

March, 2019  
Curriculum Vitae

## 1. Personal Data

Name in Hebrew: ד"ר מיכאל-צברי נאוה  
Name in English: Nava Michael-Tsabari, Ph.D.  
Identity Number: 056044738  
Address: 31 Hashikma st. Savyon  
Mobile: 972-52-5343363  
E-Mail: navamichael@tauex.tau.ac.il  
Place of Birth: Israel  
Date of Birth: 12.12.1959  
Family Status: Married+4

## 2. Education Certificates and Degrees

<u>Education</u>	<u>Institute</u>	<u>Department</u>	<u>From - To</u>
First Degree	Tel Aviv University	Psychology - Magna Cum Laude	1980-1983
Second Degree	Tel Aviv University	Executive M.B.A - Magna Cum Laude	1995-1996
Third Degree	Technion - Israel Institute of Technology		2009-2014

## 3. **Title of Master's Thesis:** Stereotypes of family businesses and their role in choosing a workplace - Haifa University

**Title of Doctoral Thesis:** We are like family - Introducing the Kin Climate (KC) and its Influence on Profitability, Turnover and Growth

## 4. Grants and Awards

<u>Year</u>	<u>Name of Grant/Award</u>
2011	AOM SIM division Best Reviewer Award
2012	FFI Best Unpublished Research Paper, " <i>The cluster paradigm updating the Circle paradigm – Exploring transgenerational entrepreneurship in family firms</i> ", co-authors: Rania Labaki and Ramona Zachary
2014	AOM Entrepreneurship division – Distinguished Reviewer Award
2014	Family Business Review Best Article Award, Michael-Tsabari, N., Labaki, R., & Zachary, R. (2014). Toward the cluster model: The family firm's entrepreneurial behavior over generations. <i>Family Business Review</i> , 27(2), 161-185.
2014	FFI Best Doctoral Dissertation Award Committee
2015	FFI Best Doctoral Dissertation Award Committee
2016	FFI Best Doctoral Dissertation Award Committee
2016	IOBC Israel Organizational Behavior Conference - Chair

- 2017 FFI Best Doctoral Dissertation Award Committee  
 2017 AOM OB division – Outstanding Reviewer  
 2018 IOBC Israel Organizational Behavior Conference - Chair  
 2018 FFI Best Doctoral Dissertation Award Committee  
 2018 Research grant by the Edmond de Rothschild Foundation – 120,000 NIS  
 2019 FFI Best Doctoral Dissertation Award Committee

## 5. Positions Held

<u>From-To</u>	<u>Institute</u>	<u>Position</u>
2009-2010	IDC Hertzlia	Teaching a course about family businesses
2011- today	Tel Aviv University	Teaching a course about family businesses
2014 - today	Baruch College, City University of	board member at the Entrepreneurship Center

## 6. Additional Professional Experience (Public Positions)

- 1984-1990 Working in the family business: I am 3<sup>rd</sup> generation of a multinational family firm in the food industry, with a yearly turnover of 2 billion \$. I was HR manager in one of the family's factories. I served on the board of directors until 2005.
- 1991 - today Having my own businesses:  
*Mango Toys Ltd*- import and export of toys, a plastic factory for producing toys. Sold in 2005.  
*Half Price Toys LTD*- a chain of toy shops in Israel. Merged into Happening in 2006.  
*Happening LTD*- a chain of 40 toys and gifts shops in Israel, still active.
- 2014 - Co-founder and co-director of **the Raya Strauss Center for Family Business Research** at Coller Faculty of Management at Tel Aviv University  
 Attending many conferences: IFERA, FFI, AOM, EMONET, and others  
 Being invited to several conferences to talk about family firms, as a 3<sup>rd</sup> generation member *and* a scholar, among them: JPMorgan in Madrid, The Washington University, and family firms in Colombia, Columbia NY, UBC Vancouver, EDHEC in France. I speak to families, practitioners and researchers

## Publications

Nava Michael-Tsabari, PhD

### Refereed Publications

1. Michael-Tsabari, N., & Lavee, Y., (2012). Too Close and Too Rigid: Applying the Circumplex Model of Family Systems to First-Generation Family Firms, *Journal of Marital and Family Therapy*, 38, (s1), 105-116.
2. Labaki, R., Michael-Tsabari, N., & Zachary K. R., (2013). Emotional dimensions within the Family Business: towards a conceptualization, in K. X. Smyrniotis, P. Z. Poutziouris & S. Goel, *Handbook of Research in the Family Business*, (2<sup>nd</sup> ed). Elgar Publishing.
3. Michael-Tsabari, N., & Tan, W., (2013). Exploring Family Features in Non-Family Organizations: The Family Metaphor and its Behavioral Manifestations, *Entrepreneurship Research Journal*, 3(3), 391-424.
4. Labaki, R., Michael-Tsabari, N., & Zachary K. R., (2013). Exploring the Emotional Nexus in Cogent Family Firm Archetypes. *Entrepreneurship Research Journal*, 3(3), 301-330.
5. Sharma, P., Blunden, R., Labaki, R., Michael-Tsabari, N. & Rivera Algarin, J.O. (2013). Analyzing family business cases: Tools and techniques. *Case Research Journal*, 33(2).
6. Michael-Tsabari, N., Labaki R., & Zachary, K. R., (2014). Towards The Cluster Model: The Family Firm's Entrepreneurial Behavior over Generations. *Family Business Review*, 27(2), 161-185.
7. Michael-Tsabari, N., & Weiss, D., (2015). Communication Traps: Applying Game Theory to Succession in Family Firms. *Family Business Review*, 28(1), 19-34.
8. Michael-Tsabari, N., Mihm, S., Seaman, J., Viellard, E., & Labaki, R. (2018). With or without emotions: how does history matter for family business survival? *Entreprises et histoire*, (2), 138-145.

### Work in progress:

1. *When you work with your own family: Examining work-family Interface in family firms*, coauthors: Marjan Houshmand, Vanessa Strike, Dorit Efrat-Treister – 2<sup>nd</sup> R&R Family Business Review
2. *Stingy Principles or Benevolent Stewards: Do Family Enterprises in the Trucking Industry Differ From Non-Family Firms with Respect to Compensation and Benefits?* Coauthors Peter Bamberger, Aleksandra Kuzmenko, Etti Doveh, John E. Delery & Nina Gupta

3. *"Don't check your emotions at the door": Emotional display rules in family firms*, coauthored with Anat Rafaeli
4. *The Theory of the Foundation as a Methodology for Characterizing Foundations: The Edmond de Rothschild Foundation as a Case Study*, coauthors: Galia Feit, Guy Schultz, Maya Moskowitz
5. *External Corporate Entrepreneurship: Lean Venturing in a Family Firm*, Coauthored with Michael Carney, Vanessa Strike, Frank Barbera
6. *"It's not you, it's the structure"- Introducing the "Structure And Me" (SAM) questionnaire: Combining personal insights and research findings in a teaching tool for family firms*
7. *Guess Who's Coming to Hire: Stereotypes of organizations as an influence on employers' attraction*, coauthored with Frank Barbera,
8. *'We are Family' – Applying a Paradox Lens to describe the Family Metaphor in Work Organizations*

### **PAPERS PRESENTED AT ACADEMIC CONFERENCES**

- |              |   |
|--------------|---|
| March 2008   | Presenting at the American University in Washington, USA at a 2 day conference for 60 <sup>th</sup> Independence day of Israel: <i>"Israel Family-Owned Mega Enterprises – Israel Biz at 60"</i>  |
| March 2008   | Presenting at JPMorgan's seminar for the next generation in Madrid, Spain   |
| July 2008    | Nyenrode, Breukelen , The Netherlands, 8 <sup>th</sup> Annual IFERA Conference, presentation of 2 papers: (1) <i>"The Circumplex Model and its Implementation to Family Business</i> (2) <i>"Stereotypes of Family Businesses and Their Role in Choosing a Workplace"</i>         |
| October 2009 | SMU in Singapore, presentation of: <i>"Emotions in family businesses"</i>   |
| June 2010    | EIASM in Madrid, Spain – presenting the paper: <i>"Exploring Cultural dimensions of first generation family firms"</i>  |
| July 2010    | IFERA in Lancaster, UK: PDW with Ramona Zachary, Rania Labaki & Ethel Brundin : <i>"Emotions and the Family Business"</i><br>Presenting a paper with Ramona Zachary and Rania Labaki: <i>"Emotional dimensions within the FB – systems, interfaces and development over time"</i> |
| October 2010 | FFI in Chicago, USA: presenting with Rania Labaki (Ramona Zachary co-authored): <i>"Opening the black box of emotions in the family firm – Theory and a live case-study"</i>  |
| June 2011    | - EIASM in Witten, Germany: <i>"Redefining the family firm: moving From dualism to duality"</i>   |
| June 2011    | - EMLYON in Lyon, France: <i>"The familial culture effect in family firm – components and influence on performance"</i>   |
| June 2011    | - IFERA in Palermo, Sicily: presenting 3 papers: (1) <i>Redefining the family firm: moving from dualism to duality"</i> , (2) <i>"Exploring Cultural dimensions of first generation family firms"</i> (3) Co-authors: Ramona Zachary and Rania Labaki : <i>"Exploring the</i>     |

- October 2011 *Emotional Nexus in Cogent Family Business Archetypes*  
FFI in Boston, USA: *“The good, the bad and the complicated – lessons learnt by a survivor of consultancy”*
- June 2012 EIASM in Jönköping, Sweden: *“The Cluster Paradigm Updating the Circle Paradigm: The Family Firm and Entrepreneurial Activities Across Generations”*, Co-authors: Ramona Zachary and Rania Labaki, finalist of best paper
- June 2012 IFERA in Bordeaux, France: (1) *“The Cluster Paradigm Updating the Circle Paradigm: The Family Firm and Entrepreneurial Activities across Generations”*, Co-author: Rania Labaki, (2) *“The Communication Trap”*, Co-author: Dan Weiss, (3) *“Examining pseudo-family features in nonfamily firms”*, Co-author Wee Liang Tan
- June 2013 IFERA in St. Gallen, Switzerland: *“How Do Social and Economic Norms Drive Our Behavior and Decision Making Overtime?: The Natural Experiment of the Family Business”*, Co-authored with Rania Labaki and Ramona K. Zachary
- October 2013 FFI in San Diego, USA: Teaching a one-day seminar with Pramodita Sharma and Rania Labaki: *Analyzing family business cases: Tools and techniques*
- June 2014 IFERA in Lappeenranta, Finland: *“Are Family Firms “Made in China”? Exploring Cross-Cultural Dimensions of Collectivism, Power Distance and Paternalism and their Influence on Employees’ Affective Commitment and Turnover Intentions”*
- August 2014 EMONET in Philadelphia, USA: *“Measuring Bounded Emotionality in Family Firms: The Mediating Role of Paternalism”*, Co-authored with Anat Rafaeli
- August 2014 AOM in Philadelphia, USA, Chairing a session as a discussant, at the ENT division.
- June 2015 IFERA in Hamburg, Germany: *“It’s not you, it’s the structure”- Introducing the “Structure And Me” (SAM) questionnaire: Combining personal insights and research findings in a teaching tool for family firms*
- October 2015 Entrepreneurship Research Journal (ERJ), NY, USA - Inaugural ERS Research Conference and Meeting, invited to present: *Measuring Bounded Emotionality in Family Firms: The Negative Influence on Firm Growth* Co-authored with Anat Rafaeli
- June 2015 IFERA in Hamburg, Germany: *“It’s not you, it’s the structure”- Introducing the “Structure And Me” (SAM) questionnaire: Combining personal insights and research findings in a teaching tool for family firms*
- August 2015 AOM in Vancouver, Canada: *“Measuring Bounded Emotionality in Family Firms: The Negative Influence on Firm Growth* Co-authored with Anat Rafaeli
- August 2016 EGOS in Naples, Italy: *“Measuring Bounded Emotionality in Family Firms: Quantitative, Qualitative and Theoretic Considerations”* Co-authored with Anat Rafaeli
- May 2017 EDHEC in Paris-Lille: *“Family firms as emotional organizations: Measuring Bounded Emotionality among nonfamily employees”* Co-authored with Anat Rafaeli

- June 2017 IFERA in Zadar, Croatia: *"To Love and to Work: Understanding the Implications of Family Ownership on Work-Life Balance in Family Firms"* Co-authored with Dorit Efrat, Vanessa Strike & Marjan Houshmand
- January 2018 IOBC in TAU Israel: *"Family Firms as Emotional Organizations: Measuring Bounded Emotionality Among Nonfamily Employees"* coauthored with Anat Rafaeli
- June 2018 IFERA in Zwolle, Netherland: *In the age of an electronic leash: Review of Work-family in family firms*, coauthored with Dorit Efrat, Vanessa Strike & Marjan Houshmand
- August 2018 AOM in Chicago US: *"Don't check your emotions at the door": Emotional display rules in family firms"* coauthored with Anat Rafaeli
- June 2019 IFERA in Bergamo, Italy: *The Theory of the Foundation as a Methodology for Characterizing Foundations: The Edmond de Rothschild Foundation as a Case Study*, coauthored with Galia Feit, Guy Schultz & Maya Moskowitz