



The IFERA Consortia for Doctoral and Junior Faculty Scholars

IFERA is hosting the 3rd IFERA Doctoral Consortium, as well as the Inaugural Junior Faculty Consortium. The Doctoral consortium has been designed as an interactive and educational event for doctoral students planning to pursue a career of scholarship in the family business field. The doctoral consortium also aims to provide an additional opportunity for the students to get socialized in the field via close interaction with their peers and experienced participating faculty. The Junior Faculty Consortium has been designed to discuss issues such as early stage career management, developing a research stream, as well as taking leadership roles in specific institutions within an academic setting. This initiative is supported by the Family Business Network–International, as they are committed towards the development of the next generation of scholars that will launch new research and academic projects that will benefit the thriving family business economy.

DAY 1: 24th of June		
IFERA DOCTORAL AND JUNIOR FACULTY CONSORTIA		
	Room A Doctoral Consortium	Room B Junior Faculty Consortium
09:00	Registration	
09:15	Sanjay Goel, Chair of IFERA Doctoral and Junior Faculty Consortia Introduction and welcome for the two consortia together	
09:30	Nigel Nicholson Planning and writing a dissertation	Lloyd Steier Career management
10:15	Coffee	
10:30	Leif Melin Developing deep insights from qualitative data	Sanjay Goel Being a productive scholar
11:15	Six Breakout sessions	Ramona Zachary (Heck) Managing the publications cycle
12:30	Lunch	
01:30	Isabelle Le Breton-Miller/ Danny Miller Gaining access to family businesses/ Developing family business courses	Kosmas Smyrnios Improving research rigor in family business studies
02:15	Sanjay Goel Advancing theory building in family business	Ranjan Karri Dealing with writer's block and managing service expectations
03:00	Coffee	
03:15	Six Breakout sessions	Leif Melin / Nigel Nicholson Supervising doctoral students
04:30	Carole Howorth Un-researched issues in family business	Tom Schwarz Perspective on leading a family business center
05:15	Panikkos Poutziouris, Chair of IFERA 2009 Conference Conclusion, evaluation, and acknowledgments	

DAY 2: 25th of June – MAIN CONFERENCE

08:30-09:30	Opening and Keynote by Professor Nigel Nicholson , London Business School: The Family in Business Battling for Survival and Growth			
09:30-11:00	Parallel Session Track I , Final papers Grand Hall A Family Business Orientation Chair : Sabine Klein	Parallel Session Track I , Final papers Evagoras Human Capital Chair : Franz Kellermans	Parallel Session Track I , Final papers Tefkros Strategy Chair : Leif Melin	Parallel Session Track I , Final papers Onisillos Entrepreneurship Chair : Kiril Todorov
	Molly, Laveren & Uhlaner: <i>Goal Orientation and Performance</i> Moog, Mirabella & Schlepffhorst: <i>Owner Orientation & Family Orientation</i> Konis: <i>Family Orientation & Entrepreneurialism</i>	Botero et al: <i>Attracting Non-Family Talent</i> Pittino, Visintin & Bau: <i>CEO Turnover in Insider Systems</i> Simon et al: <i>Stewardship Effects on HR</i>	Mizumoto & Saes: <i>Human Capital & Strategy</i> O'Regan, Hughes & Tucker: <i>Strategic Thinking in Family Business</i> Discua-Cruz, Hamilton & Howorth: <i>Opportunity Evaluation</i> Llach & Nordqvist: <i>Innovation via a Resource Perspective</i>	Heino & Jussila: <i>Entrepreneurial Typologies & Investment</i> Dhaliwal: <i>Asian Entrepreneurs in The UK</i> Goto: <i>Entrepreneurship & Longevity in Japan</i>
11:00-11:30	Coffee Break			
11:30-13:00	Parallel Session Track II -Final papers Grand Hall A Corporate Governance Chair : Daniel Pittino	Parallel Session Track II -Final papers Evagoras Family in Business Dynamics Chair : Pietro Mazzola	Parallel Session Track II -Final papers Tefkros Organizational Dynamics Chair : Patricia Fitzgerald	Parallel Session Track II -Final papers Onisillos Copreneurs and Women in Business Chair : Bengt Johannisson
	Coche & Gomez: <i>Co-Determination of the Family and Firm</i> Parada, Gimeno & Saris: <i>Creating Governance Bodies</i> Brockhoff & Koeberle-Schmid: <i>Governance & Family Councils</i>	Chirico, Salvato & Byrne: <i>Failing Firms-Commitment-Entrapment</i> Zutshi & Tan: <i>Professionalisation Failure</i> Memili, Chang & Kellermans: <i>Conflict via Stewardship Perspective</i> Herles & Klein: <i>Selling the Family Firm</i>	Farrington, Vender & Boshoff: <i>Successful Sibling Partnerships</i> Patel, Kellermans, Eddleston: <i>Commitment & Performance</i> Graves & Thomas: <i>Internationalisation, Change & Conflict</i> Chirico, Nordqvist & Colombo: <i>Culture & Dynamic Capabilities</i>	Al-Dajani & Marlow: <i>Home-Based Firms-Marriage Dynamics</i> Montemerlo, Minichilli & Corbetta: <i>Women in Top Management Teams</i> Vender, Farrington & Boshoff : <i>Copreneurial businesses</i>
13:00-14:30	Buffet Lunch			
14:30-16:00	Discussion Forum I -working papers Grand Hall A Succession Chair : Linda Glassop	Discussion Forum I -working papers Evagoras Innovation and Performance Chair : Kimberley Eddleston	Discussion Forum I -working papers Tefkros Ownership Chair : Alberto Gimeno	Discussion Forum I -working papers Onisillos Typologies and Methodologies Chair : Matti Koironen
	Johannisson & Melin: <i>Succession in the family business</i> Berent et al: <i>Succession & Post-transfer Profitability</i> Sharafudeen: <i>Transgenerational Entrepreneurship</i> Nae & Moise: <i>Mentoring in Entrepreneurial Framework</i>	Frank, Kessler & Korunka: <i>Market Orientation & Performance</i> Colombo: <i>Dynamic Capabilities & Performance</i> Poutziouris & Trevinyo-Rodriguez: <i>Mergers and Acquisition Models</i> De la Garza, Ayup: <i>Strategic Directive Skills & Growth</i>	Lambrechts & Grieten: <i>Psychological Ownership & Change</i> Simon-Villar & Presas: <i>Stewardship and Innovation</i> Vallejo-Martos et al: <i>Stewardship Relationships</i>	Blunden, Chamard & Fitzgerald: <i>Family Firms-Behavioral Approach</i> Blomback & Brundin: <i>Family Business Definition Revisited</i> Presas, Munoz & Guia: <i>Family Firms In Hotel Industry</i>
16:00-16:30	Coffee and Kean Juices break			
16:00-17:30	Poster presentations			

DAY 3: 26th of June - MAIN CONFERENCE

08:30-09:30	Keynote by Professor John Davis, Harvard Business School: Framing the Development of the Family Business – Theory to Practice			
09:30-11:00	Parallel Session Track III-Final papers Grand Hall A Ownership and Performance Chair : Kosmas Smyrnios	Parallel Session Track III-Final papers Evagoras Succession Chair : Daniela Montemerlo	Parallel Session Track III-Final papers Tefkros Finance Chair : Joe Astrachan	Parallel Session Track III-Final papers Onisillos Family Business Cases Chair : Bakr Ibrahim
	Sciascia & Mazzola: <i>Family Ownership Involvement & Profitability</i> Bernhard & Sieger: <i>Family Influence & Psychological Ownership</i> Tiscini & di Donato: <i>Family Control – Governance</i> Arosa, Iturralde & Maseda: <i>Insiders Ownership & Firm Performance</i>	Gómez-Betancourt et al: <i>Ownership Succession Mechanisms</i> Sarabia & Obeso: <i>In and out Succession Models</i> Labaki: <i>Family Secrets and Succession</i>	Praet: <i>Family Ownership & Divestment Decision</i> Scholes, Wright, Westhead & Kloeckner: <i>Professionalization via MBOs</i> Schiesari, Miglietta & DeAngelis: <i>The capital Structure of Italian FOBs</i> Seet, Graves & Tan: <i>Private Equity & Chinese family-owned SMEs</i>	Gulbrandsen & Lange: <i>Multi-generational Shipping Firms</i> Thomas: <i>Succession in Kennard Family-in-business</i> Gheorghita, Sola & Tse: <i>Family Wealth Investment Strategies</i> Iannarelli, Leann & Aniello: <i>Next Generation Influences on Italian Firms</i>
11:00-11:30	Coffee Break			
11:30-13:00	Parallel Session Track IV-Final papers Grand Hall A New Developments Chair : Ramona Zachary	Parallel Session Track IV-Final papers Evagoras Family Corporate and Brand Identity Chair : Justin Craig	Parallel Session Track IV-Final papers Tefkros Sustainability and Longevity Chair : Roberto Floren	Parallel Session Track IV-Final papers Onisillos Education and Executive Training Chair : Torsten Pieper
	Hadjimanolis: <i>Family Business & Self-Employment</i> Ceja & Tapiés: <i>Attracting Talent to Family Firms-MBAs' View</i> Brundin & Kjellander: <i>Narrative Methodology: Future from the Past</i> Kansikas, Murphy & Koiranen: <i>Bonding Family Social Capital</i>	Presas, Guia & Munoz: <i>Family Branding in Tourism Firms</i> Blomback & Ramirez- Pasillas: <i>Family & Corporate Brand Identity</i> Botero et al: <i>Organizational Attractiveness</i>	Matser & Lievens: <i>The Succession Scorecard for Continuity</i> Ibrahim, Lam & Soufani: <i>Longevity in A Family Business Dynasty</i> Basco & Perez-Rodriguez: <i>Modeling Family-Enterprise Management</i> Graves: <i>Internationalisation-Financial Performance</i>	Todorov: <i>Preparing Successors in Bulgarian Firms</i> Kansikas et al: <i>Enterprise + Family Business Education Policy</i> Juma & Sequeira: <i>Grooming Directors-Malaika Academy</i>
13:00-14:30	Buffet Lunch			
14:30-15:40	Discussion Forum II -working papers Grand Hall A New Developments Chair : Gianluca Colombo	Discussion Forum II -working papers Evagoras OB and Cultural Paradigms Chair : Sanjay Goel	Discussion Forum II -working papers Tefkros Finance Chair : Eddy Laveren	Discussion Forum II -working papers Onisillos Case studies Chair : Jill Thomas
	Litchfield & Kellermanns: <i>Attitudes Towards FOBs & Intentions to Buy</i> Ramirez-Pasillas: <i>Family Business Branding</i> Glassop: <i>Transition Intent</i>	Hendrikx, Voordeckers & Lambrechts: <i>Organizational Change in FOBs</i> Parzefall: <i>Social Exchange and Commitment</i> Nemilensky & Koiranen: <i>Values of Russian Families</i>	Granata & Gazzola: <i>Family Firms in the Eyes of VC-PE Firms</i> Esparza, Garcia & Durendez: <i>Financial Management & Performance</i> Granata: <i>M & A-What's the Price of a Family Firm?</i>	Boyd, Goto & Hollensen: <i>Internationalization via Joint Ventures</i> Bertoldi & Giorgini: <i>Transgenerational Succession</i> Sola, Coutourier: <i>Internationalisation and Market Entry</i>
15:40-16:00	Coffee and Papafilippou Ice-cream break			
16:00-16:35	Mini-Plenary: The STEP project Justin Craig (Bond University) and Leif Melin (Jönköping International Business School)			
16:40-16:50	The IFERA 2009 --Summing up ; Professor Kosmas Smyrnios , Chair of Research Programme			
16:50-17:00	Professor Howorth - 10th World Family Business Research Conference , IFERA Lancaster 2010			
17:00-17:15	Closing , Chairs of IFERA Cyprus 2009			
19:30-23:00	Cultural Tour of Limassol and Dinning at Carob Mill			



THE Global Family Business Policy Forum

The family business sector plays a protagonistic role in the socio-economic development of every nation. This specialised day event seeks to address the policy matters that can help unleash the growth potential of the entrepreneurial family business economy. It is a pioneering forum that follows the Annual 9th IFERA World Family Business Research Conference. The forum involves leading academics, practitioners and policy experts from OECD, European Commission, representatives from national (e.g. Finnish Family Firms Association, Institute for Family Business (UK), Federation of Small Businesses (UK) and other international family business associations (e.g. Family Business Network-International, GEEF-European Group of Owned Managed and Family Enterprises) who will offer their perspectives on what initiatives are needed to ensure the long-term development of the family business economy.

DAY 4: 27th of June		
THE GLOBAL FORUM ON FAMILY BUSINESS POLICY		
08:00-08:30	Registration	
08:30-08:45	Opening : Dr Panikkos Poutziouris, IFERA President / Chair of IFERA Cyprus 2009	
08:45-09:00	Our View : Constantinos Lordos, Cyprus Forum of Family Business Entrepreneurs	
09:00-10:30	Plenary - Panel Session : The Role of Family Firms in Development Chair : Professor Michael Luger, Dean of Manchester Business School Grant Gordon , DG of Institute for Family Business -UK Anders Blom, Finnish Family Firms Association Stephen Alambritis, Federation of Small Businesses –UK Open and Panel Discussion	
10:30-11:00	Coffee Break	
11:00-12:30	Plenary - Panel Session : The Policy Agenda Chair: Dr Panikkos Poutziouris, President of IFERA Dr Rainer Geiger , OECD Deputy Director of Enterprise and Financial Affairs (MENA) Jorge Bastino , European Commission, DG Enterprise -Industry Irene Mandl on the KMU Forschung (Austria) study report for DG Enterprise -Industry Philip Aminoff and Jesus Casado of GEEF-European Group of Owner Managed Family Enterprises Olivier de Richouftz of FBN-I on the Family Business Monitor –policy highlights Open and Panel Discussion	
12:45-14:30	Buffet Lunch	
14:30-15:30	Family Business --Global Perspectives	
	<table border="0" style="width: 100%;"> <tr> <td style="width: 50%; text-align: center;"> Parallel 1: Country Focus : Australia and Netherlands Chair: Dr Davide Sola ESCP Europe London Campus, Director Craig & Moores: Championing for a Family Business Policy Berent-Floren: The role of the family business in Netherlands - </td> <td style="width: 50%; text-align: center;"> Parallel 2: Emerging Markets Chair: Dr Khaled Soufani Concordia University, Canada Rong and Wang: A Family Business Policy in China ? Ibrahim et al : Equity Gap & Egyptian Family Owned-SMEs </td> </tr> </table>	Parallel 1: Country Focus : Australia and Netherlands Chair: Dr Davide Sola ESCP Europe London Campus, Director Craig & Moores: Championing for a Family Business Policy Berent-Floren: The role of the family business in Netherlands -
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15:30-16:00	Coffee Break	
16:00-16:45	Plenary and Panel Discussion : Policy Highlights and Quo Vadis? Chair: Professor Joe Astrachan , Kennesaw State University , USA Professor Ken Moores, Bond University, Australia Professor Lloyd Steier, University of Alberta, Canada Practitioners' Views ?	
16:45-17:00	Closing	
20:00-11:00	Dinner @ Village Tavern	



The Cypriot Social and Cultural Programme

The IFERA Cyprus 2009 is offering a socio-cultural programme at the cross-roads of continents and birth places of civilisations, both in Cyprus and during the post conference trip in Egypt.

- **25th of June, Thursday** : Day visit to Nicosia to tour the National Archaeological Museum, the Green Line which signals the division of Cyprus as a result of the 1974 tragic events and the Turkish invasion of the Island; stop over at Choirokita paleolithic camp (this excursion is only for companions of conference delegates).
- **26th of June, Friday** : Day visit to the winery region of Limassol ; visiting Omodos, Vasa and Anogyra (this excursion is only for companions of conference delegates)
- **The Gala Dinner on Thursday, 25th of June** featuring Cypriot cuisine, music and folklore dancing ; by the pool under the Cyprus moonlight !
- **The Cultural Tour of Limassol, on Friday 26th of June:** involves walking around in the City of Limassol, a cocktail reception with the Mayor at the Castle; and tour-dinner at the Carob-Mill.
- **Dinner @ Village Tavern on Saturday 27th of June:** Meze dinner experience at the taverna of the picturesque village of Tochni
- **Touristic Excursion on Sunday 28th of June** : Tour of archaeological sites in Limassol and Pafos; visiting Kolossi Castle, Kourion Amphitheatre; Petra tou Romiou (birth place of Aphrodite), Paleo-Pafos Kouklia, House of Dionysos, Tombs of the Kings, Coral Bay.



IFERA @ Egypt forum, 30th of June, 2009

IFERA, *International Family Enterprise Academy*, in association with the Egyptian Institute for Directors (EIoD) and the Egyptian Junior Business Association (EJB) organize a post-conference trip to Cairo-Egypt. The delegation involving IFERA board members and IFERA associates, has the opportunity to experience the cultural heritage and engage in networking forums with local family business academics, entrepreneurs and other stakeholder organizations.

IFERA @ EGYPT
Monday, 29 June 2009,
19:30, Depart Larnaca Airport-Cyprus for Cairo (with Egypt Air)
Arrival in Cairo about 21:00pm . Transfer to Sheppard Hotel (4*, Nile view)
Tuesday, 30 June 2009
Morning Visit to Pyramids - Sphynx;
Lunch with Egyptian EIoD and family business stakeholders at Oberoy Mena House
Back to Cairo for Nile cruise in a felucca
Dinner forum with EJB and family business entrepreneurs (19:30 pm)
Wednesday, 01 July 2009,
Morning free ; to visit Cairo Museum
11:00 Leave city, to visit local a family firm (Olympic Group or SEKEM)
Depart Cairo at 17.10pm; arrive in Larnaca –Cyprus , 18.30pm,
Organizing team :
Dr Panikkos Poutziouris (CIIM Business School-Cyprus and IFERA President); Dr Ashraf Gamal (Director General, EIoD) ; Professor Bakr Ibrahim (University of Concordia, Canada) ; Dr Mohamed Omran (Deputy Chair Egyptian Stock Exchange) ; Paul Dietze (International Institute for Family Enterprise, Germany); Yasmina Abdelatif (Egyptian Junior Business) and Hind El Falaky (EIoD).