

Asia-Pacific Family Business Symposium



Symposium Programme Hybrid 2026

September 11-13, 2026

Timings are approximate ONLY using Perth time (AWST, UTC+8).

Online links will be sent to registered participants the day before the symposium.

September 11

Professional Development Day

9:00-9.30am Registration, UWA Business School, Building 441, Rm G04/05, 8716 Hackett Drive, Crawley

9.30am Welcome, Assoc. Prof. Donella Caspersz, UWA

9.35-11.00am *Legacy at a Crossroads: A Family Business Simulation*

Dr Christina Kum, UWA and Dr Elly Leung, Curtin University

What happens when family expectations, business realities and an uncertain future collide? This simulation places participants in the leadership group of a multi-generational family business facing a series of challenges and changing circumstances. Through discussion and decision-making, participants will explore how different experiences, knowledge and perspectives shape the family business's capacity to learn, adapt and remain resilient over time.

11.00-11.25am Morning Tea

11.30am-12.15pm *Building your Identity as a Family Business Scholar*

Prof. Michael Mustafa, University of Nottingham, Malaysia

This session explores how emerging researchers can develop a distinctive scholarly voice, build meaningful academic networks, and shape a sustained research agenda within the family business field.

12.15pm-1.00 pm *Pitch & Feedback*

Prof. Pi-Shen Seet, ECU

HDR and ERC researchers give a 5-minute pitch about research to get feedback.

1.00-2.00pm Lunch

2.00-3.30pm Crafting High-Impact Business Cases

Prof. Jim Davis, University of Vermont

This presentation equips writers with a clear, practical framework for building compelling business cases that turn ideas into actionable decisions. Through structured guidance, visual tools, and hands-on exercises, it teaches how to combine analysis, financial logic, and persuasive storytelling. By the end, learners will be able to confidently justify recommendations and influence real organizational outcomes.

3.00-3.30 pm Book launch, Prof. Jim Davis Hunstman School of Business, Utah State University & Assoc. Prof. Chris Graves, Adelaide University

3.30-3.55pm Afternoon Tea

4.00-5.00pm Who are you writing for?

Prof. Yong Wang, IFERA Fellow, University of Wolverhampton and Prof. Salvatore Tomaselli, IFERA Fellow, University of Palermo

This presentation is for Higher Degree Research (HDR) students seeking to develop an effective publishing strategy and position their research for greater academic visibility, impact, and career progression.

5.00-5.15pm Wrap up, Assoc. Prof. Donella Caspersz, UWA

5.30-6.30pm Welcome Reception, UWA Business School Deck

September 12

Research Presentations

All times shown using Perth time (AWST, UTC+8)

Key: [OL] presenting remotely

8.00-8.20am Registration, Edith Cowan University City Hub, 491 Wellington St, Perth

8.20am Opening, Assoc. Prof. Donella Caspersz, UWA

8.30-10am Research Presentations

Time	Stream A* Family Firms in the International Arena	Stream B** Managing Difficult Emotions
8.30am	<u>Rosalina Torres-Ortega [OL]</u> <i>The twin transition as a driver force for the internationalization of the Family firm</i>	<u>Diana Laura Galaviz Miranda [OL]</u> <i>Revenge in the Family Business Ecosystem: An Analysis from the Perspective of Agency Theory and Socio-Emotional Wealth</i>
9.00am	<u>Arza Faldy Prameswara</u> <i>Family Firms' different than non-family firms in responses to social pressures: SEW conflict perspectives</i>	<u>Anna Jenkins</u> <i>The Sound of Silence: Family Business Failure and the Re-enactment of Legacy.</i>
9.30 am	<u>Visitha Amaratunge [OL]</u> <i>Understanding the Resilience of Export-Oriented Family and Non-Family Firms in Fragile Contexts</i>	<u>Jiang Qianru [OL]</u> <i>Learning to Sustain Family Business under Strain: Coping, Resource Pathways and Resilience among Family Members in Chinese Family Businesses</i>

*Stream A, Chairs: Donella.Caspersz@uwa.edu.au; p.seet@ecu.edu.au;

**Stream B, Chair: Christopher.r.graves@adelaide.edu.au; Francesco.Chirico@mq.edu.au

10.00 – 10.30am Morning Tea

10.30am-1.10pm *Research in Practice*

Time	Banking, Learning and Psychotherapy: Research in Practice
10.30am	<u>Henri Shi</u> <i>Transforming business banking for family enterprises: A strategic guide to serving business families</i>
11.00am	<u>Kathrin Mutinelli</u> <i>What We Learn Too Late: Capital Architecture, the Succession Learning Gap, and the Design of Structures That Endure Across Generations</i>
11.30am	<u>Tom Skotidas</u> <i>The Missing Discipline: Psychotherapy as a Sustaining Practice in Asia-Pacific Family Business Advisory</i>

12:00-12:10pm *Break*

Time	Stream A* Support Within and Across Family Firms	Stream B** Knowing What We Know and Passing It Down
12.10pm	<u>Yulia Hafizah [OL]</u> <i>Beyond the Classroom: Micro-family businesses as socio-economic support within campus ecosystems</i>	<u>Paul Woodfield [OL]</u> <i>Intergenerational knowledge sharing and family influence</i>
12.40pm	<u>Ayoosha Saleem</u> <i>Let Me Help You Cope! Emotional Stewardship as a Social Support Coping Resource in Family Businesses</i>	<u>Pilar U. Tolentino [OL]</u> <i>Assessing Family Business Leadership Competencies across the Generational Pipeline</i>

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1.30– 2.30pm *Lunch*

2.30-4.00pm Keynote: The Power and Paradox of Legacy in Family Firms

Prof. Jim Davis. Hunstman School of Business, Utah State University

This keynote presentation reframes legacy as a dynamic, relationship-embedded construct that shapes identity, strategy, and competitive advantage in family firms. Moving beyond artifacts like brands or assets, it highlights legacy as tacit knowledge—values, beliefs, and norms—that are transmitted, interpreted, and contested across generations. Through contemporary examples and research insights, it surfaces the paradox of legacy as both a source of continuity and a constraint on adaptation. Attendees will gain a sharper lens for understanding how to actively manage legacy to sustain relevance while preserving core identity.

4.00-4.15pm Break

4.15-5.45pm Research Presentations

Time	Stream A* Wealth, Sustainability and their Many Forms	Stream B** Marking, Imprinting and Memory: Tangible and Intangible Echoes of the Past
4.15pm	<u>April Bilbrey [OL]</u> <i>Socioemotional Wealth and CSR Disclosure Depth in a Family Firm: A Longitudinal Content Analysis of Sustainability Reports</i>	<u>Jaclyn Hiebert [OL]</u> <i>Marking the Shop Entrance: Family Brands on Japanese Shop Curtains</i>
4.45pm	<u>Clarisse Lafleur, Tim Hasso, Francesco Barbera</u> <i>Beyond Wealth Management: The Strategic Role of Family Offices in Mentoring and Educating the Next Generation</i>	<u>Hiroyuki Oue</u> <i>Recalled, Not Transformed: Imprints, and the Three Separate Points of Successor Commitment</i>
5.15pm		<u>Syed Amjad Hussain [OL]</u> <i>Intergenerational Crisis Memory as a Strategic Resource: Learning and Resilience in Family Firms</i>

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6.30 – 8.30pm Symposium Dinner, Wonil Hotel, Hackett Drive, Crawley

September 13

8.30-9.00am Registration, Edith Cowan University City Hub, 491 Wellington St, Perth

9.00-10.00am Research Presentations

Time	Stream A* Family Business and the Digital Realm	Stream B** Outside the Family but not Acting Like it: Nonfamily in Family Firms
9.00am	<u>Christina Kum; Hanh Nguyen; Elly Leung; Rutwik Rajkumar Upase</u> <i>Learning Across Boundaries: AI Implementation in a SME - Multi-Level Learning Across a Family Business Group</i>	<u>Xu Yufan</u> <i>Identity Construction and Trust Formation of Non-Family Employees in Family Businesses: A Processual Perspective on Organizational Identity and Relational Governance</i>
9.30am	<u>Nyayu Lathifah Tirdasari</u> <u>Obstacles and Enablers in Digital Adoption: A Case Study from Family Business in Indonesia</u>	<u>Likun Zhan [OL]</u> <i>When and why non-family employees engage in organizational citizenship behavior: the roles of perceived family influence, psychological contract orientations, and stewardship culture</i>

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10.00-10.25am Morning Tea

10.30am-12:00pm Industry Panel, Trust in Family Enterprise: How to Build, Nurture and Restore It

Prof. Jim Davis, Ms Yuka Fujioka, Ms Catherine Sayer

Panel Facilitator: Prof. Hazel Melanie Ramos, Assoc. Prof. Donella Caspersz

Family businesses dominate the global economy yet remain fundamentally paradoxical—simultaneously governed by emotional ties and competitive demands. This presentation positions trust as the central, fragile mechanism that determines whether these firms endure or fail across generations. Drawing on cutting-edge research and global case evidence, it reframes trust as a multi-level strategic asset—interpersonal, institutional, generational, and financial—shaped and tested through succession, governance, and disruption. Attendees will gain a sharper theoretical lens on how trust is built, eroded, and restored—and why it ultimately underpins transgenerational continuity, resilience, and long-term value creation.

12.00-12.10pm Break

12.10-1.10pm Research Presentations

Time	Stream A* Building Resilience in Family Firms	Stream B** Learning How to Be Caretakers
12.10pm	<u>Dr. Udari Samaranayake</u> , Professor Pi-Shen Seet <i>Embeddedness and Rural Family Enterprise Resilience: Evidence from Sri Lanka</i>	<u>Nicholas Marzohl</u> <i>Stewardship: What have we learnt 30 years on?</i>
12.40pm	<u>Muhammad Rifqi Hidayat</u> <i>Religiosity and Resilience in Family Businesses: An Integrative Review Across Institutional Contexts</i>	<u>MD Ahsanul Kabir</u> <i>What conditions of entrepreneurial mentoring influence mentees' confidence and readiness to start a business?</i>

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1.10pm-1.20pm Break

1.20-2.00pm Close and Awards Announcement, Assoc. Prof. Donella Caspersz, UWA and convening committee

2.00pm Late Lunch

Facilitator Bios

Dr Christina Kum is a Lecturer at the University of Western Australia Business School. Christina's research interests are in the intersection of knowledge management, organisational changes and emerging digital technologies.

Dr Elly Leung is a Lecturer in the School of Management and Marketing at Curtin University. Elly's research focuses on labor governance, management, and industrial relations, including research on worker consciousness and activism in China.

Prof Michael Mustafa is PG Director; External Advisory Board Coordinator and Associate Professor in Entrepreneurship and Management at the University of Nottingham, Malaysia. Michael's research interests include HRD in family firms and employee entrepreneurialism in emerging economy firms.

Prof Jim Davis is the Vernon M. and MaRee C. Buehler Endowed Professor of Management and serves as the Executive Director of Executive Education at Utah State University. Jim's research interests include corporate governance, strategic decision-making, trust, stewardship, social capital.

Prof Chris Graves is a is Chartered Accountant, a Trust and Estate Practitioner (TEP) and director of the Family Business Education and Research Group [FBERG] at the School of Management, Adelaide University. Chris's research interests include family business, small business management, internationalisation, management accounting systems and financial management.

Prof Pi-Shen Seet is the Professor of Entrepreneurship and Innovation in the School of Business and Law, Edith Cowan University. Pi-Shen's research interest includes entrepreneurship, innovation, international business and human resource management.

Prof Yong Wang is Professor in Family Business & Entrepreneurship at Wolverhampton Business School and a IFERA Fellow. Yong's research interest focusses on family business, entrepreneurship, strategy, and business performance.

Prof Salvatore Tomaselli is Associate Professor of Business Policy and Strategy and Governance of Family Businesses at the University of Palermo and a IFERA Fellow. Salvo's research interests include business strategy and family business.

Ms Yuka Fujioka is Vice Chairperson of the Kobe Chamber of Commerce & Industry and President of Fujioka Metals Co., Ltd.

Catherine Sayer is the Chief Executive Officer of Family Business Association, Australia, a membership organisation representing family businesses in Australia.

Prof Hazel Melanie Ramos is the Vice Provost for Teaching and Learning and a Professor of I/O Psychology at the University of Nottingham Malaysia. Hazel's research interests include family conflicts, work-life balance, and psychological ownership and management of non-family employees in family firms.

Prof Francesco Chirico is a Professor of Strategy and Family Business at Macquarie Business School. Francesco's research focusses on the intersection of strategy and entrepreneurship with a special focus on family firms.