

CV  
Prof. Dr. Michael Woywode

Address: University of Mannheim  
Chair of Business Administration, especially Entrepreneurship and SME Research (Mittelstandsforschung)  
Im Mannheimer Schloss (Raum: EO 266)  
68131 Mannheim

Diploma: Mannheim University, Business Administration, 1992

Doctorate: Mannheim University, Economics, 1997

Habilitation: Mannheim University, Business Administration, 2001

Position: W3-Professor of Business Administration, especially Entrepreneurship and Mittelstandsforschung (SME Research), and Director of the Centre for Mittelstandsforschung (ifm Mannheim) at Mannheim University (since 9/2007)

*Further Academic Career:*

2022	Visiting Scholar, Stanford University, Scancor & Graduate School of Business
Since 2019	Associated Member of the Mannheimer Zentrums für Europäische Sozialforschung (MZES)
2016	Visiting Scholar, Stanford University, Scancor & Graduate School of Business
Since 2008	Affiliated research professor at the Centre for European Economic Research (Zentrum für Europäische Wirtschaftsforschung, ZEW), Mannheim
2002-8/2007	C3 and later C4-Professor of Business Administration, especially International Management, Faculty of Business and Economics, RWTH Aachen University
2000-2002	Visiting Professor of Business Administration, especially Management, Faculty of Business and Economics, Karlsruhe University (KIT)
1999-2000	Visiting Scholar, Faculty of Economics, Stanford University
1994-1995	Visiting Scholar, Graduate School of Business, Stanford University
1992-1996	Doctoral Student at the Economics Department, Mannheim University (Supervisor: Prof. Konrad Stahl, Ph.D.)
1986-1992	Studies in Business Administration at Mannheim University, Hochschule St. Gallen and Ecole Supérieure de Commerce de Paris (ESCP).

*Offers*

C4-Professorship in Management (Karlsruhe University, 2004), C4-Professorship in International Management (RWTH Aachen University 2003)

*Member*

Academy of Management, Schmalenbach Gesellschaft, European Group of Organization Studies (EGOS), Verein für Sozialpolitik

*Reviewer*

Academy of Management Journal (AMJ), Journal of Industrial Economics (JIE), Organization Studies (OS), Journal of International Business Studies (JIBS), Zeitschrift für betriebswirtschaftliche Forschung (ZfbF), Management International Review (MIR), die Betriebswirtschaft (DBW), Zeitschrift für Betriebswirtschaft (ZFB), Family Business Review, ETP, Journal of Family Business Strategy.

*Other Activities*

Advisor to Start ups and family firms

### *Prizes, Awards, Honors*

Scholarships of the Alexander von Humboldt Stiftung, the Stifterverband für die Deutsche Wissenschaft, the DAAD, the Kömmerling Stiftung, Montgomery Securities, German American Academic Council (GAAC)

### ***Publications:***

#### *Books*

Woywode, Michael (2025): Success factors of Multigenerational Family Firms, (to be published soon)

Kasperk, Garnet / Michael, Woywode / Ralf, Kalmbach (2006): Erfolgreich in China: Strategien für die Automobilzulieferindustrie. Wiesbaden: Springer.

Ganz, Walter / Meiren, Thomas / Woywode, Michael (2005): Schnelles Unternehmenswachstum: Personal-Innovation-Kunden. Stuttgart: Kohlhammer.

Kuppinger, Martin und Michael Woywode (2001): Vom Intranet zum Knowledge Management: Die Veränderung der Informationskultur in Organisationen, München: Hanser.

Woywode, Michael (1996): Determinanten der Überlebenswahrscheinlichkeit von Unternehmen – eine empirische Analyse organisationstheoretischer und industrieökonomischer Erklärungsansätze, Wiesbaden: Nomos.

#### *Selected Articles in peer reviewed journals*

Zybura, J., J.P. Ahrens, B. Istipliler, M. Woywode & M. Kowalzik (2024): It takes two to tango – Conceptualizing the „succession dance“ in family firms through social exchange theory, in: Journal of General Management,

Istipliler, B., A Hauer, D Keese, M Woywode, JP Ahrens (2024): Childhood exposure to family firm and transgenerational orientation: Moderated mediation of affective commitment, in: Journal of Small Business Management 62 (5), 2563-2606.

Istipliler, B., JP Ahrens, A Hauer, D Steininger, M Woywode (2024): Heroes of the Green Room – How able successors revitalize and reinvent family firms, in: Journal of Small Business Management 62 (3), 1604-1651.

Castellanza, Luca. & M Woywode (2024): Types, determinants, and outcomes of entrepreneurial behaviours during crises, in: Entrepreneurship & Regional Development, 36, (9-10), 1333-13363.

Istipliler, Baris, Suleika, Bort and Michael Woywode (2023): Flowers of adversity: Institutional constraints and innovative SMEs in transition economies, Journal of Business Research, Vol. 154, January 2023 (online first: Sep 2022).

Zybura, Jan, Zybura, Nora, Ahrens, Jan-Philipp and Michael Woywode (2021): Innovation in the post-succession phase of family firms: Family CEO successors and leadership constellations as resources, Journal of Family Business Strategy, 2021, Vol. 12, Issue 2.

Bort, Suleika, Barak, Aharonson, Michael Woywode (2020): The influence of MNCs on international alliance formation behavior of co-located start-ups, Organization Science, 31/3 (online first, 17<sup>th</sup> February 2020).

Ahrens, Jan-Philipp, Andrea Calabro, Jolien Huybrechts, and Michael Woywode (2019): "The Enigma of Family Successor Performance - A Methodological Reflection and Reconciliation Attempt", *Entrepreneurship Theory and Practice* (online first).

Ahrens, J.P., A. Landmann & Michael Woywode (2015): Gender Preferences in the CEO successions of family firms: Family Characteristics and Human Capital of the successor, in: *Journal of Family Business Strategy*, 6 (2), 86-103.

Ahrens, Jan-Philipp, Lorraine Uhlaner, Michael Woywode and Jan Zyburga (2018): Shadow Emperor" or "Loyal Paladin"? – The Janus Face of Previous Owner Involvement in Family Firm Successions, *Journal of Family Business Strategy*, vol. 9, issue 1, 73-90.

Ahrens, Jan-Philipp, Michael Woywode and Jan Zyburga (2018): Shadow Emperor" or "Loyal Paladin"? – The Janus Face of Previous Owner Involvement in Family Firm Successions, *Journal of Family Business Strategy*, vol. 9, issue 1, 73-90.

Yipeng, Liu and Michael Woywode (2013): "Light-touch Integration of Chinese Cross-Border M&A: The Influences of Culture and Absorptive Capacity," in: *Thunderbird International Business Review*, 55(4): 469-483.

Yipeng, Liu and Woywode, Michael and Xing, Yijun (2012) „High-Tech Start-Up Innovation and the Role of Guanxi: An Explorative Study in China from an Institutional Perspective". *Prometheus: Critical Studies in Innovation*, 30 (2). pp. 211-229. ISSN 0810-9028.

Woywode, Michael, Detlef Keese, Jan Tänzler, Annegret Hauer (2011): Der Beirat im deutschen Mittelstand - Ein empirischer Vergleich zwischen mittelständischen Familienunternehmen und Nicht-Familienunternehmen,(6/2011), 628-640.

Beck, Klaus, Josef Brüderl and Michael Woywode (2008): "Refinement and Obsolescence: Questioning Prior Results in the Analysis of Organizational Change," in: *Academy of Management Journal*, June 2008, Vol. 51, No. 3, 413-435.

Horvath, Michael and Michael Woywode (2005): "The Entrepreneurial Choice of Limited Liability", In: *Journal of Institutional and Theoretical Economics*, 2005, Vol. 161, Nr. 4, S. 681-707

Barnett, William and Michael Woywode (2004): From Red Vienna to the Anschluss: Ideological Competition among Viennese Newspapers during the Rise of National Socialism, in: *American Journal of Sociology*, Vol. 109, Nr. 6, S. 1452-1499.

Woywode, Michael (2002): „Global Management Concepts and Local Adaptations: Working Groups in the French and German Car Manufacturing Industry", *Organization Studies*, Vol. 23, No. 4, 497-524.

Horvath, Michael, Fabiano Schivardi and Michael Woywode (2001): "Exit Follows Entry: Evidence from the American Brewing Industry", *International Journal of Industrial Organization*, Vol. 19, 7, 1023-1052.

Harhoff, Dietmar, Konrad Stahl and Michael Woywode (1998): "Legal Form, Growth and Exit of West German Firms - Empirical Results for Manufacturing, Construction, Trade and Service Industries", *Journal of Industrial Economics*, Vol. XLVI, No. 4, Dezember 1998, 453-488.

### *Selected Scientific Research Projects and Policy Consulting involving third party funding*

The Institute for Mittelstandsforschung (ifm Mannheim) at Mannheim University has around 10 doctoral students and 15 postdocs and senior researchers. It focusses on research in entrepreneurship, competitiveness & digitization of SME, family business research and topics related to the diffusion and adoption of modern management concepts. It is partly funded by the state of Baden-Wuerttemberg but it receives the majority of its research funding from research foundations and national state institutions. Here are some examples:

2024-2026	Diffusion and Adoption of Sustainability regulation in Germany, other European Countries and the US.
2023-2024	Masterplan Mittelstand – policy recommendation to the Ministry of Economy in Baden-Wuerttemberg (jointly with ZEW and IAW).
2023-2025	Policy Evaluation and Design of financial support measures aiming at funding entrepreneurs and SME in Ukraine (European Union and GIZ).
2023	Success factors of Multigenerational Family firms (sponsored by a group of regional multigenerational family firms).
2019-2024	Green Innovation in Germany, Ukraine and Russia – a comparative institutional analysis (Volkswagen Stiftung)
2017-2025	Competence Center regarding the digitization of the construction industry, jointly with Fraunhofer IAO, Fraunhofer IPB and others (sponsor: BMWi: 2.500.000 Euro)
2017-2025	Competence Center regarding the usability and user experience in the IT industry, jointly with TU Berlin, KIT, Fraunhofer IPB, and others (sponsor: BMWi: 2.500.000 Euro)
2017-2022	Funding for a junior researcher group (five researcher positions) on the future and challenges of the sharing economy, leading researcher: Dr. Dominika Wruk (sponsor: BMBF: 2,300.000 Euro)
2017-2019	Migrants, refugees and Integration challenges in Germany (sponsor: Ministry for Social issues and Integration in Baden-Württemberg: 540.000 Euro)
2015-2018	Regional Innovation Systems and Technology Transfer in the Ukraine, Russia and Germany, (sponsor: Volkswagen Stiftung 500.000,- Euro)
2015-2017	iShare: Challenges and potentials of the sharing economy, joint project with chairs from University of Göttingen, Augsburg, Hertie School of Governance, ifm as project leader, (sponsor: BMBF: 1,2 mio Euro, ifm Mannheim: 300.000,- Euro)
2014-2017	Digitalization in the construction industry to boost effectiveness and efficiency of the industry – A policy evaluation, joint project with Fraunhofer IAO and others (sponsor: BMBF: 1.360.000 Euro, ifm Mannheim: 350.000,- Euro)
2014-2015	University-Industry Relationships – an International Comparison (sponsor: EU-Project: 1.550.000 Euro, ifm Mannheim: 550.000 Euro)
2011-2016	Usability and user experience as a competitive factor for software developing companies, ifm as project leader, jointly with applied University of Saarbrücken (sponsor: BMWi: 900.000, ifm Mannheim: 350.000 Euro)
2012-2015	Multigenerational family businesses: The secrets of success for long lasting companies (sponsor: A group of well known family businesses, 400.000 Euro)
2010-2017	DFG-research project on “Diffusion, adoption and performance consequences of modern management concepts” (sponsor: DFG: app. 400.000 Euro).

- 2013 Human resource management challenges and practices in family firms – quantitative and qualitative analysis (Sponsor: chamber of commerce Rhein Neckar: 100.00 Euro)
- 2013 The economic importance of family firms – the TOP 500, jointly with ZEW on a bi-annual basis, (sponsor: Stiftung Familienunternehmen, 30.000 Euro)
- 2013 The family business entrepreneur – social person or cold profit maximizer (sponsor: Stiftung Familienunternehmen, 60.000 Euro)
- 2010-2014 Ethnic entrepreneurship in Baden Württemberg and Germany - Status Quo, Challenges and Supporting structures (sponsored by: Friedrich Ebert Stiftung, Landesstiftung Baden Württemberg, Ministry of Integration NRW, 1.500.000 Euro)
- 2012 Firm succession in the German Mittelstand – a large scale quantitative and qualitative analysis, jointly with the ZEW (sponsor: Landesbank Baden Württemberg: 120.000 Euro)
- 2008–2012 Member of the Core Team and project leader at Mannheim University in the BmBF excellence cluster „Organic Electronics – Electronics for a Green Environment“ (sponsor: Ministry of Science and Education (BmBF), funding volume: 40 mio Euro, ifm Mannheim: 100.000 Euro).
- 2008-2010 „SME-Innovative: Evaluation of various innovation schemes supporting the Mittelstand“ in Cooperation with the Zentrum für Europäische Wirtschaftsförderung and Prognos (sponsor: Ministry of Science and Education (BmBF)).
- 2008-2009 Policy Evaluation: Innovation vouchers: a new way to foster innovation activities of SMEs (sponsor: Ministry of Economic Affairs, State of Baden-Württemberg).
- 2004-2006 DFG-project: jointly with Prof. Konrad Stahl (Mannheim University) and Dr. Georg Licht (ZEW), “Entrepreneurship, Venture Capital and Economic Performance”, third phase of the DFG-program Interdisciplinary Start up Research (sponsor: DFG).
- 2002-2004 DFG-project: jointly with Prof. Konrad Stahl (Mannheim University) and Dr. Georg Licht (ZEW), “State Subsidies, Organizational Change and Employment Effects in Start Up Companies”, second phase of the DFG-program Interdisciplinary Start up Research (sponsor: DFG).
- 2000-2002 DFG-project: jointly with Prof. Konrad Stahl (Mannheim University) and Dr. Georg Licht (ZEW), “Rising Stars and Dying Meteors: Survival and Growth of East and West German Start Up Companies Between 1990 and 1999”, first phase of the DFG-program Interdisciplinary Start up Research (sponsor: DFG).
- 2002-2005 Jointly with Prof. Andrea Römmele (Bruchsal University): “The effects of new information and communication technology on the innovativeness and competitiveness of profit oriented and non-profit organizations” Innovation in economy and society, (sponsor: VW-foundation).
- 2001-2004 Jointly with Walter Ganz and Thomas Meiren (Fraunhofer IAO): Project leader in a large scale BMBF project: Work and employment in fast growing companies: Innovation, human relations and organization related challenges (sponsor: Ministry of Science and Education (BmBF)).