

International Journal of Cross Cultural Management

Call for Papers

Special Issue:

‘Cross-cultural Dynamics of Family Businesses from a Diversity Perspective’

Guest Editors

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The importance of family businesses has been well documented in the academic literature since the early 1990s (Lyman, 1991; Daily and Dollinger, 1992, Dunn, 1996; Fletcher, 2002; Rogoff and Heck, 2003; Ward, 2004; Zahra et. al., 2004). However, the model of traditional organisation of work and family life in industrialised countries has underplayed the interface of family and work. Functionalist family ideology which underpinned industrialisation was based on the male norms of isolation of work and family. However, family businesses, and the nexus of family and work have recently become topics of significant preoccupation in academic literature, owing largely to changes in the demographic composition of workforces and the demands that these changes place on reorganisation of all constituencies of life. Extant studies on family businesses have pinpointed the importance of the family unit in different ways. Arguably, the family unit as the source of belonging and trust can allow the organisation to function collectively for the common good. Equally, the family can serve as an arena of exploitation, in which certain members are ‘othered’ or exploited. Such exploitation and inequality may cut across the fault lines of gender, ethnicity, class, disability, age, among other social categories. In order to draw attention to the increased significance of family in the context of work and business across a range of cultural contexts, we call for papers which can help us better understand the complexity and intersectionalities of diversity in the context of family businesses.

In this special issue of the journal *International Journal of Cross Cultural Management*, which provides a focused academic platform for the encouragement and dissemination of research on cross cultural aspects of management, work and organization, we seek to problematise and discuss family business dynamics from cross-cultural and diversity perspectives. We would welcome empirical, conceptual, and policy-based papers in the following areas:

- Succession process and diversity: transferring leadership or ownership to the next generation of family members and implications for diversity; ‘outside help’ in the form of research or consulting
- Gendered aspects of family businesses (within specific cultural settings)

- Corporate governance issues and change management: intrapreneurship in family businesses, growth and diversification strategies
- Internationalisation of family businesses and international diversity challenges
- Managing resources in family firms: competitive advantage; creating social and economic wealth/ connection to social enterprise models
- Cross-cultural issues at the intersection of family, business and diversity
- Including 'others' in family businesses: Employee selection and recruitment; promotion and HR strategies
- Family dynamics: Socio-psychological implications of diversity in family businesses

This special issue focuses on the *impact of culture* on family business management. Please make sure that the link to the *cultural context* is explicitly established in submissions. **A cultural or cross-cultural perspective is a 'condition' for publication.**

Deadline for submissions: 1 June 2008

Notification of acceptance/rejection decision: 1 December 2008

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Please send your submissions electronically to all guest editors. Please ensure that your submission complies with the manuscript requirements for the International Journal of Cross Cultural Management.

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