II ENCUENTRO ACEDE DE INVESTIGACIÓN JOVEN SOBRE EMPRESA FAMILIAR
January 19th, 2026

We warmly invite early-career researchers in the field of family business to participate in a dedicated training workshop. The meeting will focus on two key aspects: developing impactful introductions for research papers through a workshop led by Dr. Lucia Naldi from Jönköping University and deepening the understanding of how to craft meaningful theoretical contributions.

The workshop will be held in Málaga on **January 19th** and followed on **January 20th** by the traditional Family Firm Research Workshop organized by the ACEDE Family Business Section in collaboration with SAFER.

TALLER 2026 DE LA SECCIÓN "EMPRESA FAMILIAR" DE ACEDE Y SAFER
Empresa familiar y diversidad
January 20th, 2026
Universidad de Málaga, Málaga

As the most prevalent organizational form worldwide, family firms face growing societal expectations to embrace diversity in their ownership, governance, and leadership. Scholars have increasingly recognized that diversity—including gender, generational, cultural, and experiential differences—shapes how firms innovate, perform, and engage with stakeholders (Welter, Baker, Audretsch, & Gartner, 2017) and that the impact of such diversity differs between family and non-family firms (Gavana, Gottardo, & Moisello, 2024).

Recent research has begun to uncover the significance of gender diversity in family firms, showing, for example, that female directors play a critical role in advancing corporate social responsibility strategies (Cambrea, Tenuta, & Naciti, 2024) and strengthening climate commitments in European family firms (Bergmann, Velte, & Requejo, 2025). Similarly, gender diversity on boards has been linked to performance outcomes, though family ties may create both opportunities and tensions in these dynamics (García-Meca & Santana-Martín, 2023). Scholars also highlight that women's ownership and leadership in family firms are strongly influenced by contextual factors, which can condition their effects on financial performance (Orozco Collazos & Botero, 2024). At the same time, broader studies on board diversity point to its relevance for social performance, while family firm status remains a key moderating factor (Veltri, Mazzotta, & Rubino, 2021). Building on these advances, Bannò (2024) calls for deepening our dialogue on gender and inclusivity in family business scholarship, reinforcing the need for new theories and empirical studies.

To advance this important research agenda, we welcome submissions addressing—but not limited to—the following questions:

- What are the mechanisms through which —gender, generational, ethnic, or experiential — diversity enhances or constrains family firm performance and legitimacy?
- How does diversity in boards, ownership, and leadership influence decision-making in family firms?
- How does gender diversity in boards, ownership, and leadership influence innovation, sustainability, and long-term resilience in family firms?
- How does diversity interact with family governance mechanisms (e.g., family councils, ownership structure, professionalization) to shape outcomes?
- How do contextual factors (cultural, institutional, and regional) affect the role of diversity in family businesses?
- How do diversity norms, expectations, and roles shape succession, leadership development, and business continuity in family businesses?

References

Bannò, M. (2024). Advancing diversity research in family business: The dialogue on gender diversity in family businesses and inclusive milieus. *Journal of Family Business Strategy, 15*(1), 100585. https://doi.org/10.1016/j.jfbs.2023.100585

Bergmann, N., Velte, P., & Requejo, I. (2025). Female directors, family firms, climate talk and climate walk: European evidence. *Business Strategy and the Environment, 34*(6), 7438-7468. https://doi.org/10.1002/bse.4348

Cambrea, D. R., Tenuta, P., & Naciti, V. (2024). Family and nonfamily female directors' effect on CSR strategy. *Corporate Social Responsibility and Environmental Management, 31*(6), 6387-6400. https://doi.org/10.1002/csr.2930

García-Meca, E., & Santana-Martín, D. J. (2023). Board gender diversity and performance in family firms: Exploring the faultline of family ties. *Review of Managerial Science, 17*(5), 1559-1594. https://doi.org/10.1007/s11846-022-00563-3

Gavana, G., Gottardo, P., & Moisello, A. M. (2024). The effect of board diversity and tenure on environmental performance. Evidence from family and non-family firms. *Journal of Family Business Management*, *14*(3), 534-561. https://doi.org/10.1108/JFBM-06-2023-0088

Orozco Collazos, L. E., & Botero, I. C. (2024). Women ownership as a form of leadership: The role of context in understanding its effects on financial performance. *BRQ Business Research Quarterly, 27*(1), 57-72. https://doi.org/10.1177/23409444231222503

Veltri, S., Mazzotta, R., & Rubino, F. E. (2021). Board diversity and corporate social performance: Does the family firm status matter? *Corporate Social Responsibility and Environmental Management, 28*(6), 1664-1679. https://doi.org/10.1002/csr.2136

Welter, F., Baker, T., Audretsch, D. B., & Gartner, W. B. (2017). Everyday entrepreneurship—a call for entrepreneurship research to embrace entrepreneurial diversity. *Entrepreneurship: Theory & Practice, 41*(3), 311-321. https://doi.org/10.1111/etap.12258

Types of submission:

- **Abstracts:** Extended abstracts.
- **Papers:** Full or work in progress papers.

Developmental feedback:

Extended abstracts and (full or work in progress) papers will be discussed by at least one senior researcher and the session moderator, who will provide researchers feedback for moving their works forward.

Key Dates and Deadlines:

- Submissions due: November 21st, 2025*.
- Notification of acceptance for all submissions: December 12th, 2025.
- Registration deadline for authors: January 9th, 2026.
- Workshop: January 20th, 2026.

*Please send your abstract/paper to Pilar Marquès (pilar.marques@udg.edu) and Antonio Molina (antoniomolina@uma.es).

Awards:

- Award for the best paper presented in the workshop by a young researcher. The winner of this award will have guaranteed a **fast review process** in the *European Journal of Family Business* (Emerging Sources Citation Index - JIF 2024: 1.2 – Q4 in Business and Management).
- Award for the best paper presented in the workshop by a senior researcher.
- Award for the best discussant.

Practicalities:

Travel to Málaga:

- *General information*.
- *Route from Málaga Airport (Costa del Sol) to Facultad CC.EE Málaga*.
- *Route from Málaga Train Station (María Zambrano) to Facultad CC. EE Málaga*.

Accommodation in Málaga:

Information about accommodation possibilities will be made available shortly.