

ÊXITO NA SUCESSÃO DE EMPRESAS FAMILIARES? FATORES DE INFLUÊNCIA

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ABSTRACT

The main objective of our work is to propose an integrative model that provides better understanding of what the main variables are that condition successful succession in family-owned firms y what the relative importance is of each variable. Specifically, we reflect on how the economic context, the organizational context, the family context, and the succession plan can help understand the degree of success in the succession process. Our model is based on the idea that this process must take into account both the financial aspects as well as the preservation of the socioemotional wealth of the family business: the non-financial aspects that meet the family's affective needs for belonging, affection or trust, the spirit of helpfulness or the awareness of the well-being of others.

KEY WORDS: Family firms, Successful Succession, Environment, Succession Plan, Family Harmony

