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Dr. Randel S. Carlock is the first Berghmans Lhoist Chaired Professor in Entrepreneurial Leadership, the founding Director of the Wendel International Centre for Family Enterprise and a founding board member of the Global Leadership Centre at INSEAD. Previously he was the first Opus Professor of Family Enterprise and founder of the family business center at the University of St. Thomas in Minneapolis, MN (USA). He also served as director of the entrepreneurship centre and chair of the entrepreneurship department at St. Thomas.

Carlock is recognized for developing innovative executive education programs and academic courses that explore the opportunities and challenges of executives, owners and business families. He has taught over 2500 MBA and undergraduate students from around the world, the Family Business Network global next generation conference four times and the Family Firm Institute's international certification course for family business advisors and consultants. He currently serves as a consultant and advisor to entrepreneurs, global business families, private banks, and corporations specializing in Asia, Europe and the Middle East. His consulting interventions are based on the Parallel Planning Process, family psychology and real world experience that support empowering the people through action research and learning.

Carlock has an MA in education and training (1976), an 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 at the Maudsley Hospital, 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).

Carlock is author of several articles, chapters, case studies and co-author with Manfred Kets de Vries of *Family Business on the Couch: A Psychological Perspective* and John L. Ward of *Strategic Planning for the Family Business* (available from Macmillan in Arabic, Chinese, English, Hebrew and Spanish). An article with L. Van der Heyden and C. Blondel, "Fair Process: Striving for Justice in Family Firms" 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). Two case studies have been recognized with awards: "Nash Engineering: 100 Year of Family Commitment" was recognized by the 2006 Family Business Network on the topic of family business and "The HP-Compaq Merger: A Battle for the Heart and Soul of a Company" was awarded the 2005 IMD-European Foundation for Management Education Family Business Case Competition prize.

Carlock spent 25 years in business 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. When he left Dayton-Hudson Corporation, Okabena, the Dayton family office became the largest outside investor in his new venture start-up.

Carlock has completed three podcasts: *The Parent as Coach* based on research for a new book titled *Strategic Parenting; Understanding the Challenges of Family Business; and Developing Entrepreneurial Leaders for the 21st Century*. Listen at <http://www.insead.edu/podcast/>.



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Selected Publications

Family Business on the Couch: A Psychological Perspective co-authored with Manfred Kets de Vries with Elizabeth Florent-Treacy. New York: John Wiley and Sons (2007).

Leadership Coaching in Family Businesses, Chapter 4 in *Coach and Couch: The Psychology of Making Better Leaders*. London: Palgrave INSEAD Business (2007).

Psychodrama simulation - Roger Levy and Ilapak (A): Building an Entrepreneurial Family Enterprise and (B): Individual Perspectives on Managing the Leadership and Ownership Transition. Case Study (06/2006/5378) INSEAD: Fontainebleau, France with Elizabeth Florent-Treacy.

Family Business entry in Bailey, James et al (eds), (2007). *International Encyclopaedia of Organization Studies*, Thousand Oaks, CA: Sage with Kets de Vries, M.F.R. and Florent-Treacy, E.

Nash Engineering: 100 years of Evolving Family Commitment. *Family Business Casebook Annual 2006*, pp. 105-129. J.H. Astrachan (ed). Atlanta; Cox Family Business Center.

Trouble in Tuscany: Exploring family business relationships. Case Study (07/2005-5279) INSEAD: Fontainebleau, France with Ludo Van de Heyden.

Fair Process: Striving for Justice in Family Firms. (March, 2005). *Family Business Review*, XVIII,1, with Christine Blondel and Ludo Van der Heyden.

Eu Yan Sang: Healing a Family and Business, Case Study (2-05-5263) INSEAD: Fontainebleau, France

Assuring a Healthy Business. Chapter Two in *Family Business Key Issues*, D. Kenyon-Rouvinez and J.L.Ward (eds), London: Palgrave-Macmillan (2004).

Nash Engineering: 100 Year of Family Commitment (A and B). Case Study (10/2004-5223). INSEAD: Fontainebleau: France with Elizabeth Florent.

Work and Love: Finding One's Place in the Family Firm. *Family Business Casebook Annual 2004*, pp. 1-25. J.H. Astrachan, P.Poutziouris & K. Soufani (eds).Atlanta; Cox Family Business Center.

The HP-Compaq Merger: The Battle for the Heart and Soul of a Company. *International Family Enterprise Research Academy Research Forum Proceedings Publication--New Frontiers in Family Business Research: The Leadership Challenge* (Sept 2003) pp 15-49. Panikkos Poutziouris and Lloyd P. Steier (eds.) with Elizabeth Florent.

What Families Need to Know about Business Strategy. *Families in Business 2:2*, (April/May 2003), 66-68 with J.L. Ward.

Work and Love: Finding One's Place in the Family Firm. Case Study and Video (10/2002-5005) INSEAD: Fontainebleau: France with Elizabeth Florent.

Strategic Planning for the Family Business: Parallel Planning to Unify the Family and Business. (2001). London: Palgrave/Macmillan co-authored with John L. Ward.

Filling Big Shoes at the Carlson Companies: An Interview with Curt Carlson and Marilyn Carlson Nelson. (Spring 1999). *Family Business Review*, XII(1).

A Classroom Discussion with James R. Cargill. (Spring 1995). *Family Business Review*, VII(3). San Francisco, CA: Jossey-Bass.

The Need for Organization Development in Successful Entrepreneurial Firms. (1994). New York: Garland Publishing.

