



Programa de disciplina de graduação

Dados da Disciplina

Departamento: DEPARTAMENTO DE CIÊNCIAS ADMINISTRATIVAS
Código: CAD1131 **Carga Horária** 60 **Créditos:** 4
Nome: FAMILY BUSINESS

Objetivos

To develop the understanding about management, ownership, family, career and personal issues found in family companies; as well as to discuss skills needed to address the challenges family companies and business-owning families face, such as:

- their existing and emerging roles and conflicts in the family business directly and indirectly;
- the need and various aspects of professionalization starting from what is considered as a professionally run business, what one needs to do to professionalize and various challenges and hurdles that one needs to overcome in that journey and how to travel that path successfully through a plan to succeed in their family business;
- inputs on the policies and processes of developing and practicing corporate and family governance particularly mid-size family businesses that are on the threshold of transformation;
- determinants linked to family business sustainability.

Conteúdo Programático

PROGRAMA

Unit 1 - management of family business

- 1.1 - Characteristics and Definitions of Family Business.
- 1.2 - Family Business Models and Systems.
- 1.3 - Family Orientation Concepts: family-oriented/business-oriented objectives.
- 1.4 - Roles and Conflicts in Family Business.

Unit 2 - Professionalization and succession in family business

- 2.1 - Planning to Professionalize.
- 2.2 - Preparing the Successors.
- 2.3 - Planning the Succession.
- 2.4 - Professionalization and Succession in Small Family Firms.

Unit 3 - corporate and family governance

- 3.1 - Introduction and Evolution of Governance in Family Firms.
- 3.2 - Family Assemblies and Constitution.
- 3.3 - Family Advisory Board.
- 3.4 - Family Council Meetings.

Unit 4 - family business sustainability determinants and emergent topics

- 4.1 - Managing environmental, social and financial demands in family business.
- 4.2 - Do family firms provide voluntary disclosure?
- 4.3 - How entrepreneurship and innovation strategies are formulated and established in family businesses?
- 4.4 - Change, adaptation and innovation: the future of family business.
- 4.5 - Other Emergent Topics in Family Business.

BIBLIOGRAFIA

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BORNHOLDT, Werner. Governança na empresa familiar: implementação e prática. Porto Alegre: Bookman, 2005.

DAVIS, John A.; SINANIS, Maria; COLLETTE, Courtney. Next generation success: reflections on a decade of dialogue between senior and junior generations at Harvard Business School. Cambridge: Cambridge Family Enterprise Press, 2015.

GERSICK, Kelin E.; DAVIS, John A. Generation to generation: life cycles of the family business, 1997.

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CARTER, Sara; JONES-EVANS, Dylan. Enterprise and small business: principles, practice and policy. 3rd edition. Boston: Pearson, 2012.

DAVIS, John A. Enduring advantage: collected essays on family enterprise. Cambridge: Cambridge Family Enterprise Press, 2012.



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WRIGHT, Mike; MASSIS, Alfredo; SCHOLLES, Louise; HUGHES, Matt; KOTLAR, Josip. Family Business Entrepreneurship. Institute for Family Business Research Foundation Report. January, 2016. Disponível em:
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