

# University Academic Curriculum Vitae

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## PERSONAL INFORMATION

### Prof. Alfredo De Massis, Ph.D.

Full Professor of Entrepreneurship, Family Business and Strategic Management  
Faculty of Economics & Management, Free University of Bozen-Bolzano

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Google Scholar Author page:

<https://scholar.google.it/citations?user=2AFgZ38AAAAJ&hl=en>

Research Gate: [https://www.researchgate.net/profile/Alfredo\\_De\\_Massis](https://www.researchgate.net/profile/Alfredo_De_Massis)

“Brains” – NOI Techpark: [https://noi.bz.it/en/brains/alfredo-de-massis?set\\_language=en](https://noi.bz.it/en/brains/alfredo-de-massis?set_language=en)

## PROFILE

I am Full Professor of Entrepreneurship, Family Business & Strategic Management at the Free University of Bozen-Bolzano (Italy), where I lead the Centre for Family Business Management, and co-director of family business research at Lancaster University Management School (UK). I am one of the leading scholars in family business research, particularly in relation to my pioneering work at the intersection of family business, innovation and organizational goals. In September 2015, *Family Capital* ranked me among the world's top 25 star professors for family business. I serve as **Associate Editor** of *Family Business Review* – a highly ranked journal of Business (Impact Factor 4.147) – and on the Editorial Boards of *Entrepreneurship Theory & Practice*, *Strategic Entrepreneurship Journal* and *Journal of Family Business Strategy*. I also serve on the Advisory Council of *Harvard Business Review*, on the Academic Advisory Board of the Institute for Family Business (IFB) Research Foundation based in London, on the Board of Supervisors of the Grenke Centre for Entrepreneurial Studies in Berlin, on the board of directors of a private company, and I am the former Chair of the Family Business Research SIG at the European Academy of Management and the former Chairman of the European Leadership Council and Global Board Member of the Global STEP Project for Family Enterprising at Babson College (USA) engaging over 200 leading scholars and 85 enterprising families from 45 countries. Since January 2017 I serve as columnist for *Tharawat magazine*, one of the leading magazines for family business leaders and experts, for a series of practice-oriented articles on “Secrets of family business innovation”.

My research is theoretically driven, goal-centred, and process-oriented employing cross-level qualitative and quantitative methods. Bridging the family business, innovation and organizational goals literatures, my research has been published widely in leading academic and professional journals including *Academy of Management Journal*, *Entrepreneurship Theory & Practice*, *Journal of Product Innovation Management*, *Academy of Management Perspectives*, *Family Business Review*, *Global Strategy Journal*, *Academy of Management Learning & Education*, *Journal of Business Ethics*, *California Management Review*, *Small Business Economics* and many others. I have been Guest Editor of eleven special issues on family business- and strategy-related topics in journals like *Strategic Management Journal*, *Entrepreneurship Theory & Practice*, *Journal of Product Innovation Management*, *Global Strategy Journal*, *California Management Review*, *International Journal of Management Reviews* and *Small Business Economics*.

Due to its economic and practical relevance, my interdisciplinary research has been featured in various media outlets including the *Financial Times*, *Harvard Business Review*, *Il Sole 24 Ore*, *Radiotelevisione Italiana (RAI)*, *Tharawat magazine*, *Campden FB*, *Family Capital*, *Reuters*, *Nasdaq*, *Yahoo Finance*, *CNBC*. I am also author of practitioner publications in outlets such as *Family Capital*, *The European Business Review*, *Tharawat magazine*, *Marketing Magazine*, and I am regularly interviewed in TV programmes, newspapers and magazines on family business issues.

I am a recipient of several academic honors and awards and received various research grants from public funding bodies and private organizations to fund my studies on family enterprises. I maintain close links with the business community, and my research is well received both in academic and practitioner outlets. I am regularly invited as keynote speaker or speaker at many conferences around the world and to give lectures to

professional and academic audiences as well as to policy makers. I have been invited for visiting scholar positions and other speaking engagements in China, France, Netherlands, Sweden, Switzerland, Austria, Germany, Spain, Lichtenstein, Greece, Portugal, United Kingdom, Belgium, England, Germany, Prague, Italy, Canada, Chile, and the USA. For instance, I have been invited to share my experience about succession and family business management at the *UK Parliament* on April 24, 2017. This interaction enables me to share insights from evidence based research with practitioners while ensuring that my research remains impactful and focused on issues of significant importance to the family business community. I served as co-convener, co-chair or member of the Advisory Committee of many international tracks/conferences on family business-related topics.

Previously, I was the Director of Lancaster University Management School's Centre for Family Business and I co-founded the University of Bergamo's Center for Young and Family Enterprise (CYFE), that I ran as Deputy Director. I have been board member of various academic and professional family business associations and prior to my academic career was Manager at SCS Consulting, senior consultant in the Strategy service line of Accenture and financial analyst at the Italian Stock Exchange (London Stock Exchange Group).

I teach and consult about family business, entrepreneurship and innovation management at undergraduate, master and doctoral levels at many universities and serve as executive advisor and coach to family enterprises in a variety of industries. I have also substantive experience in designing, convening and delivering undergraduate, postgraduate and executive education programs as well as in attracting, successfully supervising and gaining funding for PhD research students. I have experience with traditional teaching, but I have experimented innovative teaching methods and I am developing pedagogy focused on the educational needs of family firms of any size aimed at supporting their growth and perpetuation across generations.

#### **SUMMARY OF QUALIFICATIONS**

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|--------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| October 2007 | <b>PH.D. IN MANAGEMENT, ECONOMICS AND INDUSTRIAL ENGINEERING, POLITECNICO DI MILANO</b><br>Thesis entitled: " <i>Managing succession in family business: An empirical study and a normative model</i> ". Part of research done at the <i>Centre for Entrepreneurship and Family Business, Haskayne School of Business, University of Calgary (Canada)</i> . |
| April 2003   | <b>MASTER OF SCIENCE, MANAGEMENT ENGINEERING, POLITECNICO DI MILANO</b><br>Score: 100/100 <i>summa cum laude (Hons.)</i>                                                                                                                                                                                                                                    |
| July 1997    | <b>HIGH SCHOOL DEGREE, LICEO SCIENTIFICO "LEONARDO DA VINCI" – PESCARA, ITALY</b><br>Score: 60/60                                                                                                                                                                                                                                                           |

#### **ACADEMIC APPOINTMENTS**

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|------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| January 2018 - present | <b>GRENKE CENTRE FOR ENTREPRENEURIAL STUDIES – BERLIN, GERMANY</b><br><i>Supervisory Board Member</i><br>This is the new institute created by SRH Hochschule Berlin and devoted to foster research in the area of entrepreneurship. With the other Supervisory Board Members, including the leaders of well-known German firms like Wolfgang Grenke, CEO of GRENKE AG, Christof Hettich, CEO of SRH, and Götz Werner, founder of dm-drogerie markt, we advise on the Centre's strategy in Research, Education and Outreach. |
| October 2016 - present | <b>FAMILY BUSINESS REVIEW</b><br><i>Associate Editor</i><br>FBR is a highly ranked journal of business with impact factor 4.147. It is a scholarly publication devoted to exploration of the dynamics of family-controlled enterprises, including firms ranging in size from the very large to the relatively small. It has been a top 10 business journal for last three years and in 2016 it was ranked # 8/120 in the Business category.                                                                                 |

- September 2016 - present  
**FREE UNIVERSITY OF BOZEN-BOLZANO – BOLZANO, ITALY**  
*Full Professor of Entrepreneurship, Family Business and Strategic Management and Director of the Centre for Family Business Management*  
*Faculty of Economics & Management*  
 Leadership of research, education and business engagement activities conducted within the Centre for Family Business Management. Development and leadership across the field of family business through high profile research, teaching and business development activities. Engagement with the enterprise agenda of the Faculty of Economics & Management and commitment to develop this further. Representation of the Free University of Bozen-Bolzano in the area of family business at University level and at International level.
- September 2016 - present  
**LANCASTER UNIVERSITY MANAGEMENT SCHOOL, LANCASTER UNIVERSITY – LANCASTER, UK**  
*Co-director of Family Business Research Projects*  
 I co-lead the research activities in the area of family business, supervise PhD students and serve as co-director of the Centre for Family Business.
- June 2014 – September 2016  
**LANCASTER UNIVERSITY MANAGEMENT SCHOOL, LANCASTER UNIVERSITY – LANCASTER, UK**  
*Full Professor, Chair of Entrepreneurship and Family Business and Director of the Centre for Family Business (tenured)*  
 Leadership of research, education and business engagement activities conducted at the Centre for Family Business. Development and leadership across the field of family business and innovation management through high profile research, teaching and business development activities. Engagement with the enterprise agenda of the Institute for Entrepreneurship and Enterprise Development, the Lancaster University Management School and the Lancaster University and commitment to develop this further. Representation of the School in the area of family business at University level and at International level.
- October 2013 – June 2014  
**LANCASTER UNIVERSITY MANAGEMENT SCHOOL, LANCASTER UNIVERSITY – LANCASTER, UK**  
*Reader (“Professore Straordinario”) in Family Business and Director of the Centre for Family Business (tenured)*
- January 2014 - present  
**INSTITUTE FOR FAMILY BUSINESS (IFB) RESEARCH FOUNDATION, LONDON, UNITED KINGDOM**  
*Member of the Academic Advisory Board*  
 Advising on research strategy and providing academic rigor and research expertise to the foundation’s efforts. Simply put, providing independent oversight of the IFB Research Foundation’s strategy in order to help them to foster greater knowledge and understanding of family firms.
- October 2013 - present  
**CENTER FOR YOUNG AND FAMILY ENTERPRISE (CYFE), UNIVERSITY OF BERGAMO – BERGAMO, ITALY**  
*Member of the International Research Advisory Board.*  
 Advising on the Center’s strategy in Research, Education and Outreach and providing research and management expertise to the development of the University of Bergamo’s research agenda in the area of family business and young enterprises.
- January 2011– February 2015  
**BABSON COLLEGE, STEP PROJECT FOR FAMILY ENTERPRISING – BABSON PARK, USA**  
*Chairman of the STEP European Leadership Council.*  
 Management and coordination of the activities of the European research team involved in the global Successful Transgenerational Entrepreneurship Practices (STEP) Project founded by Babson College (USA). Co-organizer and Chair of several meetings with business families and academics from different countries. The STEP Project is a global applied research initiative that explores the entrepreneurial

process within business families and generates solutions that have immediate application for family leaders. More than 45 countries over 5 regions participate in this global study, involving more than 200 scholars from leading universities and more than 85 families. <http://www.babson.edu/academics/centers/blank-center/global-research/step>

This important role enables LUMS to lead academic research on family entrepreneurship in Europe.

- December 2009 –  
September 2013      **UNIVERSITY OF BERGAMO, FACULTY OF ENGINEERING – BERGAMO, ITALY**  
*Ass. Professor of Entrepreneurship and Family Business (tenured, with national qualification as Associate Professor), Department of Economics and Technology Management.*  
Research, teaching and service activities in the areas of family business, entrepreneurship, and strategic management.
- July 2010 –  
September 2013      **CENTER FOR YOUNG AND FAMILY ENTERPRISE (CYFE), UNIVERSITY OF BERGAMO – BERGAMO, ITALY**  
*Deputy Director, Co-Founder and Member of the International Scientific Committee.*  
Leadership, management and development of international research, teaching and outreach activities in the field of family business and entrepreneurship. Overall responsibility for the center's research activities, coordination and supervision of the research team.
- 2014 and 2016      **FAMILY OWNED BUSINESS INSTITUTE (FOBI), GRAND RAPIDS, USA**  
*Research Scholar (sponsored by Grand Valley State University)*  
Research scholar on innovation and tradition in family firms.
- July 2012 - present      **WITTEN INSTITUTE FOR FAMILY BUSINESS (WIFU), WITTEN/HERDECKE UNIVERSITY, GERMANY**  
*Research Fellow*  
Joint research program (fellowship) in the field of family business.
- January 2011–  
December 2013      **BABSON COLLEGE, STEP PROJECT FOR FAMILY ENTERPRISING – BABSON PARK, USA**  
*Member of the STEP Global Board.*  
Advising on strategic global planning and future directions for the global Successful Transgenerational Entrepreneurship Practices (STEP) Project.

#### **VISITING SCHOLAR/PROFESSOR**

- January 2013 –  
February 2013      **I.H. ASPER SCHOOL OF BUSINESS, UNIVERSITY OF MANITOBA – WINNIPEG, CANADA**  
Visiting Professor in Family Business.
- November 2012 –  
December 2012      **CENTRE FOR FAMILY ENTERPRISE AND OWNERSHIP (CEFEO), JÖNKÖPING UNIVERSITY – JÖNKÖPING, SWEDEN**  
TOFT Visiting Professor in Family Business.
- January 2012 –  
February 2012      **HASKAYNE SCHOOL OF BUSINESS, UNIVERSITY OF CALGARY – CALGARY, CANADA**  
Visiting Professor in the Entrepreneurship & Innovation area.
- February 2006 –  
September 2006      **HASKAYNE SCHOOL OF BUSINESS - CALGARY, CANADA**  
Visiting Ph.D. Student.

## RESEARCH AND SCHOLARLY WORK

### ARTICLES IN INTERNATIONAL REFEREED ACADEMIC JOURNALS

'Class A' journals categorized according to the journal ranking made by the National Agency for the Evaluation of the University and Research Systems (ANVUR) for the field of Management ("Economia Aziendale" - 13/B2 - SECS-P/08)

Ranking of journals as 4\* or 3\* is done according to the Association of Business Schools (ABS) Academic Journal Guide.

- De Massis A., Frattini F., Majocchi A., Piscitello L. (2018). Family firms in the global economy: Toward a deeper understanding of internationalization determinants, processes and outcomes. *Global Strategy Journal*. In press. DOI: 10.1002/gsj.1199. **Class A and 3\* Journal**
- Filser, M., De Massis, A., Gast, J., Kraus, S., Niemand, T. (2018). Tracing the roots of innovativeness in family SMEs: The effect of family functionality and socioemotional wealth. *Journal of Product Innovation Management*. Forthcoming. DOI: 10.1111/jpim.12433. **Class A and 4\* Journal**
- De Massis, A., Kotlar, J., Wright, M., Kellermanns, F. (2018). Sector-based entrepreneurial capabilities and the promise of sector studies in entrepreneurship. *Entrepreneurship Theory & Practice*, 42(1), 3-23. DOI: 10.1177/1042258717740548. **Class A, 4\* and Financial Times Journal**
- Chua, J.H., Chrisman, J.J., De Massis, A., Wang, H. (2018). Reflections on family firm goals and the assessment of performance. *Journal of Family Business Strategy*. Forthcoming. **Class A and 2\* Journal**
- Mazzelli, A., Kotlar, J., De Massis, A. (2018). Blending in while standing out: Selective conformity and new product introduction in family firms. *Entrepreneurship Theory & Practice*, In press. DOI: 10.1177/1042258717748651. **Class A, 4\* and Financial Times Journal**
- De Massis, A., Audretsch, D., Uhlaner, L., Kammerlander, N. (2018). Innovation with limited resources: Management lessons from the German Mittelstand. *Journal of Product Innovation Management*, 35(1), 125-146. DOI: 10.1111/jpim.12373. (video abstract: [https://youtu.be/dz8QFI\\_AX8I](https://youtu.be/dz8QFI_AX8I)) **Class A and 4\* Journal**
- Fang, H., Kotlar, J., Memili, E., Chrisman, J.J., De Massis, A. (2018). The pursuit of international opportunities in family firms: Generational differences and the role of knowledge-based resources. *Global Strategy Journal*. In press. DOI: <https://doi.org/10.1002/gsj.1197> **Class A and 3\* Journal**
- De Massis, A., Kotlar, J., Mazzola, P., Minola, T., & Sciascia, S. (2018). Conflicting selves: Family owners' multiple goals and self-control agency problems in private firms. *Entrepreneurship Theory & Practice*, Vol. 42, No. 4. DOI: 10.1111/etap.12257. **Class A, 4\* and Financial Times Journal**
- Rondi, E., De Massis, A., & Kotlar, J. (2017). Unlocking innovation potential: A typology of family business innovation postures and the critical role of the family system. *Journal of Family Business Strategy*. In press. DOI: <https://doi.org/10.1016/j.jfbs.2017.12.001>. **Class A and 2\* Journal**

- Kotlar, J., Signori, A., De Massis, A., Vismara, S. (2017). Financial wealth, socioemotional wealth and IPO underpricing in family firms: A two-stage gamble model. *Academy of Management Journal*. In press. DOI: 10.5465/amj.2016.0256. **Class A, 4\* and Financial Times Journal**
- Campopiano, G., De Massis, A., Rinaldi, F.R., Sciascia, S. (2017). Women's involvement in family firms: Progress and challenges for future research. *Journal of Family Business Strategy*, Vol. 8, No. 4, 200-212. DOI: <https://doi.org/10.1016/j.jfbs.2017.09.001>. (video abstract: <https://youtu.be/Tw2nGweyF2Y>) **Class A and 2\* Journal**
- Kotlar, J., De Massis, A., Wright, M., Frattini, F. (2018). Organizational goals: Antecedents, formation processes, and implications for firm behavior and performance. *International Journal of Management Reviews*, Vol. 20, S3-S18. DOI: 10.1111/ijmr.12170. **Class A and 3\* Journal**
- Feranita, F., Kotlar, J., De Massis, A. (2017). Collaborative innovation in family firms: Past research, current debates and agenda for future research. *Journal of Family Business Strategy*, Vol. 8, No. 3, 137-156. DOI: <http://dx.doi.org/10.1016/j.jfbs.2017.07.001>. **Class A and 2\* Journal**
- De Massis, A., Wang, H., Chua J.H. (2018). Counterpoint: How heterogeneity among family firms influences organizational change. *Journal of Change Management*. Forthcoming. DOI: <https://doi.org/10.1080/14697017.2017.1419808>.
- Casprini E., De Massis A., Di Minin A., Frattini F., Piccaluga A. (2017). How family firms execute open innovation strategies: The Loccioni case. *Journal of Knowledge Management*, Vol. 21, No. 6., 1459-1485. DOI: 10.1108/JKM-11-2016-0515. **Class A and 2\* Journal**
- Marler, L., Botero I., De Massis, A. (2017). Succession-related role transitions in family firms: The impact of proactive personality. *Journal of Managerial Issues*, Vol. 29, No. 1, 57-81.
- De Massis, A., Sieger, P., Chua, J.H., Vismara, S. (2016). Incumbents' attitude toward intrafamily succession: An investigation of its antecedents. *Family Business Review*, Vol. 29, No. 3, 278-300. **Class A and 3\* Journal**
- Chrisman, J.J., Chua, J.H., De Massis, A., Minola, M., Vismara S. (2016). Management Processes and Strategy execution in Family Firms: From "What" to "How". *Small Business Economics*, Vol. 47, No. 3, 719-734. **Class A and 3\* Journal**
- De Massis A., Ding S., Kotlar J., Wu Z. (2016). Family involvement and R&D expenses in the context of weak property rights protection: An examination of non-state-owned listed companies in China. *The European Journal of Finance*. DOI: 10.1080/1351847X.2016.1200994 **3\* Journal**
- Kotlar, J., De Massis, A., Frattini, F., Kammerlander, N. (2016). The Paradoxical and Time-Varying Effects of Family Ownership on Absorptive Capacity. *Academy of Management Best Paper Proceedings*. Academy of Management 2016 Annual Meeting, Anaheim, California, USA, August 5-9.
- De Massis, A., Frattini, F., Kotlar, J., Messeni-Petruzzelli, A., Wright M. (2016). Innovation through tradition: Lessons from innovative family businesses and directions for future research. *Academy of Management Perspectives*, Vol. 30, No. 1, 93-116. **Class A, 3\* and Financial Times Journal**
- De Massis, A., Kotlar, J., Frattini, F., Chrisman, J., Nordqvist, M. (2016). Family governance at work: Organizing for new product development in family SMEs. *Family Business Review*, Vol. 29, No. 2, 189-

213. (ranked #2 Most Read FBR Article in 2016; Honorable Mention for the 2016 FBR Best Paper Award) **Class A and 3\* Journal**

- De Massis A., Di Minin A., Frattini F. (2015). Family-driven innovation: Resolving the paradox in family firms. *California Management Review*. Vol. 58, No. 1, 5-19. (video abstract: <https://youtu.be/B4VGf-mxavA>) **Class A, 3\* and Financial Times Journal**
- De Massis, A., Kotlar, J. (2015). Learning resources for family business education: A review and directions for future developments. *Academy of Management Learning & Education*. Vol. 14, No.3, 415-422. **Class A and 4\* Journal**
- Chua, J.H., Chrisman, J.J., De Massis, A. (2015). A Closer Look at Socioemotional Wealth: Its Flows, Stocks, and Prospects for Moving Forward, *Entrepreneurship Theory & Practice*, Vol. 39, No. 2, 173-182. **Class A, 4\* and Financial Times Journal.**
- Memili E., Fang H., Chrisman J.J., De Massis A. (2015). The impact of small- and medium-sized family firms on economic growth. *Small Business Economics*, Vol. 45, No. 4, 771-785. **Class A and 3\* Journal.**
- Fletcher, D., De Massis, A., Nordqvist M. (2016). Qualitative Research Practices and Family Business Scholarship: A Review and Future Research Agenda. *Journal of Family Business Strategy*, Vol. 7, No. 1, 8-25. **Class A and 2\* Journal**
- Signori A., Kotlar J., De Massis A., Vismara S. (2015). The rate of substitution between economic and socioemotional wealth in family firm IPO underpricing. *Academy of Management Best Paper Proceedings*.
- Chrisman J.J., Chua J.H., De Massis A., Frattini F., Wright M. (2015). The ability and willingness paradox in family firm innovation. *Journal of Product Innovation Management*, Vol. 32, No. 3, 310-318. DOI: 10.1111/jpim.12207. **Class A and 4\* Journal**
- Campopiano G., De Massis, A. (2015 – both authors contributed equally). Corporate Social Responsibility Reporting: A Content Analysis in Family and Non-family Firms. *Journal of Business Ethics*, Vol. 129, No. 3, 511-534. DOI: 10.1007/s10551-014-2174-z. **Class A, Financial Times and 3\* Journal.**
- Botero, I. C., Cruz, C., D Massis A., Nordqvist M. (2015). Family business research in the European context (includes a section by *Jesús Casado*, *Secretary General of European Family Businesses* with a practice-based view on the topic). *European Journal of International Management*, Vol. 9, No.2, 139-159.
- Sciascia S., Nordqvist M., Mazzola P., De Massis A. (2015). Family Ownership and R&D Intensity in Small and Medium-Sized Firms. *Journal of Product Innovation Management*. Vol. 32, No. 3, 349-360. DOI: 10.1111/jpim.12204. **Class A and 4\* Journal**
- De Massis A., Frattini F., Pizzurno E., Cassia L. (2015). Product Innovation in Family versus Non-Family Firms: an Exploratory Analysis. *Journal of Small Business Management*, Vol. 53, No. 1, 1-36. DOI: 10.1111/jsbm.12068. ISSN: 0047-2778. **Class A and 3\* Journal**

- Chrisman J.J., Fang H., Kotlar J., De Massis A. (2015). A Note on Family Influence and the Adoption of Discontinuous Technologies in Family Firms. *Journal of Product Innovation Management*, Vol. 32, No. 3, 384-388. DOI: 10.1111/jpim.12206. **Class A and 4\* Journal**
- De Massis A., Kotlar J., Campopiano G., Cassia L. (2015). The Impact of Family Involvement on SMEs' Performance: Theory and Evidence. *Journal of Small Business Management*, Vol. 53, No 4, 924-948. DOI: 10.1111/jsbm.12093. **Class A and 3\* Journal**
- Kotlar J., Fang H.C., De Massis A., Frattini F. (2014). Profitability goals, control goals, and the R&D investment decisions of family and nonfamily firms. *Journal of Product Innovation Management*, Vol. 31, No. 6, 1128-1145. **Class A and 4\* Journal**
- De Massis A., Kotlar J., Mazzola P., Minola T., Sciascia S. (2014). Are They All Alike? Heterogeneity of Family Owners' Goals and P-P Agency Costs in Private Firms. *Academy of Management Best Paper Proceedings*. DOI: 10.5465/AMBPP.2014.260.
- Campopiano G., De Massis A., Chirico F. (2014). Firm philanthropy in small and medium-sized family firms: The effects of family involvement in ownership and management. *Family Business Review*, Vol. 27, No. 3, 244-258. DOI: 10.1177/0894486514538450. **Class A and 3\* Journal (Honorable Mention for the 2014 FBR Best Article Award)**
- Kotlar J., De Massis, A., Fang H., Frattini F. (2014). Strategic Reference Points in Family Firms. *Small Business Economics*, Vol. 43, No. 3, 597-619. DOI: 10.1007/s11187-014-9556-6. **Class A and 3\* Journal**
- Gagné M., Sharma P., De Massis A. (2014). The Study of Organizational Behavior in Family Business. *European Journal of Work and Organizational Psychology*, Vol. 23, No. 5, 643-656. <http://dx.doi.org/10.1080/1359432X.2014.906403>. **Class A and 3\* Journal**
- De Massis A., Kotlar J., Chua J.H., Chrisman J.J. (2014). Ability and Willingness as Sufficiency Conditions for Family-Oriented Particularistic Behavior: Implications for Theory and Empirical Studies. *Journal of Small Business Management*, Vol. 52, No. 2, 344-364. **Class A and 3\* Journal**
- De Massis A., Chirico F., Kotlar J., Naldi L. (2014). The Temporal Evolution of Proactiveness in Family Firms: The Horizontal S-Curve Hypothesis. *Family Business Review*, Vol. 27, No. 1., pp. 35-50. DOI: 10.1177/0894486513506114. **Class A and 3\* Journal**
- Colombo M.G., De Massis A., Piva E., Rossi-Lamastra C., Wright M. (2014). Sales and Employment Changes in Entrepreneurial Ventures with Family Ownership: Empirical Evidence from High-tech Industries. *Journal of Small Business Management*, Vol. 52, No. 2, 226-245. ISSN: 0047-2778. **Class A and 3\* Journal**
- Sharma P., De Massis A., Gagné M. (2014). Family Business: A fertile ground for research on time, teams, and positive organizational study. *European Journal of Work and Organizational Psychology*, Vol. 23, No. 5, 674-679. **Class A and 3\* Journal**
- De Massis A., Kotlar J. (2014). The case study method in family business research: Guidelines for qualitative scholarship. *Journal of Family Business Strategy*, Vol. 5, No. 1, pp. 15-29 (ranked #1 in JFBS's Top 25 Hottest Articles and #1 in JFBS's Top 5 Most Downloaded Articles). **Class A and 2\* Journal**



- Frattini F., Bianchi M., De Massis A., Sikimic U. (2014). The Role of Early Adopters in the Diffusion of New Products: Differences Between Platform and Nonplatform Innovations. *Journal of Product Innovation Management*, Vol. 31, No. 3, pp. 466-488. DOI: 10.1111/jpim.12108. **Class A and 4\* Journal**
- Cassia L., De Massis A., Meoli M., Minola T. (2014). Entrepreneurship Research Centers around the World: Research Orientation, Knowledge Transfer and Performance. *The Journal of Technology Transfer*, Vol. 39, No. 3, pp. 376-392. DOI: 10.1007/s10961-012-9290-7. **Class A Journal**
- Kotlar J., De Massis A. (2013). Goal Setting in Family Firms: Goal Diversity, Social Interactions, and Collective Commitment to Family-Centered Goals. *Entrepreneurship Theory & Practice*, Vol. 37, No. 6, pp. 1263–1288. DOI: 10.1111/etap.12065. **Class A, 4\* and Financial Times Journal**
- De Massis A., Frattini F., Lichtenthaler U. (2013). Research on Technological Innovation in Family Firms: Present Debates and Future Directions. *Family Business Review*, Vol. 26, No. 1, pp. 10-31. DOI: 10.1177/0894486512466258 (ranked #1 Most Cited FBR Article in 2016). **Class A and 3\* Journal**
- De Massis A. (2012). Family Involvement and Procedural Justice Climate among Non-Family Managers: The Effects of Affect, Social Identities, Trust and Risk of Non-Reciprocity. *Entrepreneurship Theory & Practice*, Vol. 36, No. 6, pp.1227-1234. **Class A, 4\* and Financial Times Journal**
- Kotlar J., De Massis A., Frattini F., Bianchi M., Fang H. (2013). Technology Acquisition in Family and Nonfamily Firms: A Longitudinal Analysis of Spanish Manufacturing Firms. *Journal of Product Innovation Management*, Vol. 30, No. 6, pp. 1073-1088 (ranked among JPIM's top cited articles in 2013 and 2014). **Class A and 4\* Journal**
- De Massis A., Sieger P., Chua J.H., Vismara S. (2013). Family Firm Incumbent's Attitude Toward Intra-family Succession: Antecedents and Effects on Intentions. *Academy of Management Best Paper Proceedings*, Vol. 1, pp. 1-6. DOI: 10.5465/AMBPP.2013.105.
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- De Massis A. (2009). The role of Private Banking in the evolution of a Family Business and in its inter-generational development: drivers and potentials. *Finance Channel MIP Politecnico di Milano School of Management*, luglio.
- De Massis A., Viviani D. (2006). Basilea II: il fattore comunicazione. *Family Business News*, ottobre, pp 27-28. CINECA code: E211993.

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- De Massis A. (2006). Accendere l'interesse nelle nuove generazioni nell'azienda di famiglia: il ruolo fondamentale della formazione. *Family Business News*, giugno, pp. 18-19. CINECA code: E211993.
- De Massis A., Viviani D. (2006). Il Consiglio di Famiglia: alcune linee guida operative. *Family Business News*, maggio, pp. 25-27. CINECA code: E211993.

#### **STEP PROJECT CASE-STUDIES AND ARTICLES**

- De Massis A. (2013). Transgenerational Innovation in STEP Families: Organizational Goal Diversity and Revolutionary Change Pathways in the Imminence of Intra-family Succession. *STEPout*, Vol. 5, No. 1, Babson College, U.S.
- The Persico Case: Transgenerational Professionalization of the Family Firm, *The STEP Project Europe Case Series*, developed by University of Bergamo, CYFE - Center for Young and Family Enterprise in partnership with Bocconi University, EntER - Centre for research on entrepreneurship and entrepreneurs.

#### **DIGITAL OR VISUAL PRODUCTS**

- De Massis, A. (2015). Innovation in family business. In Shane, S. (ed.), *Entrepreneurship: How to create successful new businesses, The Marketing & Management Collection*, Henry Stewart Talks Ltd, London (online at <http://hstalks.com/?t=MM1373890>).

#### **RESEARCH REPORTS**

- Wright, M., De Massis, A., Scholes, L., Hughes, M., Kotlar, J. (2016). Family Business Entrepreneurship, *Report commissioned by the Institute for Family Business Research Foundation*. IFB, London. DOI: 10.13140/RG.2.1.1892.5200. Some findings from this report have been featured in the **Financial Times** on June 9, 2016.

#### **BOOK FOREWORDS**

- *Gender and Family Entrepreneurship*, edited by Vanessa Ratten , Leo-Paul Dana , Robert D. Hisrich , Veland Ramadani and Joao Ferreira, Taylor & Francis, 2017.
- *Il marketing nelle imprese familiari: Market orientation tra branding strategies, immagine e reputazione*, authored by Cristina Bettinelli, Egea, Milano, 2017.

#### **MANUSCRIPTS UNDER REVIEW**

**15** articles currently under review at leading academic journals (**7** received a 'Revise & Resubmit' or conditional acceptance).

## ACADEMIC HONORS AND AWARDS

- Recipient of the 2018 and 2017 *Albert Nelson Marquis Lifetime Achievement Award*.
- Honorable mention 2016 *FBR Best Article Award* for the paper “Family governance at work: Organizing for new product development in family SMEs” (co-authored with Josip Kotlar, Federico Frattini, James J. Chrisman and Mattias Nordqvist). The award will be presented at the Gala Dinner of the FFI Annual Conference in Chicago, USA, October 25-27 2017, and the award committee is composed of Becky Reuber, Michael Carney, Eileen Fischer and Trish Reay.
- *Emerald Citations of Excellence Awards 2016* to highly cited papers relating to the areas of Business Management, Finance, Accounting, Economics and Marketing for my paper on goal setting in family firms, co-authored with Josip Kotlar and published in *Entrepreneurship Theory & Practice*.
- *Best Paper in the Entrepreneurship Division, Academy of Management Meeting, 2016*. The paper “The Paradoxical and Time-Varying Effects of Family Ownership on Absorptive Capacity” by Josip Kotlar, Alfredo De Massis, Federico Frattini and Nadine Kammerlander has been judged to be one of the best accepted papers in the Entrepreneurship Division of the 2014 Academy of Management Meeting and will be included for publication in the Best Paper Proceedings of the 2016 Academy of Management Meeting.
- 2016 *Family Owned Business Institute (FOBI) Scholarship Award* by Grand Valley State University in the U.S. (awarded \$5,000 to develop the research proposal entitled "Mastering product innovation in family business" and co-authored by Alfredo De Massis and Josip Kotlar).
- "*Journal of Small Business Management (JSBM) Editor's Choice Award*", sponsored by the International Council of Small Business (ICSB), awarded to the Best Paper of the 2016 United States Association for Small Business and Entrepreneurship (USASBE) Conference, San Diego, January 8-12.
- Ranked in September 2015 by *Family Capital* among the world's top 25 star professors for family business. *Family Capital* is one of the leading practice-oriented journals for family business experts and family firms, and the article reporting this ranking, entitled “The 25 Best Business Schools for Family Business and their Star Professors,” can be accessed here: <http://www.famcap.com/articles/2015/9/3/the-25-best-business-schools-for-family-businesses-and-their-star-professors>
- *ET&P Outstanding Reviewer Award 2015*, awarded by *Entrepreneurship Theory & Practice* (4\* and Financial Times journal) to the top ranked reviewers of the year.
- *FBR Excellent Reviewer Certificate Award 2015*, awarded by *Family Business Review* to the best reviewers who completed at least 3 reviews with a minimum of 4 rating or at least 2 with a rating of 5, with an average turnaround below 21 days. The award will be presented at the Gala Dinner of the FFI Annual Conference in London, UK, October 23 2015.
- *Honorable Mention for the 2014 FBR Best Article Award* for the paper “Firm philanthropy in small- and medium-sized family firms: The effects of family involvement in ownership and management” (co-authored with Giovanna Campopiano and Francesco Chirico). The award has been presented at the Gala Dinner of the FFI Annual Conference in London, UK, October 23 2015, and the award committee is composed of Becky Reuber, Jörn Block, Michael Carney, and Justin Webb.
- *LUMS Visiting Scholar Award*, awarded £3,488 for inviting a leading visiting scholar involved in my research projects.
- *Best Paper in the Entrepreneurship Division, Academy of Management Meeting, 2015*. The paper “The rate of substitution between economic and socioemotional wealth in family firm IPO underpricing” by Andrea Signori, Josip Kotlar, Alfredo De Massis and Silvio Vismara has been judged to be one of the best accepted papers in the Entrepreneurship Division of the 2015 Academy of Management Meeting and has been included for publication in the Best Paper Proceedings of the 2015 Academy of Management Meeting.
- *Best Paper in the Entrepreneurship Division, Academy of Management Meeting, 2014*. The paper “Are

They All Alike? Heterogeneity of Family Owners' Goals and P-P Agency Costs in Private Firms” by Alfredo De Massis, Josip Kotlar, Pietro Mazzola and Salvatore Sciascia has been judged to be one of the best accepted papers in the Entrepreneurship Division of the 2014 Academy of Management Meeting and has been included for publication in the Best Paper Proceedings of the 2014 Academy of Management Meeting.

- *Best Conference Research Paper Award* at IFERA 2014 Annual World Family Business Research Conference, Lappeenranta, Finland, June 24-27 (awarded Euro 2,000).
- *2014 Family Owned Business Institute (FOBI) Scholarship Award* by Grand Valley State University in the U.S. (awarded \$5,000 to develop the research proposal entitled "From Research to Practice: Planning for New Futures in Family Business Education" and co-authored by Alfredo De Massis and Josip Kotlar).
- *Best Practitioner Focused Paper Award* at Family Enterprise Research Conference, Portland, Oregon, June 21-23 2014 (awarded \$3,000).
- *FBR Excellent Reviewer Certificate Award 2014* in recognition of my reviews for *Family Business Review*.
- Awarded in June 2014 by Elsevier and the *Journal of Family Business Strategy* with a “Certificate of Excellence in Reviewing” in recognition of my work and contribution to the publication of scientific research.
- Nominated as *Finalist for Best Paper Award*, paper presented at 14<sup>th</sup> Annual Conference of the European Academy of Management (EURAM), Valencia, Spain, June 4-7.
- *USASBE Best Paper in Entrepreneurship and Public Policy Award*, 2014 United States Association for Small Business and Entrepreneurship (USASBE) Conference, Fort Worth, Texas, January 9-12 (awarded £1,200).
- *Best Paper in Family Business Honorable Mention*, 2014 United States Association for Small Business and Entrepreneurship (USASBE) Conference, Fort Worth, Texas, January 9-12.
- 2013 “5x1000 Outstanding Researchers Award” (awarded €1,500), provided to the ass. professors of the University of Bergamo who have distinguished themselves for excellence in research. I have been the only scholar awarded in the scientific field of Management, Economics and Industrial Engineering (S.S.D. ING-IND/35). Prof. Jack W. Szostak, 2009 Nobel Prize for Physiology or Medicine, has bestowed this academic award during the “PhD Day” of the University of Bergamo, Bergamo, October 7, 2013.
- *Best Paper in the Entrepreneurship Division, Academy of Management Meeting, 2013*. The paper “Family Firm Incumbent’s Attitude Toward Intra-family Succession: Antecedents and Effects on Intentions” by Alfredo De Massis, Jess H. Chua, Philipp Sieger and Silvio Vismara has been judged to be one of the best accepted papers in the Entrepreneurship Division of the 2013 Academy of Management Meeting and has been published in the Best Paper Proceedings of the 2013 Academy of Management Meeting.
- Recognition (Certificate of Appreciation) within the 2013 Adopt-a-Member Mentoring Program of the Academy of Management for active and invaluable participation in guiding new members on a path to success.
- The paper “The Effect of Family Involvement on R&D Expenses: The Case of Property Rights Protection in China” by Alfredo De Massis, Shujun Ding, Josip Kotlar and Zhenyu Wu has been selected among the most promising submissions to *Management and Organization Review* and invited to the Special Issue Workshop on Expanding Research on Family Business in China, co-hosted by Zhejiang University and Sun Yat-sen University in Hangzhou, Zhejiang Province, China, October 17-18, 2013.
- 2012 “5x1000 Outstanding Researchers Award” (awarded €750), provided to the ass. professors of the University of Bergamo who have distinguished themselves for excellence in research. I have been the only scholar awarded in the scientific field of Management, Economics and Industrial Engineering (S.S.D. ING-IND/35). Prof. Bruce A. Beutler, 2011 Nobel Prize in Medicine, has bestowed this academic award during the “PhD Day” of the University of Bergamo, Bergamo, October 12, 2012.

- The paper entitled “Technology acquisition in family-controlled firms: a longitudinal analysis of Spanish manufacturing firms” by Josip Kotlar, Alfredo De Massis, Federico Frattini, Mattia Bianchi and Hanqing Fang has been selected as one of the *top 8 papers* presented at the 19<sup>th</sup> International Product Development Management Conference, Manchester, U.K., June 17-19 2012 for inclusion in the special issue of the *Journal of Product Innovation Management*.
- *Best Paper Award and Best Doctoral Award*, Family Enterprise Research Conference, Montreal, Canada, May 11-13, 2011.
- *Honorable Mention*, paper presented at EIASM 8<sup>th</sup> Workshop on Family Firm Management Research, Jönköping, Sweden, May 31-June.
- Winner in the competition for the selection of the top three full papers submitted at the *2012 Family Enterprise Research Conference (FERC)* for participation to the *2012 Theories of Family Enterprise (ToFE)* invitation-only conference held in Edmonton on May 23-25 2012 and subsequent submission to a Special Issue of *Entrepreneurship Theory and Practice*. The paper is entitled “Goal Setting in Family Firms: the Who, the What, and the How”, and is co-authored with Josip Kotlar.
- *2nd Runner-up, Best Paper Award*, EuroMOT 2011 European Conference on Management of Technology “Platforms and innovation: In search of efficiency and effectiveness, Tampere, Finland”, September 18-20, 2012. The paper is entitled “How to leverage early adopters to increase new product customer acceptance: evidence from high-technology markets”, and is co-authored by Alfredo De Massis, Federico Frattini, Mattia Bianchi, and Uros Sikimic.
- Winner of the third position at the *2011 Good Practice Competition on Responsible Business Conduct*, The MENA Responsible Business Conduct Forum (MENA-RBCF), in recognition to the efforts exerted in writing a case story on “Educational and Vocational Training” about the responsible business practices of the family-owned Italcementi Group to support education in North-African countries.
- *Best Research Paper Award*, 2011 EFMD Entrepreneurship Conference, in Tallinn (Estonia), February 21-22, 2011. The paper is entitled “Family Ownership, Family Management and Firms’ Financial Performance: an Empirical Investigation on SMEs in the Bergamo Area”, and is co-authored by Giovanna Campopiano, Lucio Cassia, and Josip Kotlar.
- *Honorable Mention*, paper presented at IFERA Sicily 2011 11th Annual World Family Business Research Conference, Palermo, Italy, June 28-July 1.
- *Honorable Mention*, two papers presented at EIASM 7th Workshop on Family Firms Management Research, Witten, Germany, May 27-29, 2011.
- Selected for the *Career Mentoring Programme of the European Council for Small Business and Entrepreneurship (ECSB)*, from December 1, 2011 to May 31, 2012 (11 candidates admitted in the programme).
- Invited to write a Commentary and participate to the 2011 Theories of the Family Enterprise (ToFE) Conference, an *invitation-only conference* involving leading scholars and emerging researchers in the field of family business, organized by professors James Chrisman, Jess Chua, Lloyd Steir and Sabine Klein in Vallendar, Germany, on May 18-20, 2011.
- Selected for the *3rd Faculty Development Consortium* at the 11th Annual IFERA World Family Business Research Conference, Palermo, Italy, June 27, 2011 (15 candidates admitted to attend the Consortium).
- The article entitled “Factors preventing intra-family succession” (with Jess H. Chua and James J. Chrisman, 2008) is amongst *top 10 most downloaded articles* from the *Family Business Review* website in 2009 (<http://www.ffi.org/default.asp?id=400>).
- Listed in *Marquis Who’s Who in the World*, selected collection of biographies of “the most distinguished and influential leading achievers in the World” ([www.marquiswhoswho.com](http://www.marquiswhoswho.com))
- Listed in the *Dictionary of International Biography* edited by the International Biographical Centre of

Cambridge (England).

- Nominated by the *American Biographical Institute's International Board of Research* for the prestigious honor "Man of the Year 2012", for distinctive accomplishment in his field of activity.
- Listed in the 36<sup>th</sup> and 37<sup>th</sup> Edition of Dictionary of International Biography published by the International Biographical Centre of ELY.
- Listed in the 2011 Edition of *2000 Outstanding Intellectuals of the 21st Century*, published by the International Biographical Centre of Cambridge.
- Listed in the 2011 Edition of *Great Minds of the 21<sup>st</sup> Century*, the American Biographical Institute title recognized to world's top thinkers and achievers in the contemporary era.
- Inducted into the *American Order of Merit 2011* by American Biographical Institute.
- Nominated, since 2006, member of the Italian task force on nanotechnology composed of primary academics and subject matter experts called to work on the research Program on Nanotechnologies in the Chemical Industry ("N.I.C. – Nanotecnologie nell'Industria Chimica").

#### **PAST RESEARCH FELLOWSHIPS (AWARDED IN A PUBLIC COMPETITION)**

December 2006 – **POLITECNICO DI MILANO, DEPARTMENT OF MANAGEMENT ENGINEERING – MILAN, ITALY**  
February 2007      Research Fellow.

June 2005 – **UNIVERSITY OF MILANO-BICOCCA, DEPARTMENT OF BIOTECHNOLOGIES AND BIOSCIENCES**  
November 2006 – **MILAN, ITALY**  
Research Fellow.

May 2004 - May 2005 **POLITECNICO DI MILANO, DEPARTMENT OF MANAGEMENT ENGINEERING – MILAN, ITALY**  
Research Fellow.

#### **SERVICE TO THE FIELD**

- Editorial Boards and Special Issue Editor
- Columnist for *Tharawat magazine* for a series of brief practice-oriented articles within the topic collection entitled "De Massis & Kotlar on the Secrets of Family Business Innovation", from January 2017.
  - Member of the Editorial Board of *Entrepreneurship Theory & Practice* (Impact Factor 2.598, ranked 20/110 in Business), 2015-present.
  - Member of the Editorial Board of *Family Business Review* - the only SSCI listed journal devoted exclusively to exploration of the dynamics of family firms of all sizes (Impact Factor 2.622, ranked 19/116 in Business), 2014-2016, after that date I have been appointed Associate Editor.
  - Member of the Editorial Board of *Strategic Entrepreneurship Journal* (the journal of the Strategic Management Society ranked #2 among entrepreneurship journals in the JCR "Business" list), 2015-present.
  - Member of the Editorial Board of *Journal of Family Business Strategy*, 2014-present.
  - Member of the Editorial Board of the *World Open Innovation Conference (WOIC)*,



2016-present

- Member of the Editorial Board of the *International Journal of Social Entrepreneurship and Innovation*, 2010-present
- Member of the Scientific Committee of *Sistemi & Impresa*, one of the leading Italian journals on strategic management and innovation (classified as 'relevant' by the Italian Association of Management Engineering), 2009-present.
- Guest Editor of a forthcoming 2018 Special Issue of *Entrepreneurship Theory & Practice* on Sector Studies in Entrepreneurship: Toward a Deeper Understanding of Industry-specific Determinants, Processes and Outcomes of Entrepreneurial Phenomena (with F. Kellermanns, M. Wright and J. Kotlar).
- Guest Editor of the Special Section of *California Management Review* (Financial Times journal) on Managing Innovation and Entrepreneurship in Family Firms: In Search of New Practices, Strategies and Organizational Solutions (with A. Di Minin and F. Frattini).
- Guest Editor of a 2015 Special Issue of *Journal of Product Innovation Management* (ranked as 4\* in LUMS) on "Management Research on Governance, Ownership and Innovation: Opening up the Agenda to Family Firms" (with James J. Chrisman, Jess H. Chua, Federico Frattini and Mike Wright).
- Guest Editor of a forthcoming 2016 Special Issue of *International Journal of Management Reviews* on Organizational Goals: Antecedents, Formation Processes, and Implications for Firm Behavior (with F. Frattini, J. Kotlar and M. Wright)
- Guest Editor of a forthcoming 2015 Special Issue of *Small Business Economics* (ranked as 3\* in LUMS) on Management Processes in the Family Firm: From "What" to "How" (with J.J. Chrisman, J.H. Chua, T. Minola and S. Vismara).
- Guest Editor of a forthcoming 2016 Special Issue of *Global Strategy Journal* on Family Firms and Family Governed Multinationals in the Global Economy (with L. Piscitello, F. Frattini and A. Majocchi).
- Guest Editor of a 2015 Special Issue of the *European Journal of International Management* on "European Family Business Research: Current Debates and Future Challenges" (with Mattias Nordqvist, Cristina Cruz and Isabel C. Botero).
- Guest Editor of a 2013 Special Issue of the *International Journal of Entrepreneurship and Innovation Management (IJEIM)* on "Technology Strategy in Family Business" (with Barbara Bigliardi, Lucio Cassia L. and Federico Frattini).
- Among others I serve as ad hoc reviewer for the following journals:
  - *Academy of Management Journal (AMJ)*
  - *Academy of Management Learning & Education (AMLE)*
  - *Academy of Management Perspectives (AMP)*
  - *California Management Review (CMR)*
  - *European Management Journal*
  - *Entrepreneurship Research Journal (ERJ)*
  - *Entrepreneurship Theory and Practice (ETP)*
  - *Entrepreneurship and Regional Development (ERD)*
  - *European Management Journal (EMJ)*
  - *Family Business Review (FBR)*
  - *Strategic Entrepreneurship Journal (SEJ)*
  - *Industry and Innovation*
  - *International Journal of Entrepreneurial Behaviour & Research (IJEBR)*
  - *International Journal of Management Reviews (IJMR)*

Reviewer for  
Journals and  
Boards of  
Reviewers

- *Long Range Planning (LRP)*
  - *Journal of Business Venturing (JBV)*
  - *Journal of Family Business Strategy (JFBS)*
  - *Journal of Management Studies (JMS)*
  - *Journal of Product Innovation Management (JPIM)*
  - *Journal of Business Ethics (JBE)*
  - *Journal of Small Business Management (JSBM)*
  - *Organization Studies*
  - *Small Business Economics (SBE)*
  - *Management and Organization Review (MOR)*
  - *International Journal of Business and Society (IJBS)*
  - *Foundations and Trends in Entrepreneurship*
  - *Research Policy (RP)*
  - *Review of Managerial Science*
- Reviewer of book proposals on topics related to family business and innovation for *Cambridge University Press*.
  - Reviewer for the track on “Academic Institutions, Science, and Unconventional Strategies for Innovation” of the 2017 Strategic Management Society (SMS) Annual Conference, Houston, USA, October 28-31, 2017.
  - Member of the Review Board of the 2017 *Family Enterprise Research (FERC) Conference*, UNC Asheville Family Business Forum, Asheville, North Carolina, USA, June 8-10, 2017.
  - Member of the jury for judging the case studies submitted to the Family Business Track of the 2012 *EFMD Case Writing Competition*.
  - Reviewer for the *EIASM 11<sup>th</sup> Workshop on Family Firm Management Research*, Lyon, France, May 29-30, 2015.
  - Reviewer, Chair and Discussant for the 74<sup>th</sup> *Annual Meeting of the Academy of Management*, Philadelphia, PA, USA, August 1-5, 2014.
  - Member of the Board of Reviewers and session Chair for the *IFERA 14th Annual World Family Business Research Conference*, Lappeenranta, Finland, June 24-27, 2014.
  - Reviewer for the 73<sup>rd</sup> *Annual Meeting of the Academy of Management*, Lake Buena Vista (Orlando), Florida, USA, August 9-13, 2013.
  - Member of the Board of Reviewers for the *IFERA 13th Annual World Family Business Research Conference*, St. Gallen, Switzerland, July 2-5, 2013.
  - Member of the Board of Reviewers for the *EURAM 13th Annual Conference – SIG Family Business Research*, Istanbul, Turkey, June 26-29, 2013.
  - Member of the Board of Reviewers for the 9<sup>th</sup> *Family Enterprise Research Conference (FERC)*, Viña del Mar, Chile, May 17-19, 2013.
  - Member of the Board of Reviewers for the *RENT XXVI Conference – Research on Entrepreneurship and Small Business*, Bodo, Lyon, France, November 21-22, 2012.
  - Member of the Board of Reviewers for the *IFERA 12th Annual World Family Business Research Conference*, Bordeaux, France, June 26-29, 2012.
  - Member of the Board of Reviewers for the *EURAM 12th Annual Conference – Track 17 Family Business Research*, Rotterdam, The Netherlands, June 6-8,

2012.

- Reviewer at *ISEI 2012 – International Symposium on Entrepreneurship and Innovation*, Venice, Italy, May 23-25, 2012.
- Member of the Board of Reviewers for the *RENT XXV Conference – Research on Entrepreneurship and Small Business*, Bodo, Norway, November 16-18, 2011.
- Member of the Board of Reviewers for the *IFERA Sicily 2011 11th Annual World Family Business Research Conference*, Palermo, Italy, June 28-July 1, 2011.
- Member of the Board of Reviewers for the *RENT XXIV Conference – Research on Entrepreneurship and Small Business*, Maastricht, The Netherlands, November 18-19, 2010.
- Past Chair of the Special Interest Group on Family Business Research at the *European Academy of Management (EURAM)* conference (formerly Chair, Program Chair-Elect and Program Chair).
- Member of *Harvard Business Review's* Advisory Council, since 2016.
- Member of the Family Firm Institute (FFI) Dissertation Award Committee, 2018
- Chair of the Track on “Innovation and R&D management in family firms” (with Jasper Brinkerink, Joshua J. Daspit and Alessandro Minichilli) at the R&D Management Conference, Milan, Italy, June 30-July 4, 2018.
- Chair of the Track on “Strategy and Innovation in Family Firms” (with Valentina Lazzarotti, Josip Kotlar and Reinhard Prugl) at the *18<sup>th</sup> Annual Conference of the European Academy of Management (EURAM)*, Reykjavik, Iceland, June 20-23, 2018.
- Co-convenor and co-chair (with Nadine Kammerlander, Kurt Matzler and Reinhard Pruegl) of the *IFERA Research Development Workshop (RDW) on Balancing Tradition and Change: Theorizing on Innovation and Entrepreneurship in the Family Firm*, Free University of Bozen-Bolzano, Bolzano, Italy, March 16-17, 2017.
- Chair of the Special Track on “Innovation and Product Development in Family Firms” (with Federico Frattini and Josip Kotlar) at the EIASM Innovation and Product Development Management (IPDM), since 2015.
- Invited moderator at the *Professional Development Workshop on “Family entrepreneurship at the interface: Bridging communities and expanding horizons”*, at the *Academy of Management Annual Meeting 2017*, Atlanta, GA, USA, August 5.
- Chair of the Track on “Innovation, entrepreneurial behaviour, strategic renewal, corporate venturing and internationalization in family firm” (with Jana Hauck, Josip Kotlar, Reinhard Prugl and Salvo Tomaselli) at the *17<sup>th</sup> Annual Conference of the European Academy of Management (EURAM)*, Glasgow, Scotland, June 21-24, 2017.
- Member of the *Scientific Advisory Committee for the Family Business Network FBN Levant chapter* to service Lebanese, Syrian, Jordanian & Palestinian Family Businesses based in the Middle East region, from 2017.
- Chair of the Track on “Family business goals, family dynamics, behavioral processes and innovation in family firms” (with Josip Kotlar and Reinhard Prugl) at the *16<sup>th</sup> Annual Conference of the European Academy of Management (EURAM)*,

Conference  
Chair and  
Discussant and  
Advisory  
Committees

Paris, France, June 1-4, 2016.

- Co-chair of the Track on “Search Processes in Innovation: Uncovering New Strategies and Practices” (with Federico Frattini, Valentina Lazzarotti, Giovanna Lo Nigro and Antonio Messeni-Petruzzelli) at the .XXVII Scientific Annual Meeting AilG on Higher Education and Socioeconomic Development, Bergamo, Italy, October 13-14, 2016.
- Member of the Family Firm Institute (FFI) Dissertation Award Committee, 2016.
- Co-convenor and Chairperson of the *Global Strategy Journal Workshop on Family Firms in the Global Economy*, Politecnico di Milano, November 20-21, 2015.
- Invited panel member and co-convenor of the Research & Education Day of the *Family Firm Institute (FFI) Global Conference*, London, October 21-24, 2015.
- Invited moderator and co-convenor of the session on “Absorptive Capacity in the Innovative Family Business: The Case of Kayser Italy and its Ecosystem for Innovation” at the *Family Business Network 26<sup>th</sup> Global Summit*, Montreux, Switzerland, October 14-17, 2015.
- Chair of the session on “Tradition and innovation in family business” at the *IFERA 2015 Annual Conference*, Hamburg, Germany, June 30-July 4.
- Chair of the Track on “Family business goals, family dynamics, behavioral processes and innovation in family firms” (with Jess H. Chua, Josip Kotlar and Reinhard Prugl) at the *15<sup>th</sup> Annual Conference of the European Academy of Management (EURAM)*, Warsaw, Poland, June 17-20, 2015.
- Chair of the Special Track on “Leveraging the Past to Innovate” (with Vittorio Chiesa, Federico Frattini and Antonio Messeni Petruzzelli) at the *R&D Management Conference*, Pisa, Italy, June 23-26, 2015.
- Chair and convenor of the international roundtable on “Critical Issues at the Intersection of Family and Business”, Lancaster University, Lancaster, June 12, 2015.
- Co-Convenor and Chairperson of the *California Management Review Special Section Workshop on “Managing Innovation in Family Firms: In Search of New Practices, Strategies and Organizational Solutions”*, Milan, Italy, January 22-23, 2015.
- Invited panel member to moderate the *12th European Families in Business Conference*, Rome, Italy, June 23-24, 2015.
- Chair of the *European Families in Business Awards*, Rome, Italy, June 24, 2015.
- Chair of the Session on “Three Models of Entrepreneurship and Family Business Centres: Examining Organizational Structures for Success” (with Dianne Welsh and Rudolf Dömötör) at the Global Consortium of Entrepreneurship Centers (GCEC) Conference, London, UK, October 2-14, 2014.
- Co-Organiser and Chairperson (with L. Melin, M. Nordqvist, T. Minola and L. Cassia) of the *10<sup>th</sup> EIASM Workshop on Family Firm Management Research “Innovation, Family Firms and Economic Development”*, Bergamo, Italy, May 22-24, 2014.
- Invited Speaker on the use of case study method in family business research at the IFERA Professional Development Workshop (PDW) on Qualitative Research in Family Business, Lea Lonka, Lappeenranta University of Technology,

Lapperanta, Finland, June 24, 2014 (with Mike Pratt, Donella Casperz and Jenny Helin).

- Chair of the Entrepreneurship and Innovation in Family Firms Track (with Cristina Cruz, Federico Frattini and Reinhard Prugl) at the *14<sup>th</sup> Annual Conference of the European Academy of Management (EURAM)*, Valencia, Spain, June 4-7, 2014.
- Invited panel member for the Professional Development Workshop “What can social entrepreneurship researchers learn from family business scholars” co-organized by the ENT Entrepreneurship Division of the *Academy of Management Annual Meeting* (with Tom Lumpkin, Sophie Bacq, Danny Miller, Isabelle Le Breton-Miller, Donald O. Neubaum, Scott L. Newbert, Lorraine Uhlaner), Boston, MA, August 1-5, 2014.
- Member of the *Best Paper Awards Committee* of the 10<sup>th</sup> EIASM Workshop on Family Firm Management Research (with Leif Melin, Mattias Nordqvist, Andrea Calabrò and Tommaso Minola).
- Chair of the Innovative Family Firms Track (with Pramodita Sharma, Carlo Salvato, Federico Frattini and Josip Kotlar) at the *13<sup>th</sup> Annual Conference of the European Academy of Management (EURAM)*, Istanbul, Turkey, June 26-29, 2013.
- Member of the Advisory Committee and Executive Team of the *9<sup>th</sup> Family Enterprise Research Conference* (with Pramodita Sharma, Frank Hoy, Allison Pearson), Viña del Mar, Chile, May 17-19, 2013.
- Leader of the session “New Ideas for a New World: Changing Pathways of STEP Families” at the 2<sup>nd</sup> Global STEP Summit, ESADE Business School, Barcelona, Spain, November 14-16, 2013.
- Co-Chair of the Strategic Management of Innovation under Different Corporate Governance Forms Track at the *XXIV Annual Scientific Meeting of the Italian Association of Management Engineers AilG 2013* on “Entrepreneurship, Innovation and the Engine of Growth”, Milan, Italy, October 17-18, 2013.
- Chair of the Session entitled “Routes to TMT Performance in Family Firms” at *IFERA 13th International Family Enterprise Research academy 2013 Annual Conference*, St. Gallen, Switzerland, July 2-5.
- Member of the *Business Families Foundation Committee* for the Doctoral Student Paper Award 2013 (with Pramodita Sharma and Mattias Nordqvist).
- Leader of the Parallel Session for academics and family entrepreneurs on “Innovation in Family Firms” at the *9<sup>th</sup> Family Enterprise Research Conference*, Viña del Mar, Chile, May 17-19, 2013.
- Chair and Co-organizer (with Alex Komselis and Philipp Sieger) of the 5<sup>th</sup> European STEP Summit “Longevity of Enterprising Families”, Hersonissos, Crete, October 26-27, 2012.
- Chair and Convenor of the International Young Researchers Workshop on “Family Business and Innovation”, University of Bergamo, Bergamo, June 22, 2012.
- Co-Chair and Co-organizer of the “Entrepreneurship Week of the University of Bergamo”, a whole week of events on entrepreneurship, innovation, and family business involving academics and practitioners from different countries, June 18-23, 2012.
- Invited panel member at the *STEP Project Meeting*, Jönköping International

Business School, Jönköping, Sweden, May 30, 2012.

- Invited panel member at the *STEP Europe Research Meeting*, Antwerp Management School, Antwerp, Belgium, November 13-15, 2011.
- Invited panel member at the *STEP Project European Summit*, University of St. Gallen, St. Gallen, Switzerland, April 27-30, 2011.
- Invited panel member for the Professional Development Workshop “Innovation in Family Firms: Theory and Practice” co-organized by the ENT Entrepreneurship Division of the *Academy of Management Annual Meeting* (with Franz Kellermans, Louise Scholes, Pramodita Sharma, Lloyd Steier, Mike Wright, Cristina Rossi-Lamastra), Boston, MA, August 4, 2012.
- Chair at *IFERA 2012 12th Annual World Family Business Research Conference*, Bordeaux, France, June 26-29.
- Discussant of the paper “Influence of Leadership Behavior of Network Managers on Network Performance” by Ruckdäschel S. at the *Doctoral Workshop on Governance in Comparative Perspectives* organized by the Cisalpino Institute for Comparative Studies in Europe, Dalmine, March 12-13, 2012.
- Chair of the Parallel Session on “Family Relations and Culture” at *IFERA Sicily 2011 11th Annual World Family Business Research Conference*, Palermo, Italy, June 28-July 1.
- Discussant of the paper “TTO Organization in Germany. Much Ado about Nothing?”, by Hülsbeck M., Lehmann E.E., Starnecker A. for the *GITT Workshop on Research and Practice in Technology Transfer*, Dalmine, April 8, 2011.
- Discussant of the paper “Entrepreneurial behavior in high-tech investment as driver of corporate change”, by Giacon P., Muffatto M. for the *Research Workshop “Technology, Entrepreneurship and Change”*, University of Bergamo, Bergamo, Italy, May 7, 2011.

#### Other Activities

- Representative of the University of Bergamo at the Italian Family Enterprise Research Academy (ITFERA), 2009-2013.

#### POPULAR PRESS COVERAGE AND INVITATIONS TO PROFESSIONAL AND POLICY EVENTS

My work has been featured in various media outlets including *Financial Times*, *Harvard Business Review*, *Tharawat magazine*, *Campden FB*, *Family Capital*, *Il Sole 24 Ore*, *Nasdaq*, *Yahoo Finance*, *CNBC*, *Reuters*, *Credit Suisse thought leadership reports*, *Business Family*, - *RAI 3* (the regional channel of Italy's national public broadcasting company, owned by the Ministry of Economy and Finance), *TV2000*, *Il Mondo*, *Milano Finanza*, *Corriere della Sera*, *La Repubblica*, *L'Impresa*, *L'Unità*, *Il Messaggero*, *Il Giornale*, *Millionaire*, *Il Tirreno*, *OutdoorGearCoach*, *AltoAdigeTV*, *Video 33*, *PrimaDaNoi.it*, *Bergamo Economia*, *L'Eco di Bergamo*, *Bergamo Università*, *RealBusiness Magazine*, *Sistemi & Impresa*, *Bergamo Notizie*, *Abruzzo Impresa*, *Technology Forum*, *Il Corriere Vinicolo*, *Assicura*, *Advisor*, *Il Centro*, *Legacoop Informazioni*, *Lancaster Guardian*, *CQIA Rivista Formazione Lavoro Persona*, *FFI The Practitioner*, *Management INK*, *QS Top MBA*, *LinC* (quarterly magazine on labour economics attached to *Corriere della Sera*), *China Institute for Small and Medium Enterprise (CSME)*, *Premierline Business Insurance*, *Business Plus Magazine*, *Local Enterprise Office*, *CityPulse*, *Diari de Girona*, *TheBusinessDesk.com*, *Capital Insights*. My work has been discussed in online family business blogs and forums. For example, my study on family business innovation has been highlighted by the world-renown family business guru John L. Ward in the Family Business Consulting Group blog (<http://www.efamilybusiness.com/blog/?p=1589>). Likewise, my research on innovation in family firms has been featured by the global strategy consulting company KPMG: [http://kpmg.co.uk/creategraphics/2015/07\\_2015/CRT040071/files/assets/basic-html/page-12.html](http://kpmg.co.uk/creategraphics/2015/07_2015/CRT040071/files/assets/basic-html/page-12.html).

I am also a contributor to the *Harvard Business Review* digital magazine: <https://hbr.org/2016/03/what-big-companies-can-learn-from-the-success-of-the-unicorns>.

I am regularly invited as a speaker to industry groups, business associations, roundtables and think tanks or to give lectures and talks on family business, innovation and entrepreneurship at professional workshops or events including *Hardware Forum 2017*, *Prader Bank 11<sup>th</sup> Investment Conference*, *ESTE Family Business Forum*, CNA-Shv event on artisanal firms at Herbstmesse 2016, *FARETE* organized by *Legacoop Bologna* and *Unindustria Bologna*, *StartCup Milano Lombardia*, *European Families in Business Conference* organized by *Campden Wealth and Institute for Private Investors*, *SMAU* (the most important Italian practitioners' event dedicated to innovation and new technologies) and various events organized by the *Chamber of Commerce of Bergamo*, *Family Business Alliance*, *Bergamo Sviluppo*, *Lions Club E. Flaiano*, *Lions Loreto-Penne*, *Rotary Club di Lucera*, *Unicredit Group Export Business School*, *Gruppo Giovani di Confindustria* (the largest association of young entrepreneurs in Italy) of Pescara, Chieti and Bergamo, *Legacoop Emilia Romagna*, *Associazione Imprenditori di Ravenna* and *Cardi Editore*.

I have been invited as keynote speaker at the *Conferenza COFACE Rischio Paese 2017 "Le grandi tendenze dell'economia mondiale"*, Milan, May 25, 2017 (<http://coface.speciali.milanofinanza.it/relatori>).

I served on the judging panel of the *European Families in Business Awards 2015* (<http://www.campdenfb.com/fibawards-2015-judges>) and on the panel of the *European Families in Business Awards 2017* (<http://www.campdenfb.com/fibawards-2017-judges>).

#### RECENT ARTICLES ABOUT MYSELF AND MY RESEARCH (PARTIAL LIST, 2014-2018)

- Interview on *Südtiroler Wirtschaftszeitung* (SWZ) in the article "Die Angst vor der Innovation" about my recently published research on innovation management in the family firms from the German Mittelstand: <http://www.swz.it/de/suche/28409-die-angst-vor-der-innovation.html> (January 19, 2018).
- Interview on *Il Sole 24 Ore*, Italy's leading business, economic and financial daily newspaper, about the acquisition of Nestle's U.S. candy business by the Italian family firm Ferrero: <http://www.ilsole24ore.com/art/impresa-e-territori/2018-01-18/nuove-sfide-ferrero-lo-shopping-usa--091230.shtml?uuid=AEgTlkD> (January 18, 2018).
- Interview in *Patrimonia & Consulenza*, a leading Italian magazine specialized in succession and wealth management advisory, on the topic of family business succession, Italy's challenges in relation to generational transitions and family business management and my projects for the future in the area of family business (Anno 3, Numero 4, December 2017).
- Video interview for *Hardware Forum 2017* on the speech I gave on succession and new generations in family firms: [https://youtu.be/Q3Uyhg1\\_vCk](https://youtu.be/Q3Uyhg1_vCk) (October 17, 2017).
- Interview for the *Royal Bank of Scotland* in the article "Family business: lining up a successor": <https://rbs.contentlive.co.uk/content/dfeed29e-cce2-a548-8c0c-cd4651cbeda9> (December 19, 2017).
- Interview on *Corriere Imprese* in the article "Imprese familiari e successione: «Il passaggio può durare 10 anni»" (December 4, 2017).
- Interview on the website of CNA SHV: <http://www.shv.cnabz.com/index.php/de/fita/item/1829-succeSSIONE-delle-pmi-emergenza-nei-centri-di-fondovalle-sinergia-tra-cna-shv-e-lub> (October 17, 2017).
- Interview in *Corriere dell'Alto Adige* in the article "Lavoro e giovani, il family business secondo De Massis": <https://www.pressreader.com/italy/corriere-dellalto-adige/20171017/281736974684306> (October 17, 2017).
- Interview in *Il Tirreno*, one of Italy's main newspapers, in the article "I figli subito in azienda. Ma non sono cloni": <http://iltirreno.gelocal.it/regione/toscana/2017/10/02/news/i-figli-subito-in-azienda-ma-non-sono-cloni-1.15932704> (September 20, 2017).
- Interview as keynote speaker on innovation through tradition at the Annual Experts Meeting in Innsbruck, reported on the website of Science SouthTyrol:

<https://www.sciencesouthtyrol.net/pages/details/news.aspx?id=125806&t=2&d=-1&s=1&i=UNIBZ&si=UNIBZ> (September 29, 2017).

- Interview in *Academia*, in the article “Le imprese familiari? La spina dorsale della nostra economia”: <http://www.academia.bz.it/articles/le-imprese-familiari-la-spina-dorsale-della-nostra-economia> (July 31, 2017).
- Interview in *Ferrutensil Professional* on the distinctive needs and challenges of family enterprises (July, 2017).
- Interview on *Corriere dell’Alto Adige* in the article “Imprese familiari e resilienza. Così l’Alto Adige ha vinto la crisi. De Massis: «Ora innoviamo»”: <https://www.pressreader.com/italy/corriere-dellalto-adige/20170625/281943132889289> (June 25, 2017).
- Interview on *Corriere dell’Alto Adige* in the article “Family business, nasce il centro internazionale. Imprenditorialità familiare, la lezione di De Massis”: <https://www.pressreader.com/italy/corriere-dellalto-adige/20170609/281732679460710> (June 9, 2017).
- Interview on the website of UK *Industry & Parliament Trust*, after my special invitation at the UK Parliament, in the article “Family business: Making a success of succession”: <https://www.sciencesouthtyrol.net/blob/123287,,,UNIBZ,1,-1.pdf> (May 2017).
- Interview on *Alto Adige Innovazione* in the article “Imprese familiari, la lezione inaugurale del professor De Massis”: <http://www.altoadigeinnovazione.it/imprese-familiari-la-lezione-inaugurale-del-professor-de-massis> (May 31, 2017).
- Interview on *Corriere dell’Alto Adige* in the article “Il professor Alfredo De Massis analizza le imprese familiari” (May 30).
- Interview on *Abruzzo Economia* in the article entitled “I rischi, le opportunità e le sfide manageriali delle imprese familiari: Ne parliamo con Alfredo De Massis, il professore abruzzese che insegna nelle università italiane, britanniche e cinesi” (March 2017, pp. 32-35).
- Interview on *Corriere dell’Alto Adige* in the article “PMI supportate nelle successioni aziendali. Family business, De Massis lancia la partnership. Lugli: Faremo crescere il territorio”: <https://www.pressreader.com/italy/corriere-dellalto-adige/20170317/281517930933828> (March 17, 2017).
- Interview on *Corriere dell’Alto Adige* in the article “Successione, Asse Bolzano-Innsbruck” [https://familienunternehmen.mci.edu/images/Successione\\_Asse\\_Bolzano-Innsbruck\\_-\\_Corriere\\_Alto\\_Adige.jpg](https://familienunternehmen.mci.edu/images/Successione_Asse_Bolzano-Innsbruck_-_Corriere_Alto_Adige.jpg) (March 17, 2017).
- Interview on *Corriere dell’Alto Adige* in the article “Lezione di business: Salgono in cattedra le imprese familiari” (March 14, 2017).
- Interview on *Südtiroler Wirtschaftszeitung* in the article “Firma und Familie im Gleichgewicht”: (March 10, 2017).
- Interview on *Corriere dell’Alto Adige* in the article “Le famiglie e il territorio come humus del business” about the new series of seminars that I organized with family business leaders and consultants at the Free University of Bozen-Bolzano: [http://altoadige.gelocal.it/tempo-libero/2017/03/05/news/le-famiglie-e-il-territorio-come-humus-del-business-1.14984789?refresh\\_ce](http://altoadige.gelocal.it/tempo-libero/2017/03/05/news/le-famiglie-e-il-territorio-come-humus-del-business-1.14984789?refresh_ce) (March 5, 2017).
- Interview on *Alto Adige Innovazione* about the series of workshops organized with family business leaders and experts at the Free University of Bozen-Bolzano: <http://www.altoadigeinnovazione.it/unibz-ciclo-di-incontri-dedicati-alle-imprese-familiari/> (March 1, 2017).
- TV interview on *Video33*, a TV channel broadcasted in Trentino Alto Adige, within an episode of the program “eKonomia” dedicated to business succession: <http://www.video33.it/Mediatteca/%28video%29/49089> (February 22, 2017).
- Interview on *Corriere dell’Alto Adige* in the article “Family Business, il centro decolla con due corsi” about the Centre for Family Business Management that I have established at the Free University of Bozen Bolzano: <https://www.pressreader.com/italy/corriere-dellalto-adige/20170222/281874413174269> (February 22, 2017).



- Article on a seminar I gave at the University of Cádiz on “Innovation in family business: What is different?”  
<http://www.uca.es/es/cargarAplicacionNoticia.do?jsessionid=147A0A7D778865493D460829AAF975D9.wwwucaes2?identificador=9050> (February 14, 2017).
- Interview in the article “De Massis il guru del family business” published on *Il Messaggero* (February 12, 2017).
- Interview on *Corriere dell'Alto Adige* in the article “Imprese familiari, una marcia in più”  
<https://www.pressreader.com/italy/corriere-dellalto-adige/20170210/281487866095171> (February 10, 2017).
- Interview on *Corriere dell'Alto Adige* in the article “De Massis, l'impresa è una famiglia” (January 31, 2017).
- Interview on *Südtiroler Wirtschaftszeitung*, one of the leading weekly newspapers published in the Italian province of South Tyrol, in the article entitled “Rückgrat der Wirtschaft – Südtirol und Tirol bauen parallel an Kompetenzzentren für Familienunternehmen” (January 13, 2017).
- TV interview after the speech I gave in Puglia on the future of young generations, the job market and globalization: <http://youtu.be/TRXp9vhZaOk> (December 29, 2016).
- Interview about Monica Mondardini, the nonfamily chief executive of CIR Group, about Ms Mondardini's performance as CIR chief executive and the role and contribution of women leaders in family businesses, published in the issue no. 68 of *Campden FB*, the magazine distributed to families of significant wealth and people linked to their offices:  
<http://flickrread.com/edition/PensordFreeLibrary/583ead5237358/> (December, 2016).
- Interview on *Ferrutensil* on education programs centered around generational transitions in the article “Il passaggio generazionale? Oggi si insegna all'Università”: <http://www.ferrutensil.com/passaggio-generazionale-oggi-si-insegna-alluniversita/> (November 24, 2016).
- Video interview on “Buongiorno Regione”, a TV program on the Trentino Alto Adige Region broadcasted on RAI 3, the regional channel of Italy's national public broadcasting company, owned by the Ministry of Economy and Finance: <http://www.rainews.it/dl/rainews/TGR/multimedia/ContentItem-839e45e3-4f7e-42e9-b993-404f9c39de6a.html> (November 23, 2016).
- Interview on the ECONOMYST about the two courses on family business of the Free University of Bozen-Bolzano: <http://economyst.info/node/144> (November 22, 2016).
- Interview published by CNA-Shv (Italy's largest confederation of artisanal firms) centered around the speech I gave at their event on the topic of family business succession and how policy makers could help artisanal firms to succeed across generations:  
<http://www.shv.cnabz.com/it/component/k2/item/1338-fiera-cna-shv-premia-i-pensionati-attivi-e-lancia-la-partnership-con-l-universita-di-bolzano.html> (November 13, 2016).
- Video interview on Video 33, the local TV channel of the Autonomous Province of Bozen/Bolzano - South Tyrol: <https://www.facebook.com/Video33TV/videos/10153881552141813> (November 13, 2016).
- Video interview on AltoAdige TV, the regional TV channel of Italy's Trentino-Alto Adige region:  
[mms://media.unibz.it/unibz/press/2016/2016-11-14-ARTIGIANI\\_PENSIONI\\_GNECCHI.wmv](mms://media.unibz.it/unibz/press/2016/2016-11-14-ARTIGIANI_PENSIONI_GNECCHI.wmv) (November 13, 2016).
- Interview on *Il Sole 24 Ore*, Italy's leading business, economic and financial daily newspaper, about my research on family enterprises and the newly created knowledge platform of the Free University of Bozen-Bolzano: <http://barbaraganz.blog.ilsole24ore.com/2016/11/02/a-bolzano-un-centro-avanzato-per-studiare-le-aziende-familiari-lo-dirige-il-piu-giovane-professore-ordinario-ditalia/> (November 2, 2016).
- Interview on *Südtiroler Wirtschaftszeitung*, one of the leading weekly newspapers published in the Italian province of South Tyrol, about my research in the field of family business and the accomplishments in my career: <http://www.swz.it/de/suche/26066-ein-rasanter-mit-faible-fuer-familienunternehmen.html> (October 28, 2016).

- Interview on *Corriere dell'Alto Adige* about my career and research: <https://www.pressreader.com/italy/corriere-dellalto-adige/20160925/281517930601571> (September 25, 2016).
- Interview on the Italian newspaper *Il Messaggero* about my career and research (September 15, 2016).
- Interview on *L'Unità*, within the section "Tipi tosti", about my career and research: <http://www.unita.tv/interviste/torna-dallinghiilterra-ed-e-il-piu-giovane-professore-ordinario-ditalia/> (September 3, 2016).
- Interview on *Abruzzo Impresa* about my career and research: [http://www.abruzzoimpresa.it/index.php?option=com\\_content&view=article&id=1242%3Aalfredo-de-massis&catid=13%3Astorie-e-persone&Itemid=758](http://www.abruzzoimpresa.it/index.php?option=com_content&view=article&id=1242%3Aalfredo-de-massis&catid=13%3Astorie-e-persone&Itemid=758) (September 2016, no. 102, pp. 44-45).
- Interview with CNBC about management challenges associated with family business succession: <http://www.cnbc.com/2016/07/28/keeping-it-in-the-family-a-guide-to-succession.html> (August 1, 2016) (quotes to my interview have been reported in CNBC.com and a number of other media outlets including *Yahoo Finance*: <http://finance.yahoo.com/news/keeping-family-guide-succession-075327142.html>)
- Interview on the business magazine *Millionaire* about my career and research (July 2016, p. 98). An extract of this interview has been published on the magazine's webpage: <http://www.millionaire.it/cervello-fuga-rientra-credo-nell-italia/>
- Video interview on RAI 3, the regional channel of Italy's national public broadcasting company, owned by the Ministry of Economy and Finance <https://drive.google.com/file/d/0B4znBNAVfSJAVm5Oa3dkRk1CdGM/view> (June 28, 2016).
- Video interview about Brexit on Italian TV channel TV2000: <https://www.youtube.com/watch?v=pvnoluxY2as&feature=youtu.be> (starts 13:22:00 – June 27, 2016)
- Interview on the Italian online newspaper *PrimaDaNoi.it* about my career and research: <http://www.primadanoi.it/news/cronaca/567972/alfredo-de-massis--il-professore-universitario-piu-giovane-d-italia-e-pescarese.html#.V5hqQvUsPYE.facebook> (July 27, 2016).
- Interview on the Italian newspaper *L'Eco di Bergamo* in the article entitled "L'Italia che cambia è pronta per il rientro dei cervelli" (June 12, 2016).
- Interview on *Il Sole 24 Ore*, Italy's leading business, economic and financial daily newspaper, about my move back to Italy and my career achievements: <http://www.ilsole24ore.com/art/notizie/2016-06-09/cervello-fuga-pentito-ora-e-piu-giovane-prof-universitario-d-italia-200633.shtml?uud=ADaa6PZ> (June 10, 2016).
- Interview on the Italian news paper *Repubblica* about my move back to Italy: [http://www.repubblica.it/cronaca/2016/06/11/news/alfredo\\_de\\_massis\\_ero\\_fuggito\\_via\\_ora\\_torno\\_indietro\\_il\\_paese\\_migliora\\_-141780840/](http://www.repubblica.it/cronaca/2016/06/11/news/alfredo_de_massis_ero_fuggito_via_ora_torno_indietro_il_paese_migliora_-141780840/) (June 11, 2016).
- The Family Firms Institute's (FFI) online publication *The Practitioner* featuring my research on family governance and new product development in family SMEs: <https://ffipractitioner.org/2016/06/08/family-governance-at-work-organizing-for-new-product-development-in-family-smes/> (June 8, 2016)
- Interview on the business magazine *Millionaire* about the family business Dyson and the market launch of a supersonic hair dryer: <http://www.millionaire.it/james-dyson-lancia-sul-mercato-un-phon-da-58-milioni-di-sterline-e-diventa-sempre-piu-come-steve-jobs/> (May 2, 2016).
- Interview on *Alto Adige*: <http://altoadige.gelocal.it/bolzano/cronaca/2016/06/11/news/insegnera-alla-lub-il-prof-ordinario-piu-giovane-d-italia-1.13647477> (June 11, 2016).
- Video interview for *Reuters* about the new product launched by the family firm Dyson and similarities between the vacuum company and Apple: <https://vimeo.com/164555898> (April 29, 2016). The interview has been broadcast on various TV networks including TRT World.
- Interview in the *Financial Times* about couples in business, reported in the article "Couples choose to keep it all in the family" featuring a survey that I did on family co-preneurship: <http://on.ft.com/1QmO6KI> (March 3, 2016).

- Interview on Family-Driven Innovation published in *Tharawat magazine*, one of the leading magazines for family business leaders and experts: <http://www.tharawat-magazine.com/grow/family-business-driven-innovation> (January 25, 2016).
- Interview on “The three questions in family-driven innovation” published in *Family Business Magazine*: <http://www.familybusinessmagazine.com/three-key-questions-family-driven-innovation-0> (January 1, 2016).
- Practice-oriented article on *Business Family* featuring my California Management Review study on family-driven innovation: <http://www.businessfamily.london/stories/how-to-institutionalise-innovation-its-all-about-good-governance> (December 17, 2015).
- Interview as family business expert in *Campden FB* on the new growth equity fund set up by the Italian government to invest in and support family firms, and help them go public: <http://www.campdenfb.com/article/italian-state-lender-set-equity-fund-family-businesses> (December 16, 2015).
- Interview on “Family business and the challenges of leadership succession” in the Special Feature on Family Business of *Lancashire Business View*, a widely read business magazine in UK (Issue 65, November/December, 2015).
- Interview on family business goals and innovative thinking published in *Capital Insights* (September 2015, Issue 14, pp. 46-47). [http://www.ey.com/Publication/vwLUAssets/ey-capital-insights-issue-14/\\$FILE/ey-capital-insights-issue-14.pdf](http://www.ey.com/Publication/vwLUAssets/ey-capital-insights-issue-14/$FILE/ey-capital-insights-issue-14.pdf)
- Interview on the findings of my study on divorces and factors preventing succession in family business for Family Business supplement of *The Business Desk* (July, 2015): [http://businessdesk.s3.amazonaws.com/\\_files/documents/jul\\_15/businessdesk\\_1435929127\\_HG1736\\_NW\\_Family\\_Business4.pdf](http://businessdesk.s3.amazonaws.com/_files/documents/jul_15/businessdesk_1435929127_HG1736_NW_Family_Business4.pdf)
- Interview as family business innovation expert in the Catalan daily newspaper *Diari de Girona*, with the article: “Alfredo De Massis: La successió en una empresa familiar pot actuar com a catalitzador de la innovació” (May 16, 2015). [http://www.udg.edu/Portals/88/CEFamiliar/DdG\\_16\\_05\\_15\\_La%20successió%20en%20una%20empres a%20familiar%20pot%20actuar%20com%20a%20catalitzador%20de%20la%20innovació.pdf](http://www.udg.edu/Portals/88/CEFamiliar/DdG_16_05_15_La%20successió%20en%20una%20empres a%20familiar%20pot%20actuar%20com%20a%20catalitzador%20de%20la%20innovació.pdf)
- Interview as an internationally renowned full professor in the field of family business, reported in the business magazine *Millionaire* (May 5, 2015, p. 94). <http://millionaire.it/ricercatore-in-italia-al-top-della-carriera-in-uk/>
- Interview on how the digital revolution is changing the way family businesses operate, reported in the article “Bridging the digital divide” published in *Campden FB*, issue 63, April 2015, the magazine distributed to families of significant wealth and people linked to their offices. <http://www.campdenfb.com/article/bridging-digital-divide-how-next-gens-can-help-their-family-business-get-online> (April 30, 2015)
- Interview as an internationally renowned young professor in the field of family business, reported in an article of *Il Sole 24 Ore*, Italy’s leading business, economic and financial daily newspaper, entitled “Italia addio, vado all’estero a insegnare: i segreti del successo di 3 giovani prof”: <http://www.ilsole24ore.com/art/impresa-e-territori/2015-04-26/vado-all-estero-insegnaresegni-particolari-eta-inferiore-36-anni-164912.shtml?uuid=ABMYXDWD&nml=2707#navigation>
- Interview as keynote speaker on innovation in family firms, reported on the website of Ireland’s DCU Centre for Family Business (April 9, 2015): [https://www.dcu.ie/centre-for-family-business/news/CFB\\_hold\\_innovation\\_family\\_firms\\_themed\\_event.shtml](https://www.dcu.ie/centre-for-family-business/news/CFB_hold_innovation_family_firms_themed_event.shtml)
- Viewpoint on how policy makers can help family firms, published in *Family Capital*: <http://www.famcap.com/articles/2015/3/30/viewpoint-how-policymakers-can-help-family-firms> (March 31, 2015).
- Interview on disruptive innovation and succession planning in family business reported in an article published in *Premierline Business Insurance*:

<http://www.premierline.co.uk/knowledgecentre/blog/2015/3/disruptive-innovation-and-succession-planning-in-family-business> (March 27, 2015).

- Interview in *Campden FB* on the recent petition by some of Italy's largest institutional investors against Matteo Renzi's reform of "loyalty shares", and how repeal of the law will affect family businesses that are partially listed: <http://www.campdenfb.com/article/italian-government-back-tracks-loyalty-shares>
- Interview on the secrets to growing a successful family business reported in an article published in *Premierline Business Insurance*: <http://www.premierline.co.uk/knowledgecentre/blog/2015/3/the-secrets-to-growing-a-successful-family-business> (March 19, 2015)
- Judging panel of the *European Families in Business Awards 2015*: <http://www.campdenfb.com/fibawards-2015-judges>
- *Tharawat magazine* article featuring my research conducted with Josip Kotlar on learning resources for family business education: <http://www.tharawat-magazine.com/en/family-business-articles/education/2060-learning-resources-for-family-business-education> (January, 10, 2015).
- Viewpoint on disruptive innovation in family business, published in *Family Capital*: <http://www.famcap.com/articles/2014/12/14/viewpoint-alfredo-de-massis-on-disruptive-innovation>
- Research article featured in the Chinese Institute for Small and Medium Enterprise of the College of Small and Medium Enterprises (CSME) in China: <http://csmbri.ac.cn/index.php?m=content&c=index&a=show&catid=50&id=834>
- Practice-oriented point of view article on disruptive innovation in the family enterprise, which has been published in the November 2014 issue of *Tharawat magazine*: <http://www.tharawat-magazine.com/en/family-business-issue-24/2039-why-family-businesses-disrupt-or-not>
- *LUMS Ambassador Magazine 2014* article featuring my role and activities within the Centre for Family Business of Lancaster University Management School: [http://issuu.com/lumsalumni/docs/92384\\_lums\\_ambassador2014\\_v6\\_lr\\_web/0%206-11-2014](http://issuu.com/lumsalumni/docs/92384_lums_ambassador2014_v6_lr_web/0%206-11-2014)
- Article on *Campden FB* reporting my point of view on the tax probe on the family firm Prada and the implications for family business reputation, based on an interview that I did yesterday: <http://www.campdenfb.com/article/italian-family-business-reputations-largely-unscathed-prada-tax-probe>
- Interview on young generations and leadership published in *LinC*, the magazine on business and labor economics distributed with the Italian newspaper *Corriere della Sera* (October 4, 2014): <http://www.lincmagazine.it/Magazine/2014/03/files/assets/basic-html/page20.html>
- SAGE practitioners' management blog – *Management INK* article discussing the practical implications of my academic article titled "Firm Philanthropy in Small and Medium-Sized Family Firms: The Effects of Family Involvement in Ownership and Management" published in *Family Business Review* in 2014 (with G. Campopiano and F. Chirico): <http://managementink.wordpress.com/2014/07/18/implications-for-theory-and-practice-of-philanthropy-in-family-businesses/>
- Article published in *Campden FB*, reporting my point of view on the sale of the Italian family-owned company Indesit to the US-based multinational Whirlpool and how this string of buyouts is changing the family business landscape and nation's economy: <http://www.campdenfb.com/article/indesit-sale-could-be-wake-call-italy-support-family-businesses#.U8e3zglkDlq.twitter>
- The Family Firms Institute's (FFI) online publication *The Practitioner* featuring my research on firm philanthropy in family firms: <http://ffipractitioner.org/2014/09/24/research-applied-fbr-summaries-for-the-practitioner-3/> (September 24, 2014)
- *Tharawat magazine* mentioning the new ENTR509 Family Enterprise Management module that I developed at Lancaster University: <http://www.tharawat-magazine.com/en/family-business-blog/community/2020-lums-introduces-a-new-course-family-enterprise-management>
- *Tharawat magazine* reporting on the First Annual Meeting of the Centre for Family Business that I convened at Lancaster University: <http://www.tharawat-magazine.com/en/family-business-articles/education/1998-lancaster-centre-for-family-business-builds-bridges-between-academia-and-the-business-community>

- Interview on *QS TOP MBA* reporting my point of view on how an Executive MBA can help family business owners and managers get the skills and knowledge needed to manage family firms' distinctive challenges: <http://www.legacy.topmba.com/mba-programs/executive/choosing-emba/maximizing-potential-family-business-executive-mba>
- *Lancaster Guardian* featuring the interactive workshop for family-run businesses that I co-convened at the Centre for Family Business of IEED/Lancaster University: <http://www.lancasterguardian.co.uk/news/business/interactive-workshop-for-family-run-businesses-1-6496836> - March 15, 2014
- Interview on *Campden FB* on family business hiring/firing responses to revenue fluctuations based on the results of a study that I recently did with Massimo G. Colombo, Cristina Rossi-Lamastra, Evila Piva and Mike Wright: <http://www.campdenfb.com/article/italian-family-businesses-reluctant-expand>
- Article entitled “Heads of family businesses help guide future research” reporting on the family business event that I convened at Lancaster University: <http://www.lancaster.ac.uk/lums/news/heads-of-family-businesses-help-guide-future-research>
- Article entitled “In the feet of the ancestors” featuring my FERC 2014 paper that was awarded the 'best practitioner-focused paper award': <http://www.lancaster.ac.uk/lums/research/research-showcase/in-the-feet-of-the-ancestors/>

#### FUNDED RESEARCH GRANTS/SCHOLARSHIPS

December 2017	<p><b>RESEARCH ON FAMILY BUSINESS MANAGEMENT</b></p> <p><i>Grant from the family firm Forever Living Products Italy, awarded €5,000 for a research project on family business innovation conducted by the Unibz Centre for Family Business Management.</i></p>
August 2016	<p><b>RESEARCH ON FAMILY INVOLVEMENT AND INNOVATION IN SMEs: A HUMAN RESOURCE MANAGEMENT PERSPECTIVE</b></p> <p><i>Research grant from the Research and Development Management Association (RADMA), awarded £52,500 for a research on the organizing tensions engendered by product innovation on human resource management in SMEs.</i></p>
September 2015	<p><b>RESEARCH ON THE ANTECEDENTS OF RESILIENCE IN INTERNATIONAL R&amp;D ALLIANCES: A MULTI-LEVEL AND LONGITUDINAL PERSPECTIVE</b></p> <p><i>Research grant from the Research and Development Management Association (RADMA), awarded £20,500 for a research on the R&amp;D alliances formed by UK and China SMEs under the Lancaster China Catalyst Programme.</i></p>
May 2015	<p><b>RESEARCH ON FAMILY INFLUENCE, INNOVATION AND R&amp;D ALLIANCES</b></p> <p><i>Research grant from the private family-owned company MGF Ltd, awarded £45,000 (£15,000 per academic years 2015, 2016, 2017) for a research on the effects of family influence on innovation and R&amp;D alliances.</i></p>
March 2015	<p><b>RESEARCH ON FAMILY BUSINESS ENTREPRENEURSHIP</b></p> <p><i>Research grant from the Institute for Family Business, a not-for-profit membership organisation that supports and represents the UK's thriving family business sector, awarded £17,089 (to be split among project team members from Imperial College, Lancaster University, and Durham University).</i></p> <p>First large-scale survey of of UK family firm to examine their entrepreneurial orientation, innovation and performance.</p>
February 2015	<p><b>RESEARCH ON ENTREPRENEURIAL ORIENTATION AND INNOVATION IN PRIVATE FAMILY FIRMS IN THE UK</b></p> <p><i>Research grant from the Institute for Family Business, a not-for-profit membership</i></p>

*organisation that supports and represents the UK's thriving family business sector, awarded £19,650 (to be split among project team members from Imperial College, Lancaster University, and Durham Business School).*

Quantitative investigation (survey) of innovation and entrepreneurial orientation in the context of family business.

- February 2015 **BANCO DE SANTANDER – UNIVERSITAT DE GIRONA GRANT FOR INTERNATIONAL VISITING SCHOLARS**  
*Research grant from the Santander Group and the Universitat de Girona, awarded £1,500 for a visiting and research period at the Universitat de Girona.*
- January 2015 **RESEARCH ON THE EFFECTS OF STRATEGIC OBJECTIVES AND ACTIONS ON VALUE CREATION**  
*Research grant from the Research and Development Management Association (RADMA), awarded £27,500 for a research on innovation-related topics conducted by one of my PhD students.*
- June 2014 **LUMS RESEARCH PUMP PRIMING RESEARCH GRANT SCHEME**  
*Research grant from Lancaster University Management School, awarded £5,000 for a research proposal, co-authored with Josip Kotlar, entitled “Innovation through tradition: Learning from family businesses”.*
- March 2014 **RESEARCH ON BRANDING THE FAMILY BUSINESS**  
*Research grant from the Institute for Family Business, a not-for-profit membership organisation that supports and represents the UK's thriving family business sector, awarded £19,600 (to be split among project team members from Kennesaw State University, Lancaster University, University of Strathclyde and Witten/Herdecke University).*  
Multi-method investigation of the antecedents, means, consequences and measurement of family business brand promotion.
- March 2012 **NATIONAL PUBLIC RESEARCH PROGRAM PRIN (“PROGRAMMI DI RICERCA SCIENTIFICA DI RILEVANTE INTERESSE NAZIONALE”)**  
*Research grant assigned in a public competition by the Italian Ministry of Education, University and Research (“Ministero dell’Istruzione, dell’Università e della Ricerca”), awarded €64,575 for the University of Bergamo (Euro 550,855 for the overall project involving 11 Italian universities)*  
Coordination of a collaborative, international, three-year research project entitled “Re-emerging from maturity: corporate venturing and innovation in family and non-family enterprises”, within the framework of the European Union’s Horizon 2020 Program. I have prepared the project proposal with my network of entrepreneurship and family business scholars, recruited the project team and led the overall project until I left the University of Bergamo.
- January 2011 – January 2012 **RESEARCH PROJECT ON SUCCESSION AND GENERATIONAL TRANSITIONS IN FAMILY FIRMS (“IL PROBLEMA DELLA SUCCESSIONE E I PROCESSI DI RICAMBIO GENERAZIONALE: METODOLOGIE, STRUMENTI E BEST PRACTICE”)**  
*Research grant from the privately held strategy consulting firm SCS Azioninnova S.p.a, awarded €15,000.*  
Head of the research project, overall responsibility for all project activities and coordination of research teams.
- February 2011 – December 2012 **RESEARCH PROJECT ON DIRECT INSURANCE AND TECHNOLOGICAL INNOVATION IN THE INSURANCE INDUSTRY**  
*Research grant from the privately held strategy consulting firm SCS Azioninnova S.p.a, awarded €20,000.*  
Head of the research project, overall responsibility for all project activities and coordination of research teams.

- January 2012 – February 2012
- RESEARCH SCHOLARSHIP FYRE - FOSTERING YOUNG RESEARCHERS PROJECT (“BANDO FONDAZIONE CARIPLO 2011, PROMUOVERE LA FORMAZIONE DI CAPITALE UMANO DI ECCELLENZA”)**  
*Research scholarship from Fondazione Cariplo (Private, grantmaking foundation), awarded €5,000.*  
 The scholarship has been used to spend a visiting research period in Canada and U.S, working on a collaborative research project with scholars from the University of Calgary and Mississippi State University.
- January 2011 – January 2012
- OBSERVATORY OF THE ITALIAN INSURANCE MARKET (“OSSERVATORIO SULLE DINAMICHE DEL MERCATO ASSICURATIVO ITALIANO”)**  
*Research grant from the privately held strategy consulting firm SCS Azioninnova S.p.a, awarded €15,000.*  
 Head of the research project, overall responsibility for all project activities and coordination of research teams.
- January 2010 – January 2011
- INVESTIGATION OF COMPETITIVE STRATEGY DYNAMICS IN THE INSURANCE INDUSTRY (“ANALISI DELLE DINAMICHE DEL CONTESTO ASSICURATIVO E RELATIVO PIANO DI SVILUPPO NEL SETTORE”)**  
*Research grant from the privately held strategy consulting firm SCS Consulting, awarded €52,500.*  
 Head of the research project, overall responsibility for all project activities and coordination of research teams.
- December 2006 - February 2007
- NATIONAL PUBLIC RESEARCH PROGRAM FIRB (“FONDO PER GLI INVESTIMENTI DELLA RICERCA DI BASE”)**  
*Research grant assigned in a public competition by the Italian Ministry of Education, University and Research (“Ministero dell’Istruzione, dell’Università e della Ricerca”)*  
 Collaboration in a research project aimed to review the methods and approaches for the evaluation of R&D activities.
- June 2005 - August 2006
- “DAEDALUS PROJECT: TOURISM AND CULTURAL HERITAGE”**  
*Research grant from the European Union, EUMEDIS Programme (Euro Mediterranean Information Society)*  
 Responsibility for the research and consulting activities related to the definition of the innovative business model of an International player working in the cultural tourism industry.
- May 2004 - December 2005
- SATURNO PROJECT ON THE DEVELOPMENT OF ENTREPRENEURSHIP IN THE LOMBARDY REGION (“PROMUOVERE E SVILUPPARE L’IMPRENDITORIALITÀ LOMBARDA ATTRAVERSO UN SISTEMA DI RETE”)**  
*Research grant from the Lombardy Region, Lombardy Chambers of Commerce, and Unioncamere Lombardia*  
 Coordination of project’s activities; support to the start-up of new companies located in the Lombardy region.
- March 2004 - September 2005
- CONVENZIONE ARTIGIANATO 2003-2005 PROJECT ON NEW PRODUCT DEVELOPMENT (“UN PROCESSO INTEGRATO PER LO SVILUPPO DI NUOVI PRODOTTI NELL’AMBITO DELLE PMI LOMBARDE”)**  
*Research grant from the Lombardy Region, within the “Convenzione Artigianato 2003-2005 Programme”*  
 Coordination and responsibility for the overall project consisting in conducting research and consulting activities aimed to support entrepreneurial firms located in the Lombardy Region in business planning and new product development.
- May 2005 – July 2005
- RESEARCH PROJECT ON HUMAN-BASED TECHNOLOGY TRANSFER (“INNOVATION ANGELS PROJECT– PROGETTAZIONE ED IMPLEMENTAZIONE DI UN MODELLO DI TRASFERIMENTO TECNOLOGICO HUMAN BASED”)**  
*Research grant from Fondazione Cariplo (Private, grant-making foundation)*

Coordination of the activities in a technology transfer project.

- March 2004 – May 2005      **START-UP INCUBATOR (“ACCELERATORE D’IMPRESA”) OF POLITECNICO DI MILANO**  
Coaching and training activities to the start-up companies located in the incubator of Politecnico di Milano.
- March 2004 - June 2004      **RESEARCH PROJECT ON MARKETING OF BIOTECHNOLOGY RESEARCH IN LOMBARDY (“NETWORK BIOLOMBARDIA PROJECT: UNA RETE PER IL MARKETING DELLA RICERCA NELLE BIOTECNOLOGIE IN LOMBARDIA”)**  
*Research grant from Fondazione Cariplo (private, grantmaking foundation) in collaboration with the Università degli Studi Milano-Bicocca, Fondazione Italiana per la Ricerca sul Cancro and Fondazione Parco Tecnologico Padano.*  
Support to a study for the establishment of a Biotech-District in the Lombardy Region.

#### **PROPOSED RESEARCH GRANTS**

- February 2013      **EUROPEAN COMMISSION PROJECT (“CALL FOR PROPOSALS FP7 SSH.2013.3.2-1. SOCIAL INNOVATION – EMPOWERING PEOPLE, CHANGING SOCIETIES”)**  
*Research grant assigned in a public competition by the European Commission. The project proposal is under evaluation. The project proposal has not been funded.*  
Proposal for a collaborative, international research project entitled “Impact of Social Innovations in Sustainable Growth Networks”.
- March 2012      **NATIONAL PUBLIC RESEARCH PROGRAM FIRB (“FONDO PER GLI INVESTIMENTI DELLA RICERCA DI BASE”)**  
*Research grant assigned in a public competition by the Italian Ministry of Education, University and Research (“Ministero dell’Istruzione, dell’Università e della Ricerca”). The project proposal has not been funded.*  
Proposal for a collaborative, international, two-year research project aimed to study the relationship between entrepreneurship and open innovation processes in SMEs.
- November 2010      **EUROPEAN COMMISSION PROJECT (“CALL FOR TENDERS RTD-NMP-2011-INNOVATION ENABLING TECHNOLOGIES AND OPEN INNOVATION: ANALYSIS OF CONDITIONS FOR TRANSFER OF KNOWLEDGE”)**  
*Research grant assigned in a public competition by the European Commission. The project proposal has not been funded.*  
Proposal for a collaborative, international research project entitled “How to convert research into commercial success story? Analysis of commercial successes induced by innovation in the field of industrial technologies”.
- May 2010      **NATIONAL PUBLIC RESEARCH PROGRAM PRIN (“PROGRAMMI DI RICERCA SCIENTIFICA DI RILEVANTE INTERESSE NAZIONALE”)**  
*Research grant assigned in a public competition by the Italian Ministry of Education, University and Research (“Ministero dell’Istruzione, dell’Università e della Ricerca”). The project proposal has not been funded.*  
Proposal for a collaborative, international, two-year research project entitled “Entrepreneurship and Technology Change in Emerging High-tech Industries: The Case of Biotechnologies and Renewable Energies”.

#### **ARTICLES IN PROCEEDINGS OF INTERNATIONAL CONFERENCES AND CONFERENCE PAPER PRESENTATIONS (PEER REVIEWED)**



- Mazzelli, A., De Massis, A. (2017). The effect of managerial interpretations of aspiration discrepancies on production asset growth. *Academy of Management Annual Meeting 2017*, Atlanta, GA, USA, August 4-8.
- Minola T., Baù M., De Massis A., Chirico F., Sieger P. (2017). Slack and financial performance in SMEs: Slack discretion, family ownership, and hi-tech sectors. *Academy of Management Annual Meeting 2017*, Atlanta, GA, USA, August 4-8.
- Garcia P.R.J.M., Sharma D., De Massis A., Scholes L. (2017). Perceived parental behaviors and next generation engagement: A social cognitive perspective. *Academy of Management Annual Meeting 2017*, Atlanta, GA, USA, August 4-8
- Minola T., Baù M., Sieger P., De Massis A., Chirico F. (2017). Slack resources and firm performance: A study of family owned SMEs. *IFERA 2017 Annual Conference*, Zadar, Croatia, June 28-July 1.
- Feranita F., Kotlar, J., De Massis, A. (2017). Collaborative Innovation in Family Firms: Past Research, Current Debates, and an Agenda for Future Research. *IFERA 2017 Annual Conference*, Zadar, Croatia, June 28-July 1.
- Campopiano G., De Massis, A., Rinaldi, F. R., Sciascia, S. (2017). Women's involvement in family firms: Progress and Challenges for Future Research. *17th European Academy of Management (EURAM) Conference*, Glasgow, Scotland, June 21-24.
- Minola, T., Baù, M., De Massis, A. (2017). Correlates of hyper growth in European SMEs: the role of slack resources and family ownership. *17th European Academy of Management (EURAM) Conference*. Strathclyde University, Glasgow, Scotland, June 21-24.
- Smith, C., Royer, I., De Massis, A., Nordqvist, M. (2017). Escalation of commitment: How the organizational context matters. *9th International Process Symposium PROS 2017*, Kos, Greece, June 22-24.
- Rondi, E., De Massis, A., Kotlar, J. (2017). Family Cohesion, Family Goal Diversity and Family Business Innovation Postures. *Innovating Through the Generations Conference*, North Eastern University, Boston, MA, May 3-4.
- Kotlar, J., De Massis, A., Frattini, F., Kammerlander, N. (2017). Motivation gaps and implementation traps: The paradoxical effects of family ownership on absorptive capacity. *IFERA 2017 Paper Development Workshop*, Bolzano, Italy, March 16-17.
- Rondi, E., De Massis, A. (2016). Is Bridging Social Capital Transferable? Family and Business Embeddedness at Work in Family Business Succession. *RENT XXX Conference - Innovation, Relational Networks, Technology and Knowledge Transfer as Drivers of Global Competitiveness*, Antwerp, Belgium, November 16-18.
- Kotlar J., Signori A., De Massis A., Vismara S. (2016). Explaining the IPO pricing dilemma in family firms: Socioemotional wealth and multiple agency conflicts. *XXVII Scientific Annual Meeting AilG on Higher Education and Socioeconomic Development*, Bergamo, Italy, October 13-14.
- De Massis A., Kotlar J., Frattini F., Kammerlander N. (2016). The Paradoxical and Time-Varying Effects of Family Ownership on Absorptive Capacity. *Academy of Management 2016 Annual Meeting*,

Anaheim, California (USA), August 7-9 (**Selected for inclusion in the Academy of Management Best Paper Proceedings**).

- Kotlar J., Signori A., De Massis A., Vismara S. (2016). The IPO Pricing Dilemma in Family Firms: Socioemotional Wealth and Multiple Agency Conflicts. *Academy of Management 2016 Annual Meeting*, Anaheim, California (USA), August 7-9.
- Rondi, E., Kotlar, J., De Massis, A., Jack, S. (2016). Toward a Process Model of Social Capital Actuation: Integrating Cognitive, Emotional and Temporal Lenses. Doctoral Workshop. *Academy of Management 2016 Annual Meeting*, Anaheim, California (USA), August 7-9.
- Bikfalvi A., Simon A., Llach J., Marques P., De Massis A. (2016). Family involvement and types of innovation outputs: evidence from European manufacturing firms. *XXVI Congreso de Asociación Científica de Economía y Dirección de la Empresa (ACEDE)*, Vigo, Spain, June 26-28.
- Casprini E., De Massis A., Di Minin, A., Frattini, F., Piccaluga A. (2016). Making open innovation happen: The Loccioni case. XXVII ISPIM Innovation Conference – Blending Tomorrow's Innovation Vintage, Porto, Portugal, June 19-22 (**selected for the OI-NET research workshop with professor Henry Chesbrough**).
- Magistretti S., Dell'Era C., De Massis A., Frattini F. (2016). Family governance and innovation in design-intensive firms: Evidence from two longitudinal case studies. *23rd Innovation and Product Development Management (IPDM) Conference*, Glasgow, Scotland, June 12-14.
- Sánchez-Marín G., Pemartín M., Monreal-Pérez M., De Massis A., Frattini F. (2016). Is there any learning-by-exporting effect on family firm product innovation? A longitudinal study. *23rd Innovation and Product Development Management (IPDM) Conference*, Glasgow, Scotland, June 12-14.
- Rondi, E., De Massis, A. (2016). Is Social Capital Transferable? Family and Organizational Embeddedness at Work in Family Business Succession. Family Enterprise Research Conference (FERC). Nova Lima, BRA, June 4-6.
- Campopiano G., Rinaldi F., Sciascia S., De Massis A. (2016). Women and corporate social responsibility in family firms: Family vs. non-family strategic leaders. *2016 EURAM European Academy of Management*, Paris, France, June 1-4.
- Smith C., Royer I., De Massis A. (2016). The influence of family firm characteristics on escalation of commitment. *2016 EURAM European Academy of Management*, Paris, France, June 1-4.
- Monsen E., De Massis A., Heblich S., Audretsch D., Kotlar J. (2016). Generative capacity: A key catalysing resource for entrepreneurial activity and breakthrough innovation. *2016 United States Association for Small Business and Entrepreneurship (USASBE) Conference*, San Diego, CA, USA, January 10-12 (**recipient of Journal of Small Business Management's Editor's Choice Award**).
- Casprini E., De Massis A., Di Minin, A., Frattini, F., Piccaluga A. (2015). Making family-driven innovation happen: Evidence from the Loccioni case study. *2nd Annual World Open Innovation Conference*, University of California, Berkeley, Silicon Valley, USA, November 18-20.
- Signori A., Kotlar J., De Massis A., Vismara S. (2015). Rate of substitution between economic and socioemotional wealth in family firm IPO underpricing. *Academy of Management 2015 Annual Meeting*,

Vancouver, British Columbia, Canada, August 7-11 (**Selected for inclusion in the *Academy of Management Best Paper Proceedings***).

- Mazzelli A., De Massis A. (2015). A contingent perspective and multidimensional conceptualization of problemistic search. *Academy of Management 2015 Annual Meeting*, Vancouver, British Columbia, Canada, August 7-11.
- Arzubiaga U., Kotlar J., De Massis A., Maseda A., Iturralde T. (2015). How Family Firms Turn Entrepreneurial Orientation into Innovation: the Strategic Role of the Board of Directors. *IFERA 2015 Annual World Family Business Research Conference "Tradition and Innovation in Family Business"*, Hamburg, Germany, June 30-July 4.
- De Massis A., Frattini F., Kotlar J., Messeni Petruzzelli A., Wright M. (2015). Innovation Through Tradition: The Success Secrets of Innovative Family Businesses. *R&D Management Conference*, Pisa, Italy, June 23-26.
- Uhlaner L.M., Matser I., Berent-Braun M.M., De Massis A., Floren M.H. (2015). Ownership Social Capital, Product Innovation Outputs and the Moderating Role of Ownership-Management Overlap. *15<sup>th</sup> Annual Conference of the European Academy of Management (EURAM)*, Warsaw, Poland, June 17-20.
- Dell'Era C., De Massis A., Frattini F. (2015). Innovation in family firms: An analysis of the impact of governance systems. *22<sup>th</sup> International Product Development Management Conference*, Copenhagen, Denmark, June 14-16. ISSN: 1998-7374.
- Sciascia S., De Massis A., Kotlar J. (2015). Reconceptualizing familiness: Revisiting a vital but troublesome construct. *Family Enterprise Research Conference*, Burlington, VT, USA, June 4-7.
- De Massis, A., Kotlar, J. (2015). Learning resources for family business education: A review and directions for future developments. *Family Enterprise Research Conference*, Burlington, VT, USA, June 4-7.
- De Massis A., Kotlar J., Mazzola P., Minola T., Sciascia S. (2014). Are They All Alike? Heterogeneity of Family Owners' Goals and P-P Agency Costs in Private Firms. *Academy of Management 2014 Annual Meeting*, Philadelphia, PA, August 1-5 (**Selected for inclusion in the *Academy of Management Best Paper Proceedings***).
- Memili E, Fang H., De Massis A., Kotlar J. (2014). Generational Differences and International Diversification in Family Firms. *Academy of Management 2014 Annual Meeting*, Philadelphia, PA, August 1-5.
- Kotlar J., De Massis A., Chua J.H., Chrisman J.J. (2014). Into the maze of family business definitions: A quest for common ground. *IFERA 2014 Annual World Family Business Research Conference "Co-operation Within and Amongst Family Businesses"*, Lappeenranta, Finland, June 24-27 (**Received the Best Research Paper Award**).
- De Massis, A., Kotlar, J., Frattini, F., Messeni-Petruzzelli, A. (2014). Leveraging tradition to innovate the family firm: Lessons for family business practitioners. *Family Enterprise Research Conference*, Portland, Oregon, June 21-23 2014 (**Received the Best Practitioner Focused Paper Award**).

- Fletcher D., De Massis A., Nordqvist M. (2014). Qualitative research in family business inquiry: reviewing past trends and planning for new futures. *IFERA 2014 Annual World Family Business Research Conference "Co-operation Within and Amongst Family Businesses"*, Lappeenranta, Finland, June 24-27.
- Kotlar J., De Massis A., Campopiano (2014). Theory building, theory testing and impact of family business studies. *14<sup>th</sup> Annual Conference of the European Academy of Management (EURAM)*, Valencia, Spain, June 4-7 (**Nominated as finalist for Best Paper Award**).
- Minola T., Baù M., De Massis A., Chirico F. (2014). Behind slack and firm performance: The moderating roles of family ownership and high-tech industry. Accepted for presentation at *Strategic Management Society (SMS) 34<sup>th</sup> Annual Conference*, Madrid, Spain, September 20-23.
- De Massis, A., Kotlar, J., Jack, S., Chua, J. (2014). CEO responses to internal stakeholder claims: An analysis of family firms. *Family Enterprise Research Conference*, Portland, Oregon, June 21-23.
- Memili E., Fang H., Chrisman J., De Massis A. (2014). The Prevalence of Small-to-Medium Size Family-Owned Firms and Economic Growth: A Longitudinal Data Analysis. *2014 United States Association for Small Business and Entrepreneurship (USASBE) Conference*, Fort Worth, Texas, January 9-12 (**Received the USASBE Best Paper in Entrepreneurship and Public Policy Award and the Honorable Mention for USASBE Best Paper in Family Business**).
- Croce, A., De Massis, A., Frattini, F. and Kotlar, J. (2014). Drivers of innovation investments in family and non-family firms. *21<sup>th</sup> International Product Development Management Conference*, Limerick, Ireland, June 15-17. ISSN: 1998-7374.
- Kotlar J., De Massis A., Frattini F., Fang H. (2013). The interplay between family and business logics and the R&D strategy of private firms. *XXIV Scientific Annual Meeting AiG on Entrepreneurship, Innovation and the Engine of Growth*, Milan, Italy, October 17-18.
- De Massis A., Sieger P., Chua J., Vismara S. (2013). Family Firm Incumbent's Attitude Toward Intra-family Succession: Antecedents and Effects on Intentions. *Academy of Management 2013 Annual Meeting*, Orlando, FL, August 9-13 (**Selected for inclusion in the Academy of Management Best Paper Proceedings**).
- Marler L., De Massis A. (2013). Intra-family Succession in the Family Firm: The Role of Incumbent Proactive Personality. *Academy of Management 2013 Annual Meeting*, Orlando, FL, August 9-13.
- Kotlar J., De Massis A., Fang H., Frattini F. (2013). Behavioral Antecedents of R&D Investments: Strategic Reference Points in Family and Non-Family Firms. *Academy of Management 2013 Annual Meeting*, Orlando, FL, August 9-13.
- Basco R., De Massis A., Kotlar J. (2013). Search Breadth and Innovation in Family Firms: Evidence from a Natural Resource-Based Cluster in Chile. *IFERA 13<sup>th</sup> Annual World Family Business Research Conference "Ownership, Governance, and Value in Family Firms"*. St. Gallen, Switzerland, July 2-5.
- Memili E., Fang H., Kotlar J., De Massis A., Chrisman J.J. (2013). Family Involvement and Publicly-Traded Family Firm Performance: The Mediating Role of Corporate Governance Provisions. *IFERA 13<sup>th</sup> Annual World Family Business Research Conference "Ownership, Governance, and Value in Family Firms"*. St. Gallen, Switzerland, July 2-5.

- Campopiano G., De Massis A. (2013). Family Involvement and Corporate Social Responsibility in Private Small- and Medium-Sized Family Firms. *13<sup>th</sup> Annual Conference of the European Academy of Management (EURAM)*, Istanbul, Turkey, June 26-29.
- De Massis A., Chirico F., Kotlar J., Naldi L. (2013). The Temporal Evolution of Proactiveness in Family Firms: The Horizontal S-Curve Hypothesis. *13<sup>th</sup> Annual Conference of the European Academy of Management (EURAM)*, Istanbul, Turkey, June 26-29.
- Frattini F., Kotlar J., De Massis A., Fang H. (2013). R&D Investment Variations in Family and Non-family Firms: A Reference Point Theory Perspective. *Proceedings of the 20th International Product Development Management Conference*, Paris, France, June 23-25. ISSN: 1998-7374.
- Kotlar J., De Massis A., Frattini, Chrisman J., Nordqvist M. (2013). Product Development in Family Firms: An Analysis of Success Factors. *Proceedings of the 20th International Product Development Management Conference*, Paris, France, June 23-25. ISSN: 1998-7374.
- Campopiano G., De Massis A. (2013). Corporate Social Responsibility in Private Small- and Medium-sized Family Firms: the Role of Family Involvement in the Ownership and Management of the Firm. *EIASM 9th Workshop on Family Firm Management Research*, Helsinki, Finland, May 24- 25.
- De Massis A., Kotlar J., Frattini F., Nordqvist M., Chrisman J. (2013). Family Governance and Product Development in Family Firms: An Analysis of Success Factors. *Family Enterprise Research Conference*, Viña del Mar, Chile, May 17-19.
- Memili E., Fang H., Kotlar J., De Massis A., Chrisman J. (2013). First and Later Generation Family Owners and International Diversification: A Longitudinal Analysis of US Publicly-Traded Family Firms. *Family Enterprise Research Conference*, Viña del Mar, Chile, May 17-19.
- Minola T., Baù M., Chirico F., De Massis A. (2013). Slack and Performance in Family Firms: the Role of Family Influence and Technological Intensity. *Family Enterprise Research Conference*, Viña del Mar, Chile, May 17-19.
- Minola T., Kotlar J., De Massis A., Cassia L. (2012). The Hyper-Growth of Family SMEs. *Recontres de St-Gal 2012*, St. Gallen, Switzerland, September 3-5.
- De Massis A., Kotlar J. (2012). Prioritizing Stakeholders In Family Firms: CEO Responses To Stakeholder Attributes And Goals. *Academy of Management 2012 Annual Meeting*, Boston, MA, August 3-7.
- Kotlar J., De Massis A., Frattini F., Bianchi M., Fang H. (2012). Technology acquisition in family-controlled firms: a longitudinal analysis of Spanish manufacturing firms. *Proceedings of the 19th International Product Development Management Conference*, Manchester, U.K., June 17-19. **(selected in the top 8 papers for possible inclusion in the special issue of the *Journal of Product Innovation Management*)**. ISSN: 1998-7374.
- De Massis, A., Frattini, F., Kotlar, J., Nordqvist, M., Chrisman, J.J. (2012). Product Innovation in Family Firms: an Analysis of the Critical Success Factors. *IFERA 12th Annual World Family Business Research Conference*. Bordeaux, France, June 26-29.

- Kotlar, J., De Massis, A. (2012). Goal setting in family firms: The who, the what, and the how. *IFERA 12th Annual World Family Business Research Conference*, Bordeaux, France, June 26-29.
- Campopiano G., De Massis A. (2012). Corporate Social Responsibility Reporting: A Content Analysis in Family and Non-family Firms. *IFERA 2012, 12th Annual World Family Business Research Conference*, Bordeaux, France, June 26-29.
- Cassia, L., De Massis, A., Kotlar, J., Minola, T. (2012). The hyper-growth of family-owned firms: evidence from European SMEs. *Babson College Entrepreneurship Research Conference (BCERC)*, Neeley School of Business, Texas Christian University, Fort Worth, Texas, USA, June 6-9. (summary published in the 2012 issue of **Frontiers of Entrepreneurship Research**, ISSN 0740-7416).
- Campopiano G., Cassia L., De Massis A. (2012). Small- and Medium-sized Family Firms and Corporate Social Responsibility. An Exploratory Study. *EURAM European Academy of Management*, Rotterdam, The Netherlands, June 6-8.
- Kotlar J., De Massis A., Cassia L. (2012). Family Business Goals: The Perspective Of Internal Stakeholders. *EURAM European Academy of Management*, Rotterdam, The Netherlands, June 6-8.
- Campopiano G., De Massis A. (2012). A Content Analysis on Corporate Social Responsibility Reporting in Family vs. Non-family Firms. *EIASM 8th Workshop on Family Firm Management Research*, Jönköping, Sweden, May 31-June 2 (**Received Honorable Mention for Best Paper Award**).
- De Massis A., Frattini F., Kotlar J., Nordqvist M., Chrisman J.J. (2012). Product Innovation in Family Firms: An Analysis of the Critical Success Factors. *EIASM 8th Workshop on Family Firm Management Research*, Jönköping, Sweden, May 31-June 2.
- Cassia, L., De Massis, A., Kotlar, J., Minola, T. (2012). The hyper-growth of family-owned firms: evidence from European SMEs. *Proceedings of the International Symposium on Entrepreneurship and Innovation "Entrepreneurial Strategies and Policies for Economic Growth"*, Venice, Italy, May 23-25. ISBN: 978-8-8629-2266-1.
- Kotlar, J., De Massis, A. (2012). Goal setting in family firms: The who, the what, and the how. *Family Enterprise Research Conference*, Montreal, Canada, May 11-13 (**Received Best Paper Award and Best Doctoral Award**).
- Campopiano G., Cassia L., De Massis A. (2012). Corporate Social Responsibility: A Survey among SMEs in Bergamo. *2012 World Conference on Business, Economics and Management*, Belek, Antalya, Turkey, May 4-6.
- Campopiano G., De Massis A. (2012). Corporate Social Responsibility Reporting: A Content Analysis in Family and Nonfamily Firms *EFMD Entrepreneurship Conference*, Maastricht, The Netherlands, March 5-6.
- Campopiano G., Cassia L., De Massis A. (2012). A Stakeholder Perspective on Corporate Social Responsibility in Family Business. *EFMD Entrepreneurship Conference*, Maastricht, The Netherlands, March 5-6.
- Halkias D., Pizzurno E., De Massis A., Fragoudakis M. (2012). Halal Products and Services offered by Italian Family Businesses in the Tourism and Hospitality Sector: Brief Case Studies of Entrepreneurship

and Innovation. *The 2nd Annual Global Islamic Marketing Conference*, Abu Dhabi, United Arab Emirates, January 16-18.

- De Massis A., Frattini F., Kotlar J. (2011). Product innovation in family firms: an analysis of the critical success factors. *RENT XXV – Research in Entrepreneurship and Small Business Conference – 25th Anniversary Conference (EIASM)*, Bodø, Norway, November 16-18. ISSN: 2219-5572.
- De Massis A., Kotlar J., Cassia L. (2011). How Do Family Firm CEOs Perceive their Competitive Advantages and Disadvantages? Empirical Evidence from the Transportation Industry. *RENT XXV – Research in Entrepreneurship and Small Business Conference – 25th Anniversary Conference (EIASM)*, Bodø, Norway, November 16-18. ISSN: 2219-5572.
- De Massis A., Sieger P., Vismara S. (2011). The intention for intra-family succession in family firms. *RENT XXV – Research in Entrepreneurship and Small Business Conference – 25th Anniversary Conference (EIASM)*, Bodø, Norway, November 16-18. ISSN: 2219-5572.
- Cassia L., De Massis A., Meoli M., Minola T. (2011). Entrepreneurship research centers: resource, orientation and performance. *RENT XXV – Research in Entrepreneurship and Small Business Conference – 25th Anniversary Conference (EIASM)*, Bodø, Norway, November 16-18. ISSN: 2219-5572.
- De Massis A., Frattini F., Bianchi M., Sikimic U. (2011). How to leverage early adopters to increase new product customer acceptance: evidence from high-technology markets. *Proceedings of the 5th European Conference on Management of Technology, EuroMOT 2011, Platforms and innovation: In search of efficiency and effectiveness*, Tampere, Finland, September 18-20 (**Received 2nd Runner-up, Best Paper Award**). ISBN: 978-952-15-2632-9.
- Cassia L., De Massis A., Frattini F., Pizzurno E. (2011). The management of product innovation in small firms: differences between family and non-family firms from a RBV perspective. *3rd Workshop on “SME Innovation Processes” - Challenges Beyond the Crisis*, Urbino, Italy, September 16-17. ISBN: 978-88-85363-56-4.
- De Massis A., Kotlar J., Chua J. H., Chrisman J. J., Sharma P. (2011). Ability and Willingness in Family Business Research: Implications for Theory and Empirical Studies. *Proceedings of IFERA Sicily 2011 11th Annual World Family Business Research Conference*, Palermo, Italy, June 28-July 1. ISBN: 978-88-95272-99-3.
- Campopiano G., Cassia L., De Massis A., Kotlar J. (2011). Influence of Family Involvement in Ownership and Management on SMEs Performance: Theoretical Underpinnings and Empirical Evidence. *Proceedings of IFERA Sicily 2011 11th Annual World Family Business Research Conference*, Palermo, Italy, June 28-July 1 (**Nominated for Best Paper Award**). ISBN: 978-88-95272-99-3.
- Cassia L., De Massis A., Frattini F., Pizzurno E. (2011). Exploring the differences in product innovation management between family and non-family firms. *The R&D Management Conference 2011 - “R&D, Sustainability and Innovation: the need for new ideas, initiatives and alliances”*, Norrköping, Sweden, June 28-30. ISBN 978-0-9559367-3-9.
- Campopiano G., Cassia L., De Massis A. (2011). Corporate Social Responsibility in Family vs. non-Family Enterprises: An exploratory study. *International Council for Small Business (ICSB) 2011 World Conference*, Stockholm, Sweden, June 15-18. ISBN: 978-0-9819028-3-8.

- Cassia L., De Massis A., Meoli M., Minola T. (2011). Entrepreneurship Research Centers: Resource, Orientation and Performance. *Babson College Entrepreneurship Research Conference (BCERC)*, Whitman School of Management at Syracuse University, Syracuse, NY, June 8-11 (summary published in the 2011 issue of **Frontiers of Entrepreneurship Research**, Vol. 31, No. 16, Article 2 ISSN 0740-7416).
- Campopiano G., Cassia L., De Massis A., Kotlar J. (2011). The impact of family ownership and TMT composition on SMEs' financial performance: an empirical study. *International Council for Small Business (ICSB) 2011 World Conference*, Stockholm, Sweden, June 15-18. ISBN: 978-0-9819028-3-8.
- De Massis A., Kotlar J., Chua J. H., Chrisman J. J., Sharma P. (2011). The differences of family firms: an ability and willingness perspective. *EIASM 7th Workshop on Family Firms Management Research*, Witten, Germany, May 27-29 (**Received Honorable Mention for Best Paper Award**).
- De Massis A., Kotlar J., Chua J. H., Chrisman J. J., Sharma P. (2011). Family's Ability and Willingness: Determinants of Family Business Behavior. *2011 Family Enterprise Research Conference (FERC)*, Grand Rapids, Michigan, USA, May 6-8.
- Campopiano G., Cassia L., De Massis A., Kotlar J. (2011). An empirical investigation on the effects of "familiness" on SMEs' financial performance. *EIASM 7th Workshop on Family Firms Management Research*, Witten, Germany, May 27-29. (**Received Honorable Mention for Best Paper Award**).
- Campopiano G., Cassia L., De Massis A., Kotlar J. (2011). Family ownership, Family management and firms' financial performance: An empirical investigation on SMEs in the Bergamo Area. *2011 EFMD Entrepreneurship Conference*, Tallinn, Estonia, February 21-22 (**Received Best Paper Award**).
- Campopiano G., Cassia L., De Massis A. (2011). Why Do Enterprises Embrace Corporate Social Responsibility? *2011 EFMD Entrepreneurship Conference*, Tallinn, Estonia, February 21-22.
- Cassia L., De Massis A., Pizzurno E. (2010). An empirical investigation on strategic innovation and new product development in Italian family firms. *RENT XXIV - Research in Entrepreneurship and Small Business (EIASM)*, Maastricht, The Netherlands, November 18-19. ISSN: 2219-5572.
- Cassia L., De Massis A., Pizzurno E. (2010). New Product Development in Family VS. Non-Family Businesses: an exploratory investigation in the Italian landscape. *EIASM 17th International Product Development Management Conference*, Murcia, Spain, June 13-15. ISSN 1998-7374.
- Cassia L., De Massis A., Pizzurno E. (2010). How do family firms manage the New Product Development Process? *EIASM 6th Workshop on Family Firms Management Research*, Barcelona, Spain, June 6-8.
- Cassia L., De Massis A., Pizzurno E. (2010). Exploring Strategic Innovation and New Product Development in Family Firms: a theoretical framework and an empirical study. *The Eighteenth Annual High Technology Small Firms Conference*, Enschede, The Netherlands, May 25-28. ISBN: 978-90-365-3031-6.
- Cassia L., De Massis A., Meoli M., Minola T. (2010). Promoting Entrepreneurship research and education: empirical analysis on European Centres. *Research Exchange Workshop on Technological Entrepreneurship and Innovation Management*, Padua, Italy, March 16-17.



- Chiesa V., De Massis A. (2006). The Growing Market for Nanotech Applications and the Emerging Business Models: Insights from the Case of Italy. *Proceedings of the Second European Conference on Management of Technology, EuroMOT 2006*, Birmingham, United Kingdom, September 10-12. ISBN: 1-85449-411-2.
- Chiaroni D., Chiesa, V., De Massis A., Frattini, F. (2006). Technical And Scientific Services As Technology Bridges In Knowledge-Intensive Industries. *26th Strategic Management Society (SMS) Annual International Conference*, Vienna, Austria, October 29-November 1.
- Chiesa, V., De Massis, A., Giorgino, M., Viviani, D. (2006). Entrepreneurial learning in high-tech start-ups: a conceptual framework and an empirical study. *RENT XX - Research in Entrepreneurship and Small Business (EIASM)*, Brussels, Belgium, November 22-23-24. ISBN: 90-5095-632-7.
- Chiesa, V., De Massis, A., Giorgino, M., Viviani, D. (2006). Exploring the Entrepreneurial Learning process: a multiple case study in the Italian landscape. *Second BEPART Conference – Towards Entrepreneurial Regions: Universities & Innovation Networks Challenged by the Knowledge Society*, Tartu, Estonia, October 26-27.
- Chiesa, V., De Massis, A., Giorgino, M., Viviani, D. (2006). A Model of Entrepreneurial Learning: some empirical evidence from Italian high-tech start-ups. *EFMD 36th Entrepreneurship, Innovation and Small Business (EISB) Conference*, Southampton, United Kingdom, September 6-8.
- Chiaroni D., Chiesa, V., De Massis A., Frattini, F. (2006). The role of technical and scientific services in knowledge-intensive industries: evidences from the Italian biotech and nanotech industries. *R&D Management Conference 2006*, Lake Windermere, Cumbria, England, July 5-7. ISBN: 0-9540016-7-2.
- De Massis A., Della Ventura A., Karathanasis T., Tosi G., Zuffi, S. (2006). Promoting Cultural Tourism across Mediterranean Countries through ICT technologies: The Daedalus Project. *ENTER 2006 International Federation for IT and Travel & Tourism (IFITT)'s Global Travel & Tourism Technology and eBusiness Conference*, Lausanne, Switzerland, January 18-20.
- De Massis A., Della Ventura A., Karathanasis T., Tosi G., Zuffi, S. (2006). Promoting Cultural Tourism across the Mediterranean: an Experience in the Framework of the EUMEDIS Programme. *International Tourism Conference 2006 – New Perspectives and Values in World Tourism & Tourism Management in the Future*, Alanya, Turkey, November 20-26.
- Chiesa, V., De Massis, A. (2005). A taxonomy of Corporate Venturing forms: empirical evidence and managerial implications. *RENT XIX - Research in Entrepreneurship and Small Business (EIASM)*, Naples, Italy, November 17-18.
- Chiesa, V., De Massis A., Frattini, F., Manzini, R. (2005). Selling technology services to innovators: the case of nanotech Italian companies. *12th International Product Development Management Conference (EIASM)*, Copenhagen, Denmark, June 12-14.
- Chiesa, V., De Massis, A. (2005). Managing succession in family business: empirical evidence and best practices. *Workshop on Family Firm Management Research (EIASM)*, Jonkoping, Sweden, June 9-11.

- Chiesa, V., De Massis A., Frattini, F. (2005). Emerging business models in TSS: the case of nanotechnology in Italy. *IAMOT 14th International Conference on Management of Technology*, Vienna, Austria, May 22-26. ISBN: 0-9712964-7-2.

## KEYNOTES AND INVITATIONS AT SYMPOSIUMS, WORKSHOPS AND OTHER PRESENTATIONS

I have been invited to present my research and to give lectures to various audiences at many universities in Europe (*INSEAD* – France, *Alba Graduate Business School* – Greece, *Bocconi University* – Italy, *Imperial College* – UK, *Lappeenranta University of Technology* – Finland, *Newcastle University* - UK, *Maastricht University* - The Netherlands, *Jonkoping International Business School* – Sweden, *Politecnico di Milano* – Italy, *University of St. Gallen* – Switzerland, *University College London* – UK, *University of Strathclyde* – UK, *Dublin City University* – UK, *LUISS University* – Rome, *University of Girona* – Spain, *University of Seville* – Spain, *University of Cádiz* – Spain, *Witten/Herdecke University* – Germany, *Hamburg Institute of Family Owned Business* – Germany, *University of Economics VSE Prague* – Prague, *MCI Management Center Innsbruck* – Austria, *Innsbruck University* – Austria, *Windesheim University of Applied Sciences* – Netherlands, *University of Catania* – Italy, *University of Trento* – Italy, *University of Chieti-Pescara* – Italy, *University of Bergamo* – Italy), North America (*Grand Valley State University* – USA, *University of Alberta* – Canada, *University of Calgary* – Canada, *University of Manitoba* – Canada, *University of Alberta* – Canada, *University of Saskatchewan* – Canada), Latin America (*Universidad del Desarrollo* – Chile) and Asia (*Zhejiang University Management School*– China, *Wuhan University*, China).

- De Massis (2018). Invited presentation at the *Rencontres de St-Gall 2018*, one of the longest established small business and entrepreneurship invitation-only conferences worldwide, St. Gallen, Switzerland, September 3-5.
- De Massis A. (2018). Invited keynote speaker (with Luis R. Gomez-Mejia) at the workshop on “Exploring the relationships between innovation and internationalization of family firms across Europe”, *University of Trento*, Italy, June 4-5.
- Sasaki, I., De Massis A., Ravasi D. (2018). Invited presentation at the *Theories of Family Enterprise (ToFE) Conference* (Invitation-only conference), *University of Alberta*, Alberta, Canada, May 24-25.
- De Massis A. (2018). Keynote speaker on the ability and willingness paradox of family business innovation at the *4th Family Business Forum organized by KPMG* in Greece, attended by 100- 130 participants from a large array of Greek businesses, Athens, Greece, April 26.
- De Massis A. (2018). Invited speech on “The case study method in family business research” at the Dutch Centre of Expertise in Family Business of *Windesheim University of Applied Sciences*, Zwolle, Netherlands, January 10.
- De Massis A. (2017). Invited speech on “Trends and opportunities in family business research”, *CYFE Research Workshop*, *University of Bergamo*, Bergamo, November 21.
- De Massis A. (2017). Keynote speaker on “Innovation through tradition” at the *Annual Experts Meeting* organized by the *MCI Management Center Innsbruck* and the *Department of Strategic Management of Innsbruck University*, Innsbruck, Austria, October 13-14.
- De Massis A. (2017). Invited seminar on “Emotions and family business research” at the *Brown Bag Seminar Series of Lancaster University*, Lancaster, UK, November 15.

- De Massis A. (2017). Invited panelist on the topic of digitalization of family firms at roundtable with practitioners at the *Annual Experts Meeting* organized by the MCI Management Center Innsbruck and the Department of Strategic Management of Innsbruck University, Innsbruck, Austria, October 13-14.
- De Massis (2017). Keynote speaker on “Managing succession in family businesses” at the Hardware Forum 2017, Mi.Co. Fiera Milano Congressi, Milan, September 19-20 (video of part of my speech: <https://youtu.be/gQxgukcLisQ>).
- De Massis (2017). Invited panelist on “New generations of family business leaders” at the Hardware Forum 2017, Mi.Co. Fiera Milano Congressi, Milan, September 19-20 (video: <https://youtu.be/RXRObkFnQfU>).
- De Massis A. (2017). Invited keynote speaker (with Ronald H. Humphrey and Yochi Cohen-Charash) at the *Professional Development Workshop “Governance and emotions at the interface for meaningful entrepreneurial and family businesses”*, ENT Entrepreneurship Division of the Academy of Management Annual Meeting, Academy of Management Annual Meeting 2017, Atlanta, GA, USA, August 5.
- Garcia P.R.J.M., Sharma D., De Massis A., Wright M., Scholes L. (2017). Perceived parental behaviors and next generation engagement: A social cognitive perspective. Invited presentation, *Theories of Family Enterprise (ToFE) Conference* (Invitation-only conference), St. Gallen, Switzerland, May 23-24.
- De Massis A. (2017). Invited seminar on “*Innovation in Family Business: What is different?*” at the University of Cádiz, Cádiz, Spain, February 13.
- De Massis A. (2017). Innovation in family business research. Keynote speaker at the Annual family business conference organized by the Family Business section within the Asociación Científica de Economía y Dirección de la Empresa in Spain funded by the Chairs of Family Business of University of Seville, University of Cadiz, and University of Girona, February 10.
- De Massis (2016). Speech on “Quale percorso di studi e formazione per affrontare preparati il mondo del lavoro e la globalizzazione” (“What is the most appropriate education and training pathway to get ready for the job market in the era of globalization?”), Rotary Club of Lucera, Foggia, Italy, December 22.
- De Massis (2016). Keynote speaker (video-conference) on “How to best manage succession in family firms?” at the Conference on “Family Business at the Crossroads” organized by the University of Economics, Prague and the Association of Small and Medium-Sized Enterprises and Crafts of the Czech Republic, Prague, Czech Republic, December 12.
- De Massis (2016). Keynote speaker (video-conference) on “Setting up a successful family business center: A possible model” at the Conference on “Family Business at the Crossroads” organized by the University of Economics, Prague and the Association of Small and Medium-Sized Enterprises and Crafts of the Czech Republic, Prague, Czech Republic, December 12.
- De Massis A. (2016). Keynote speaker on “Innovation in family firms and SMEs: distinctive features and research challenges” at the *RENT XXX Conference - Innovation, Relational Networks, Technology and Knowledge Transfer as Drivers of Global Competitiveness*, Antwerp, Belgium, November 17.
- De Massis A. (2016). Invited speech on “Qualitative research methods and addressing fundamental questions through qualitative inquiry”, Zhejiang University, Hangzhou, China, November 5.

- De Massis A. (2016). The temporal dimension of innovation in family enterprises. Politecnico di Milano, Italy, September 19.
- De Massis A. (2016). Innovation in family firms: distinctive features and research challenges. G. D'Annunzio University of Chieti-Pescara, Italy, June 23.
- De Massis A. (2016). The temporal dimension in family business innovation. Keynote speaker at the EURAM Family Business Research SIG pre-conference day, Paris, May 31.
- De Massis A. (2016). Doing research at the crossroads of family business and innovation: present debates and research challenges University of Catania, Italy, May 12.
- Mazzelli, A, Kotlar, J., De Massis, A. (2016). Conformity or divergence...To what? Selective imitative behavior and product innovation introduction in family firms. Invited research presentation at the "Theories of Family Enterprise" Conference, University of Alberta, Edmonton, Canada, May 25-27.
- De Massis A. (2015). Managing innovation in family firm: What is different? Keynote speaker at the Family Business Day of the *International Family Enterprise Research Academy 2015 IFERA Annual Conference*, Hamburg, Germany, July 3.
- De Massis A. (2015). Distinctive features of innovation in family business. Invited research presentation, University of Girona, Girona, Spain, May 7.
- De Massis A. (2015). Innovation management and family enterprises. Invited research presentation, LUISS University, Rome, Italy, April 16.
- De Massis A. (2015). Innovation in family business. Keynote speaker at the Family Business Conference organized by the DCU Centre for Family Business, Dublin City University, Dublin, UK, April 8.
- De Massis A. (2015). Managing innovation in family firms: distinctive features and research challenges. Invited keynote panelist on innovation in family business, *Strategic Management Society (SMS) Extension on Corporate Strategy and Innovation*, Universidad del Desarrollo, Santiago, Chile, March 18.
- De Massis A. (2015). Managing and organizing innovation in family firms. Invited keynote speaker, *Innovation in the Family Business Workshop* convened by Universidad del Desarrollo and Family Business Network (FBN) Chile, March, 19.
- De Massis A. (2014). Defining and Fueling a Research Strategy at the Crossroad of Academic Rigor and Impact for Practice, *CYFE Scientific Committee Event*, University of Bergamo, November 26, 2014.
- De Massis A., Dianne Welsh, Rudolf Dömötör (2014). Three Models of Entrepreneurship and Family Business Centres: Examining Organizational Structures for Success, *Global Consortium of Entrepreneurship Centers (GCEC) Conference*, UCL, London, UK, October 2-14, 2014.
- De Massis A. (2014). Innovation in family firms. Invited research presentation, DIG Seminar, Politecnico di Milano, Milan, Italy, September 26.

- De Massis A. (2014). Invited panelist (with Tom Lumpkin, Sophie Bacq, Danny Miller, Isabelle Le Breton-Miller, Donald O. Neubaum, Scott L. Newbert, Lorraine Uhlaner) at the *Professional Development Workshop "What can social entrepreneurship researchers learn from family business scholars"*, *ENT Entrepreneurship Division of the Academy of Management Annual Meeting*, Boston, MA, August 1-5.
- De Massis A. (2014). Family business management: Goals, resource, innovation and transition of leadership. Invited presentation at Imperial College Business School (co-organized by Shanghai Jiaotong University), London, UK, July.
- De Massis A. (2014). Invited panelist on the use of case study method in family business research at the IFERA Professional Development Workshop (PDW) on Qualitative Research in Family Business, Lea Lonka, *Lappeenranta University of Technology*, Lappeenranta, Finland, June 24, (with Mike Pratt, Donella Casperz and Jenny Helin).
- De Massis A., Kotlar J., Mazzola P., Minola T., Sciascia S. (2014). Financial Slack Resources, Family Ownership and Profitability in Privately Held Firms. *Financial Reporting Workshop*, University of Verona, June 12-13.
- De Massis A., Frattini F., Kotlar J. (2014). Resilience of family firms: A closer look. Invited presentation, *Theories of Family Enterprise (ToFE) Conference* (Invitation-only conference), Edmonton, Canada, May 21-23.
- De Massis A., Gao Z., Huang Q., Kotlar J. (2014). Family influence and the R&D investments of private firms in China: An ability and willingness Perspective, *6th Annual Global Management Conference on Congruence in Globalization*, Wuhan, China, May 9-14.
- De Massis A. (2014). Family Business and Innovation? An Academic Perspective, *The Family Enterprise Day*, *INSEAD*, Fontainebleau, France, February 8.
- De Massis A. (2014). Family Governance at Work: Organizing for New Product Development in Family Firms, *MOS Research Seminar Series*, Newcastle University, Newcastle, UK, March 12.
- De Massis A. (2014). Family business and innovation, *Hunter Centre for Entrepreneurship Seminar Series*, University of Strathclyde, UK, March 26.
- De Massis A. (2013). Innovation and family business, Keynote speech at the *Family Business Alliance Workshop*, Grand Valley State University, Grand Rapids, MI, USA, December 11.
- De Massis A., Ding S., Kotlar J., Wu Zhenyu (2013). The Effect of Family Involvement on R&D Expenses: The Case of Property Rights Protection in China, *Management and Organization Review Special Issue Workshop on Expanding Research on Family Business in China*, Zhejiang University, Hangzhou, Zhejiang Province, China, October 17-18.
- Sciascia S., Mazzola P., De Massis A., Minola T., Kotlar J. (2013). Financial slack resources and the profitability of privately held Firms: The role of family ownership and socioemotional wealth. *Italian Family Business Research Forum*, Bocconi University, Milan, Italy, December 4.
- De Massis A. (2013). Family business and innovation, University of St. Gallen, St. Gallen, Switzerland, November 25.

- De Massis A. (2013). Innovation in Family Firms, 9<sup>th</sup> *Family Enterprise Research Conference*, Universidad del Desarrollo, Santiago, Chile, May 17-19.
- De Massis A. (2013). Succession Management Planning and Transition of Power, Keynote Presentation at the *Geospatial Partner Conference 2013*, Rome, Italy, March 7-9.
- De Massis A., Kotlar J. (2013). Technology Adoption Among Family Firms, Edwards School of Business, University of Saskatchewan, Saskatoon, Canada, February 7.
- De Massis A., Kotlar J. (2013). Research on Technological Innovation in Family Firms: State-of-the-art, future research directions and empirical results from our published studies, I.H. Asper School of Business, University of Manitoba, Winnipeg, Canada, February 1.
- De Massis A., Chirico F., Kotlar J., Naldi L. (2012). The temporal evolution of proactiveness in family firms, Jonkoping International Business School, Jonkoping, Sweden, November 30.
- Kotlar J., De Massis A., Frattini F., Nordqvist M., Chrisman J.J. (2012). Product Development in Family Firms, Jonkoping, Sweden, November 26.
- Kotlar J., De Massis A. (2012). Goal Setting in Family Firms. *CeFEO Research Seminar*, Jonkoping International Business School, Jonkoping, Sweden, November 12.
- Howorth C., De Massis A., Minola T., Calabrò A. (2012). Seeking New Horizons: Innovation and Internationalization in Family Firms. *5<sup>th</sup> European STEP Summit "Longevity of Enterprising Families – Overcoming Critical Situations"*, Crete, Greece, October 26-27.
- De Massis A., Sharma P. (2012). Innovation in Family Firms – What do we know? Invited panelists at the *Professional Development Workshop on "Innovation in Family Firms: Theory and Practice"*, *Academy of Management 2012 Annual Meeting*, Boston, MA, August 3-7.
- Colombo M.G., De Massis A., Piva E., Rossi-Lamastra C., Wright M. (2012). Changes in sales and changes in employment of high-tech entrepreneurial ventures: The role of family ownership. *Professional Development Workshop on "Innovation in Family Firms: Theory and Practice"*, *Academy of Management 2012 Annual Meeting*, Boston, MA, August 3-7.
- De Massis A., Sieger P., Vismara S., Chua J. (2012). What Makes Them Pass It On? The Incumbent's Intra-family Succession Intentions (discussion paper). *IFERA 2012, 12th Annual World Family Business Research Conference*, Bordeaux, France, June 26-29.
- Cassia L., De Massis A., Kotlar J., Minola T. (2012). Hypergrowth patterns: A Comparison Between Family and Non-family Firms (discussion paper). *IFERA 2012, 12th Annual World Family Business Research Conference*, Bordeaux, France, June 26-29.
- Kotlar J., De Massis A. (2011). Goal Setting in Family Firms. *Theories of the Family Enterprise (ToFE) Conference*, Edmonton, Alberta, Canada, May 23-25. (Invitation-only conference).
- De Massis A., Minola T., Salvato C. (2011). The Persico case: Mentoring next generation members for entrepreneurial performance. *STEP Europe Research Meeting*, Antwerp Management School, Antwerp, Belgium, November 13-15.

- De Massis A. (2011). Family Firms and Generational Transitions: Factors Preventing Intra-Family Succession. *Between Rigor and Relevance in Family Business Research*, Witten Institute for Family Business (WIFU), Private Universität Witten/Herdecke, Witten, Germany, November 9.
- Cassia L., De Massis A., Meoli M., Minola T. (2011). An Empirical Investigation on Entrepreneurship Research Centers: Research Orientation, Knowledge Transfer, and Performance. *Technology Transfer in a Global Economy, Technology Transfer Society (T2S) Meetings*, Augsburg, Germany, September 21-23.
- De Massis A. (2011), Commentary on the paper: "Family Vision and Exchange Systems in Family Firm Dominant Coalition: Effects on Procedural Justice Climate in the Family Firm" by Barnett T. and Marler L. *Theories of the Family Enterprise Conference*, Vallendar, Germany, May 18-20. (Invitation-only conference).
- Cassia L., De Massis A., Meoli M., Minola T. (2011). Knowledge transfer and scientific performance in Entrepreneurship Research Centres. *GITT Workshop on Research and Practice in Technology Transfer*, Dalmine, April 8.
- Cassia L., De Massis A., Minola T. (2010). Revising the capital structure decisions of NTBFs: the case of young entrepreneurship. *Second International Symposium Entrepreneurship Today 2010*, University of Bergamo, Bergamo, Italy, September 20-21.
- Cassia L., De Massis A., Meoli M., Minola T. (2010). Orientations, Interests and Activities of Entrepreneurship Research Centers. *Second International Symposium Entrepreneurship Today 2010*, University of Bergamo, Bergamo, Italy, September 20-21.
- Cassia L., De Massis A., Minola T. (2010). An Exploration of Corporate Venturing forms: empirical evidence and managerial implications for rejuvenating established firms. *Research Workshop "Technology, Entrepreneurship and Change"*, University of Bergamo, Bergamo, Italy, May 7.

## TEACHING

### TEACHING EXPERIENCE

From September,  
2016

**FREE UNIVERSITY OF BOZEN-BOLZANO, ITALY**

*Doctoral*

Convenor of the Qualitative Research Methods module

*Postgraduate*

Convenor of the Family Business Management module

This module provides students with theoretical frameworks and practical tools to build an enlightened understanding of how to work entrepreneurially and professionally, in and with family firms, and manage the unique challenges and dilemmas faced by family enterprises effectively. Topics covered include governance, strategy, innovation and entrepreneurial management, leadership succession, lifecycles and temporal family dynamics, innovation, professionalization and stakeholder management.

Convenor of the Research Coaching Lab module

Lectures in the Entrepreneurship Lab module (only 2016-17)

*Undergraduate*

Convenor of the Introduction to Introduction to Family Business module  
This new module provides students with fundamental knowledge and basic tools to understand how to manage and organize family businesses.

- July 3, 2018      **IFERA 2018 DOCTORAL & FACULTY DEVELOPMENT CONSORTIA**  
*Doctoral & Postdoctoral*  
Seminar on “Jumping on the family business spacecraft: Trends (and opportunities) in research on family enterprises”  
  
Seminar on “Overcoming the theory-practice divide in family business research: Toward an engaged model of scholarship” (with Rania Labaki)
- May 8, 2018      **EIASM EDEN COURSE ON INNOVATION MANAGEMENT AND ECONOMICS, BRUSSELS, BELGIUM**  
*Doctoral*  
Seminar on “Managing innovation in family enterprises and SMEs”
- October 19-20, 2017      **UNIVERSITAT LIECHTENSTEIN**  
*Postgraduate*  
Convenor of the Succession Management module
- October 4, 5, 12, 2017      **PRADER BANK WORKSHOPS IN VERONA, TRENTO AND BOLZANO**  
*Executive*  
Seminars on “Power transfer and succession in family business”
- September 19, 2017      **COURSE FOR CHINESE FAMILY BUSINESS OWNERS AND MANAGERS, WISELIX EXECUTIVE EDUCATION, KING’S COLLEGE, LONDON, UK**  
*Executive*  
Seminar on “Power and succession in family business”
- August 5, 2017      **DOCTORAL CONSORTIUM OF THE TIM DIVISION OF THE ACADEMY OF MANAGEMENT**  
*Doctoral*  
Seminar on “Setting up a successful research center and impactful research agenda”
- January 23-26, 2016      **UNIVERSITY OF ECONOMICS VSE, PRAGUE**  
*Doctoral*  
Workshop on “Qualitative research methods”  
  
*Postgraduate*  
Seminars on “Management of family enterprises”
- November 6, 2017      **ZHEJIANG UNIVERSITY HANGZHOU, CHINA**  
*Doctoral*  
Workshop on “Qualitative research methods”
- May 11-13, 2016      **SCUOLA SUPERIORE OF UNIVERSITY OF CATANIA**  
*Postgraduate*  
Seminars on intra-family succession, family business governance and innovation management in family firms
- October 2014 - August 2015      **LANCASTER UNIVERSITY MANAGEMENT SCHOOL**  
*Postgraduate*  
Convenor of the new Family Enterprise Management module (ENTR509) in the MSc



in Entrepreneurship, Innovation and Practice (I am currently developing this module). The module is linked to the *Family Enterprise Case Competition* (FECC) and involves practice-oriented laboratories aimed to coach students on how to analyze and solve real-life family business cases. The module evaluation report sheet for the course in its first year (academic year 2014-2015) reported overall students' assessment of 4.44/5 (full details on teaching evaluations in attachment).

October 2013 –  
August 2015

**LANCASTER UNIVERSITY MANAGEMENT SCHOOL**

*Undergraduate*

Convenor of the Family Business module (ENTR314).

The module evaluation report sheet for my first year as convenor of this module (academic year 2013-2014) reported overall students' assessment of 4.2/5, with quality of teaching's assessment of 4.5/5 and preparation of teaching staff's assessment of 4.6/5 (full details on teaching evaluations in attachment).

*Executive*

Development of pedagogy and executive education programs for family businesses and SMEs. The first workshop, entitled, Innovation and Growth in Family Business, was convened on March 19-20 2014 and was attended by 22 owners and managers from small- and medium-sized family firms in the North West of U.K.

I am now working on the launch of a new executive education programme, called "Leadership for Family Businesses", which is supposed to start in October 2015.

January 2015 -  
present

**MIP POLITECNICO DI MILANO SCHOOL OF MANAGEMENT**

*Executive*

Series of lectures on succession and family business management to the car dealers of Fiat Chrysler Automobiles (currently 3<sup>rd</sup> edition).

May 4-6 2015

**UNIVERSITY OF GIRONA, GIRONA, SPAIN**

*Doctoral*

Workshop (May 6) on "Qualitative methods in family business research"

*Postgraduate*

Seminars (May 4-5) on "Innovation management in family businesses."

April 7-8 2015

**DUBLIN CITY UNIVERSITY, DUBLIN, IRELAND**

*Doctoral*

Workshop (April 7) on "Publishing with the Case Study Method in the Family Business Field."

*Executive*

Seminar (April 8) on "Challenges of managing innovation in family businesses."

March 16-19 2015

**UNIVERSIDAD DEL DESSARROLLO, CHILE**

*Executive*

Seminar on "Innovation in the Family Firm."

*Undergraduate*

Seminar on "Family business and innovation."

January 2010 –  
2014

**UNIVERSITY OF BERGAMO**

*Postgraduate*

Convenor of the Strategic Management (Advanced) module (37173b) in the last year of the MSc in Management Engineering - English degree.

This course is practice-oriented and is based on an innovative teaching method: the students work in cross-country project teams with peer students from Lancaster University Management School (ENTR506 module) and use social media to co-develop project works on entrepreneurship- and innovation-related topics.

January 2012 -  
December 2014

**SCHOOL OF MANAGEMENT (SDM) OF THE UNIVERSITY OF BERGAMO AND CENTER FOR YOUNG AND FAMILY ENTERPRISE**

*Executive*

Scientific Director (Chairman of the Scientific Committee) and Co-Founder of the Executive Program “Go.In – Entrepreneurship and Innovation for the Internationalization of SMEs”, launched by the Center for Young and Family Enterprise (CYFE) and the School of Management (SdM) of the University of Bergamo and targeted at entrepreneurs in small and medium enterprises and family firms.

Convenor of the Family Business module in the Advanced Executive Program “Go.In – Entrepreneurship and Innovation for the Internationalization of SMEs”, and lecturer on “Leadership Succession and Transition of Power”, “Family Governance at Work: Organizational Goal Setting, Innovation and Technology Management” and “Innovation in Family Business”.

Convenor of the International Strategy and Family Business modules in the Basic Executive Program “Go.In – Entrepreneurship and Innovation for the Internationalization of SMEs”.

Member of the Scientific Committee of the Executive Program on Strategic Management (“Master in Strategia e Direzione d’Impresa”) organized by Confcooperative Bergamo and the School of Management (SdM) of the University of Bergamo.

Lecturer of Business Planning and Strategic Decision Making in the same executive program.

July 2014

**IMPERIAL COLLEGE BUSINESS SCHOOL, LONDON, UK**

*Executive*

Lecture on management of family business businesses to Chinese Entrepreneurs (organized by Shanghai Jiaotong University, China).

January 2010 –  
September 2011

**UNIVERSITY OF BERGAMO**

*Postgraduate*

Lecturer in the Entrepreneurship module (37027) within the MSc in Management Engineering.

*Undergraduate*

Convenor of the Business Economics and Organization module (20085) in the Bachelor of Science in Building Engineering, specialization in Business Management.

Convenor of the Management Control Systems module (21037) in the Bachelor of Science in Computer Engineering.

January 2010 –  
September 2013

**UNIVERSITÀ CARLO CATTANEO LIUC DI CASTELLANZA**

*Postgraduate*

Lecturer in the Management Control Systems module (English degree) and “Sistemi di Controllo di Gestione” (Italian degree) in the MSc in Management Engineering.

March 2004 -  
present

**MIP POLITECNICO DI MILANO SCHOOL OF MANAGEMENT**

*Executive*

Lecturer in MBAs and executive courses on a variety of topics ranging from business planning to decision making, innovation management, and family business.

Co-founder, convenor and Scientific Coordinator of the Executive Masters in “Entrepreneurial Management” (“Management per l’Imprenditorialità” – 2005, 2006) and “Family Business Management” (“Gestione dei Business Familiari” – 2006).

March 9 2013

**GEOSPATIAL PARTNER CONFERENCE 2013, ROME, ITALY**

*Executive*

Workshop on “Transition of Power and Factors Preventing Succession” at the Geospatial Partner Conference organized by the listed multinational company Trimble and attended by 200+ entrepreneurs from all over the world (at the same conference I also gave a keynote speech on leadership and succession management).

- November 20 2012 **JÖNKÖPING INTERNATIONAL BUSINESS SCHOOL, JÖNKÖPING UNIVERSITY, JÖNKÖPING, SWEDEN**  
*Postgraduate*  
Lecture on Innovation and Strategic Change in the Strategic Management Basic module (JSCC17, course convenor Prof. Mattias Nordqvist).
- November 15 2012 **CENTER FOR FAMILY ENTERPRISE AND OWNERSHIP (CFEEO), JÖNKÖPING INTERNATIONAL BUSINESS SCHOOL, JÖNKÖPING UNIVERSITY, JÖNKÖPING, SWEDEN**  
*Executive*  
Lecture on Innovation in Family Firms offered to the Swedish entrepreneurial families enrolled in the Hamrin Seminar Series.
- October 10-11 2012 **UNIPOL GRUPPO FINANZIARIO (ITALIAN FINANCIAL INSTITUTION), BOLOGNA, ITALY**  
*Executive*  
Seminar on New Product Development and Project Management, offered to the managers of the C.R.U. division of Unipol Gruppo Finanziario (one of the largest financial institutions).
- September 10 2012 **STARTCUP SCHOOL OF THE START-CUP MILANO-LOMBARDIA (BUSINESS PLAN COMPETITION), DALMINE, ITALY**  
*Executive*  
Seminar on International Business Opportunities and Design of International Business Models, offered to aspiring entrepreneurs participating to the business plan competition of the Lombardy Region.
- December 16 2011 **BERGAMO CHAMBER OF COMMERCE AND BERGAMO FORMAZIONE, BERGAMO, ITALY**  
*Executive*  
Seminar on Young Entrepreneurship, offered to young start-uppers in Northern Italy.
- November 9 2011 **WITTEN INSTITUTE FOR FAMILY BUSINESS (WIFU), PRIVATE UNIVERSITÄT WITTEN/HERDECKE, WITTEN, GERMANY.**  
*Doctoral*  
Seminar on Family Firms and Generational Transitions: Factors Preventing Intra-Family Succession, offered to family business scholars within the programme “Between Rigor and Relevance in Family Business Research”.
- October 6 2011 **EXPORT BUSINESS SCHOOL ORGANIZED BY UNICREDIT GROUP**  
*Executive*  
Seminar on Globalization and Competitive Strategies to Internationalize the Business, offered to 100 entrepreneurs participating to a 6-days educational programme aimed to foster exports and business internationalization among Italian SMEs.
- July 14 2011 **START-CUP MILANO-LOMBARDIA (BUSINESS PLAN COMPETITION)**  
*Executive*  
Seminar on “Developing the strategic plan and designing a scalable business model”, offered to aspiring entrepreneurs participating to the most important business plan competition in Italy.
- March 31 2011 **CONFINDUSTRIA BERGAMO, GIOVANI IMPRENDITORI (ITALIAN ASSOCIATION OF YOUNG ENTREPRENEURS)**  
*Executive*  
Seminar on “Managerial challenges and the problem of generational transitions in family firms”, within the project “Figli d’Impresa” aimed to provide coaching and

training services to the new generations of family businesses.

- December 7 2010 **BERGAMO CHAMBER OF COMMERCE AND BERGAMO FORMAZIONE, BERGAMO, ITALY**  
*Executive*  
Lecturer of “Management tools and organizational practices for the professionalization and growth of micro and small enterprises” within the cycle of educational meetings for small and micro entrepreneurs.
- October – December 2010 **UNIPOL GRUPPO FINANZIARIO (UGF), THIRD ITALIAN FINANCIAL INSTITUTION**  
*Executive*  
Convenor of a program on risk management and Solvency II within the Corporate Training Plan of the group.
- April 2007 – May 2009 **ACCENTURE – MILAN, ITALY**  
*Executive*  
Convenor of the Organizational Analysis and Design module in the corporate education program.
- November 2008 – May 2009 **ACCENTURE – MILAN, ITALY**  
*Executive:*  
Convenor of the Strategy Fundamentals module in the corporate education program.
- January 26-27 2006 **VENEZUELAN-ITALIAN CHAMBER OF COMMERCE (CAVENIT) AND TRASCENDENTIA COMPETITIVA – VALENCIA, VENEZUELA**  
*Executive*  
Lecture on Starting a new business: ingredients for success in entrepreneurship, offered to entrepreneurs and family business owners in Venezuela.
- March 2004 – February 2007 **POLITECNICO DI MILANO - MILAN, ITALY**  
*Undergraduate*  
Lecturer in the Business Economics and Organization module (“Economia ed Organizzazione Aziendale”).  
  
Lecturer in the Business Administration module (“Gestione Aziendale”).
- March 2004 – February 2007 **UNIVERSITY OF MILANO-BICOCCA - MILAN, ITALY**  
*Undergraduate*  
Lecturer in the Business Economics and Organization I module (“Economia ed Organizzazione Aziendale I”).  
  
*Graduate courses taught:*  
Lecturer in the Business Economics and Organization II module (“Economia ed Organizzazione Aziendale II”).

#### **PHD STUDENT SUPERVISOR**

- Giovanna Campopiano: Corporate Social Responsibility and Family Business: Different Perspectives to Explore an Under-investigated Topic (University of Bergamo, graduation in December 2012; 2011 EFMD Best paper award; research findings published in Financial Times and 3\* journals such as JBE, JSBM, FBR).
- Josip Kotlar: Family-Centered Non-Economic Goals and Strategic Behavior of Family Firms (University of Bergamo, graduation in December 2012 – Best Doctoral Award from the Family Enterprise Research Conference – FERC; 2011 EFMD Best paper award; research findings published in Financial Times, 4\* and 3\* journals such as ET&P, JPIM, JSBM, FBR).
- Ambra Mazzelli: *When problems knock at the organization's door: A theory of motivation to change, problemistic search and choice of action*; Lancaster University, graduation in three years in December 2016 with no revisions; research findings already published in a Financial Times and 4\* journal (PhD)

funded by Research & Development Management Association RADMA and the UK Government – Regional Growth Fund), jointly with Sascha Walter.

- Emanuela Rondi: *Toward a process view of resource orchestration: Social capital and qualitative study in family firm innovation*; Lancaster University, graduation in three years in December 2016 with no revisions; research findings in preparation and under review at leading entrepreneurship and management journals (PhD funded by the UK Government – Regional Growth Fund), jointly with Sarah Jack.
- Feranita Feranita: *Collaborative innovation in family firms: Collaborating within and beyond*; Lancaster University, defense with minor revisions in three years in January 2018; publication of one article in an academic journal (JFBS) and one teaching case, other research outputs in preparation for submission at leading entrepreneurship journals (I and the other co-supervisor, Josip Kotlar, supported her to apply for the RADMA Doctoral Studies Programme Scholarship and secured funding for her both from RADMA and from a UK family business).

### **CURRENT PHD STUDENTS**

- (2016) Vittoria Magrelli, *Family firm longevity and innovation (final topic TBD)*, f/t (the PhD student has been admitted to the LUMS PhD Program in Management, I supported her to apply for the LUMS scholarship and external funding and she was awarded the LUMS PhD Scholarship), jointly with Josip Kotlar.
- (2016) Bing Bing Ge, *Family involvement and innovation in SMEs: A human resource management perspective (tentative title)*, f/t (the PhD student has been admitted to the LUMS PhD Program in Management, I supported her to apply for the LUMS scholarship and external funding and she was awarded the RADMA Doctoral Studies Programme Scholarship), jointly with Josip Kotlar.
- (2018) Carlotta Benedetti, *Family business (topic TBD)*, f/t (the PhD student has been awarded a scholarship by Unibz), jointly with Josip Kotlar.
- (2018) Ruth Überbacher, *Family business (topic TBD)*, f/t (the PhD student has been awarded a scholarship by Unibz), jointly with Kurt Matzler.

### **PHD FUNDING**

With departmental colleagues I have secured studentships (fees and stipends) for Giovanna Campopiano, Josip Kotlar, Ambra Mazzelli, Emanuela Rondi, Feranita Feranita and Bing Bing Ge.

### **PHD VIVAS/EXTERNAL EXAMINATION**

- External Examiner, Maastricht University, School of Business and Economics, Jasper Brinkerink, thesis on “Innovation Management in Small and Medium-Sized Family Firms: The Role of Family-Induced Differences in Attitudes and Decision Models”, January 12<sup>th</sup>, 2018.
- External Examiner, Universitat Autònoma de Barcelona (UAB), Spain, Malgorzata Kurak, thesis on “Three essays on innovation in family firms and corporate governance”, December 20, 2017.
- External Examiner, University of the Basque Country, Spain, Unai Arzubiaga, thesis on “From entrepreneurial orientation to firm performance in family firms: Analyzing the influence of strategic decision making at the corporate and management levels”, November 28, 2016.
- External Examiner, Politecnico di Milano, Italy, Andrea Boellis, thesis on “Corporate governance and internationalization strategies: The link between the family and entry mode choices”, September 19, 2016.
- External Examiner at King’s College London, for the entrepreneurship undergraduate modules introduced by the Undergraduate Examination Board at the Department of Management, for the term 2015-2018.
- External Examiner, Politecnico di Bari, Italy, Lorenzo Ardito, thesis on “The multiple factors enabling the commercial exploitation of inventions through new products. An investigation of low-carbon energy technologies”, February 15<sup>th</sup>, 2015.
- External Examiner, University of Edinburgh, UK, Sara Lopez Gomez, thesis on “Innovation in Family Firm from Developing Countries: The Role of Familiness”, December 17<sup>th</sup>, 2014.
- External Examiner, Politecnico di Milano, Italy, Sanson Roberto Gonzalez Mosso, thesis on “Family business performance”, September 26<sup>th</sup>, 2014.

- External Examiner, Jonkoping International Business School, Sweden, Maria José Parada, thesis on “Developing Governance Structures in the Family Firm Context: From Decoupling to full institutionalization”, final PhD seminar, September 5<sup>th</sup>, 2014.
- External Examiner, Witten/Herdecke University, Germany, Claudia Binz Astrachan, thesis on “Branding the family firm: an empirical exploration of the antecedents and consequences of family firm brand promotion”, June 10<sup>th</sup>, 2014.
- Chair for the Viva of Michael Konopaski, Lancaster University Management School, thesis on “Entrepreneurial Learning Between and Across Generations in Family Businesses”, January 21<sup>st</sup> 2014.
- External Examiner, Maastricht University, School of Business and Economics, Nicholas Classen, thesis on “Innovation in Family Businesses: Balancing Economic and Socioemotional Objectives”, December 5<sup>th</sup>, 2013.
- External Examiner, University of Saskatchewan, Edwards School of Business, Lei Zhao, thesis on “Idiosyncratic Risk, Information Flow, and Earnings Informativeness for Family Businesses”, February 8<sup>th</sup>, 2013.

#### **PROFESSOR PROMOTION COMMITTEES**

- External examiner for the evaluation of Dr. Shlomo Tarba’s application for promotion at the rank of Full Professor in the College of Social Sciences of the University of Birmingham, UK, December 2017.
- External examiner for the evaluation of Prof. Josh Daspit’s application for promotion and tenure at the rank of Associate Professor in the Department of Management and Information Systems of the College of Business at Mississippi State University, USA, October 2017.
- External examiner for the evaluation of Prof. Celina Smith’s application for promotion to Associate Professor at Emlyon Business School, Lyon, France, March 2017.
- External examiner for the evaluation of Prof. Daniel Holt’s application for promotion to Associate Professor in the Department of Management and Information Systems of the College of Business at Mississippi State University, USA, October 2014.
- External examiner for the evaluation of Dr. Nathan Greidanus’ application for promotion to Associate Professor at Asper School of Business, University of Manitoba, Canada, November 2013.

#### **MENTORING FOR EARLY STAGE RESEARCHERS**

I serve as Mentor in the *European Council for Small Business and Entrepreneurship (ECSB) Career Mentoring Program* (December 2013 – May 2014 and also 2016) and in the *Adopt-a-member Mentoring Program of the Academy of Management* (from 2013). Since March 2014 I also serve on the *FERC Careers Academy Advisory Board*, the career academy created by FERC to provide mentoring to family business scholars at all career stages. Moreover, I have served in the faculty of doctoral and faculty development consortia (e.g., AoM, IFERA).

#### **GRADUATE AND UNDERGRADUATE STUDENT SUPERVISOR**

- Supervisor and tutor for more than 90 theses on a variety of topics centred around family business, entrepreneurship and strategic management (graduate and undergraduate students at Free University of Bozen-Bolzano, Lancaster University Management School, Politecnico di Milano and University of Bergamo).
- Coach of teams of graduate students participating in the 2012 and 2013 business plan competition of the Lombardy Region in Italy (“StartCup Milano Lombardia”).

#### **ADMINISTRATION/MANAGEMENT**

##### **SERVICE TO THE UNIVERSITY (INSTITUTIONAL SERVICE)**

April 2017 –present Deputy Head of the Permanent Selection Committee dedicated to evaluate and rank applications on Teaching Contract, Lecturing and Teaching Assistant openings in the field of Management (SEC-P/08), the Free University of Bozen-Bolzano.

January 2017 – present	Member of the Supervisory Board (Collegio dei Docenti per il Corso di Dottorato) of the PhD Programme in Management and Economics of the Free University of Bozen-Bolzano.
January 2017 – present	Member of the Degree Programme Council (Consiglio di Corso di Laurea Magistrale) of the Master in Entrepreneurship and Innovation of the Free University of Bozen-Bolzano.
March 2015 – 2016	Member of the Research Strategy Group of Lancaster University Management School, which is responsible of strategically assessing LUMS research initiatives and coordinating LUMS research activities.
November 2015 – September 2016	Member of the Committee for Sabbaticals of the Department of Entrepreneurship, Strategy & Innovation of Lancaster University Management School.
December 2009 – September 2016	Participation in various departmental and university related activities (e.g., commencement, faculty meetings, department meetings, teaching committees).
January 2012 – September 2013	Member of the Curriculum Committee (“Commissione Piano degli Studi”) of the Faculty of Engineering, University of Bergamo, aimed at evaluating the program of studies of the students and authorizing possible variations to it.
May 2010 – September 2013	Member of the International Courses Committee (“Consiglio Piani degli Studi Internazionali”) of the Department of Economics and Technology Management, Faculty of Engineering, University of Bergamo, aimed at assessing international candidates submitting their application to the University of Bergamo.
May 2010 – September 2013	Member of the Executive Committee and International Scientific Committee of CYFE, the research center for young and family enterprises of the University of Bergamo.
January 2010 – September 2013	Member of the Faculty Teaching Committee (“Consiglio di Corso di Studio Didattica”) of the Department of Economics and Technology Management, Faculty of Engineering, University of Bergamo.
March–September 2013	Member of the task force that is working to innovate the Educational Offer of the University of Bergamo at both undergraduate and postgraduate level.

#### **SERVICE TO PROFESSIONAL ORGANIZATIONS**

Academic and Professional Associations	<ul style="list-style-type: none"> <li>• Academy of Management (AoM)</li> <li>• Strategic Management Society (SMS)</li> <li>• Institute for Family Business (IFB)</li> <li>• International Family Enterprise Research Academy (IFERA)</li> <li>• Italian Family Enterprise Research Academy (ITFERA)</li> <li>• Family Enterprise Research Conference (FERC)</li> <li>• Family Firm Institute (FFI)</li> <li>• European Institute for Advanced Studies in Management (EIASM)</li> <li>• European Council for Small Business and Entrepreneurship (ECSB)</li> <li>• International Council for Small Business (ICSB)</li> </ul>
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- International Association for Management of Technology (IAMOT)
- Italian Association of Management Engineering (Associazione italiana Ingegneria Gestionale, AiIG)
- Associazione Italiana per la Ricerca (AIR)
- Accenture Alumni Network
- Alumni Polimi Network

#### Professional Registers

- Engineering Licence, Pescara Engineering Association (subscription no. 1356), from February 12<sup>th</sup>, 2004.
- Insurance Agents Licence, Italian Insurance Agents Association (subscription no. 76818), from June 4<sup>th</sup>, 2002.

Since December 2013, I serve as advisor in the **Technology Forum**, an international community that brings together top leaders and talents belonging to the four key players of successful innovations: Research, Business, Finance and Government in order to provide stimuli for innovation, education, and entrepreneurship in Italy. <http://www.technologyforum.eu>

Given the major impact of scientific and technological developments on the economy and competitiveness, the Forum represents a valuable opportunity to share best practices, make proposals to the policy makers and meet influential personalities from around the world.

Since 2014, I am engaged in the **Berkeley Innovation Forum**, a membership organization hosted by Henry Chesbrough, Faculty Director of the Garwood Center for Corporate Innovation at the University of California Berkeley that focuses on the innovation challenges confronting companies around the world.

Since 2016, I also serve on the **Supervisory Board (SB)** of the **INMAFOOD consortium** working on the topic of innovation management within the food sector. The SB is the decision-making body of the consortium for strategic decisions impacting on the project and its external relationships, in particular with the European Commission.

#### REVIEWER FOR PUBLIC FUNDING BODIES AND PRIVATE ORGANIZATIONS

- Expert reviewer for the Estonian Research Council (ETAg), the sole government foundation established to fund basic research in Estonia (August 2017).
- Expert reviewer for Autonomous Province of Trento for the assessment of the 2016-2017 Research Programme signed between the Autonomous Province of Trento and EURICSE, a research institute aimed to promote knowledge development and innovation for the field of cooperatives, social enterprises and other nonprofit organizations (June 2017).
- Expert reviewer for the National Science Center (NCN - <https://www.ncn.gov.pl/?language=en>), the Polish government executive agency set up to support basic research in Poland (April 2017).
- Expert reviewer for the Italian government in the National Assessment of Italian research in 2011-2014 (**VQR 2011-2014**).
- External and independent reviewer for the Autonomous Province of Bolzano (Northern Italy) of a research project on family business succession (October, 2015).
- External and independent reviewer for the University of Padua research program "Progetto Giovani" (May 2015).
- Reviewer for the Singapore National Research Foundation (NRF), a department within the Prime Minister's Office that helps set the national direction for R&D by developing policies, plans and strategies for research, innovation and enterprise (RIE). Specifically, I have reviewed proposals submitted for the Science of Research, Innovation and Enterprise programme (SRIE) 1<sup>st</sup> grant call (October 2014).
- Reviewer for the United Arab Emirates University (UAEU). Specifically, I have reviewed a project proposal for the Office of the Deputy Vice Chancellor for Research & Graduate Studies (project budget: 198,000 AED).



- External and independent expert for the Impulse Council of KU Leuven (University of Leuven, Belgium) in the evaluation of a research project proposal on family business requesting funding of € 105,000 (April 2014).
- External reviewer for the Polimi International Fellowships (PIF) Program of Politecnico di Milano, Italy (October 2014).

#### **IEED SEMINARS CONVENED OR MODERATED AT LANCASTER UNIVERSITY MANAGEMENT SCHOOL**

- Prof. Frank Hoy, Paul R. Beswick Professor of Innovation & Entrepreneurship, Worcester Polytechnic Institute, USA, June 15, 2015.
- Prof. Gloria Barczac, Editor-in-Chief of the *Journal of Product Innovation Management*, Northeastern University (USA), June 19-20, 2014.
- Prof. Sanjay Goel, President of the International Family Enterprise Research Academy (IFERA, the world's largest organisation for family business research), University of Minnesota Duluth (USA), May 11-14, 2014.
- Prof. Silvio Vismara, Associate Editor of *Small Business Economics* and Director of the CISAlpino Institute for Comparative Studies in Europe at the University of Bergamo (Italy) and University of Augsburg (Germany), May 1, 2014.
- Dr. Ascensión Barroso Martínez, Universidad de Extremadura (Spain), July 4, 2014.
- Dr. Erik Monsen, Lecturer, University of Strathclyde (UK), May 29, 2014.
- Dr. Antonio Messeni Petruzzelli, Lecturer, Politecnico di Bari (Italy), March 25, 2014.
- Dr. Jacqueline Jackson and Dr. Josip Kotlar, Lancaster University (UK), February 6, 2015.

#### **PRACTITIONER WORKSHOPS DESIGNED OR FACILITATED AT LANCASTER UNIVERSITY MANAGEMENT SCHOOL**

- “Critical Issues at the Intersection of Family and Business”, roundtable discussion with Jess Chua, Frank Hoy, Carole Howorth, Mike Wright and family business owners and managers, June 12, 2015.
- “Innovation and growth in family business”, two-day interactive workshop for family businesses operating in the North West of UK, March 19-20, 2014.

#### **PROFESSIONAL EMPLOYMENT HISTORY**

May 2009 – December 2009	<b>SCS CONSULTING S.P.A. – BOLOGNA, ITALY</b> <i>Management Consulting Company – 100 employees – revenues €12 Mln</i> <u>Manager</u> Responsible for management consulting projects in the insurance industry; family business expert; leader and coordinator of research and strategy consulting activities on topics related to succession management and family business.
February 2007 – May 2009	<b>ACCENTURE – MILAN, ITALY</b> <i>Multinational Company in Management Consulting, Information Technology and Services – 8,000 employees – revenues €900 Mln</i> <u>Senior Consultant – Strategy practice</u> Strategy consulting projects for the top management of primary national and international companies and for institutions in the insurance and banking industry.
July 2002 – March 2004	<b>BORSA ITALIANA (LONDON STOCK EXCHANGE GROUP) – MILAN, ITALY</b> <i>Company responsible for the organization and management of the Italian stock exchange – 394 employees – revenues €230 Mln</i> <u>Financial Analyst at the Financial Products and Markets Supervision Department.</u>
July 1997 – July 2002	<b>AGENZIA GENERALE D’ASSICURAZIONE U.A.P. (THEN AXA) – PESCARA, ITALY</b> <i>Insurance agency – 2 employees and 11 collaborators– revenues €1,3 Mln</i> <u>Insurance Agent.</u>

## CONSULTING

- Consulting assignments have covered the topics of: private company succession planning, innovation management and use of tradition to innovate, family business governance, business plan, goal setting and strategic planning, family value and social responsibility, conflict resolution, technology scouting, impact studies, market analyses, international strategic alliance, start-up coaching, change management, project evaluation with risk analysis, program/project management.
- One of the most recent consulting assignments that I led in 2013 was the development and implementation of a family-oriented Corporate Social Responsibility program at Lombardini S.p.A. (a family-owned company operating in the wholesale and supermarket industry).

Sincerely,  
Alfredo De Massis

Bolzano, February 6<sup>th</sup>, 2018

