



ENTREPRENEURSHIP AND FAMILY ENTERPRISE

RANDEL CARLOCK

Senior Affiliate Professor of Entrepreneurship and Family Enterprise

The Berghmans Lhoist Chaired Professor of Entrepreneurial Leadership

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BIOGRAPHY

Dr. Randel S. Carlock researches and teaches about entrepreneurship, family business and leadership based on his experience as a CEO, management professor, consultant and psychotherapist. He is the first Berghmans Lhoist Chaired Professor in Entrepreneurial Leadership and is the founding academic director of the Wendel International Centre for Family Enterprise at INSEAD (Europe, Asia, Abu Dhabi and San Francisco) he directed from 2005 until 2009. He is co-directing the [The Family Business Enterprise Challenge](#). Previously he was the first Opus Professor of Family Enterprise and founder of the family business centre at the University of St. Thomas in Minneapolis, MN (USA).

Carlock has an MA in education and training (1976), an Executive MBA in strategic management (1983), and a Ph.D. (1991), all from the University of Minnesota. His doctoral dissertation explored the role of organization development in managing high growth entrepreneurial firms. He has also completed a post graduate certification in family and marriage therapy at the Institute of Psychiatry, King's College, University of London (1998) and a certificate in psychodynamic counseling at Birkbeck College, University of London (1999). He was awarded a Certificate in Family Business Advising with Fellow Status (2001) by the Family Firm Institute, Boston, MA (USA). He completed The Art and Practice of Leadership Development at Harvard University Kennedy School of Government in 2011 and in 2015 Strategic Family Therapy Training at the Mental Research Institute in Palo Alto, California.

Carlock is author or co-author of six books and several articles, chapters, and case studies including his latest book *A Family Business on the Moon* with Keng Fun Loh (2018), *When Family Businesses are Best: The Parallel Planning Process for Family Harmony and Business Success* with John L. Ward (Macmillan, 2010), *Family Business on the Couch: A Psychological Perspective* with Manfred Kets de Vries and Liz Florent (John Wiley and Sons, 2007), *Strategic Planning for the Family Business* with John L. Ward (Macmillan, 2003) and *Organization Development in Successful Entrepreneurial Firms* (Garland Publishing, 1994). Carlock has also written chapters in two edited coaching books, *Leadership Coaching in Family Businesses* (2008) and *Failure in Family Business Coaching* (2010).

In 2008 Carlock received the Family Firm Institute International Achievement Award for furthering the understanding of family business issues through educational programs with the primary focus on the work of

family businesses crossing international borders. An article Fair Process: Striving for Justice in Family Firms (with L. Van der Heyden and C. Blondel) received the 2006 Family Business Network Research Award for the best-published research article on family business practice (Family Business Review, XVIII, (1), March 2005). The HP-Compaq Merger: A Battle for the Heart and Soul of a Company (with Liz Florent) was awarded the 2005 IMD-European Foundation for Management Education Family Business Case Competition prize.

Carlock has 25 years of management and leadership experience serving first as an executive with a New York Stock Exchange family business, Dayton-Hudson (now Target Corporation) and as a CEO and Chairman of four companies he created including a NASDAQ listed corporation. He currently advises global business families and corporations specializing strategy, leadership and governance.

RESEARCH AREAS

Family Businesses: Global Business Strategy, Family Dynamics, Governance and the Development of the Next Generation. Entrepreneurial and Executive Leadership in Organisations. Consulting and Coaching

TEACHING AREAS

MBA Electives: Family Business Management and Entrepreneurial Leadership. Executive MBA Electives, Family Business Management and Entrepreneurial Leadership. Executive Education: Coaching and Consulting for Change, Family Enterprise Challenge, Entrepreneurial Leadership Program: Leading Privately-Owned Firms

PUBLICATIONS

- [Can ABC Telecommunication Manufacturing Be Saved?](#)
- [Family Governance: Organising a Family Meeting](#)
- [Roger Levy and Ilapak: A Family Business Simulation - Participant's Guide](#)
- [Natural Selection - How to Choose the Best Board](#)
- [Board Recognition and Reward](#)
- [Legacy Advisors Ltd. - The Family Office: Building and Sustaining Value for Business Families](#)
- [Family Business on the Couch: A Psychological Perspective](#)
- [Entry on Family Business](#)

CASE WEBSITES

- [FrogPubs](#)
- [Love and Work](#)