European Region held Academic meetings at ESADE in Barcelona, Spain. Alberto Gimeno and Maria Jose Parada, hosts of the event, welcomed EU team delegates from Belgium, Finland, France, Germany, Italy, Ireland, Netherlands, Spain, Sweden, Switzerland, Turkey and the UK! The group gathered together to enjoy an informal dinner upon their arrival on November 25th. The following morning, the teams began their work sharing works in progress and ideas. For the meeting, each STEP team provided either a paper-based-presentation (i.e. work in progress) OR an idea-based-presentation (i.e. idea for a future research project). The EU Research Champion, Philipp Sieger, St. Gallen, reviewed the presentations prior to the event and provided feedback. Philipp will continue to provide support for the EU members as they develop their research. The following key tasks were emphasized for the Research Champion:

- Help advance ideas
- Provide input on work in process
- Help refine analysis – quantitative analysis and qualitative analysis
- Visit researchers at their University to advance their STEP research

Upcoming events in 2016 for European Region

The next EU meeting will be linked with the EIASM Family Firms Management Workshop and the RENT Conference. Connecting the EU STEP meetings with these conferences will allow EU members to have a more efficient and productive trip! The STEP Academic meetings will be held prior to the conferences on the following dates:

- EU STEP Meeting 1: May 11 & 12, 2016, Zwolle, The Netherlands (EIASM)
- EU STEP Meeting 2: November 14 & 15, 2016, Antwerp, Belgium (RENT)

JUST IN: There is also a STEP Global Academic Conference planned for October 2016. More details will follow!

European STEP Survey Report

The EU region members worked on their preparations for a European STEP Survey Report and discussed several issues where the EU Research Champion would provide guidance and support, including cleaning of their dataset. Thereafter, the researchers will begin their analysis highlighting its relevance to practitioners. The EU region hopes to launch their Report at an upcoming event in 2016!

STEP Global and Cases

Carole Howorth, STEP Global Board Chair, presented the Global STEP strategy that was recently approved by the Board in November 2015. Carole remarked that revised cases count towards meeting your STEP protocol requirements. In addition, she noted, the Global STEP office maintains all longitudinal cases. We encourage teams to present their revised case at the EU Academic meeting prior to EIASM!

Many thanks to Marcela Ramirez-Pasillas, STEP EU Council Chair, for organizing this event with our welcoming hosts, Alberto and Maria Jose!
STEP Affiliate News

UNIRAZAK Wins the Best Entrepreneurial University Award of the Year Institutional Category (Private University)

Universiti Tun Abdul Razak (UNIRAZAK) has reached another milestone by winning the grand prize for Entrepreneurial University Award of the Year (Private University) at the Ministry of Higher Education (MOHE) Entrepreneurial Awards 2015 which was held on 4 November 2015 at The Royale Chulan Hotel Kuala Lumpur.

MOHE introduced the MEA awards to act as a catalyst for the creation of a conducive entrepreneurial ecosystem and holistic entrepreneurship development in Malaysian Institutions of Higher Learning (IHLs) in 2012. The original concept for the awards was adapted from the Times Higher Education “Entrepreneurial University Award of the Year”, sponsored by the National Centre for Entrepreneurship in Education, United Kingdom.

USI Lugano Launches Family Business Center

In May 2015, USI (Università della Svizzera Italiana) Lugano founded the Association of Tessin Family Businesses (Associazione delle Imprese Familiari Ticino – AIF Ticino). Over 50 regional family firms have joined this rapidly expanding organization which counts 70 members as of October 2015.

The USI STEP team has organized several STEP Project events for their families in Lugano, among them:
- 20th November 2014, STEP Family Firm Event;
- 20th February 2015, STEP Survey Dinner;
- 8th June 2015, STEP Field Project for the Swiss-American Chamber of Commerce (pictured right);
- 21st October 2015, Workshop Succession 2.0.

Congratulations to Gianluca Colombo and his team at USI, Switzerland!

Many thanks to the USI-Lugano Switzerland team, for their translation of the STEP Global Survey Report Booklet into Italian! Here is the link to access the Survey Report in Italian.
Family Firm Institute - Annual Conference

*Family Enterprise: Myths & Realities*
October 21-24, 2015

This year, the FFI conference was held in London, UK. We congratulate our STEP colleagues for their contributions and/or awards at this event:

Mattias Nordqvist, JIBS, (pictured right) served as Research & Education Symposium chair.

Congratulations to Annie Koh, Singapore Management University, pictured left, for being elected to serve a 4 year term as a FFI board member!

Congratulations to Frank Barbera, Stetson Univ., pictured right with FBR sponsor Randy Waesche.

Congratulations to Carlo Salvato (Bocconi), pictured left, for his recent appointment as FFI GEN Faculty Chair in 2016!

SAVE THE DATE! Planning for the next FFI conference in Miami, Florida, from October 26-29, 2016 is already well underway, celebrating the 30th anniversary of FFI! Deadline for proposals: January 16, 2016. For more details click here!

PhD in Business Administration & Management at Bocconi University, Milan, Italy

Bocconi’s PhD in BA&M is a 4-year full time program designed for highly qualified and motivated students who wish to acquire the research and analytical skills of the international scientific community. Bocconi’s PhD in BA&M combines insights from a variety of disciplines related to management studies and it emphasizes the abilities necessary to integrate different approaches in order to create a sound and challenging research perspective.

Interested applicants can contact Arnaldo Camuffo at arnaldo.camuffo@unibocconi.it or the academic coordinator Mrs. Marialuisa Ambrosini at marialuisa.ambrosini@unibocconi.it or visit the website: www.unibocconi.eu/phdbusinessadministration

Candida Brush, Babson College, named Vice Provost of Global Entrepreneurial Leadership

Congratulations to STEP colleague and Global Board member, Candida Brush, for her recent appointment as Vice Provost of Global Entrepreneurial Leadership at Babson College. In her expanded role, Candida will develop initiatives to propel entrepreneurship as a force for economic and social value creation around the world. Candida continues to serve as the Franklin W. Olin Professor in Entrepreneurship and Research Director of the Arthur M. Blank Center. To read more about Candida Brush, please click here.

miami2016
ADAPT•EVOLVE•TRANSFORM

BABSON
STEP Affiliate Spotlight ~ Universiti Tun Abdul Razak, Malaysia

Contributed by Leilanie Mohd Nor  
Director, Bureau of Excellence in Research and Teaching; Program Director, BBM (Franchising);  
Assistant Professor, Bank Rakyat School of Business and Entrepreneurship

Universiti Tun Abdul Razak (UNIRAZAK) was established on 18 December 1997 as one of the first private universities in Malaysia. Named after Malaysia’s second Prime Minister, the late YAB Tun Abdul Razak, its vision is to become the leading institution in providing quality education and human capital in niche areas or body of knowledge among emerging economies. UNIRAZAK also enhances its cooperation and collaborative networks through strategic alliances with top-ranking international universities, renowned in their respective fields. This in turn supports its mission to become the Centre of Excellence in fostering Managerial Leadership and Entrepreneurship.

On 4th November 2015, UNIRAZAK was named the Grand Winner of Entrepreneurial Private University of the Year at the Ministry of Higher Education (MOHE) Entrepreneurial Awards 2015. This is a huge milestone for UNIRAZAK as it proves the commitment it has on entrepreneurship education, research, training and consultancy.

In the past year, UNIRAZAK has attracted Master and PhD students to conduct studies related to entrepreneurship and family business and this is expected to increase tremendously next year onwards given the recent recognition and acknowledgement by the MOHE and the entrepreneurial eco-system. UNIRAZAK has also forged various collaborations with the private and public sector in conducting research and providing training and consultancy in entrepreneurship and family business. In 2013, UNIRAZAK participated in the Family Enterprise Case Competition (FECC) annually held at the University of Vermont, as the first Asia Pacific team, and continued to do so in 2014 and 2015.

The focus, passion and persistency towards entrepreneurship and family business research since 2009 are the foundation in positioning UNIRAZAK as the leader in entrepreneurship education.

UNIRAZAK has been involved in the STEP project since 2009. Dr. Leilanie Mohd Nor has led the STEP team serving as the Asia Pacific Leadership Council (Chair) from 2012-2014 and member of the Global Board from 2013 to present. The team has also been actively involved with the AP regional and global summits, and partook in the STEP Global Booklet Vol. 1, STEP Quantitative Survey 2015, STEP Global Booklet Vol. 2 and the Edward Elgar book, Developing Next Generation Leaders for Transgenerational Entrepreneurial Family Enterprises, whereby Dr. Mohar Yusof co-edited the latter two.

The country of Malaysia offers so much diversity in nature and culture! It is a fascinating place with historical traditions and many interesting stories.

- Malaysia is the only country that includes territory both on the mainland of Southeast Asia and in the islands that stretch between the Asian continental mass and Oceania.
- Kuala Lumpur, Malaysia, has recorded 200 rainy days in a year. The city of Kuching in Sarawak holds the unenviable record of rainy days in a year with 253.
- Malaysia’s Taman Negara (“national park”) is one of the oldest rainforests on Earth. At 130,000 million years, it is older than the tropical rainforests of the Amazon and the Congo Basins. It supports more than 10,000 species of plants, 1,000 types of butterflies, 140 types of animals, 350 bird species, 100 kinds of snakes, and 150,000 kinds of insects.  
Brazil to Host FERC 2016

Save the Date!

FERC 2016
The 12th Annual Family Enterprise Research Conference
Fundação Dom Cabral, Aloysio Faria Campus
Nova Lima (MG) – Brazil
June 1-4, 2016

FERC is dedicated to developing a community of scholars interested in conducting research to further our understanding of family firms and creating usable knowledge in this field.

The FERC 2016 Committee invites paper submissions on the theme “Founder Influence on Family Firms” and welcomes other research that can help us understand how family businesses work, the challenges they face, and the advantages and uniqueness that they bring to the economy.

Keynote Speakers:
Werner Baer, University of Illinois at Urbana-Champaign
Shaker Zahra, University of Minnesota

The FERC 2016 Committee invites you to submit your papers!

http://www.fdc.org.br/hotsites/mail/ferc/call-for-papers.html

Journal of Business Research - Special Issue:
Deadline August 1, 2016
Upcoming Events

**STEP Related Events**

11-12 May 2016:  STEP European Academic Meeting, Zwolle, The Netherlands

October 2016 TBA:  STEP Global Academic Conference

14-15 November 2016:  STEP European Academic Meeting, Antwerp Belgium

**Conferences and Programs of Interest:**

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<th>Diana International Research Conference 2016</th>
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<td>University of Nordland, Bodo, Norway</td>
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<td>June 12-14, 2016</td>
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<td>Theme: Gender in family business &amp; Gender and innovation</td>
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The Diana-project was established in 1999, by Professors Brush, Carter, Gatewood, Green and Hart – in partnership with ESBRI, Stockholm. The Diana Research Project has led the research agenda in women's entrepreneurship across continents, cultures and contexts. For the first time, the 9th Diana International Conference will be held in Norway, in Bodo. The conference will be hosted by Research Professor Elisabet Ljunggren (Nordland Research Institute) and Professor Gry Agnete Alsos (University of Nordland Business School).

**CALL FOR PAPERS:** We invite papers that broadly fit with the overarching themes of conference, and seek contributions based on rigorous research that explores how family businesses are gendered and how innovation could be understood and studied with gender perspectives. We also invite papers on other topics within the scope of the Diana International Research Conference related to gender and entrepreneurship. Submitted papers may be conceptually or empirically based, and employ quantitative or qualitative methods.

The 2016 Diana International Conference will take place just after the Babson College Entrepreneurship Research Conference (June 8-11, 2016). **Deadline for abstract submission is December 15, 2015.** For further information, see the conference web page. [http://www.uin.no/diana2016](http://www.uin.no/diana2016)

14-16 January 2016:  [4th Annual Family Enterprise Case Competition](#), Burlington, Vermont

2-4 February 2016:  [IFERA 2016 Research Development Workshop](#), University of Catania, Italy

16-18 March 2016:  [2016 The Business Association of Latin American Studies Annual Conference](#), Guayaquil, Ecuador

25-28 May 2016:  [2016 FERC](#), Nova Lima, Brazil

13-14 May 2016:  [EIASM 12th Workshop on Family Firm Management Research](#), Zwolle, Netherlands

1-4 June 2016:  [EURAM 2016 16th Conference Theme: Manageable Cooperation?](#), Paris, France

27-30 June 2016:  [IFERA 2016 Annual Conference](#), Bogotá, Colombia

26-29 October 2016:  [2016 FFI Miami Conference](#), Miami, Florida
Opportunities for Publishing and more…

**Special Request from Kevin Au, CUHK**

Dear STEP fellow members,

Prof Rosalie Tung, former President of AOM, has taken over the editorial board as chief editor of the Cross-Cultural Management - An International Journal. She invited me to serve as an associate editor to review papers primarily on Comparative and International Entrepreneurship. This is a reputable journal and now have a very strong editorial team. See below. The citation and quality of the papers will go up for sure.

http://www.emeraldgrouppublishing.com/products/journals/editorial_team.htm?id=ccm

I would love to see some papers using STEP data or other papers from you, and guarantee a quick turn-around. Family Business and entrepreneurship papers are particularly welcome. If there is enough interest from you, I shall also propose a special issue on using STEP data and framework for the Journal. Lastly, I may also need your help to review some papers in this area. Thanks,

Kevin Au, Chinese University of Hong Kong
kevinau@cuhk.edu.hk
Opportunities for Academics

The Glendonbrook Institute for Enterprise Development at Loughborough University’s London Campus is seeking to make an appointment in the area of Entrepreneurial Finance, at Senior Lecturer level. The successful applicant will have a PhD in Management, Innovation studies, Entrepreneurship or a field that is complementary to the Institute’s teaching and research direction. Applicants have a record of publications in high-impact journals and possibly as book chapters. They will have demonstrated experience in teaching, with particular interest in teaching postgraduate coursework.

The successful candidate will be expected to plan, develop and teach postgraduate courses in Innovation, Entrepreneurship, Entrepreneurial Finance and related areas. He or she will also be expected to supervise higher degree research students, to produce high-quality scholarly research outputs, to attract external research funding and to interact with a range of relevant external stakeholders. Further details including salary can be found at jobs.ac.uk at the following link http://www.jobs.ac.uk/job/AMF815/senior-lecturer-in-entrepreneurial-finance/

Enquiries about the position should be directed to: Professor Wilfred Dolsma, Director Glendonbrook Institute for Enterprise Development, w.a.dolsma@lboro.ac.uk.

The Department of Entrepreneurship at Baylor University’s Hankamer School of Business is currently accepting applications for the Ph.D. program in Entrepreneurship. The application deadline is January 15th, 2016 to receive full consideration for admission and accepted students will begin their studies in the fall of 2016. Information, including the online application is available at http://www.baylor.edu/business/entrepreneurship/phd/.

Please contact Dr. Matthew Wood, director of the doctoral program or email info_ent_phd@baylor.edu if you know of high potential candidates or if you have questions about this exciting program.

Did you know...

This segment provides brief updates, new developments, STEP resources, reminders of protocol, processes and any other useful information for your STEP affiliated team!

Did You Know – Over the last 10 years, STEP scholars from the 42 STEP membership Institutions around the world have contributed a multitude of articles, practitioner booklets and 5 STEP Elgar Books? All of the STEP related publications can be found at http://digitalknowledge.babson.edu/step/.

For more details—contact Val Duffy at vduffy@babson.edu or Donna Luce at dluce@babson.edu
Looking for a Good Read?

**Scholars’ Perspectives: Myths and Realities - FFI Practitioner**

Maria José Parada, ESADE, has written and interesting article for the FFI Practitioner. [Family Business Role Models: Understanding role complexity.](http://ffipractitioner.org/2015/11/04/myths-realities-across-cultures-and-across-generations-2/)

October 7, 2015

Professor Leif Melin, Jönköping International Business School, explains some of the main myths still related to family businesses and why these myths are no longer a reality. ([Interviewed by Boris Matijas, director & founder of Archipiélago Empresa Familiar](http://ffipractitioner.org/2015/11/04/myths-realities-across-cultures-and-across-generations-2/)).

November 4, 2015.

Luz Vega is an associate professor at the Interamerican University of Puerto Rico and has written an article for FFI Practitioner. [Myths & Realities in Family Businesses in Puerto Rico](http://ffipractitioner.org/2015/11/04/myths-realities-across-cultures-and-across-generations-2/), November 11, 2015.

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**Family Business Review**

Neus Feliu and Isabel C. Botero

**Philanthropy in Family Enterprises: A Review of Literature**

FBR first published on October 26, 2015

**ABSTRACT:** Philanthropy in family enterprises operates at the crossroads of family, business, and society. Most of the research in this area is approached from the business or the individual level; thus, we have a fragmented understanding of philanthropy in family enterprises. This article presents a systematic review of the literature on the subject. Based on 55 sources published between 1988 and 2014, we explain the drivers of this behavior, the vehicles used to practice it, and the outcomes tied to the practice of philanthropy in family enterprises. We identify gaps in our understanding and provide ideas for future research.

Dr. Botero is an educator, researcher and consultant in the areas of management and family enterprises. She is a member of the Stetson STEP team. She obtained her Ph.D. in Communication at Michigan State University.

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Check out the November 13, 2015 article in Barron’s Asia Edition: **Asia’s Family Firms Need to Talk About Succession.** Without a plan, the risk of business failure is high as the transition to the next generation looms.


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Take a look at Thawawat Magazine’s recent interview (January 2016 issue) with Prof. Mattias Nordqvist, CeFEO, Jönköping International Business School, Sweden!

**“Building Scientific Foundations in the Family Business Field”**

Thawawat sat down with Mattias Nordqvist, professor of management with a focus on family business and entrepreneurship, to discuss what brought him to the field, the state of family business education in Scandinavia, and why more research-based knowledge is needed.