

Master's Thesis Evaluation by the Supervisor

Title of the Master's Thesis:

Family Businesses in the succession process

Author of the Master's Thesis:

Ingmar Grabenhorst, B.Sc.

Goals of the Master's Thesis:

to identify and analyze the biggest challenges for family businesses encounter when dealing with the succession and governance process

Evaluation:

| | Criteria | Description | Max. points | Points |
|-------------------------|----------------------------|--|-------------|--------|
| Content 70% | Output Quality | Two comments: (1) The results are well presented and relevant; nevertheless the Master thesis should have better detected the gaps it intends to tackle (succession is the most researched topic within family business domain) and why – how it contributed to the current knowledge in terms of the state of the arts; (2) weaknesses and limitations of the findings have not anyhow been emphasized (what has been said in interviews, what not; survey is based just upon 30 cases – is there a variation? Or do they converge?). | 20 | 15 |
| | Goals | The goals of the thesis are evident and accomplished. | 10 | 10 |
| | Methodology: | I would have expected better description of methods and their application; e.g. interview – it is not clear how the author have assembled the questions; the same applied to the survey – has it already been used? How questions have been determined? | 20 | 15 |
| | Theory/ Conceptualization: | Demonstration of an in-depth understanding of the topic area (state-of-the-art) including key concepts, terminology, theories, definitions, etc. based on a literature survey. Literature review. | 20 | 20 |
| Formal requirements 15% | Structure: | The thesis is a consistent, well-organised logical whole. | 3 | 3 |
| | Terminology: | Linguistic and terminological level. | 4 | 4 |
| | Formalities: | Formal layout and requirements, extent, abstract. | 4 | 4 |
| | Citing: | Quality of citations and reflection of Ephorus results. | 4 | 4 |
| Delivery | Presentation document: | Is the presentation itself structured in a clear way? Is it appealing and easy to follow? Does it convey the message efficiently? | 5 | |

| | | | | |
|--|----------------------|--|-----|---|
| | Presentation skills: | Are you conveying the message efficiently and timely? Do you use appropriate words, speed, tone of voice, gestures, movement etc. to express your thoughts in a clear manner? | 5 | |
| | Argumentation: | Are you able to readily and briskly react to questions or comments? Are you able to explain unclear parts and connect comments to relevant places in your presentation or parts of particular analyses? How well are you able to defend to your ideas and recommendations? | 5 | |
| | | | 100 | 0 |

Other comments:

This Master Thesis represent a well-structured coherent whole – it goes smoothly and comprehensibly in order to reach its goals. I appreciate that the thesis is based upon more research methods (in-depth interviews, survey) and that the author has really been in touch with family businesses to support his literature review conclusions. The thesis shows convincingly that the author has very well immersed into issues and corresponding theories of family businesses.

Questions or comments to be discussed during the thesis defence:

Just a few days ago our government approved the definition of “family business”. Could you discuss the pros and cons of the definition (see: <http://amsp.cz/wp-content/uploads/2019/05/TZ-2019-05-13-Rodinné-firmy-definice-PŘÍLOHA.docx>)?

The name of the Supervisor:

prof. Jiří Hnilica

The employer of the Supervisor:

KSG FPH VSE

Date 25. 5. 2019

Signature of the Supervisor:
