

# A Study on the Influence between Management Ability of Successor in the Small and Medium : Sized Family Enterprises and I

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## ABSTRACT

Most of the discussions about the succession of family businesses home and abroad take the large family business groups as the research objects, and less attention on the successor training and succession process of the small and medium-sized family businesses has been paid. The study believes the small and medium-sized family businesses form the foundation of Taiwan economics structure. The large groups are initiated from the small and medium-sized ones. It will be helpful to the innovation and development of the future companies if we can explore and gain a in-depth knowledge of the succession process of those small and medium-sized companies. The study mainly discusses the succession process of the second-generation successors and the influences of their management ability on the innovation and development of the small and medium-sized family businesses in Taiwan. Through literature review and profound interview of three cases, the study proposes that the successor should effectively build the core power and the relationship network within the business organization after the succession, in order to stabilize the internal and external operation of the firm. According to the interviews, the study indicates how the successors lead the firm to re-innovate to achieve the goal of sustainable operation and start their own era after they become the leaders in terms of three aspects including the succession of the business model and experience, the administrative ability of the leader and the talent on production techniques.

Keywords : small and medium business、 Family Business、 Administrative Ability、 innovation

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