

Call for Papers

**21st EIASM workshop on
Family Firm Management Research**

September
10-11, 2026

**Thriving Family Businesses
and Business Families:
Feeling Good. Acting Strong.**



In an era where business success is measured in more than just profits, scholars are turning their attention to a crucial question: How can family businesses and the families behind them truly thrive? Family businesses thrive when both the business and the family behind it flourish on multiple fronts – emotionally, relationally, financially, and organizationally. Prior research has emphasized the socio-emotional wealth that business families derive from their firms – the nonfinancial benefits of owning and managing a family

enterprise (Gomez-Mejia et al., 2007). Thriving family firms cultivate these “feel good” aspects (e.g., family identity, legacy, and pride) while also ensuring “acting strong” through resilience and financial vitality. Indeed, family firms are widely recognized for their remarkable resilience and long-term orientation, underpinning their ability to continue and survive (Fang et al., 2025).

Thriving family firms cultivate “feel good” aspects while ensuring they “act strong”.

For its 21st edition, the EIASM workshop on family firm management research turns attention to how family businesses and business families build and sustain thriving conditions, exploring the many ways in which family firms “feel good and act strong”. We encourage contributions that examine the human dynamics and support systems enabling business families and family businesses to thrive across generations. Submissions may address, but are not limited to, the following themes and questions:

■ Emotional dynamics

While family firm scholars agree that emotions play a particularly profound role in this type of firm due to the overlap between family and business matters and the emotional value attached to the family firm, research on the impact of emotions on the working and success of the family firm remains limited. We therefore welcome studies that look into

different types of emotional dynamics and their drivers/outcomes in the unique context of family firms. How do both positive and negative emotions arise within a family firm and how do they impact the firm? How do emotions shape strategic processes in family firms? How do internal/external events shape the emotional climate in a family firm?

■ Intergenerational experiences and transgenerational wellbeing

We seek studies on how early life or career experiences of family members shape the trajectory of the family firm and the well-being of the business family. A growing stream of research suggests that the roots of later behavior often trace back to early family interactions (Jaskiewicz et al., 2017; Kidwell et al., 2024). We encourage exploration of questions like: How do childhood experiences in business families (e.g., observing entrepreneurial parents, involvement in family discussions) impact the next generation’s entrepreneurial orientation or commitment to the firm? Do early career experiences outside the family firm make successors more resilient or open to new ideas when they join the family business? How can senior generations intentionally impart experiences that bolster successors’ confidence and competence?

■ Multilevel support systems and networks

To thrive, one needs support. What support structures help family businesses and business families to navigate challenges, feel good, and act strong? We invite research on family governance bodies that support family businesses in buffering stress and guiding decision-making. This theme also

spans co-creation and social exchange processes: How do family and non-family stakeholders collaborate and exchange knowledge to co-create solutions to thrive? How does the use of AI in family business co-create emotional and financial wealth for the firm and the business family?

■ Financial health and family financial wellbeing

How do family businesses achieve financial sustainability and growth without compromising family harmony and values? We seek insights into practices that enhance the financial well-being of both the firm and the owning family (e.g. prudent governance, reinvestment strategies, or philanthropy via family offices). For example, families often establish family offices to professionalize wealth management and support multi-generational wellbeing, creating an ecosystem of enterprises (core business, startups, foundations) that together bolster the family's financial and socioemotional capital (Hayoz et al., 2025). How do such structures evolve over generations, and what benefits or challenges do they bring in keeping the family "strong" financially?

■ Navigating the dark side

Only those who dare to fail greatly can ever achieve greatly. To learn how family businesses and the families behind them can thrive, we welcome contributions that focus on failures of and dysfunctional behaviors in family firms and business families. The origins of dysfunction and failure are often complex, stemming from personal traits, family history, and situational pressures; for instance, deep-seated family conflicts or unhealthy early dynamics may manifest later as poor decision-making or family feuds in the business (Kidwell et al., 2024).

We invite papers that delve into these challenges and their remedies: How do thriving family firms address conflicts before they escalate? What governance or counseling structures help prevent destructive dynamics? How can business families recognize and break patterns of dysfunctional behavior to restore trust and relational health? Understanding how families navigate issues like succession conflicts, sibling rivalries, or entitlement is crucial for creating conditions where both the family and business can prosper.

Beyond the central theme

While papers related to the central theme and the topics above are especially encouraged, the workshop continues its tradition of welcoming all high-quality research in family firm management.

Submissions that push the frontiers of family business research or bridge it with other domains are welcome. For example, we invite studies that explore the intersection of family business with:

- Entrepreneurship
- Strategy
- Organizational behaviour
- Psychology
- Finance
- Governance
- Ethics
- Sustainability
- Innovation
- Digitalization
- Internationalization
- Public policy

Our goal is to foster a rich discussion that advances the family business field broadly, shedding light on the drivers of various types of family firm performance and the well-being of those involved.

Abstract submission deadline | April 20, 2026



Conference chairs

Ine Umans
Laura Hoekx
Tensie Steijvers

Massimo Baù
Kajsa Haag

Organizing committee

Hanne Kreemers
Manu Moyens
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