Contributors

Nunzia Auletta is a Full Professor at the Centre of Entrepreneurship, Instituto de Estudios Superiores de Administración (IESA), Venezuela. Her current research is mainly focused on business innovation, sustainability, and entrepreneurial orientation in family firms. She coordinated the research teams for the Global Entrepreneurship Monitor (GEM) and the Successful Transgenerational Entrepreneurship Practices (STEP) in Venezuela, since 2009. She earned her PhD at the Universidad Simón Bolívar, Venezuela.

Barjoyai Bardai is a Professor at the Graduate School of Business, Universiti Tun Abdul Razak, Malaysia. He is a Chartered Accountant, obtained a PhD in Taxation from University College London, the University of London in 1991. Has been teaching Accounting, Finance, Taxation, Entrepreneurship, Creativity and Innovation in Business and Islamic Banking and Finance since 1975 at Universiti Kebangsaan Malaysia, Universiti Teknoloji Malaysia, Universiti Malaya, UNIRAZAK, MUST, Al-Medinah International University, UNISEL, INCIEF, UTAR, Uitm and TAYLOR Universities. Has been involved in business and entrepreneurship development including venture capital activities in the Silicon Valley since 1997 and listed four companies successfully in the Toronto and Montreal Stock Exchange. He is still active in technology venture development in Malaysia and the region. Has been researching on small business and entrepreneurship development in the State of Pahang, Trengganu, Kelantan, Selangor, Wilayah Persekutuan, Negeri Sembilan and Malacca in Malaysia. Has written two books in entrepreneurship, published by the national publisher Dewan Bahasa dan Pustaka in the year 2000. He has supervised over 50 PhD students in the areas of Entrepreneurship, Accounting, Taxation and Innovation.

Patrick Bender graduated from Jönköping International Business School (JIBS), Sweden in 2014 with a master’s degree in Business Administration and Economics. He works in the financial department of the family business. He administers one of the smaller companies and supports the CFO of the consolidated family business in specific projects. His academic research has mainly focused on successions of family businesses.
Navneet Bhatnagar is a research associate at the Thomas Schmidheiny Centre for Family Enterprise of the Indian School of Business, India. He has an MBA from the Institute of Management Studies, Indore and received his master’s degree in Economics from Barkatullah University, Bhopal. He is pursuing a doctoral degree at the Department of Management Studies, Indian Institute of Technology Madras, India.

Frank H. Bos holds a master’s degree in Business Administration from the University of Groningen, the Netherlands. He works at Windesheim University of Applied Sciences, the Netherlands, both as lecturer and as a researcher within the Windesheim Family Business Research Center. He is a PhD candidate at the University of Groningen. His PhD research focuses on family firm top management teams. He is interested in questions relating to the effect of family involvement on managerial practices and professionalization of top management teams within the family business context.

Mara Brumana is Research Fellow at the University of Bergamo, Italy. She is also a member of the Research Center for Young and Family Enterprise (CYFE). As a visiting scholar, she has been at the Alberta School of Business (Canada), the Johannes Kepler University and the WU Vienna University (Austria). Her research interests lie at the intersection of entrepreneurship, organization theory and international business, with a particular focus on family firms’ entrepreneurial initiatives, institutional-bound strategic change and power relationships within multinational corporations.

Lucio Cassia is a Full Professor in Strategic Management and Entrepreneurship at the University of Bergamo, Italy. He teaches strategic management, corporate strategy, competition and growth and entrepreneurial strategy in graduate, postgraduate and PhD programs. He is currently leading research, education and consulting on entrepreneurship, business strategy and family business. Main interests are in technology-based start-ups, high-tech companies, innovation tools and patterns of growth of small and medium enterprises. With particular focus on the topics of youth entrepreneurship, growth of family businesses, managerial succession and generational change, Lucio promoted and founded the Research Center for Young and Family Enterprise (CYFE). Lucio has published ten books and over 150 papers in academic and professional journals.

J.P. Coen Rigtering holds a master’s degree (cum laude) in Policy, Communication and Organization from the VU University in Amsterdam and a PhD in Corporate Entrepreneurship from the Utrecht University School of Economics (USE), the Netherlands. Currently, he works as an...
Assistant Professor at USE specializing in corporate entrepreneurship, organizational theory and entrepreneurship. His work is published in several academic journals such as: *Review of Managerial Science*, *International Entrepreneurship and Management Journal*, and *The Service Industries Journal*. In 2012 he was named the USE PhD student of the year. His primary research interests are in the field of corporate entrepreneurship, intrapreneurship, and strategic management in family businesses.

**Alfredo De Massis** is a tenured Full Professor who holds the Chair in Entrepreneurship and Family Business at the Lancaster University Management School, UK and is Director of the School’s Centre for Family Business. He served as Global Board Member and Chairman of the European Leadership Council of the Global STEP Project for Family Enterprising, and is a member of the Academic Advisory Board of the Institute for Family Business (IFB) Research Foundation. Alfredo’s family business research has been published widely in leading academic and professional journals. He serves on the Editorial Boards of *Entrepreneurship Theory and Practice*, *Strategic Entrepreneurship Journal*, *Family Business Review* and *Journal of Family Business Strategy*, and has been Editor of seven special issues on family business research in leading entrepreneurship, strategy and innovation journals.

**Rocki-Lee DeWitt**, PhD (Columbia University) is a Professor of Management in the School of Business Administration at the University of Vermont, US. Her current research examines intergenerational innovation, the role of non-family members in family business success, socially responsible succession planning, and the role of family businesses in industry emergence and evolution. She is a member of the Editorial Board of *Family Business Review*, the former Chairperson of the North American Council of STEP, and is currently affiliated with the UCESI STEP team.

**Luis Díaz Matajira** is Assistant Professor at the School of Management Universidad de los Andes, Colombia where he serves as Director of the Undergraduate Program. His research interests are in the fields of family business strategy, public management and corporate social responsibility. He has been part of the STEP project since 2006. He holds a BA in Economics from Universidad Nacional de Colombia, a master’s in Development Studies from the London School of Economics and a master’s in Management from Tulane University. He is also a PhD student in Management from Tulane University, New Orleans.

**Allan Discua Cruz**, PhD, is a lecturer in Entrepreneurship at the Institute for Entrepreneurship and Enterprise Development (IEED) in the Lancaster
University Management School, UK. He is a third generation member of a family in business and his professional background is in industrial analysis and manufacturing management. He is also a member of the Centre for Family Business at IEED. He has published in entrepreneurship and family business journals as well as book compilations. His current research focuses on entrepreneurial dynamics by families in business and social contexts of entrepreneurship.

**Alberto Gimeno** is an Associate Professor of Strategy and General Management at ESADE Business School, Spain. He is the Director of the ESADE International Family Business Lab and the CEMS Master in International Management. A member of the Global Board of the STEP Project (Successful Transgenerational Entrepreneurship Practices), he is a fellow of the Family Firm Institute (FFI). An active international speaker in academic and business meetings, Alberto is a Board Member in different family businesses and a senior partner of Family Business Knowledge (FBK), an international family business consultancy. His research is focused on the application of the theory of complexity to family business management, in domains such as succession, professionalization, communication, governance and identity creation.

**Gustavo González Couture** is Full Professor at the School of Management Universidad de los Andes, Colombia. His research interests are in the fields of virtue ethics in entrepreneurial families, business ethics, and workplace spirituality. He holds a PhD in Philosophy, has been Provost of Universidad de los Andes and has served on STEP’s Regional Council and Global Board.

**Denize Grzybovski** is a Professor of Organizational Theories and coordinator of the postgraduate management programme at the Passo Fundo University (UPF), Brazil. She is a Guest Professor at the Master in Development Programme at Regional University of the Northwest of the State of Rio Grande do Sul (UNIJUÍ) and the General Secretary of the Brazilian Association for Studies on Entrepreneurship and Management of Small Businesses (ANEGEPE). Professor Grzybovski holds a doctorate in management from the Lavras Federal University (UFLA).

**Margré Heetebrij-van Dalfsen** holds a master’s degree in Business Administration, more specifically in Organizational and Management Control, from the University of Groningen, the Netherlands. Currently she works as a researcher and a lecturer at Windesheim University of Applied Sciences, the Netherlands. In her role as lecturer she specializes in business economics in general and more specifically in strategic management, finance and management control. In her research she focuses on the
relationship between values and managerial practices in family businesses. Being a junior researcher this chapter is her first work being published.

**Hiro Higashide** is Professor of Entrepreneurship, Creativity and Family business at the Graduate School of Commerce, Waseda University, Japan. He received an MBA and a PhD in Entrepreneurship at Imperial College, University of London. Before his degrees, he had been involved in property development in the UK and continental Europe. His current focus is on the impacts of creativity, various ‘intelligences’, death and religion, ego and freedom, and individual capabilities, on the happiness of stakeholders. He has presented his work in such conferences as the Babson conferences, AOM, BAM and Global Entrepreneurship Research Conference and has published articles in such journals such as *Journal of Business Venturing, Journal of Management* and *Japan Ventures Review*.

**Naomi Kozono** is a business consultant specializing in formulating business strategies, standardizing operating procedures, and optimizing business systems for global companies. She received an MBA from the Graduate School of Asia-Pacific Studies, Waseda University, Japan. Her family runs their family business. While she attended graduate school, she studied and conducted research on longevity and succession in family businesses. After obtaining the MBA, she worked for a foreign consultancy firm. Currently, she works as an independent consultant.

**Christian Lechner** is currently Full Professor of Strategy and Entrepreneurship at the Free University of Bolzano, Italy. He is the Director of the PhD program in Economics and Management on Organisational and Institutional Outliers. He held previously, for 12 years, a position at Toulouse Business School where he was involved in entrepreneurship activities, the launch of an incubator and the coaching of small firms. He received his PhD in Business Administration from the University of Regensburg, an MBA from the University of Georgia, a university degree in Business Administration from the Ludwig-Maximilians-University, and international business studies at the Università degli Studi di Firenze. His research interests are inter-firm and inter-personal networks, habitual entrepreneurship, organizational configurations of new firms and growth, the resource-based view and family business management.

**Ilse A. Matser** is Professor of Family Business Management at Windesheim University of Applied Sciences, the Netherlands. She received her PhD in Family Business Management from the Utrecht University School of Economics. She is also the Director of the Dutch Centre for Family Business, an expertise center for family firms. Her primary research interests are in the field of ownership, governance and transgenerational
entrepreneurship. Her work is published in several academic journals such as: *Family Business Review* and *Journal of Family Business Management*.

**Tommaso Minola** is co-founder and Director of the research Center for Young and Family Enterprise (CYFE) of the University of Bergamo, Italy, where he is Lecturer in the fields of Technology Management, Entrepreneurship and Strategy. He is TOFT Visiting Professor at Jönköping International Business School (Sweden). His research and teaching is focused on entrepreneurship, family business, technological innovation, technology transfer. His work is published in several academic journals such as: *R&D Management, The Journal of Technology Transfer, International Journal of Entrepreneurial Behaviour & Research*. He is member of several academic and professional associations on entrepreneurship and family business, and reviewer for major international journals in the field. He has also been Technology Manager and Director of Technology Incubator at Politecnico di Milano.

**Leilanie Mohd Nor** is an Assistant Professor at the Bank Rakyat School of Business and Entrepreneurship, Universiti Tun Abdul Razak, Malaysia. Her specialization is in entrepreneurship, focusing on family business theories and models, decision-making process, venture creation, and portfolio entrepreneurship. Leilanie is the team leader for STEP (Successful Transgenerational Entrepreneurship Practices) Malaysia since 2009. She was the STEP Asia Pacific Leadership Council (Chair) for five years from 2010 to 2014, and currently sits on the STEP Global Board. She has also been involved in the Global Entrepreneurship Monitor (GEM) study since 2009. In addition, her more than 15 years managerial experience in large companies contributes to her capabilities and competencies as a consultant and trainer. Leilanie holds a BA from Michigan State University and her PhD focused on the venture creation decision-making process within family businesses.

**Angelica Nilsson** graduated from Jönköping International Business School (JIBS), Sweden in 2014 with a master’s degree in Business Administration and Economics. Today Angelica works in the accounting department of the family firm. She also develops new projects together with the CFO. One of her greatest interests is leadership and related challenges that occur in family firms. Her research is focused on the leadership of next generation in family firms.

**Maria José Parada** is lecturer of Strategy and Family Business at the Department of Strategy and General Management in ESADE Business School, Spain, and Co-Director of the ESADE Family Business Lab. She holds a PhD from Jönköping International Business School (JIBS),
Sweden. She obtained a Master of Research and an MBA from ESADE and a Family Business Advising certificate from FFI. She has been Visiting Researcher of the INSEAD Global Leadership Center, France, and Visiting Scholar at HEC, Paris. Her research focuses mainly on the development of governance structures, professionalization, values transmission and change, and entrepreneurship in family businesses.

Kavil Ramachandran, a permanent faculty of the Indian School of Business (ISB) since its establishment in 2001, is the Executive Director of the Thomas Schmidheiny Centre for Family Enterprise at ISB. Professor Ramachandran received his PhD in Business Management from Cranfield University (UK) in 1986. For the next 15 years he served as professor at the Indian Institute of Management, Ahmedabad. His areas of specialization are family entrepreneurship and strategic management. He has been a consultant to the World Bank, International Labour Organization, Swiss Development Agency, Department for International Development (UK), various state governments and development banks in India.

Marcela Ramírez-Pasillas is an Assistant Professor and Project Manager of PRME (United Nations Principles of Responsible Management Education) at the Jönköping International Business School (JIBS), Sweden. She serves as a Chair of the STEP European Leadership Council of the Global STEP Project for Family Enterprising. Her research is related to entrepreneurship and branding in family businesses and entrepreneurship in international trade fairs and cluster networks, and is published in book chapters and academic journals. She is a faculty member of the Master in Managing in a Global Context. She is interested in entrepreneurial phenomena that are socially based triggering different responsible entrepreneurship(s).

Maria Teresa Roscoe is a Professor of Development of Shareholders, Family Companies, Governance, Management by Processes and Organizational Restructuring at Fundação Dom Cabral (FDC), Brazil. She has coordinated the Partnership for the Development of Shareholders Programme (PDA) at FDC for seven years. Professor Roscoe holds a master’s in Business Administration from the Pontifical Catholic University of Minas Gerais (PUC-MG) and an MBA from FDC.

Pramodita Sharma is the Sanders Chair and Professor for Family Business at the School of Business Administration, University of Vermont, US. She holds an honorary doctorate from the University of Witten/Herdecke, Germany. Her research on succession processes, governance, innovation, next generation commitment and entrepreneurship has been honored with several international awards. She is among the most frequently cited
scholars in family business studies. In addition to seven co-authored books, she has published over 50 scholarly articles and book chapters on family business studies. She is the Editor of the *Family Business Review* and is a recipient of the prestigious Barbara Hollander award of the Family Firm Institute.

**Adriane Vieira** is a Professor and researcher in the Faculty of Management of Health Services at the Universidade Federal de Minas Gerais (UFMG), Brazil. She is also guest researcher at Fundação Dom Cabral (FDC) and has worked with family-owned businesses over the last eight years. Professor Vieira is a psychologist with a doctorate in administration from UFMG.

**Siri Roland Xavier** is currently the Deputy Dean of Bank Rakyat School of Business and Entrepreneurship at Universiti Tun Abdul Razak, Malaysia. He is also the Programme Director of the Entrepreneurship programmes in collaboration with Babson College, Boston, USA. Prior to academia he started his career with Andersen Consulting providing consultation services to the local banking industry. His working experience (spanning 20 years) has included senior managerial positions in sales, marketing, production and distribution in a NYSE listed company, Asia Pulp & Paper. In research he is the National Team leader (since 2009) for the Global Entrepreneurship Monitor (GEM), project leader for GEM ASEAN entrepreneurship research funded by IDRC and a member of the National Successful Tran-Generational Entrepreneurship Practices (STEP) family business research program. He is a Board Member of the Global Entrepreneurship Research Association (GERA) since 2011. He was appointed ‘Subject Matter Expert’ for Entrepreneurship, New Venture Development and Marketing Strategy (since 2007) to the OPEN University Malaysia (OUM). Roland has conducted training and consultancy for many financial and academic institutions both local and international including being a keynote speaker globally.

**Katsushi Yamaguchi** is a research student and PhD candidate at the Graduate School of Commerce, Waseda University, Japan. He received a master’s degree in Commerce from the Graduate School of Commerce, Waseda University. Between 2011 and 2013, he served as a Research Associate at the Research Institute of the Faculty of Commerce, Waseda University. He is a member of the International Family Enterprise Research Academy (IFERA). His research interests include succession and development of successor, and entrepreneurship in family firms.

**Mohar Yusof** is an Associate Professor at the Bank Rakyat School of Business and Entrepreneurship, Universiti Tun Abdul Razak, Malaysia.
His specialization and research interest are in the field of entrepreneurship, family business, and strategy. He has been involved in the Global Entrepreneurship Monitor (GEM) study and the Successful Transgenerational Entrepreneurship Practices (STEP) project on family business since 2009. He has a PhD in Management (by Research) in which he studied the organizational antecedents of academic entrepreneurship. In addition, he holds the Malaysian Institute of Management – Certified Professional Intellectual Property Manager (MIM-CPIPM) certification and he is also a Certified Financial Planner (CFP).