

Transitions in organization patterns (private company, community, etc.)

Looking at transition from this perspective also gives us the opportunity to study three current economic challenges related to the lifecycle of a company and identified as potential obstacles to corporate growth.

Key words: business transfers, internationalization, exploration

On the one hand, transition from exploration to operation is a crucial step in the lifecycle of an innovative company, inasmuch as it enables the company to start generating income.

We will be comparing the representations and perceptions of the different players (entrepreneurs and managers, and facilitators such as incubators and hothouses) in order to determine what might hinder improved support. On a broader scale, the growth of new companies in two different ecosystems (one in France, the other in Quebec) will be compared.

This research extends our partnership with the University of Quebec in Montreal, while strengthening ties with LabEx Entreprendre (University of Montpellier) and the team in Bordeaux working on entrepreneurship. Similarly, we will be studying the conditions in which a family-run business can step up its growth strategy.

On the other hand, the transition between two generations of directors when a company is handed over is a crucial step, which can affect its durability. We will focus in particular on how directors can ensure a smooth transition.

It will also be interesting to understand the image loss for company stakeholders caused by the change in management and its consequences on the divestment/handover process.

Finally, the transition from local to international activities is a decisive step for ensuring that the company has sufficient prospects to be competitive in the face of competition. This pattern assumes that systems are put in place to monitor the affiliates created or integrated into the company through the acquisition of established firms. Different alternatives will be studied, including the expatriation of national executives and the training of local executives.

Contacts: Sandrine Cueille, Gilles Recasens, Antoine Renucci, Marie-Laure Grillat, Olivier Mériçnac