



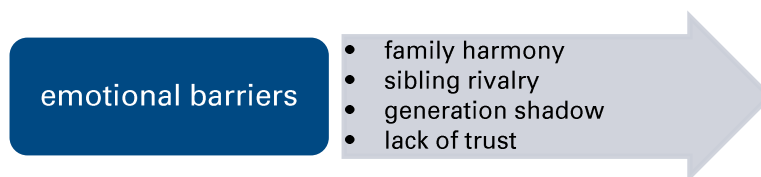
## **summary bachelor thesis**

**Topic:** Emotions in Family Business Succession  
**Research Question:** How can Predecessors and Successors overcome emotional barriers?  
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**Graduation year:** 2016

### **1 problem definition**

- only a small amount of 30% of family businesses survive after the first generation –
- only 10% to 15% after the second generation (Filser, Kraus, & Märk, 2013, p. 257)
- succession often fails due to emotional barriers (Avloniti & Iatridou, 2014, pp. 663-667)

### **2 results**



### **3 recommendations for family businesses**

- Self-awareness and self-management
- Communication
- Long periods of time (up to 4 years or more)
- Preparation and planning (possibility of external consultants)
- Involve employees in succession planning
- Experience in family-business
- Personal development of successor
- Give successor a voice
- Apply mutual role adjustment
- Mentor successor

#### **CONTACT**

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