

## summary bachelor thesis

**Topic:** Family Firm Succession

Research Question: What kind of knowledge does the successor need and how can he/she

facilitate the transfer of it?

Author: Thomas Auer

**Graduation year:** 2015

## l problem definition

- soft issues like the intergenerational knowledge transfer play a vital role in the outcome of the succession effort, especially in knowledge based industries (Märk, 2011, pp. 7–9)
- but those issues are often left behind, focus is still too much on hard facts

## 2 results

The study showed that knowledge transfer in the succession process is intuitive and does not follow a certain structure. Nevertheless a pattern and influence factors could be identified:

**Individual Dimension** 

- successor (early socialization, experiences, education)
- intra-personal (communication, appreciation, motivation)
- predecessor (emotions, fault tolerance, network)

Time Dimension

• transfer process (strategic focus of the company, early start of the process, plan for the process, experience sharing with other companies)

**Institutional Dimension** 

- family (agreement with siblings, support of family members, physical proximity of successor and predecessor)
- organization & environment (debts, help of externals, market situation, acceptance of new leader by stakeholders)

## CONTACT

MCI Management Center Innsbruck Family Business Center Universitaetsstraße 15 6020 Innsbruck Tel: +43 512 2070 7101

Email: <a href="mailto:familienunternehmen@mci.edu">familienunternehmen@mci.edu</a>
Web: <a href="http://familienunternehmen.mci.edu">http://familienunternehmen.mci.edu</a>

