

Publications, Research, & Teaching

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Books

- [02] Topics in Entrepreneurship and Family Business Management
Dissertation University of Mannheim
URL: https://ub-madoc.bib.uni-mannheim.de/33326/1/Dissertation_Jan-Philipp_Ahrens_MAdoc_Final.pdf,
6/2013.
- [01] 125 Jahre Mittelstand - Freiheit, Marktwirtschaft, Soziale Verantwortung
Book, First Edition ISBN-10: 30001406547, 01/2004.

Best article awards, honours, nominations

- [18] 17th Interdisciplinary European Conference on Entrepreneurship Research - IECER (2019)
Best Article Award
Article: Learning the Bias? How Successor Pre-succession Firm Experience Affects Family Firm Performance
- [17] 23th Interdisciplinary Annual Conference on Entrepreneurship, Innovation, and Mittelstand (2019)
Nomination for Best Article Award
Article: Learning the Bias? How Successor Pre-succession Firm Experience Affects Family Firm Performance
- [16] 23th Interdisciplinary Annual Conference on Entrepreneurship, Innovation, and Mittelstand (2019)
Nomination for Best Article Award
Article: On Conflict and Consonance: Founder and Family Involvement in Turnaround Situations
- [15] Academy of Management, 79th Annual Meeting (2019)
Academy of Management Best Paper Proceedings 2019
Article: The Role of Sovereignty Goals in Explaining the Stakeholder Orientation of Family Firms
- [14] 4th International Family Business Research Forum (2019)
Rosemont International Best Article Award
Article: Learning the Bias? How Successor Pre-Succession Firm Experience Affects Family Firm Performance
- [13] Junior Management Science (2019)
Best Reviewer Award (Journal)
- [12] 9th Annual Conference of German Family Business Research Institutes (2019)
Nomination for the Best Article
Article: How CEO Identity and Social Structure Dynamics mold Crisis Response and Performance in Founder and Family Influenced Firms - Evidence from S&P 1500
- [11] 22th Interdisciplinary Annual Conference on Entrepreneurship, Innovation, and Mittelstand (2018)
Nomination for the Best Family Firm Article
Article: The Role of Change in CEO Succession in Family Firms

Best article awards, honours, nominations (continued)

- [10] European Academy of Management, 18th Annual Conference (2018)
Best Article Award of the Strategic Management SIG
Article: The Performance Effect of CEO Overconfidence in Turnaround Situations
- [09] 21th Interdisciplinary Annual Conference on Entrepreneurship, Innovation, and Mittelstand (2017)
Nomination for the Best Family Firm Article
Article: The “Succession-Performance Paradox: A Reconciliation Attempt Using Social Exchange Theory
- [08] 5tes Forum Mittelstandsforschung (2017)
Best Article Award
Article: The “Succession-Performance Paradox: A Reconciliation Attempt Using Social Exchange Theory
- [07] 2nd International Family Business Research Forum (2016)
Best Article Award
Article: The Janus-face of CEO retention:
CEO succession and performance under concentrated ownership & control
- [06] European Academy of Management, 16th Annual Conference (2016)
Nomination for Best Article Award of the Family Business Research SIG
Honorable Mention of the Family Business Research SIG
Article: The Succession-Performance-Paradox: Is Family Successor Inferiority only a Mirage?
Isolating the Family-Successor-Attribute Effect from other Socio-Economic Forces
- [05] Woven Publish Prize (2015)
University of Mannheim, 2015
Article: Gender Preferences in CEO Successions in Family Firms:
Family Characteristics and Human Capital of the Successor
- [04] Academy of Management, 75th Annual Meeting (2015)
Academy of Management Best Paper Proceedings 2015
Article: Underlying Mechanics of a Succession Dance: Predecessor Preferences, Human Capital, and Ownership
- [03] Family Firm Institute (FFI) - Global Conference (2014)
FFI Best Unpublished Research Award 2014
Article: Heroes of the Green Room - Post-Succession Restructuring and Corporate Performance in Family Firms
- [02] Family Enterprise Research Conference, 10th Annual Conference (2014)
Best Article Award
Article: Inside CEO Successions in Family Firms: Should Predecessors Stay Active or Cultivate Roses?
- [01] European Academy of Management, 13th Annual Conference (2013)
Best Article Award of the Family Business Research SIG
Article: Nepotism - CEO Succession, Ownership and Enterprise Performance

Peer-reviewed research - Published or accepted for publication

- [08] The Enigma of Family Successor Performance - A Methodological Reflection and Reconciliation Attempt with Andrea Calabro, Jolien Huybrechts, and Michael Woywode
Entrepreneurship Theory and Practice 2019, vol.43 (3), pp. 437-474 - (Impact factor 2018: 6.193 / VHB-JOURQUAL3: A).
- [07] The Star Citizen Phenomenon & the “Ultimate Dream Management” Technique in Crowdfunding with Andrew Isaak, Baris Istipliler, and Dennis Steininger
ICIS - Proceedings of the International Conference on Information Systems 2019, vol.40, 1959, pp. 1-9 - (VHB-JOURQUAL3: A).
- [06] The Role of Sovereignty Goals in Explaining the Stakeholder Orientation of Family Firms with Baris Istipliler
Academy of Management Best Paper Proceedings 2019, forthcoming.
- [05] The Succession Question and the Family Firm - A Theoretical, Conceptual, and Historical Reflection
Bookchapter, forthcoming, in: *European Entrepreneurship Research and Practice: A Multifaceted Effort Towards Integration of Different Perspectives*, pp. 109-139, IAP - Information Age Publishing, Charlotte, NC.
- [04] Innovation in the Post-Succession Phase of Family Firms: Family CEO Successors and Leadership Constellations as Resources with Michael Woywode, Jan Zybura, and Nora Zybura
Journal of Family Business Strategy 2019, forthcoming - (Impact factor 2018: 3.225 / VHB-JOURQUAL3: C).
- [03] “Shadow Emperor” or “Loyal Paladin”? - The Janus Face of Previous Owner Involvement in Family Firm Successions with Lorraine Uhlaner, Michael Woywode, and Jan Zybura
Journal of Family Business Strategy 2018, vol.9 (1), pp. 73-90 - (Impact factor 2018: 3.225 / VHB-JOURQUAL3: C).
- [02] Gender Preferences in CEO Successions in Family Firms: Family Characteristics and Human Capital of the Successor with Andreas Landmann and Michael Woywode
Journal of Family Business Strategy 2015, vol.6 (2), pp. 86-103 - (Impact factor 2018: 3.225 / VHB-JOURQUAL3: C).
- [01] Underlying Mechanics of a Succession Dance: Predecessor Preferences, Human Capital, and Ownership with Jan Zybura and Michael Woywode
Academy of Management Best Paper Proceedings 2015, (1):17109, DOI: 10.5465/AMBPP.2015.211.

Peer-reviewed research - Submissions under review & resubmission

- [05] Article Title Hidden for Peer-Review
with Marc Kowalzick, Jochim Lauterbach, and Yi Tang
Submitted to: **Academy of Management Journal** - (Impact factor 2018: 7.191 / VHB-JOURQUAL3: A*).
Status: Invitation for revise & resubmit from Academy of Management Journal.

Previously received revise & resubmit from: **Strategic Management Journal** - (Impact factor 2018: 5.572 / VHB-JOURQUAL3: A).
Awarded with 1 best article award.
- [04] Article Title Hidden for Peer-Review
with Maren Rottler and Bernd Helmig
Submitted to: **ICIS - Proceedings of the International Conference on Information Systems** - (VHB-JOURQUAL3: A).
- [03] Article Title Hidden for Peer-Review
with Baris Istipliler, Andrea Calabro, and Christian Hauser
Submitted to: **Journal of Management Studies** - (Impact factor 2018: 5.839 / VHB-JOURQUAL3: A).
Status: Under review at Journal of Management Studies.
Awarded with 1 best article award.
- [02] Article Title Hidden for Peer-Review
with Marc Kowalzick, Jochim Lauterbach, and Jennifer Petriglieri
Submitted to: **Journal of Management** - (Impact factor 2018: 9.056 / VHB-JOURQUAL3: A).
Status: Under review at Journal of Management.
Nominated for 2 best article awards.
- [01] Article Title Hidden for Peer-Review
with Andrew Isaak, Baris Istipliler, and Suleika Bort
Submitted to: **Journal of Management Studies** - (Impact factor 2018: 5.839 / VHB-JOURQUAL3: A).
Status: Under review at Journal of Management Studies.
Awarded with 2 best article awards and nominated for 1 best article award.

Pipeline - Developed papers near submission

- [03] Get ahead and get along to get it all:
Discrimination via socio-analytic personality perceptions in crowdfunding
with Maren Rottler and Bernd Helmig
Target Journal: **Journal of Business Venturing**.
- [02] A Succession Dance?
The Influence of Preferences, Human Capital, and Ownership on Prolonged Predecessor Activity
with Michael Woywode and Jan Zyburá
Target Journal: **Strategic Entrepreneurship Journal**.
Previously received revise&resubmit from: **Academy of Management Journal** - (Impact factor 2018: 7.417 / VHB-JOURQUAL3: A*).
Awarded with 1 best article award.

Pipeline - Developed papers near submission, continued...

- [01] The Heroes of the Green Room - Post-Succession Restructuring and Corporate Performance in Family Firms with Michael Woywode

Target Journal: **Small Business Economics**.

Awarded with 1 best article award and nominated for 1 best article award.

Pipeline - Working papers

- [07] Do entrepreneurial families have different values?
with Isabell Stamm and Fabian Bernhard

Abstract. In this research we empirically evaluate using quantitative empirical evidence from the sociological pairfam dataset if the values of household members of families that are embedded in a family firm context reveal special attributes.

Target journal: **A-ranked Journal in Sociology**.

- [06] In Search of the 150 Mio. Dollar Formula: Going Beyond Crowdfunding in a Digital World
with Andrew Isaak, Baris Istipliler, Maren Rottler, and Dennis Steininger

Abstract. In this research we empirically evaluate using in depth-interviews and quantitative empirical evidence from a unique data base how the worlds most successful crowdfunding enterprise, Cloud Imperium Games, could raise more than 150 Mio. Dollars. We explicate a series of success factors that can be seen as best practice in a digital crowdfunding environment. Moreover, we analyze the facets of the unique management style that led to this success.

Target journal: **A-ranked Journal in Management & Information Science**.

- [05] The Landscape of Family Firms in Europe
with Detlef Keese

Abstract. We develop an algorithm for the use on high performance computer clusters (bwHPC) that yields an identification of family firms in the population of firms in Europe. A pilot study (Rhine-Neckar region) was carried out in 2016. Enhanced versions of the algorithm were applied projects that generated substantial third party research funding (grants).

- [04] Does being a family firm matter?
CSR engagement for employees: A stakeholder and socioemotional wealth perspective
with Michael Kuttner, Christine Duller, and Birgit Feldbauer-Durstmüller

Abstract. We argue that family firms are more socially responsible concerning employees than non-family firms because of increased image and reputation concerns, as well as maintaining and extending social ties. In detail, we aim to answer the following research questions: Are family firms more socially responsible than non-family firms regarding their employees? Which factors promote employee-related corporate social responsibility measures?

Target journal: **Journal of Family Business Strategy**.

- [03] To be or not to be? Mapping the influence of the family firm definitions on observed family firm performance.
with Detlef Keese and Niclas Rueffer

Abstract. It is an uncomfortable truth that practical family business research is sometimes forced to make adaptations regarding the underlying family firm definition. We investigate how this variance in the family firm definition - using the three most frequently applied definitions - is related to observed family firm performance - which is the most frequently researched dependent variable in family business research. We increase scholars' awareness regarding the "definitional blend" that each definition has with respect to performance. "Mapping" the influence of definitions and their operands on performance augments empirical comparability, thus fosters the field's development by consolidation from inter-study and inter-disciplinary investigation.

Pipeline - Working papers, continued...

- [02] In a World of Thieves - Entrepreneurship under Imperfect Institutions
with Michael Woywode

Abstract. We consider the effects of imperfect institutions on entrepreneurial activity. Employing a microeconomic model, we argue abnormal uncertainty and transactions costs reduce profitability and volume of entrepreneurial activity while companies complying with good practices enjoy rewards in the optimal contracts. However, applied to an international context, counterintuitive niche cases where imperfect institutions enhance the wealth of nations occur, mirroring seemingly contrary findings in the development literature. Policies and business strategies to escape imperfect institutions are discussed, casting light on medieval merchant guilds or township and village enterprises and arguing for a holistic approach when introducing policies for institutional change.

- [01] Eagle and Scorpion - Entry and Exit in Asymmetric Conflicts
with Lukas von Krshiwoblozki

Abstract. We model the economic contest structure of asymmetric warfare situations. Assuming that a direct confrontation between the conflict parties does not end the conflict, we argue that victory is dependent both on military strength and ability to persist: the superior fraction maybe defeated due to its own nature as a “Goliath” as the costs related to its superiority degrade its ability to persist. By incorporating theories developed by the asymmetric conflict literature strand and extending the model, we show how this result is reversible. Furthermore, we investigate optimal entry and exit decisions and highlight a way of estimating the odds of winning asymmetric conflicts.

Third Party Funded Research and Governmental Research: Publications

- [04] Benchmark Familienunternehmen 2019 - Schwerpunkt: Frauen in Führungspositionen und Familien- vs. Fremdgeschäftsführung.
Funded research (five-digit Euro amount), Institute for SME Research and KPMG AG.
with: Detlef Keese, Baris Istipliler, Marc Kowalzik, Annabelle Broestl, Malena Hussy, and Charlotte Patzer, Maximilian Heimerl, pp: 1-62, 2019.
- [03] Gründungspotenziale von Menschen mit ausländischen Wurzeln: Entwicklungen, Erfolgsfaktoren, Hemmnisse
Government report (six-digit Euro amount), German Federal Ministry for Economic Affairs and Energy.
with: René Leicht et al., pp: 1-174, 2017.
- [02] Benchmark Familienunternehmen
Funded research (five-digit Euro amount), Institute for SME Research and KPMG AG.
with: Annegret Hauer, Detlef Keese, Felix Pinkow, and Jan-Klaus Tänzler, pp: 1-56, 2016.
- [01] Generationswechsel im Mittelstand. Herausforderungen und Erfolgsfaktoren aus der Perspektive der Nachfolger.
Funded research (six-digit Euro amount), Institute for SME Research, Center for European Economic Research, and Baden-Württembergische Bank.
with: Sandra Gottschalk et al., pp: 1-97, 2010.

Scholarships and grants

Deutsche Forschungsgemeinschaft e.V. (German Research Foundation e.V.)

25T Euro grant for hosting an international conference (2020)

Deutscher Akademischer Austauschdienst e.V.

Conference travel-grant (2018):

Presentation at the Academy of Management 78th Annual Meeting, Chicago, U.S.

Conference travel-grant (2016):

Presentation at the Academy of Management 76th Annual Meeting, Anaheim/Los Angeles, U.S.

Conference travel-grant (2015):

Presentation at the Academy of Management 75th Annual Meeting, Vancouver, Canada

Research grant (2014):

Research stay & presentation at the Chinese University of Hong Kong - Center for Family Business (3-4/2014)

Konrad-Adenauer-Stiftung e.V.

Promotionstipendium der Deutschen Graduiertenförderung (2013-2010)

Full PhD scholarship for outstanding students

EQUA-Stiftung e.V.

Conference travel grant (2017)

Karin-Islinger-Stiftung e.V.

Research grant (2013):

Project: Nepotism - CEO Succession, Ownership and Enterprise Performance

Julius-Paul-Stiegler-Gedächtnis-Stiftung e.V.

Conference travel-grant (2019):

Presentation at the Academy of Management 79th Annual Meeting, Boston, U.S.

Conference travel-grant (2018):

Presentation at the European Academy of Management 18th Annual Conference, Reykjavik, Iceland

Conference travel-grant (2016):

Presentation at the European Academy of Management 16th Annual Conference, Paris, France

University of Mannheim

Several conference travel-grants (2014, 2013):

1. Nepotism - CEO Succession, Ownership and Enterprise Performance
2. Inside CEO Successions in Family Firms: Should Predecessors Stay Active or Cultivate Roses?
3. Gender Preferences in CEO Successions in Family Firms: Family Characteristics and Human Capital
4. Heroes of the Green Room - Post-Succession Restructuring and Corporate Performance in Family Firms

Conference presentations and contributions

2020

- *10. Konferenz deutschsprachiger Zentren für Familienunternehmensforschung (Witten, Germany)*
Learning the Bias? How Successor Pre?Succession Firm Experience Affects Family Firm Performance

2019

- *Fortieth International Conference on Information Systems, ICIS 2019 (Munich, Germany)*
The Star Citizen Phenomenon & the “Ultimate Dream Management” Technique in Crowdfunding
- *Interdisciplinary European Conference on Entrepreneurship Research (IECER 2019), 17th Annual Conference (Utrecht, The Netherlands)*
 1. The Role of Sovereignty Goals in Explaining Stakeholder Orientation in Family Firms
 2. Learning the Bias? How Successor Pre?Succession Firm Experience Affects Family Firm Performance
 3. On Conflict and Consonance: Founder and Family Involvement in Turnaround Situations
- *Mapping Entrepreneurial Groups Conference, 2019 (Berlin, Germany)*
Identity Change across Time in Entrepreneurial Families: Founder and Family Involvement in Turnaround Situations

- *23th Interdisciplinary Annual Conference on Entrepreneurship, Innovation, and Mittelstand 2019 (Vienna, Austria)*
 1. The Role of Sovereignty Goals in Explaining Stakeholder Orientation in Family Firms
 2. Learning the Bias? How Successor Pre-Succession Firm Experience Affects Family Firm Performance
 3. On Conflict and Consonance: Founder and Family Involvement in Turnaround Situations
 - *Academy of Management, 79th Annual Meeting (Boston, U.S)*
 1. Identity and Turnaround Performance - Evidence from S&P 1500
 2. The Role of Sovereignty Goals in Explaining Stakeholder Orientation in Family Firms
 - *European Academy of Management, 19th Annual Conference (Lisbon, Portugal)*
 1. Identity, Strategy, and Firm Performance - Evidence from Firm Crises
 2. Learning the Bias? How Successor Pre-Succession Firm Experience Affects Family Firm Performance
 3. When is it time to stop dancing the succession dance?
 - *Conference "Family business: thinking about the future", Catholic University of Lemberg (Lemberg, Ukraine)*
 1. The "Succession-Performance-Paradox" - A Reconciliation Attempt Using Social Exchange Theory
 2. How CEO Identity and Social Structure Dynamics mold Crisis Response and Performance in Founder and Family Influenced Firms - Evidence from S&P 1500
 - *4th Family Business Research Forum (Monaco, Monaco)*
 1. Learning the Bias? How Successor Pre-Succession Firm Experience Affects Family Firm Performance
 2. Family Firms at the Hardness Test
 - *9. Konferenz deutschsprachiger Zentren für Familienunternehmensforschung (Bielefeld, Germany)*
How CEO Identity and Social Structure Dynamics mold Crisis Response and Performance in Founder and Family Influenced Firms - Evidence from S&P 1500
 - *2nd Junior Management Science Conference (Hamburg, Germany)*
Invited participant (reception of the journal's best reviewer award)
 - *Opening of the Graduate School (Siegen, Germany)*
Invited discussant on the past and future of SME research
- 2018
- *Academy of Management, 78th Annual Meeting (Chicago, U.S.)*
 1. Revisiting Family Successor Performance
 2. The Performance Effect of CEO Overconfidence in Turnaround Situations
 - *Academy of Management Specialized Conference: From Start-up to Scale-up (Tel-Aviv, Israel)*
PDW: Emerging topics in crowdfunding research - Star Citizen.
 - *European Academy of Management, 18th Annual Conference (Reykjavik, Iceland)*
 1. Family Successor Performance Revisited
 2. On the Goals of Family Firms: From Family Involvement to Sovereignty and Social Responsibility
 3. The Performance Effect of CEO Overconfidence in Turnaround Situations
 - *9th International Research Meeting in Business and Management (Nice, France)*
On the Goals of Family Firms: From Family Involvement to Sovereignty and Social Responsibility
 - *16th Interdisciplinary European Conference on Entrepreneurship Research: Entrepreneurship and Innovation in the Future (Innsbruck, Austria)*
On the Goals of Family Firms: From Family Involvement to Sovereignty and Social Responsibility
 - *22th Interdisciplinary Annual Conference on Entrepreneurship, Innovation, and Mittelstand (Stuttgart, Germany)*
 1. The Role of Change in the Succession of Family Firms
 2. Does being a family firm matter? CSR engagement for employees: A stakeholder and socioemotional wealth perspective
- 2017
- *5tes Forum Mittelstandsforschung (Vienna, Austria)*
The "Succession-Performance-Paradox" - A Reconciliation Attempt Using Social Exchange Theory
 - *13th Workshop on Family Firm Management Research (Bilbao, Spain)*
Innovation in the Post-Succession Phase of Family Firms
 - *European Academy of Management, 17th Annual Conference (Glasgow, U.K.)*
The Janus-Face of CEO Retention - CEO Succession & Performance under Unity of Ownership & Control
 - *3rd International Family Business Research Forum (Vienna, Austria)*
 1. Heroes of the Green Room - Post-Succession Restructuring and Corporate Performance in Family Firms
 2. Innovation in the Post-Succession Phase of Family Firms
 3. On the Goals of Family Firms: From Family Involvement to Sovereignty and Social Responsibility
 - *21th Interdisciplinary Annual Conference on Entrepreneurship, Innovation, and Mittelstand (Wuppertal, Germany)*
The "Succession-Performance-Paradox" - A Reconciliation Attempt Using Social Exchange Theory
 - *SIDREA Workshop on Family Involvement in Management and Firm Growth (Naples, Italy)*
The "Succession-Performance-Paradox" - A Methodological Reflection and Reconciliation Attempt
- 2016
- *Academy of Management, 76th Annual Meeting (Anaheim/Los Angeles, U.S.)*
The Janus-Face of CEO Retention - CEO Succession & Performance under Unity of Ownership & Control
 - *European Academy of Management, 16th Annual Conference (Paris, France)*
 1. The Succession-Performance-Paradox: Is Family Successor Inferiority only a Mirage?
Isolating the Family-Successor-Attribute Effect from other Socio-Economic Forces

2. Innovation in the Post-Succession Phase of Family Firms: Seizing a Window of Opportunity?

- *2nd International Family Business Research Forum (Naples & Capri, Italy)*
The Janus-Face of CEO Retention - CEO Succession & Performance under Concentrated Ownership & Control
- *6. Konferenz deutschsprachiger Zentren für Familienunternehmensforschung (Siegen, Germany)*
Innovationen im Rahmen der Nachfolge in deutschen Familienunternehmen
- *Center for European Economic Research - Scientific Data Conference - Invited speaker (Mannheim, Germany)*
The Janus-Face of CEO Retention - CEO Succession & Performance under Unity of Ownership & Control
- *Ministry for Economics, State Baden-Württemberg - 30.06. - Invited speaker (Stuttgart, Germany)*
Nachfolge - Impressionen aus der Forschung

2015

- *Academy of Management, 75th Annual Meeting (Vancouver, Canada)*
 1. Rigging the Contest? CEO Succession in Family Firms: Contest and Agency Theory, & Evidence.
 2. Underlying Mechanics of a Succession Dance: Predecessor Preferences, Human Capital, and Ownership
 3. Drivers of Innovation in Family Firm CEO Successions
- *Family Firm Institute (FFI) - 28th Global Conference 2015 (London, U.K.)*
Inside CEO Successions in Family Firms: Should Predecessors Stay Active or Cultivate Roses?
- *International Family Enterprise Research Academy, 15th Annual Conference (Hamburg, Germany)*
Family Successor Inferiority: A Mirage ? -
CEO Succession in Family Firms: Contest and Agency Theory, & Evidence.
- *European Academy of Management, 15th Annual Conference (Warsaw, Poland)*
Heroes of the Green Room - Post-Succession Restructuring and Corporate Performance in Family Firms
- *1st International Family Business Research Forum, (Witten, Germany)*
Family Successor Inferiority: A Mirage ? -
CEO Succession in Family Firms: Contest and Agency Theory, & Evidence.
- *Family Enterprise Research Conference, 11th Annual Conference (Burlington, U.S.)*
 1. Family Successor Inferiority: A Mirage ? -
CEO Succession in Family Firms: Contest and Agency Theory, & Evidence.
 2. Heroes of the Green Room - Post-Succession Restructuring and Corporate Performance in Family Firms
 3. Drivers of Innovation in Family Firm CEO Successions
- *5. Konferenz deutschsprachiger Zentren für Familienunternehmensforschung (Friedrichshafen, Germany)*
Heroes of the Green Room - Post-Succession Restructuring and Corporate Performance in Family Firms
- *4. Forum Mittelstandsforschung (Chur, Switzerland)*
 1. Heroes of the Green Room - Post-Succession Restructuring and Corporate Performance in Family Firms
 2. Underlying Mechanics of a Succession Dance: Predecessor Preferences, Human Capital, and Ownership
 3. Facilitator or Chock Block: Are Active Predecessors Really Inhibitors to Organizational Change?
 4. Drivers of Innovation in Family Firm CEO Successions

2014

- *Hamburg Institute of Family-Owned Business Conference, 4th Annual International Academic Symposium (Hamburg, Germany)*
Heroes of the Green Room - Post-Succession Restructuring and Corporate Performance in Family Firms
- *Academy of Management, 74th Annual Meeting (Philadelphia, U.S.)*
Heroes of the Green Room - Post-Succession Restructuring and Corporate Performance in Family Firms
- *International Family Enterprise Research Academy, 14th Annual Conference (Lappeenranta, Finland)*
 1. Inside CEO Successions in Family Firms: Should Predecessors Stay Active or Cultivate Roses?
 2. Succeeding Icarus: Freshwater Stewards in Winds of Change?
- *Family Enterprise Research Conference, 10th Annual Conference (Portland, U.S.)*
Inside CEO Successions in Family Firms: Should Predecessors Stay Active or Cultivate Roses?
- *European Academy of Management, 14th Annual Conference (Valencia, Spain)*
Gender Preferences in CEO Successions in Family Firms: Family Characteristics and Human Capital
- *4. Konferenz deutschsprachiger Zentren für Familienunternehmensforschung (Vienna, Austria)*
Nepotism - CEO Succession, Ownership and Enterprise Performance

2013

- *Hamburg Institute of Family-Owned Business Conference, 3rd Annual International Academic Symposium (Hamburg, Germany)*
Facilitator or Chock Block - Are Active CEO Predecessors really Inhibitors to Organizational Change?
- *European Economic Association, 28th Annual Congress & Econometric Society, 67th European Meeting (Gothenburg, Sweden)*
Inside CEO Successions in Family Firms: Should Predecessors Stay Active or Cultivate Roses?
- *European Academy of Management, 13th Annual Conference (Istanbul, Turkey)*
 1. Inside CEO Successions in Family Firms: Should Predecessors Stay Active or Cultivate Roses?
 2. Nepotism - CEO Succession, Ownership and Enterprise Performance
- *International Family Enterprise Research Academy, 13th Annual Conference (St. Gallen, Switzerland)*
Gender Preferences in CEO Successions in Family Firms: Family Characteristics and Human Capital of the Successor
- *3. Konferenz deutschsprachiger Zentren für Familienunternehmensforschung (St. Gallen, Switzerland)*

Upcoming conference presentations and contributions

- *Rencontres de St-Gall 2020, 24th-26th August 2020 (St.Gallen, Switzerland)*
Personal invitation by Isabella Hatak, Thomas Zellweger, Urs Fueglistaller, and Walter Weber

Entrepreneurship as superpower or destructive force?
Disentangling and contextualizing the bright, constructive and dark, destructive sides of entrepreneurship

Conference Organization

- *President of the conference (leading organizer) “6th International Research Forum on Mittelstand - Exploring Entrepreneurial Ventures, Family Firms, and Hidden Champions” (2020)*
Co-organizers: C. Hauser(CH), A. Kieser(GER), P. Moog(GER), H. Neubauer(AUT), D. Simons(GER), M. Woywode(GER)
- *Initiator and Chairman of the Track: “Finance, Management, Governance & Accounting in Family Business”*
Special Interest Group Family Business Research at the European Academy of Management, Annual Conference (2020)
Co-organizers of the track:
R. Amit(USA), M. Benmedsen(FRA), A. Cirillo(ITA), E. Laveren(BEL), E. Memili(USA), R. Randolph(USA), D.M. Reeb (Singapore), C.M. Ringle(GER), M. Saarstedt(GER), T. Schmid(Hong-Kong), P. Ulrich(GER), D. Wolfenzon(USA).
- *Initiator and Chairman of the Track: “Strategic Management, Sociology, and Psychology in Family Firms: Behavior, Values, Relations, and Social Structure”*
Special Interest Group Family Business Research at the European Academy of Management, Annual Conference (2020)
Co-organizers of the track:
P. Sharma(USA), Y. Tang(HK), B. Istipliler(GER), A. Kieser(GER)
- *Association for Information Systems (AIS) & “41th International Conference of Information Systems, ICIS” (2020)*
President of the Special Interest Group Gamification, SIG GAME
- *Initiator and Chairman of the Track: “Finance, Management, Governance & Accounting in Family Business”*
Special Interest Group Family Business Research at the European Academy of Management, Annual Conference (2019)
Co-organizers of the track:
R. Amit(USA), M. Benmedsen(FRA), A. Cirillo(ITA), E. Laveren(BEL), E. Memili(USA), R. Randolph(USA), D.M. Reeb (Singapore), C.M. Ringle(GER), M. Saarstedt(GER), T. Schmid(Hong-Kong), P. Ulrich(GER), D. Wolfenzon(USA).
- *Initiator and Chairman of the Track: “General Family Firm Track: Steering in the tension of sustainable growth & strategic renewal”, Interdisciplinary European Conference on Entrepreneurship Research, 17th Annual Conference (2019)*
Co-organizer of the track: C. Hauser(CH)
- *Initiator and Chairman of the Track: “Finance & Accounting in Family Business Research”*
Special Interest Group Family Business Research at the European Academy of Management, Annual Conference (2018)
- *Initiator and Chairman of the Track: “Methods & Theories in Family Business Research”*
Special Interest Group Family Business Research at the European Academy of Management, Annual Conference (2017)
- *Session Chair: European Academy of Management, Annual Conference (2017, 2018)*
- *Session Chair: 13th Workshop on Family Firm Management Research (2017)*
- *Session Chair: Academy of Management, Annual Meeting (2015)*

Reviewing activity

- *European Management Review (Since 2015. Total reviews for EMR: 6)*
- *Journal of Family Business Strategy (Since 2016. Total reviews for JFBS: 8)*
- *Family Business Review (Since 2018. Total reviews for FBR: 4)*
- *Entrepreneurship Theory & Practice (Since 2018. Total reviews for ET&P: 1)*
- *Internet Research (Since 2020. Total reviews for IR: 1)*
- *IEEE Transactions on Engineering Management (Since 2020. Total reviews for IEEE TEM: 1)*
- *Junior Management Science (Since 2018. Total reviews for JUMS: 4)*
- *The German Journal of Economic Geography (Since 2019. Total reviews for GJEG: 3)*
- *European Academy of Management, Annual Conference (Since 2016)*

Journal editor activity

- *Journal of Family Business Strategy (Special Issue Guest Editor, Editorial Board Member)*
- *The German Journal of Economic Geography (Special Issue Guest Editor)*

- *The Journal of Entrepreneurship* (Editorial Review Board Member)

Hiring Committees & PhD Committees

2019

- *International Alternate Committee Member*
PhD-thesis Fernando Mikel Alayo, University of the Basque Country, Spain

2018

- *Hiring Committee*
Assistant Professor (W1) of Technological Innovation & Management Science, University of Mannheim, Germany
- *International Referee*
PhD-thesis Fernando Reyes Reina, University of Salamanca, Spain

2015

- *Hiring Committee*
Assistant Professor (W1) of Corporate Social Responsibility, University of Mannheim, Germany

Teaching activity - University of Mannheim

2019

- MAN 804 (Spring/Summer) *Advances in Strategic Management*
(Ph.D. - Graduate School; University evaluation: 1,0)
- MAN 770 (Spring/Summer) *Strategic Management in Family Firms*
(Master; University evaluation: 1,1)
- MAN 770 (Spring/Summer) *Host: Restructuring Simulation - Joint with Roland Berger and McKinsey Company*
(Master; University evaluation: 1,1)
- MAN 450 (Spring/Summer) *Entrepreneurship, Innovation, and Business Model Design in a Digital World*
(Bachelor, University evaluation: 1,2)
- MAN 770 (Fall/Winter) *Strategic Management, Sociology, and Psychology in the Family Business*
(Master; University evaluation: 1,0)
- MAN 301 (Fall/Winter) *Strategic Management*
(Bachelor; University evaluation: 2,5)

2018

- MAN 801 (Spring/Summer) *Advances in Entrepreneurship and Management Research*
(Ph.D. - Graduate School; University evaluation: 1,4)
- MAN 770 (Fall/Winter) *Strategic Management, Entrepreneurship and Digitalization in Family Firms*
(Master; University evaluation: 1,4)
- MAN 770 (Spring/Summer) *Leadership and (Family-)CEOs, Restructuring, & Financial Performance Research*
(Master, University evaluation: 1,3)
- MAN 770 (Spring/Summer) *Host: Restructuring Simulation - Joint with Roland Berger*
(Master; University evaluation: 1,1)
- MAN 450 (Spring/Summer) *Entrepreneurship, Innovation, and Business Model Design in a Digital World*
(Bachelor, University evaluation: 1,8)
- MAN 301 (Fall/Winter) *Strategic Management*
(Bachelor; Introduction lecture and strategic innovation management lecture, substitute for Prof. Woywode)

2017

- MAN 801 (Spring/Summer) *Advances in Entrepreneurship and Management Research*
(Ph.D. - Graduate School)
- MAN 770 (Fall/Winter) *Star Citizen: The Art of Going Beyond Crowdfunding in Video Gaming Business*
(Master, University evaluation: 1,6)
- MAN 450 (Spring/Summer) *Entrepreneurship, Innovation, and Business Model Design*
(Bachelor, University evaluation: 1,5)

2016

- MAN 912 (Fall/Winter) *Family Business Research and the Art of Article Writing*
(Ph.D. - Graduate School; University evaluation: 1,0)
- MAN 770 (Fall/Winter) *Econometric Methods in Family Business, Restructuring & Financial Performance Research*
(Master; University evaluation: 1,0)
- MAN 770 (Fall/Winter) *Host: Restructuring Simulation - Joint with Roland Berger*
(Master; University evaluation: 1,1)
- MAN 770 (Spring/Summer) *Leadership, Innovation & Financial Performance*
(Master; University evaluation: 1,2)
- MAN 450 (Spring/Summer) *Entrepreneurship, Innovation, and Business Model Design*
(Bachelor, University evaluation: 1,6)
- Seminar (Spring/Summer) *Coordination of the chair's master thesis colloquium*

2015

- MAN 770 (Fall/Winter) *Corporate Restructuring, Corporate Performance, and Family Firms*
(Master; University evaluation: 1,4)
- MAN 770 (Fall/Winter) *Host: Restructuring Simulation - Joint with Roland Berger*
(Master; University evaluation: 1,0)
- Seminar (Fall/Winter) *Coordination of the chair's master thesis colloquium*
- MAN 632 (Spring/Summer) *Advanced Entrepreneurship*
(Master; University evaluation: 2,2)
- MAN 801 (Spring/Summer) *Advances in Entrepreneurship & Organization - Guest lecture*
(Ph.D. - Graduate School)

2012

- MAN 632 (Spring/Summer) *Advanced Entrepreneurship*
(Master; University evaluation: 2,4)

Teaching activity - University of Tübingen

2017

- (Spring/Summer) *Family Firms and the German Mittelstand* (Guest lecture)

Teaching activity - Executive education - University of Mannheim

2019

- Lecture: *Strategies of Family Firms, Hidden Champions, and the German Mittelstand*
- Lecture: *Strategic Leadership in German Family Firms*

2018

- Lecture: *Strategies of Family Firms, Hidden Champions, and the German Mittelstand*

2016

- Lecture: *Strategies of Family Firms, Hidden Champions, and the German Mittelstand*

2015

- Lecture: *Strategies of Family Firms, Hidden Champions, and the German Mittelstand*

Teaching activity - Mannheim Business School (MBA & Executive education)

2020

- Lecture: *Introduction to (German) start-up culture: the German model vs. the Silicon Valley model*
- Lecture: *The German Mittelstand, Hidden Champions, and Global Players*

2019

- Lecture: *Introduction to (German) start-up culture: the German model vs. the Silicon Valley model*
- Lecture: *The German Mittelstand, Hidden Champions, and Global Players* (held both in spring and fall semester)
- Lecture: *Entrepreneurship and Innovation: Theoretical Foundations and Practical Approaches*

Teaching activity - Supervision of PhD-, Diploma-, Bachelor-, and Mastertheses

- Average evaluation of supervision quality by students (University evaluation): 1,4
Number of PhD-theses closely supported: 5
Number of Diploma- or Mastertheses supervised: 20
Number of Bachelortheses supervised: 7
Number of Start-up team business plans coached: 24

Radio and media coverage, newspaper comments, interviews, essays

- *MANNHEIM BUSINESS RESEARCH INSIGHTS, Mannheim Business School, 1/2020*
The Family Successor-Firm Performance Relationship: Is a family CEO successor a blessing or a curse?
- *GameStar, 21th December, 2019*
Star Citizen verkauft Träume, keine Raumschiffe: "Das war kein Zufall", Interview
URL: <https://www.gamestar.de/artikel/star-citizen-finanzierung-crowdfunding-studie,3352532.html>
- *Area Management News 2019*
 1. Entrepreneurship and Innovation: Theoretical Foundations and Practical Approaches, News
 2. Female Leadership and Professionalization of Leadership, News
 3. Area scientists describe new management technique for crowdfunding: "Ultimate Dream Management", News
- *Business and Management Ink, 22th January, 2019*
The Enigma of the Family Successor-Firm Performance Relationship, Interview
URL: <https://managementink.wordpress.com/2019/02/22/the-enigma-of-the-family-successor-firm-performance-relationship/>
- *Area Management News 2018, 18th January, 2019*
Searching for the 200 Million Dollar Formula, Interview
- *Deutschlandradio, Deutschlandfunk Nova, 13th January, 2018*
Wie Star Citizen eine Million nach der anderen kassiert, Interview
- *The Pod, 13th October, 2017*
Star Citizen, Interview
- *Heise Online, 12th September, 2017*
Crowdfunding-Forschung zu Star Citizen: Alles richtig gemacht, Comment
- *Der Standard (Austria), 12th September, 2017*
Wie konnte es zu diesem Erfolg kommen?, Comment
- *PCGames Hardware, 11th September, 2017*

Star Citizen: Crowdfunding-Millionen und Chris Roberts als wissenschaftliche Studienobjekte, Comment

- *Reddit, 10th September 2017*
(German media) Spiegel Online about Star Citizen and crowd funding
URL: https://www.reddit.com/r/starcitizen/comments/6za0nc/german_media_spiegel_online_about_star_citizen/
- *Spiegel Online, 10th September, 2017*
Auf der Suche nach der 150-Millionen-Dollar-Formel, Comment
- *Businessfamily, 21th January 2016*
The Dreyfus women are role-models, media coverage online
URL: <http://www.businessfamily.london/stories/margarita-dreyfus-role-model>
- *Frankfurter Allgemeine Zeitung, 16-17th June 2012*
Haben Sie keinen Bruder?, Comment
- *Exit - An Introduction and Overview of the Industrial Economics Literature, (2010)*
Essay, unpublished mimeo
- *Midcap Enterprises and Succession - A Holistic Consultancy Approach (2008)*
Essay, unpublished mimeo
- *Cybernetic Self-Consciousness and Awareness: Can Machines Develop Self-Consciousness? (2007)*
A Linguistic-Evolutionary Approach to a Metaphysical Problem
Essay, unpublished mimeo