

## Rania LABAKI, PhD

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### EDUCATION

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#### 2007, Ph.D. in Management Science

Dissertation: "Family relationships in the French listed family firms: Weakening versus Strengthening", *Best honors & Award of the Best Dissertation on Family Firms*  
University of Montesquieu Bordeaux IV, Bordeaux - France

### RESEARCH INTERESTS

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- **Family Business:** Corporate Governance, Corporate Social Responsibility, Behavioral Bias, Family Relationships, Commitment, Entrepreneurial Identity, Financial Policies.
- **Knowledge Management:** Knowledge Transfer, Social Networks, Organizational Change, Social Capital.

### TEACHING INTERESTS

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- Family business
- Corporate finance
- Corporate governance
- Knowledge Management

### PUBLICATIONS & CONFERENCES

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#### - Refereed Articles & Book Chapters:

LABAKI R., "Le rôle de l'altruisme dans la gouvernance de l'entreprise familiale: Un état de l'art", In *Journal des Entreprises Familiales*, Paris, Vol. 1, No. 2, 2008.

PALLAS SALTIEL V., LABAKI R., "La gestion des connaissances : Un processus stratégique pour la banque", In *Management de la Banque : Risques, Relation Client, Organisation*, Edited by E. Lamarque, Second Edition, Pearson Education Editions, Paris, 2008, pp. 169-200.

LABAKI R., PALLAS SALTIEL V., "Mobilisation du capital social dans un contexte de changement organisationnel : Étude de la constitution de groupes de projet bancaires", In *Management et Réseaux sociaux : Ressource ou Outil de Gestion*, Edited by M. Lecoutre, P. Lièvre, Hermès-Lavoisier Editions, London, 2008, pp. 157-168.

LABAKI R., "Toward a conceptual model of commitment in the family business", In *Dimensions on Family Business Research*, Edited by J. Kansikas and S. Lehti, University of Jyväskylä Publishing Series, Jyväskylä, Finland, 2007, pp. 120-148.

LABAKI R., PALLAS V., "La gestion des connaissances : Un processus stratégique pour la banque", In *Management de la Banque : Risques, Relation Client, Organisation*, Edited by E. LAMARQUE, First Edition, Pearson Education Editions, Paris, 2005, pp. 181-206.

**- Refereed Conference Papers:**

LABAKI R., "Family businesses and the concept of corporate social responsibility: Dilemmas and research perspectives for the East-Asian context", *FBN Pacific Asia - SMU EDGE*, Singapore, October 15-17, 2008.

LABAKI R., "Beyond the myth of cohesive family relationships: An empirical study in French listed family firms", *3<sup>rd</sup> SMU EDGE Conference*, Singapore, July 9-11, 2008.

LABAKI R., "Toward a behavioral agency model of family business", *8<sup>th</sup> Annual International Family Enterprise Research Academy (IFERA) Conference*, Breukelen, Pays-Bas, July 2-5, 2008, *Nominated for the best research paper award*.

LABAKI R., "A life-cycle perspective of family relationships in the family business: Empirical evidence from France", *4<sup>th</sup> Workshop on Family Firms Management Research*, Naples, Italy, June 8-10, 2008.

LABAKI R., "Le rôle de l'altruisme dans la gouvernance de l'entreprise familiale: Un état de l'art", *7<sup>th</sup> International Conférence of Corporate Governance - Conférence Internationale de Gouvernance d'Entreprise*, Bordeaux, France, 5-6 juin, 2008.

LABAKI R., "Behavioral bias of the family business entrepreneur", *8<sup>th</sup> EURAM Conference (European Academy of Management)*, Ljubljana & Bled, Slovenia, 14-17 May, 2008.

PALLAS-SALTIEL V., LABAKI R., "Role of social capital in the selection process of project group members", *ISEOR International Conference, "Organization Development and Change" - Division of the Academy of Management (USA)*, Lyon, France, April 21-22, 2008.

LABAKI R., PALLAS SALTIEL V., "Mobilisation du capital social dans un contexte de changement organisationnel : Étude de la constitution de groupes de projet bancaires", *2<sup>ème</sup> Journée Transdisciplinaire de Recherche « Management et Réseaux sociaux »*, Clermont-Ferrand, 8 novembre, 2007.

LABAKI R., PALLAS SALTIEL V., "The concept of context: Its theoretical and empirical relevance for the study of the KM process. An exploratory evidence from France", *3<sup>rd</sup> Knowledge Management Forum*, Nice, France, September 27-28, 2007.

LABAKI R., "Le concept d'engagement : Une explication de la performance des entreprises familiales", *Congrès International de l'AFFI (Association Française de Finance)*, Bordeaux, France, 27-29 juin, 2007.

LABAKI R., "Dividend policy preferences among family businesses: Some theoretical and empirical reflections", *7<sup>th</sup> International Family Enterprise Research Academy (Ifera) Annual Research Conference*, Wiesbaden, Germany, June 20-23, 2007.

LABAKI R., "Entrepreneurial identity over generations: A conceptual and exploratory research on eponymous and non-eponymous family businesses", *3<sup>rd</sup> Workshop on Family Firms Management Research*, Jönköping, Sweden, June 3-5, 2007.

LABAKI R., PALLAS V., "The concept of context: Its contribution to the knowledge management process", *3<sup>rd</sup> International Conference on Intellectual Capital, Knowledge Management and Organizational Learning (ICICKM)*, Santiago, Chile, October 19-20, 2006.

LABAKI R., "Considering the concept of commitment in family business research: The case of eponymous and non-eponymous family businesses", *6<sup>th</sup> International Family Enterprise Research Academy (Ifera) Annual Research Conference*, Jyväskylä, Finland, March 22-24, 2006, *Nominated for the best research paper award*.

LABAKI R., "The family relationship factor: Its theoretical contributions to family business performance", *16<sup>th</sup> Family Business Network (FBN) - International Family Enterprise Research Academy (Ifera) World Academic Research Forum*, Brussels, Belgium, September 14-15, 2005, *FBN Miguel A. Gallo Award for the best research paper*.

PALLAS V., LABAKI R., "L'apport du concept de contexte au processus de gestion des connaissances: Une illustration dans le secteur bancaire français", *Journée de Recherche de l'Association Francophone de Comptabilité (AFC)*, Montpellier, France, 9 décembre, 2004.

LABAKI R., "Contribution à la connaissance de l'évolution des liens familiaux dans le temps: Une approche théorique des savoirs et performances dans les entreprises familiales", *XVII<sup>ème</sup> Congrès Annuel et XIII<sup>ème</sup> Congrès Franco-Espagnol de l'AEDEM (Asociacion Europea de Direccion y Economia de la Empresa)*, Bordeaux, France, 4-6 juin, 2003.

#### **- Other publications:**

LABAKI R., "Les entreprises familiales : Des sources de performance spécifiques?", In *Le Mensuel de l'Université*, N°27, juin, 2008, <http://www.lemensuel.net/Les-entreprises-familiales-Des.html>

## **REVIEWING ACTIVITIES**

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- **Journals:**

- Family Business Review, Electronic Journal of Family Business Studies (EJFBS)

- **Conferences:**

- Academy of Management Annual Meeting (Division of Entrepreneurship)

- ICSB World Conference (International Council for Small Business)

- **Books:**

- Bessis N. (Ed.), *Grid Technology for Maximizing Collaborative Decision Management and Support: Advancing Effective Virtual Organizations*, IGI Global Editions, UK.

## RESEARCH AND PROFESSIONAL AFFILIATIONS

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- Research Institute of Business Management (IRGO) - Family and Financial Business Research Team, University of Montesquieu Bordeaux IV - France.
- International Family Enterprise Research Academy (IFERA)
- Academy of Management – Entrepreneurship Division
- European Academy of Management
- Family Firm Institute

## TEACHING EXPERIENCE

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### - Main courses (2002-2008):

- Family Business Management (Family Dynamics, Family Business Governance, Family Business Succession, Family Business Financial Management)
- Corporate Finance
- Risk & Portfolio Management
- Knowledge Management

## AWARDS & NOMINATIONS

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**2008, Best Research Paper Award Nominee**, 8<sup>th</sup> International Family Enterprise Research Academy Conference, Breukelen, Holland.

**2007, First Award Winner of the Best Dissertation on Family Firms**, ASMEP, Paris, France.

**2006, Best Research Paper Award Nominee**, 6<sup>th</sup> International Family Enterprise Research Academy Conference, Jyväskylä, Finland.

**2005, Family Business Network - Miguel Angel Gallo Award Winner**, recognizing an innovative paper with an outstanding academic quality level of research, 16<sup>th</sup> FBN- Ifera World Academic Research Conference, Brussels, Belgium.

**1999, Bourse d'Excellence Eiffel**, Fellowship from the French Government (E.G.I.D.E) recognizing the excellence of the candidate and former university course, and aimed at funding Ph.D. studies in France.

**1998, Bourse de Mérite**, Fellowship from The Agency of French-speaking Universities (A.U.F), recognizing a distinguished candidate in French-speaking universities, and aimed at funding Master studies in France.

## OTHER INTERESTS & SKILLS

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- **Research Methodologies:** Qualitative and quantitative data analysis.

- **Languages: English, French, Arabic:** Very Good, Written and Spoken.

**German, Chinese:** Basics, University Diploma in German Language (2004) and Chinese Language (2003), *Honors*, University of Montaigne Bordeaux 3, France.

- **Hobbies:** Painting on silk, Philately, Oenology, History and thriller novels, Travelling, Tennis.