

Ricardo Aparicio Castillo

Organizational Behavior Department Professor

Business and the Family Department Professor

Director of the Research Center for Family Businesses, CIFEM | BBVA



IPADE
BUSINESS SCHOOL
UNIVERSIDAD PANAMERICANA

Academic Degrees

- PhD Candidate in History of the Knowledge, Universidad Panamericana, thesis: “General management succession from the perspective of the founder in Mexican familiar businesses”.
- MAs in Governance and Organizational Culture, Universidad de Navarra.
- Full-Time MBA, IPADE Business School.
- BS in Mechanical and Electric Engineering, Universidad Nacional Autónoma de México (UNAM).

Relevant courses:

- Course in Anthropology, Universidad Panamericana.
- Graduate course in Philosophy, Universidad Panamericana.
- Colloquium of Participant-Centered Learning (CPCL), Harvard Business School.
- Building self-esteem talks, Universidad Navarra.
- The Person and the Family Program, IPADE Business School.

Managerial Background

Currently:

- Consultant on Family Enterprises.
- Consultant on human behavior and organizational culture in companies like: Mabe, Liverpool and Grupo Bocar.
- Member of the Family Board of several entrepreneurial families.

Formerly:

- Deputy Director, Norms and Industrial Supervision, Bancomer, S.A.
- Operations Director, Speedee Oil Change & Tune-up (Master Franchise).
- Internal Consultant, Kellogg’s de México, S.A. de C.V., Querétaro.
- Project Manager, Equipomex, Mexico and Waco Fiberglass, Co., Waco, Texas, USA.

Professional Activities

- Guest Professor at INALDE Business School, Colombia; ISE Business School, Brasil; Instituto San Telmo, Spain.
- Member of the International Family Research Academy (IFERA).
- Member of the LATAM Board of IFERA.

Publications:

- Coordinator and author of 4 chapters, *Ser y hacer de las familias empresarias*. Mexico, LID.
- Ricardo Aparicio and Lucio Traverso, “Estructuras de gobierno de la empresa familiar”, in *Un Itinerario para la trascendencia. De la empresa familiar a la familia empresaria*. Mexico, LID.
- Author of 2 chapters, *Realizando la vocación*. Mexico, Panorama.
- Article writer and several interviews in *Istmo*, *Expansión*, *Forbes*, *El Universal*, *Grupo Fórmula*, among other publications.
- Case and Technical note author on Family Businesses and Organizational Behavior issues.

Areas of Interest

- Family dynamics, successions, family boards and family businesses protocols.
- Origin and conflict management in family businesses.
- Family businesses founders.
- Leadership and high-performance teamwork.