



MANFRED KETS DE VRIES



Family Business

Human Dilemmas in the Family Firm

Human Dilemmas In Family Business Texts And Cases

Franco Amatori, Geoffrey Jones



Human Dilemmas In Family Business Texts And Cases:

Family Business Manfred F. R. Kets de Vries, 1996 This text addresses from a clinical perspective the particular problems and situations which arise in family businesses It aims to provide a body of knowledge that will contribute to a better understanding of the psychodynamics of the family firm

The Oxford Handbook of Business History Geoffrey Jones, Jonathan Zeitlin, 2008-01-25 This Handbook provides a state of the art survey of research in business history Business historians study the historical evolution of business systems entrepreneurs and firms as well as their interaction with their political economic and social environment They address issues of central concern to researchers in management studies and business administration as well as economics sociology and political science and to historians They employ a range of qualitative and quantitative methodologies but all share a belief in the importance of understanding change over time The Oxford Handbook of Business History has brought together leading scholars to provide a comprehensive critical and interdisciplinary examination of business history organized into four parts Approaches and Debates Forms of Business Organization Functions of Enterprise and Enterprise and Society The Handbook shows that business history is a wide ranging and dynamic area of study generating compelling empirical data which has sometimes confirmed and sometimes contested widely held views in management and the social sciences The Oxford Handbook of Business History is a key reference work for scholars and advanced students of Business History and a fascinating resource for social scientists in general

The Palgrave Handbook of Heterogeneity among Family Firms Esra Memili, Clay Dibrell, 2018-09-05 This handbook is the definitive source of research on the differences among family firms It provides a timely and thorough investigation of the variant strategies and behaviors undertaken by family firms today taking a closer look at different configurations of family involvement and how they influence outcomes and success While studies on differences between family and non family firms are deeply rooted in the literature this handbook uniquely examines the family firm heterogeneity research to date and the inner firm governance financial and non financial objectives and strategies such as innovation competitive dynamics internationalization and human resources management The handbook pulls together the work of the most prominent names in family business from around the world separating itself from the competition both in content and geographical scope Future research directions provided in each chapter will spark further interdisciplinary scholarly work and will be enlightening for researchers educators and practitioners who are currently limited to the narrow and exclusive literature and advance the burgeoning research on this important topic

Handbook of Top Management Teams F. Bournois, J. Duval-Hamel, S. Roussillon, J. Scaringella, 2010-10-29 Questions of company governance have been examined over the years but this has generally been in areas concerning shareholders Meanwhile the management team and board of directors remain comparatively unexplored This book has been written to provide a way into this relatively unknown world of executive committees

Co-Leading Sibling Teams in Family Firms Linda Lehner, 2021-10-11 This study empirically

examines the dynamics of co leading siblings in family firms The findings were generated from qualitative interviews with 13 family firms of which nine are currently and four cases were once co led by siblings The research revealed that successfully and sustainably co leading a family business as siblings can be considered as the king s class of leadership as it includes managing the family layer with at least as much attention as the business layer itself Besides diversifying in qualifications competences personalities and distribution tasks accordingly processes such as the active and conscious decision making for the business and at the same time for the co leadership with other siblings are increasingly important to form a successful sibling team *Ownership Structure, Related Party Transactions, and Firm Valuation* Amrinder Khosa, Kamran

Ahmed, Darren Henry, 2019-03-21 Concentrated ownership is considered to be the best protection for shareholders in economies where legal protection is relatively weak This book investigates and concludes for Indian business groups that concentrated inside ownership provides opportunities for the expropriation of minority shareholders While more concentrated direct ownership of controlling families results in a higher market value of equity indirect ownership obtained through cross holding provides incentives to extract private benefits and results in value loss This finding requires the prompt attention of regulatory bodies outside investors and other interested parties This book examines the effect of ownership structure and disclosure of related party transactions on firm valuation of group affiliated firms in India by using a sample of 317 listed firms comprising 1350 firm year observations from 2008 to 2017 Well accepted value relevance models are employed to examine the effect of ownership rights on market value of equity and valuation effect of RP trading asset transfer investment and loan transactions **Kings and Their Sons in Early Modern Europe** Mark Konnert, 2018-12-01

Some of history s greatest dramas have unfolded in the stories of kings and their sons in early modern Europe and their conflicts presaged in some ways today s tensions in family run businesses In several notorious cases the kings despised their sons to the point of committing murder thus killing their own heirs Prof Konnert shows that these tragic dramas actually represent an extreme of the normal state of affairs rather than unusual occurrences They are different in degree not kind This book is the first to look at these episodes in a systematic and comparative fashion The stories are moving in themselves but viewed in their historical context they illuminate aspects of a past society which has faded from view in the 21st century Two of the most famous episodes those of Frederick the Great of Prussia and his father and of Peter the Great of Russia and his son are examined here as well as three less well known cases These episodes are put into historical context and the family dynamics of these royal dynasties are discussed showing not only how they differed from those of today but also from those of their more common contemporaries These tensions are also compared to those that have emerged in family run businesses where conflicts between fathers and sons are also very common Furthermore when the interests of the dynastic enterprise whether political or corporate take precedence over family life and personal happiness marriage practices can produce particularly toxic relations The cases examined here are unusual only in the degree of hostility rather than in its existence

Business History around the World Franco Amatori, Geoffrey Jones, 2003-09-18 This 2003 book offered the first in depth international survey of contemporary research and debates in business history Over the two decades leading to its publication enormous advances had been made in writing the history of business enterprise and business systems Historians are documenting and analyzing the evolution of a wide range of important companies and systems their patterns of innovation production and distribution their financial affairs their political activities and their social impact Each essay is written by a prominent authority who provides an assessment of the state and significance of research in his or her area This volume is a reference work that will be of immense value to historians economists management researchers and others concerned to access the latest insights on the evolution of business throughout the world

Entrepreneurship Ladislav Mura, 2018-01-24 In context of entrepreneurship this book was motivated by a desire of a team of well known authors The book consists of 23 closely related thematic contributions which fall into 4 separate sections Interactions between Economy and Entrepreneurship Innovation in Entrepreneurship and Economic Growth Current Trends in Family Business Social Entrepreneurship and Responsibility and The Role of Human Resource Management Education and Gender in Entrepreneurship Authors contributors have submitted the results of their recent research and presented essential findings about the decision making process of entrepreneurs in order to maintain their businesses competitive The reader can get an insight into the selection of the best scientific contributions that have been reviewed and ready for debate Our piece of work Entrepreneurship Development Tendencies and Empirical Approach has interdisciplinary features This work by authors from different countries Finland Germany Czech Republic Slovakia Italy Spain Turkey and Malaysia is dedicated to readers providing up to date research data and background for further research as well as implementation techniques in business practice

Small Business Sourcebook ,2004 Strategic Planning for the Family Business Randel S. Carlock, Craig E Aronoff, 2001-04-21 From small start ups to giant multinationals from the Mom and Pop owned barber shop to Ford family owned businesses continue to dominate the world economy Regardless of size running a successful family firm presents unique challenges and many fail to survive the transition to the next generation Here is a practical comprehensive guide to ensuring success through effective strategic planning The authors provide a wealth of tested easy to follow tools and techniques for mastering strategic planning for family owned firms Filled with real world examples case studies checklists and planning worksheets the book shows how to deal with a host of emerging challenges from new technologies and globalizing marketings by integrating family values and dynamics into sound planning and management

The New Russian Business Leaders Manfred F. R. Kets de Vries, Stanislav V. Shekshnia, Konstantin Korotov, Elizabeth Florent-Treacy, 2005-01-01 As a study of Russian business leadership the depth of research and cogency of argument in the book is well ahead of anything else seen to date and to that end it deserves to be highly regarded The Delta Intercultural Academy This book is obligatory reading for those planning to do business in Russia or wishing to understand how business

is conducted The New Russian Business Leaders is written by a distinguished group of international management specialists including two Russians Using models and case studies of leading Russian companies and entrepreneurs the authors draw conclusions about Russia s evolving business climate the requirements for entrepreneurial success and the value of international business education for Russia s business leaders Paul Gregory Slavonic and East European Review This highly talented multinational team has produced a rich and meaningful contribution to the literature on Russian business These authors know the very essence of Russia from their extensive academic and practitioner experience They deliver fascinating original in depth case studies of the pioneering men and women business leaders of modern Russia s first capitalist decade They also interpret the cases in the context of Russia s history and culture and offer a comprehensive framework for how Russian business and leadership could evolve to build the country s economy The New Russian Business Leaders will surely serve for years to come as an authoritative source for academics and practitioners seeking to understand the underlying dynamics of Russian business and its leaders Sheila M Puffer Northeastern University Boston US In order to work effectively with Russian organizations it is essential for potential Western partners and shareholders to fully understand their leadership style organizational practices and business expectations Based on extensive interviews with the pioneers of Russian business and the authors own experiences this perceptive new book attempts to decipher the enigma of Russia s new generation of business leaders The authors present six in depth case studies focusing on companies of vastly differing sizes ranging from a newly privatized operation and the creation and organization of an oligarch s empire to several entrepreneurial start ups in different service industries The case studies document the changes and developments that have occurred in Russia since the privatization era of the 1990s highlighting the strengths and weaknesses of the emerging business leadership orientations Grounded in Russian culture and history the book takes a balanced view of the rapid development and transformation of the country s business leadership over the past ten years The authors also offer perceptive conclusions and practical advice that will not only contribute to the success of Western businesses operating in Russia and other former communist countries in Eastern Europe but also help business people in Eastern Europe create high performance organizations As we move towards a globalized economy the need to recognise executive behaviour in Russia is becoming increasingly important This book will provide a great source of information for academics and researchers of entrepreneurship leadership studies and international business Although the focus is on Russian entrepreneurs the lessons in the book are equally as relevant for other cultures and leadership styles The Family Business in Tourism and Hospitality Donald Getz,Jack Carlsen,Alison

Morrison,2004-04-16 The family business is a global phenomenon and is particularly prominent in tourism and hospitality In many cases the family business was developed for the purpose of facilitating personal and family goals For example in rural areas farmers can use tourism as a way to generate additional income thereby remaining in the area and retaining family property Running a bed and breakfast establishment is a way to mix family and work Lifestyle locational and autonomy

motives are the norm but profit and growth oriented entrepreneurs are also found within family businesses This book is the first academic treatment of family business issues within the tourism and hospitality industry It provides comprehensive assessment of ownership management and family related concerns across the entire business and family life cycle Many new international case studies of real family businesses are used to illustrate key points The book will be of significant interest to researchers and students in tourism and hospitality small business and entrepreneurship studies as well as to owners and potential investors in family businesses *Innovation in Small Family Businesses* Sylvie Laforet, 2012-01-01 This informative book provides a critical and comprehensive review of the research on innovation in small businesses particularly the family owned businesses *Innovation in Small Family Businesses* explores how innovation is developed and carried out in small family owned businesses the factors underpinning it and the innovation drivers and barriers in these firms context Sylvie Laforet also offers suggestions on how innovation can be fostered and perhaps sustained in small family owned businesses and discusses the government's role in this The book makes an important contribution to the theoretical development of family firms and small businesses innovation The detailed and critical literature review will provide useful reference points for both academics and students and identifies avenues for future research for the area Policymakers and practitioners will also find this compact compendium insightful *Are Leaders Born or Are They Made?* Elisabet Engellau, Manfred F. R. Kets de Vries, 2018-05-20 This book discusses the psychodynamics of leadership in and relies on concepts of developmental psychology family systems theory cognitive theory dynamic psychiatry psychotherapy and psychoanalysis to understand Alexander's behaviour and actions **The Leader on the Couch** Manfred F. R. Kets de Vries, 2011-01-31 Despite the proven benefits of emotional intelligence organizational life has typically been hostile to the inner world of feeling Rationality is deemed superior to feeling which can contaminate judgment But without feeling there is no passion and no action This book sets out to change people and organizations for the better by revealing the dark side of leadership behaviour and its impact on performance Tapping into the startling parallels between the journey to emotional intelligence the process of psychoanalysis the practice of leadership coaching and the Zen journey to enlightenment renowned thinker Manfred Kets de Vries helps executives consultants and coaches to peel back the layers of self deception and reveal how inner personality largely hard wired since early childhood affects the way they lead and manage others The Hedgehog Effect Manfred F. R. Kets de Vries, 2011-10-19 In *The Hedgehog Effect* Manfred Kets de Vries presents the case for leadership group coaching as an experiential training ground for learning to function as a high performance team His group coaching model incorporating living case studies has been developed over more than 20 years of delivering programs to top level executives and sets the standard in the field of leadership group coaching Written for coaches consultants leadership development directors and anyone working in or with teams *The Hedgehog Effect* begins with an in depth analysis of what teams and groups are all about The intricacies of leadership coaching are illustrated with an elaborate example of a team coaching intervention In

Part Two the author applies a psychodynamic lens to the dynamics of teams and groups taking a close look at relationship patterns how groups evolve and the phenomenon of the group as a whole Part Three takes a more systemic perspective addressing the challenges that change processes pose for people in organizations and how to create best places to work Kets de Vries supports the whole with the story of an organizational change initiative accomplished through group coaching

Lessons on Leadership by Terror Manfred F. R. Kets de Vries, 2005-01-01 A serious but readable study that should be widely read by all concerned with leadership issues Long Range Planning This book is the most up to date available investigation of the understanding of tyranny and terror that psychologists psychoanalysts and experts on group and institutional behaviour can provide Manfred Kets de Vries has produced a masterpiece He draws on a wealth of published research in the field and relates it in an academically excellent yet eminently readable way to the premier problem of the beginning of the 21st century I strongly recommend it Anton Obholzer formerly Tavistock Centre London Psychoanalyst and Organizational Consultant From constructive narcissism to reactive narcissism we are but one step away from megalomania and terror Professor Kets de Vries traces the origin of leadership by terror to early childhood in this case study of Shaka Zulu A gruesome story warns us that terror may be inherent in the human condition Abraham Zaleznik Harvard Business School US Kets de Vries has written another terrific book on leadership However this work will prove both timely and insightful to students of leadership and political psychology Through the tale of Shaka Zulu Kets de Vries introduces us to our very own despotic tendencies and thus familiarizes the reader with the human side however horribly oppressive and destructive of leadership by terror Here is a genuine contribution to the field of leadership studies Michael A Diamond University of Missouri Columbia US What makes despotic leaders tick How do they become despots On a lesser but far more common scale why are some people ruthlessly abrasive in the workplace Why do some business leaders appear to lose their sense of humanity How and why do they create a culture of fear uncertainty and doubt in their companies Lessons on Leadership by Terror attempts to discover what happens to people when they acquire power and whether the abuse of power is inevitable Manfred Kets de Vries examines the life of the nineteenth century Zulu king Shaka Zulu in order to help us understand the psychology of power and terror During his short reign Shaka Zulu established one of the most successful regimes based on terror that has ever existed from which the traits of despotic leaders are illustrated Shaka's life history is a study in the psychology of terror and he can be a proxy for the behavior of any despot be it from antiquity or modern times From his leadership behavior fifteen cautionary lessons are derived offering valuable principles for contemporary leaders The book also explores the characteristics of totalitarian states and discusses what can be done to prevent despotic leaders from coming to the fore Clear parallels are drawn between Shaka's behavior and that of other more contemporary leaders including Hitler Stalin Pol Pot and Saddam Hussein This fascinating and highly original book will be of enormous interest to a broad audience from students and academics focusing on leadership political science and political psychology to

practitioners such as managers executives consultants and leadership coaches **Tricky Coaching** K. Korotov,E. Florent-Treacy,M. Kets de Vries,A. Bernhardt,Manfred F.R. Kets de Vries,2011-11-29 Bringing together cases written by experienced leadership and executive coaches from all over the world this project explores the most demanding and challenging situations they have faced in their professional practices By analysing and reflecting on the real life case studies the authors show how to deal with these situations in daily life Aile İşletmelerinde Dijital Dönüşümün Yönetimi Cihat Kartal,Demet Özcan,Derya Yayman,Dilek Eren,Esmâ Ebru Şentürk,Gönen İlkar Dünder,Mehmet Ali Akkaya,Mehmet Bağış,Mesut Öztürk,Münevver Bayar,Necmiye Tülin İrge,Okan Güray Bülbul,Özge Demirkale,Serdar Çakan,Sibel Aybar,Simge Selvitopu,Tülay Yel,Umut H. İnan,Vasfi Kahya,

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