

IFERA : GENERATIONS TO GENERATIONS

Bridging Past and Future in Family Business



Demystify owner's possessive bound to the organization

Article par

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In this qualitative study, we ask about the factors motivating business owners to move on in different succession phases. Although organizational succession implies multiple actors and complex circumstances, the resistance or enthusiasm from the owner plays a critical role.

Theories on obsessive passion and territoriality offer an explanatory lens to understand how and why some business owners are reluctant to engage themselves actively in the preparation process of business succession.

As the rapport between the owner and the organization evolves over different succession phases, detaching oneself gradually is critical to ensuring the effective progress of passing on the torch of leadership.

This research strives to build a theoretical model with research propositions concerning relationships among factors facilitating or inhibiting business owners to move on in the succession process.