Women in Family Business Leadership Roles

Daughters on the Stage

Mary Barrett

University of Wollongong, Australia

and

Ken Moores

Bond University, Australia

Edward Elgar

Cheltenham, UK • Northampton, MA, USA

Contents

Foreword by Pru Goward		vii
Ca	Contributors Acknowledgements	
Ac		
1.	Women, Leadership and Family Business	1
	Research Gaps	1
	Current Research Drivers	9
	Getting to the Essence of Family Business	12
	Guiding Principles of Our Study	20
2,	A Global Perspective	24
	The Global Entrepreneurship Monitor (GEM)	24
	Conclusions	40
3.	Frameworks and Method	42
	Building Theory	42
	Our Method	44
	Frameworks Used	50
	Learning: a Social Perspective	52
	Family Business Women's Roles	60
	A Synopsis of the Plot	62
4.	Stumbling into the Spotlight	65
	Brenda /	65
	Deborah	67
	Disordered Learning	70
	Building a Community in which to Learn	74
	Conclusions	77
5.	Building Their Own Stage	79
	Jane	79
	Miriam	86
	Nancy	87
	Ellen	89
	Learning while Building	90
	Defining a Different Learning Community: Changing the Script	, 93
	Roles that Build	97
	Conclusions	99

6.	Directing the Spotlight Elsewhere	101
	Gloria	101
	Cass	106
	Learning while Directing	110
	Directing the Spotlight Elsewhere	111
	Invisible Stage Management Roles	114
	Conclusions	114
7.	Coping with Shadows	116
	Ingrid	116
	Robyn	121
	Learning from the Shadows	124
	Ailing and Healthy Learning Communities	126
	Roles in the Shadows	127
	Conclusions	128
8.	Becoming Invisible	130
	Hannah	130
	Sue	133
	Felicity	138
	Missed Learning	141
	Limiting Learning: Rigid Boundaries and Fixed Identities	143
	Roles that Lead to True Invisibility	145
	Conclusions	148
9.	Lessons of the Spotlight	149
	Same Learning Phases, New Learning Journeys	149
	Features of the New Learning Journeys	152
	Learning Phases and Learning Community Strategies	160
	Extending Women's Family Firm Roles	167
	Concluding Propositions	171
Appendix: Further Notes on Method		176
	Steps	176
References		181
Inc	Index	