



Catherine THEVENARD-PUTHOD (USMB, IREGÉ)

How Being a Female Successor Influences the Small Business Transfer Process

Business transfer, defined as the actions and organizational mechanisms through which the leadership and ownership of SMEs are transferred (Le Breton-Miller, Miller, and Steier 2004), is a challenging process (Chalus-Sauvannet, Deschamps, and Cisneros 2016; Calabrò, Minichilli, Amore, and Brogi 2018; Thévenard-Puthod, 2020). Discontinuity in the management and ownership of a firm poses major risks: it can disrupt work routines, generate a sense of insecurity among employees, interrupt existing orders, and reduce organizational performance (Haveman and Khaire 2004; De Tienne 2010). As a result, a significant number of SMEs do not survive a change in ownership (Ahrens et al. 2015; Haveman 1993). For more than 50 years, researchers have sought to identify factors that minimize the risk of failure in this process. Literature, mainly focused on family succession, considers that successor characteristics are among the most influential factors (Marler, Botero, and De Massis 2017; Nordqvist, Wennberg, Bau, and Hellerstedt 2013; Venter, Boshoff, and Maas 2005). (....)

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Séminaire du 03/12/2020
12h30

DISTANCIEL

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Agenda

10/12/2020, Dorothée CHARLIER, Bérangère
LEGENDE (USMB, IREGÉ),
Old People Emit More: Disentangling Bad
Habits from Bad Energy Efficiency

Calendrier des séminaires

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