



**Fabian Bernhard, PhD**

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## SHORT BIOGRAPHY

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**Prof. Dr. Fabian Bernhard** is an Associate Professor of Management and part of the Family Business Center at EDHEC Business School in Paris, Lille, Nice, and London. He is a research fellow at the University of Mannheim in Germany (Mittelstand Research Institute, ifm) and previously at Stetson University in Florida. Equipped with the insights from his own family's business, Fabian Bernhard worked several years for a renowned financial consulting company in New York. In his academic work he specializes in the emotional dynamics in family businesses, the preparation of next generational leaders, and the psychological attachment to the family business. His articles have been published in various academic and practitioner outlets as well as in the public media. Fabian Bernhard is a recipient of several honors and awards for his work on family businesses, such as the best dissertation honorable mention by FFI at Harvard. Since 2014 he has been serving on the editorial boards of the Family Business Review (FBR) and the Journal of Family Business Strategy (JFBS). Since 2017 he has been a member of the Board of Directors of the Family Firm Institute (FFI) in Boston.

## ACADEMIC EXPERIENCE

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- since 2015    **Associate Professor of Organizational Behavior and Family Business**  
EDHEC Business School, Family Business Center, Lille & Paris, France
- since 2015    **Research Fellow**  
University of Mannheim, Institut für Mittelstandsforschung (ifm), Mittelstand  
Research Institute, Germany
- 2013         **Adjunct Professor of Family Business in the Family Enterprise Program**  
Stetson University of Florida, FL, USA
- 2011-2015    **Assistant Professor of Management**  
INSEEC – Grande École de Commerce, Paris, France
- 2010-2011    **Research Fellow**  
WHU Otto Beisheim School of Management, Germany  
INTES Institute for Family Business Research
- 2007-2009    **Teaching & Research Assistant** at EBS University, Germany
- Visiting Scholar**, Research Colloquia & Doctoral Coursework
- New Zealand: Visiting Scholar at the University of Waikato, School of Psychology
  - Sweden: PhD coursework at JIBS University, Jönköping, Sweden
  - Research projects in corporation with the University of St. Gallen, Switzerland and presentation at INSEAD, France
- Summer School participations**
- Konrad-Adenauer Foundation Doctoral Summer School, Como, Italy
  - Università degli Studi di Firenze, Florence, Italy
  - Université de Tours, France
  - Tufts University, Boston, USA

## PROFESSIONAL EXPERIENCE

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- since 2017    **Family Firm Institute (FFI)**
- Member of the Board of Directors  
(Research committee, Award committee, Nominating committee, and  
Impact investing committee)  
Boston, USA
- since 2011    **Managing Owner of F. Bernhard Consulting**
- Advisory services
- 2004-2007    **International M&A Consultant**
- New York, USA  
and Hamburg, Germany

## EDUCATION

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- 2011
- PhD (Doctor rerum politicarum)**
- Doctoral Studies, Teaching & Research Assistant at EBS University & WHU Otto Beisheim School of Management, Germany,
  - Dissertation: Psychological Ownership in Family Businesses (Summa cum laude) (Dissertation award by FFI)
- Master of Business Administration (MBA)**
- University of Oregon, Charles Lundquist College Of Business, USA
- Diplom-Kaufmann** (with honors)
- University of Mannheim, Germany
- Others:
- Certification as Family Business Advisor (CFBA)
  - Advanced Certification as Family Business Advisor (ACFBA)
  - Mediator, “Fundamentals of Mediation”, University of Heidelberg, Germany

## PUBLICATIONS

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For a complete list of current academic publications, please see the EDHEC database

## SPEECHES, CONFERENCES AND WORKSHOPS

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### 2019

- Invited speech at the Ukrainian Catholic University, LvBS, on “German Mittelstand: Strengths and Challenges”, Kiev, Ukraine, April 16th, 2019.
- Invited speech at University of Vilnius, Department of Economics (Egle Dauniene), on “Motivating Teams without Money”, Vilnius, Lithuania, April 13th, 2019.
- 11th Wir-Tage Conference “Generationen im Dialog“, Leipzig, Germany, April 2nd, 2019.
- Invited speech at Goethe University of Frankfurt, Department of Social Psychology (Rolf van Dick), on “Collective Emotions and Moral Business Practices”, Frankfurt/Main, Germany, January 23rd, 2019.

### 2018

- Invited speech at University Witten/Herdecke on “Research on Emotions in Family Businesses”, Witten, Germany, December 12th, 2018.
- Invited speech at University Siegen on “Research on Emotions: Methods and Selected Findings”, Siegen, Germany, December 11th, 2018.
- Invited speech at ESCE on “Emotional Intelligence and Entrepreneurial Leaders”, Paris, November 15th, 2018.

- Invited Presentation at the Department of Psychology of Technische Universität Chemnitz on “Moral and Self-conscious Emotions in the Organizational Context”, TU Chemnitz, Germany, November 7th, 2018.
- Fulfilment of the requirements for the Advanced Certificate in Family Business Advising (ACFBA).
- Panelist and Moderator in two sessions during the SMS-Family Business Extension, “Family Business- Globalization & Localization”, Paris, Sept 26th, 2018.
- Organization and Moderation of a Panel Discussion at the SMS conference on “New Trends in Strategizing in Family Businesses” bringing together international scholars and practitioners, Paris, Sept. 23rd, 2018.
- Mentor in the Doctoral workshops at the IFERA 2018 conference, Zwolle, Netherlands, July 3rd, 2018.
- Presentation “Which emotions make us entrepreneurial? Studies on self-conscious emotions in family businesses and beyond”, EBS University, Oestrich-Winkel, Germany, July 19th, 2018.
- Keynote at the European Academy of Management (EURAM) Conference, “Research on Emotions in Family Businesses”, Reykjavik, Iceland, June 20th, 2018.
- Presentation on “What do we owe our parents?”, research meeting at EM Lyon, Paris campus, June 8th, 2018.
- Presentation on “Self-conscious Emotions and Entrepreneurial Behavior, Intent, and Execution” at the 2018 Annual Meeting of the Academy of Management, “Improving Lives”, Chicago, IL, USA, August 10-14, 2018.
- Invited Speaker at the INSEAD Family Business Day, “How to Prepare the Next Generation in Family Businesses”, INSEAD, Fontainebleau, June 9th, 2018.
- 10th “Wir-Tage” Conference, Rust, Germany, March, 2018.
- Invited Speaker at the Wealth 360, Lewben Group, Seminar for Lithuanian Business Owners. Presentation “Succession Challenges and Preparation of the Next Generation”, Vilnius, Lithuania, April 12th, 2018.
- Invited Research Presentation on “Family Business and Emotions” at the ISM Business School, Vilnius, Lithuania, April 10.
- Invited Erasmus guest lectures on “Leadership” to students at the ISM Business School, Vilnius, Lithuania, April 9 & 11.
- Presentation on “Shareholder ties to their family business” (co-authored by Taenzler, J.K. and Keese, D.) at the European Academy of Management, Reykjavik, Iceland.

## 2017

- Presentation on “Self-conscious Emotions and Entrepreneurship – Three Studies on Entrepreneurial Behavior, Intent, and Execution”, EDHEC, Multidisciplinary Research Seminar, Lille, Dec. 14th, 2017.

- Presentation “Electric Shocks from the Past – How Inter-generational Emotions Shape Family Business Behavior“, 31st Annual Family Firm Institute (FFI) Conference, Chicago, IL, October 25-27, 2017.
  - Presentation “Which Emotions make us Creative? Studies on the Effects of Conscious Emotions on Innovative Behavior in Organizations“, ISM University of Management and Economics, Vilnius, Lithuania, Sept 8, 2017.
  - Presentation “The Role of Leadership in the Development of Psychological Ownership in Family Businesses“, Workshop on “The Future of Ownership Research“, WU Vienna University of Economics and Business, Vienna, July 7-8, 2017.
  - Session Chair and Presentation, 17th Annual IFERA World Family Business Research Conference, “Locality and Internationalization in Family Businesses“, Zadar, Croatia, June 28- July 1, 2017.
  - European Association of Social Psychology, “Gender Roles in the Future? Theoretical Foundations and Future Research Directions“, Berlin, June 24-26, 2017.
  - Family Enterprise Day 2017, INSEAD, Fontainebleau, France, June 17, 2017.
  - Viva Technology 2017, Porte de Versailles, Paris, June 16, 2017.
  - Presentation “Ashamed of being creative? Guilt, Shame and innovative behavior“, Dauphine University, “Workshop on Research Advances in OB and HRM“, Dauphine University, Paris, May 23-24, 2017.
  - European Association of Work and Organizational Psychology (EAWOP) 2017, “Enabling Change Through Work & Organizational Psychology“, University College Dublin, Ireland, May 17-20, 2017.
  - International Conference on Family Business & Entrepreneurship (ICFBE), “Family Business and Entrepreneurship Sustainability in the Current Global Scenario“, Paper accepted but not presented, Sanur, Bali, Indonesia, May 3-5, 2017.
  - Organizer of the 2017 EDHEC Family Business Conference, „Family Firms in the long run: The interplay between emotions and history“, Lille and Paris, France, May 11-12, 2017.
  - 7th Conference of the German Centers and Chairs of Family Business Researchers, Institut für Entrepreneurship, Mittelstand und Familienunternehmen, HWR Berlin, Germany, March 6-7, 2017.
  - 9th “Wir-Tage” Conference, “Führungsgenerationen im Dialog“, Königstein im Taunus, Germany, March 27-28, 2017.
- 2016**
- Presentation on “Ashamed of Being Creative? Moral Emotions and Innovative Behavior“, EDHEC, Multidisciplinary Research Seminar, Lille, Dec. 8th, 2016.
  - Presentation on “On the Relationship between Emotions and Creativity: An Overview of the Literature and Current Studies“, Meeting of the French Research on Organizations Group, Paris, la Defense, Nov. 18th, 2016.

- Presentation on “Preparing the Next Generation for Success”, Conference on Leadership and Managerial Competencies, l’Institut de Psychanalyse et Management”, “La Fabrique du Manager Réflexif”, Lille, Nov., 17, 2016.
- 50th Conference of the German Society of Psychology (Deutsche Gesellschaft für Psychologie DGPs), University of Leipzig, Germany, Sept 18-22, 2016.
- Executive Education on the “Fundamentals of Mediation”, Heidelberger Institut für Mediation, University of Heidelberg, Germany, Sept. 7-10, 2016.
- The 2016 Annual Meeting of the Academy of Management, “Making Organizations Meaningful”, Anaheim, CA, USA, August 5-9, 2016.
- Presentation on “Emotional Attachment in Family Businesses – An Overview on Current Research”, Claussen Simon Graduate Center, HSBA University, Hamburg, Germany, June 23, 2016.
- The Hénokiens Meeting and the Leonardo da Vinci Prize Ceremony, Rotterdam, Netherlands, June 9th, 2016.
- EURAM 2016 conference, “Manageable Cooperation”, Paris, France, June 1-4, 2016.
- 6th Conference of the German Centers and Chairs of Family Business Researchers, University of Siegen, Germany, March 7-8, 2016.
- Presentation on “Professional Identification and the Effects of collective-based Guilt on Moral Business Practices” at the meeting of the French Research on Organizations Group, Paris, Feb. 12, 2016.
- 8th “Wir-Tage” Conference, “Führungsgenerationen im Dialog”, Schloss Hohenkammer, Munich, Germany, February 29-March 1, 2016.

## 2015

- The Asia Pacific Family Office Conference by Campden Wealth, Hong Kong, China, October 28-29, 2015.
- 12th Conference of the European Sociological Association, “Differences, Inequalities and Sociological Imagination”, Prague, Czech Republic, August 25-28, 2015.
- The 2015 Annual Meeting of the Academy of Management, “Opening Governance”, Vancouver, BC, Canada, August 7-11, 2015.
- 15th Annual IFERA World Family Business Research Conference, “Tradition and Innovation Family Business”, University of Hamburg, Germany, June 30- July 3, 2015.
- Workshop “Economics of Entrepreneurship and Innovation”, University of Trier, Germany, June 2-3, 2015.
- Journal of Management Studies Workshop at WHU, Germany, May 28-29, 2015.
- The 1st Tel Aviv International Family Business Research Conference at the Raya Strauss Family Business Center, University of Tel Aviv, Israel, May 17-19, 2015.
- VHB-Meeting on “Grants and Research Funding” at University of Mannheim, Germany, March 5, 2015.

- 5th Conference of the German Centers and Chairs of Family Business Researchers, Zeppelin University, Friedrichshafen, Germany, March 2-3, 2015.
- Invited presentation on “What the grandfather did... Toward a comprehensive model of transgenerational guilt in family-owned businesses” at the Heinrich-Heine University, Düsseldorf, January 28, 2015.

#### **2014**

- The 2014 Annual Meeting of the Academy of Management, “The Power of Words”, Philadelphia, PA, USA, August 1-5, 2014.
- 4th Annual International Academic Symposium, Hamburg Institute of Family Owned Business (HIF), Hamburg, Germany, September 2-4, 2014.
- Scientific Board at the Paris Colloquium, “Distinctiveness of Asian Human Resource Management”, ISC Paris Business School, September 18-19, 2014.
- ICAP conference 2014, “From Crisis to sustainable Well-being”, Paris, July 8-13, 2014.
- Dauphine University & DRM Conference, “Workshop on Research Advances in OB and HRM”, Dauphine University, Paris, May 6-7, 2014.
- 4th Conference of the German Centers and Chairs of Family Business Researchers, WU Wien, Vienna, March 17-18, 2014.

#### **2013**

- The 2013 Annual Meeting of the Academy of Management, “Capitalism in Question”, Orlando, FL, USA, August 9-13, 2013.
- 16th Annual EAWOP Conference (European Association Work and Organizational Psychology), “Imagine the Future World”, University of Münster, Germany, May 22-25, 2013.
- 3rd Conference of the German Centers and Chairs of Family Business Researchers, University of St.Gallen, March 4-5, 2013.

#### **2012**

- 12th Annual IFERA World Family Business Research Conference, “Emotional Dynamics in the Family Business”, Université de Bordeaux, France, June 26-29, 2012.
- 2nd Conference of the German Centers and Chairs of Family Business Researchers, WHU – Otto Beisheim School of Management, Vallendar, Germany, March 1-2, 2012.
- 2nd Annual International Academic Symposium, Hamburg Institute of Family Owned Business (HIF), Hamburg, Germany, August 30-31, 2012.
- GESIS Summer School in Survey Methodology “Vignette Analysis: Factorial Survey and Scenario Approach”, GESIS & University of Cologne, Germany, August 13-24, 2012.
- Summer School “Data Management and Panel Data”, Universidad de Salamanca, Salamanca, Spain, July 9-13, 2012.
- 11th Annual EABIS Conference, “Strategic Innovation for Sustainability”, IMD, Lausanne, Switzerland, July 2-4, 2012.

## **2011**

- The 2011 Annual Meeting of the Academy of Management, “West meets East: Enlightening, Balancing, and Transcending”, San Antonio, TX, USA, August 12-16, 2011.
- The Annual Meeting of the International Institute of Family Enterprises (IIFE) in the Middle East, “The Owners Forum Middle East 2011”, Muscat, Oman, October 22-24, 2011.
- 25th Annual Family Firm Institute (FFI) Conference, “NeXt Generation. New Generations”, Boston, MA, October 12-15, 2011.
- 7th Conference of the Work-, Organization-, and Business Psychology Division of the German Society for Psychology, “7. Tagung der Fachgruppe Arbeits-, Organisations- und Wirtschaftspsychologie der deutschen Gesellschaft für Psychologie”, University of Rostock, Germany, September 7-9, 2011.
- 11th Annual IFERA World Family Business Research Conference, “Intelligence and Courage – Family Firm’s Vision in the Era of Economic Turmoil”, Università di Palermo, Sicily, Italy, June 28-July 1, 2011.
- 9th Annual “Theories of the Family Enterprise” Conference (ToFE), WHU – Otto Beisheim School of Management, Vallendar, Germany, May 18-20, 2011.

## **2010**

- Konrad-Adenauer-Foundation Doctoral Summer School 2010, Cadenabbia/Como, Italy, August 24-27, 2010.
- 10th Annual IFERA World Family Business Research Conference, “Long Term Perspectives on Family Business: Theory - Practice – Policy”, Lancaster University Management School, UK, July 6-9, 2010.

## **2009**

- 9th Annual IFERA World Family Business Research Conference, “Global Perspectives on Family Business Developments: Theory - Practice – Policy”, Limassol, Cyprus, June 24-27, 2009.
- Workshop on Family Business Succession, “Generationenübergang in Familienunternehmen – vergleichende Perspektiven” Workshop im Rahmen des Projekts “Generationen in der Erbgemeinschaft”, University of Zurich, Switzerland, June 21-23, 2009.
- Doctoral Workshop and Research Colloquium at INSEAD, Fontainebleau/Paris, France, June 16-18, 2009.

## **2008**

- 8th Annual IFERA World Family Business Research Conference, “The Entrepreneurial Family”, Nyenrode Business University, Breukelen, The Netherlands, July 2-5, 2008.
- Family Business Research Colloquium at Abbey St. Martin (Benediktinerkloster Erzabtei St. Martin), Beuron, Germany, November, 23-25, 2008.

## **2007 and before**

- 11th Annual Entrepreneurship Conference (G-Forum), at RWTH, Aachen, Germany, November 8-9, 2007.



- 7th Annual IFERA World Family Business Research Conference, “Theory Building and the Survival of Family Firms”, European Business School (ebs), Germany, June 20-23, 2007.
- 3rd EIASM Conference on Family Business Research at JIBS, Jönköping, Sweden, June 3-5, 2007.
- Doctoral Course on “Central Perspectives and Themes in Family Business Research” (Profs. Leif Melin and Mattias Nordqvist), University of Jönköping, JIBS, Sweden, June 3-5, September 17-19, and October 29-31, 2007.
- Tournoi Européen de Gestion de l’Ordre des Experts-Comptables, Strasbourg, France, March 20-23, 2001.

## MEDIA COVERAGE

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- Interview on Emotions in Family Businesses: “Schluss mit dem Schämen“, **Handelsblatt**, Zukunft Mittelstand, Jan. 7/19.
- Article “Comment préparer la prochaine génération à gérer votre entreprise familiale ?” (How to prepare the next generation for leadership in your family business?), **les Echos**, Sept. 6, 2018.
- Editorial, FFI Practitioner, Feb., 2018.
- Article “Boosting your creativity with negative emotions: the case of self-conscious emotions”, **Forbes Magazine**, Dec 18, 2017.
- Article: “What Business Leaders can learn from the Psychology of Ownership”, *Transfer – Werbeforschung & Praxis*, Sept 3/17, p.42-43, 2017.
- Article: “Boosting your creativity with negative emotions: the case of self-conscious emotions”, *EdhecVox*, Nov 7, 2017.
- Online Newsletter: „FFI on Friday“, June, 16, 2017.
- Editorial: „10 Jahre Wir Magazin für Familienunternehmen“, *Wir-Magazin*, **FAZ-Fachverlag**, Sept, 4/16, 8.
- Article: „Fit für die Unternehmensnachfolge?“, *Wir-Magazin*, **FAZ-Fachverlag**, Jan, 1/16, 4.
- Interview: „Plötzlich vermögend“, *Wir-Magazin*, **FAZ-Fachverlag**, Jan, 1/16, 40-42.
- Article: “Wir hören die Explosion”, *Die Rheinpfalz*, Sat. Nov. 21., 2015.
- Interview: “How to prepare and educate the next generation of family business successors”, *Trusted Family Business Network*, Wed. Nov 4, 2015.
- Interview: “Still growing strong in a global age: Family-run enterprises”, **Intl. New York Times**, Wed. Sept 16, 2015.

## HONORS

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- Best Teaching Award 2018 for “Pedagogical Excellence”.
- Best Research Paper Proposal Award, ifera 2017.
- Best Research Award Nominee, EQUA Foundation, 2017.
- Best Paper Proceeding, Academy of Management, OB Division, Annual Meeting of the Academy of Management, 2016.
- Best Reviewer Award, Academy of Management, OB Division, Annual Meeting of the Academy of Management, 2013.
- Best Reviewer Award, *Journal of Family Business Strategy*, 2013.
- Best Dissertation Award 2011, honorable mention by the Family Firm Institute (FFI) in Harvard, Boston/Cambridge, MA.
- Best Paper Proceeding, Academy of Management, OB Division, Annual Meeting of the Academy of Management, 2011.

- Award for Excellence in Research at Inseec, 2011
- Jeff Rothstein Award, honorary mention for the most creative paper from a new/emerging scholar 2010.
- Finalist at the International Business-Plan Competition on Management and Leadership in Strasbourg, France (Tournoi Européen de Gestion de l'Ordre des Experts-Comptables), 2001.
- Graduation with distinction in PhD (summa cum laude) and master's (Prädikat)
- Scholarships by the Konrad-Adenauer Foundation and ExEBS-Stipend for participation in summer school, and scholarship for full tuition payment to study in the USA by the German state of Baden-Württemberg.

## SERVICES

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- Board Member of the Family Business Review (FBR) (since 2014)
- Board Member of the Journal of Family Business Strategy (JFBS) (since 2018)
- German Embassy Paris, Member of the Scientific Network
- German-French Chamber of Commerce, Member
- Academic Committee Member of the Global Executive MBA
- Previous Co-editor of the Wir-Magazin, FAZ-Fachverlag, (2015-2017).
- AOM (Academy of Management), Member and Reviewer in the Entrepreneurship and Organizational Behaviour division
- Organizational committee of the annual IFERA conferences 2007 (Germany), 2011 (Italy), and 2012 (France), Chairing several sessions
- IFERA (International Family Enterprise Research Academy), Member, Reviewer, and Member of the Academic Award Committee
- FFI (Family Firm Institute), Member and part of the FFI Academic Committee and Award Committee (2012)
- Member of the Scientific Advisory Board of the Oskar-Patzelt-Foundation and the German "Mittelstand-Award" Association
- Member of the FROG (French Research on Organization Group)
- Reviewer for several book chapters (Elsevier, Palgrave, Springer)
- Reviewer activity (Grants etc.): SNCF Swiss National Science Foundation for Research Funding, KU Leuven University Scientific Committee, University of Kaiserslautern
- Ad-hoc Reviewer for
  - International Journal of Human Resource Management (IJHRM)
  - Journal of Managerial Psychology (JMP)
  - International Journal of Entrepreneurial Behavior & Research (IJEBR)
  - Group & Organization Management (GOM)
  - Asia Pacific Management Review (APMR)
  - Entrepreneurship, Theory & Practice (ETP)