

**MANFRED F.R. KETS DE VRIES**

Distinguished Clinical Professor  
of Leadership Development and Organisational Change, INSEAD  
Founder, INSEAD Global Leadership Centre (IGLC)

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**CANADIAN PSYCHOANALYTIC INSTITUTE**

**Psychoanalytic Training**, 1977 – 1982. Membership granted 1982.  
Clinical seminars at the Canadian Psychoanalytic Institute and the Allan Memorial Institute (part of the Royal Victoria Hospital of McGill University). Four years of supervised clinical work. Psychoanalyst in private practice since 1982.

**HARVARD UNIVERSITY, Graduate School of Business Administration**

**Doctoral Degree in Business Administration (DBA)**, 1968 – 1970

Specialization: organizational behavior (focus on applied psychoanalysis and management policy). Doctoral dissertation: *The Entrepreneur as Catalyst of Economic and Cultural Change* (dissertation committee members: Abraham Zaleznik, C. Roland Christensen, and Everett Hagen)

**Master's Degree in Business Administration (MBA)**, 1966 - 1968

**International Teacher's Programme (ITP Certificate)**, 1966 - 1967

**UNIVERSITY OF AMSTERDAM**

Doctoral Examination in Economics (Econ. Drs.), 1963 - 1966

Teaching Certificate in Accounting and Management Control, 1965

Candidate's Certificate in Economics, 1959 - 1963

**ACADEMIC POSITIONS**

**ESMT, Berlin**

**Distinguished Professor and Director of the Center for Leadership Development Research** since 2008

**INSEAD**

**Founder INSEAD Global Leadership Centre**, 2003

**Director of the Raoul de Vitry d'Avaucourt Chair** in Human Resource Management, 1987 - 1992

**Full Professor**, Organizational Behavior and Management Policy, 1984 - 1985

**HARVARD UNIVERSITY, Graduate School of Business Administration**

**Visiting Professor**, responsible for the elective: Social Psychology of Management, 1983 - 1984

**European Institute of Business Administration (INSEAD)**

**Visiting Professor**, Organizational Behavior, 1982 - 1983

**Ecole des Hautes Etudes Commerciales (HEC), Montreal**

**Visiting Professor**, Organizational Behavior and Management Policy, 1980 1981

**McGILL UNIVERSITY, Faculty of Management**

**Full Professor**, Organizational Behavior and Management Policy, 1980 -1985

**Associate Professor**, Organizational Behavior and Management Policy, 1975 - 1980.  
Awarded tenure: 1979

**Visiting Professor**, Organizational Behavior and Management Policy, 1974 - 1975

**HARVARD UNIVERSITY, Graduate School of Business Administration**

**Research Fellow**, Production and Operations Management, 1973 - 1974

**European Institute of Business Administration (INSEAD)**

**Assistant Professor**, Organizational Behavior, 1971 - 1973

**Harvard University, Graduate School of Business Administration**

**Research Fellow**, Social Psychology of Management, 1969 - 1971

**Research Assistant**, 1968 - 1969

**MISCELLANEOUS TEACHING**

Finnish School of Technology, Euro Forum, Netherlands School of Business, Rotterdam School of Economics, Stockholm School of Economics, European Institute of Management and Technology, Berlin.

**CONSULTING**

Consultancy on strategic human resource management and organizational design and transformation with many of the leading companies in the world.

Executive development work with such organizations as ABB, Accenture, Aegon, Air Liquide, Alcan, Alcatel, Bain Consulting, Bang & Olufsen, Bonnier, BP, DMGT, L. M. Ericsson, GE Capital, Goldman Sachs, Heineken, HypoVereinsbank, Investec, KPMG, Lego, Lufthansa, McKinsey, NAB, Nokia, Novartis, Novo Nordisk, Rank Xerox, Russian Standard, SAB, Shell, SHV, Standard Bank of South Africa, Troika Dialog, Unilever, and Volvo Car Corporation.

Educating and consultancy in more than forty countries

Executive counselling/ coaching

**Programme Director, INSEAD:** *The Challenge of Leadership: Creating Reflective Leaders*

**Scientific Director, INSEAD:** *Executive Master Degree in Consulting and Coaching for Change*

## **PROFESSIONAL ORGANIZATIONS**

Society for the Advancement of Management Studies (SAMA) since 2002

Elected Fellow, The International Family Enterprise Research Academy (IFERA) since 2001

Elected Fellow, The Academy of Management since 2001

MESO: The Organization for the Integration of Micro and Macro since 1992

Member, Research Group on Leadership Practises since 1990

International Society of Political Psychology since 1988

Founding Member, International Society for the Psychoanalytic Study of Organizations (ISPSO) since 1986

Corresponding Member, Paris Psychoanalytic Society since 1986

International Psychoanalytic Association since 1982

Canadian Psychoanalytical Society since 1982

Canadian Psychological Association since 1977

American Psychological Association since 1974

Member of the Advisory Council, Hillary Institute since 2006

Founding Advisory Board member, Leadership Research Network, 2008

## **EDITORIAL WORK**

### **Editorial Board Membership:**

Administration & Society

Indian Journal of Training & Development

International Journal of Human Resource Management

Leadership Quarterly

European Management Journal

Inoclastic Papers

Organizational Dynamics

Socio-Analysis

Organisational and Social Analysis

International Journal of Entrepreneurship, Lectures & Education

Organisational and Social Dynamics  
 Journal of World Business  
 International Journal of Entrepreneurship Education  
**International Journal of Management Practice**  
 Strategic Direction  
 Cross Cultural Management: An International Journal  
 Group & Organization Management  
 Journal of Family Business Strategy

#### **REVIEWER:**

Academy of Management Journal  
 Academy of Management Review  
 Administration & Society  
 Administrative Science Quarterly  
 American Review of Public Administration  
 British Journal of Management  
 Human Relations  
 Journal of Management Studies  
 Leadership Quarterly  
 Organizational Dynamics  
 Organization Studies

#### **COLUMNIST:**

Columnist *Het Financieele Dagblad* (the major Dutch financial daily newspaper)

#### **ACADEMIC AWARDS & HONORS**

In April 2016, Manfred received the **Life Achievement Award** of the German education industry for 2016 (LAA). Former recipients of this prestigious award include Tony Buzan, the inventor of Mind-Mapping, Gert Hofstede, Robert Dilts, one of the pioneers of NLP, and Lothar Seiwert. In 2016 the prize was awarded for the 10th time. This is the German website which documents the award: [www.life-achievement-award.com](http://www.life-achievement-award.com) The LAA is the most important award for a lifetime achievement in the sector for further training and professional development. It honours people or educational organisations which rendered outstanding service to further education and training. Leading representatives of the sector form a panel of experts who choose the award winner. Manfred received the award at the „Petersberger Trainertage“, at the Steigenberger Grand Hotel Petersberg in Königswinter near Bonn, the former guest house of the Federal of Germany in the area of Bonn.

In October 2015 Professor Manfred Kets de Vries was the first recipient of the INSEAD **Dominique Héau Award for Inspiring Educational Excellence**. The award recognises INSEAD professors who have demonstrated exceptional dedication to INSEAD's educational mission. Its recipients embody Dominique's legacy of enduring passion for programme delivery, pedagogical innovation, and mentoring of colleagues and managers at different career stages. The preliminary selection was made by all members of the INSEAD community who nominated faculty who had made exceptional contributions to the educational excellence of the school. This was followed by a selection committee who reviewed the nominations and then named the winner.

In October 2012 Professor Manfred Kets de Vries received an **Honorary Doctorate** from the Russian Presidential Academy of National Economy and Public Administration (RANEPA) at IBS-Moscow. During this year dedicated to the year of Holland and Dutch-Russian friendship the event was opened with short speeches by the Vice-Rector of the Academy of the Russian President, Sergey Myasoedov and the Dutch Ambassador. Previous honourable doctorate titles have been bestowed upon Stanley Fisher (the former Director of the World Bank) and to Professor Leszek Balcerowicz (world famous economist and the former Polish Prime-minister and minister of finance).

In October 2011 in the presence of the President of Slovenia, Mr. Danilo Türk, Manfred Kets de Vries received a **Doctor Honoris Causa** title from the IECD Bled School in recognition of his contributions for his 'outstanding contribution to creation and integration of knowledge and leadership development for a better world'.

Also in October 2011, Manfred also received the **Vision of Excellence Award** during the Harvard McLean Hospital/Harvard Medical School Coaching Conference.

In September 2010 Manfred was honoured by the Dutch Psychoanalytic Institute in Holland where he was presented with the **Freud Memorial Award**, in acknowledgement for his exceptional work on the interface between psychoanalysis and organisations.

Manfred was unanimously voted to become a Distinguished Member of the **International Society for the Psychoanalytic Study of Organizations (ISPSO)** in December 2009. This is a rare honour, so far only conferred to three other members (Harry Levinson, Harold Bridger and Gordon Lawrence).

**International Leadership Association (ILA)** inducted Manfred Kets de Vries, alongside Bernard Bass & Joseph Rost (posthumously), Warren Bennis, James MacGregor Burns, and Frances Hesselbein) into the **Leadership Legacy Project** and he was given a **Lifetime Achievement Award** in November 2008.

**Diploma category Best Books for Entrepreneurs in 2006** for *The New Russian Business Leaders* published with Alpina Business Books.

**International Leadership Association (ILA) Distinguished Leadership Award**, presented November 2005 for his contributions to the classroom and the board room.

**Distinguished Scholar Speech**, Academy of Management, Consulting Division, Denver, 2002

Elected **Fellow of the Academy of Management**, 2001

2001 **Harry and Miriam Levinson Award**, Division 13, Consulting Psychology

Appointed **officer in the order of Oranje Nassau**, 1997

Received the **Critics' Choice Award** 1995 - 96 for *Life and Death in the Executive Fast Lane*

**Distinguished Scholar Speech**, Academy of Management, International Division, Atlanta, 1993

At the International Leadership Association's 10th conference in November 2008 Manfred was inducted into the Leadership Legacy Project of the ILA and given a **Lifetime Achievement Award**.

Received **five times** the **annual teaching award** (1987, 1989, 1990, 1992, 1993) teaching core course in the MBA program at INSEAD during the period 1987 - 1993; nominated for the teaching award for core courses in 1988, 1991

Taught highest rated elective, **Harvard Business School**, 1983 - 1984

Consistently named among the **two top-rated teachers** at **McGill University**, Faculty of Management, 1974 - 1985

**Received the following awards for cases:**

European Case of the Year Human Resource Management/Organisational Behaviour Category Award 2005 for *Alice in Wonderland: A Different Approach to Organisational Change*

European Case of the Year Human Resource Management/Organisational Behaviour Category Award 2002 for *The House that Branson Built: Virgin's Entry into the New Millennium*

European Case of the Year 2001 for *Banking on Change*

European Case of the Year Human Resource Management/Organisational Behaviour Category Award 2000 for *British Petroleum: Transformational Leadership in a Transnational Organisation*

European Case of the Year Overall Winner Award 1999 for *Branson's Virgin: The Coming of Age of a Counter-Cultural Enterprise*

European Case of the Year Human Resource Management Category Award 1998 for *Branson's Virgin: The Coming of Age of a Counter-Cultural Enterprise*

European Case of the Year Runner-Up Award 1996 for *Branson's Virgin: The Coming of Age of a Counter-Cultural Enterprise*

European Foundation for Management & Development Award 1995 for *Branson's Virgin*

European Case of the Year Award 1993 for *Carlo de Benedetti: The Builder*

European Case of the Year Award 1991 for *Richard Branson and the Virgin Group*

**Listed in** *Who's Who of the World*, *Marquis*, *Who's Who in the World*, *International Who's Who in Medicine*, *Dictionary of Business and Management Scholars and Research*, *Dictionary of International Biography*, *Who's Who in the Management Sciences*

**Featured in** *The New York Times*, *The Financial Times*, *The Herald Tribune*, *The Los Angeles Times*, *The Economist*, *Fortune*, *Wall Street Journal*, *Wirtschaftswoche*, *Le Capital*, *Harper's*, and others

## PUBLICATIONS

### BOOKS

Kets de Vries, Manfred (2017)

***Riding the Leadership Rollercoaster: An Observer's Guide***, *The Palgrave Kets de Vries Library*, London, UK: Palgrave Macmillan. 2017. Italian edition, "Successi e fallimenti della leadership. Come diventare un leader equilibrato", Edizioni FerrariSinibaldi, Milan, Italy, 2017.

Kets de Vries, Manfred (2016)

***The White Raven, the Bear-King, and Other Grim Tales***, *KDVI Press*, UK, 2016. Korean publication forthcoming, Seoul, Korea Literary Agency.

Kets de Vries, Manfred (2015)

***You Will Meet a Tall Dark Stranger: Executive Coaching Challenges***, *The Palgrave Kets de Vries Library*, London, UK: Palgrave Macmillan. November 2015. Dutch translation, "Kets de Vries over executive coaching: Inzicht in 8 complexe persoonlijkheden", Academic Service, Amsterdam, Holland, 2015.

Kets de Vries, Manfred (2015)

***Telling Fairy Tales in the Boardroom: How to Make Sure Your Organization Lives Happily Ever After***, *The Palgrave Kets de Vries Library*, London, UK: Palgrave Macmillan. 2015. Translated into Korean, 리더는 어떻게 평면표지, Doublebook, Seoul, Republic of Korea, March 2017.

Kets de Vries, Manfred (2014)

***Mindful Leadership Coaching: Journeys into the Interior***, Hampshire, UK: Palgrave Macmillan. May 2014. Dutch edition, "Kets de Vries over mindfulness: Hoe je evenwichtig leiderschap kunt stimuleren" BIM Media B.V., The Hague, Holland, 2014. Italian edition, "Mindful Leadership Coaching: Percorsi verso una leadership consapevole", Ferrari Sinibaldi, Milan, Italy, 2015. Simplified Chinese edition, People's Oriental Publishing & Media Co. Ltd. (Oriental Press), June 2017. Romanian edition. "Mindful Leadership Coaching: Călătorii Către Sine", Simona Kessler International Copyright Agency, Bucharest, Romania, 2017.

Kets de Vries, Manfred F. R. (2011)

***The Hedgehog Effect: The Secrets of Building High Performance Teams***, West Sussex, UK: John Wiley & Sons Ltd. Dutch translation, "Het Egel Effect: Executive Coaching en het geheim van high-performanceteams", Sd Uitgevers / Academic Service, The Hague, Holland, March 2012. Portuguese publication, "O Efeito Porco-Espinho", DVS Editora, Sao Paulo, Brazil, February, 2014. Italian translation, "Effetto porcospino. Il segreto per costruire team eccellenti", Ferrari Sinibaldi, Milan,

Italy, July 2012. Simplified Chinese edition, People's Oriental Publishing & Media Co. Ltd. (Oriental Press), 2016

Kets de Vries, Manfred F. R., Andreas Bernhardt, Konstantin Korotov, & Elizabeth Florent-Treacy (editors) (2011)

***Tricky Coaching; Difficult Cases in Leadership Coaching.*** Hampshire, UK: Palgrave Macmillan. Chinese translation People's Oriental Publishing & Media Co. Ltd (Oriental Press), Beijing, China, 2014. Korean publication forthcoming, COCOOP Books, South Korea, 2019.

Kets de Vries, Manfred F. R. (2011)

***Reflections on Groups and Organisations.*** West Sussex, UK: John Wiley & Sons Ltd. Chinese translation 悬崖边的能人组织, People's Publishing House (Oriental Press - 东方出版社): Beijing, December 2011. Portuguese publication, "Reflexões sobre Grupos e Organizações", DVS Editora, Sao Paulo, Brazil, 2014.

Kets de Vries, Manfred F. R. & Konstantin Korotov (2011)

***Leadership Development (editors).*** London: Edward Elgar.

Kets de Vries, Manfred F. R., Laura Guillen, Konstantin Korotov & Elizabeth Florent-Treacy (editors) (2010)

***The Coaching Kaleidoscope: Insights from the Inside.*** Hampshire, UK: Palgrave Macmillan.

Kets de Vries, Manfred F. R. (December 2009)

***Reflections on Leadership and Career Development.*** West Sussex, UK: John Wiley & Sons Ltd. Voted one of the Best Business Leadership Books 2010, Strategy and Business. Italian translation ***Figure di Leader: Le sfide della Leadership nei Cambiamenti della vita Organizzativa*** Milan: Raffaello Cortina Editore, 2011. Chinese translation 世界停一下, 我要下车, People's Publishing House (Oriental Press - 东方出版社): Beijing, February 2017.

Kets de Vries, Manfred F. R. (March 2009)

***Reflections on Character and Leadership.*** West Sussex, UK: John Wiley & Sons Ltd. Portuguese translation ***Reflexões sobre Caráter e Liderança.*** Brazil: Artmed Editora, 2010. Chinese translation 至高无上的囚徒 (性格与领导力反思, People's Publishing House (Oriental Press - 东方出版社): Beijing, February 2017.

Kets de Vries, Manfred F. R. (2009)

***Sex, Money, Happiness and Death: The Quest for Authenticity.*** Hampshire, UK: Palgrave. Translated into Dutch ***Seks & Geld, Geluk & Dood.*** Uitgeverij Nieuwezijds: Amsterdam, October 2008. Hungarian (Manager Publishing) translation, November 2008. Italian translation, ***Sesso Denaro Felicità: il senso della vita (e della morte) per manager e non solo*** Etas: Milan, 2009. Chinese translation 性、金钱、幸福与死亡. Oriental Press: Beijing, July 2010. Russian translation, Spring 2010, Alpina. Portuguese translation, ***Sexo, dinheiro, felicidade e morte : a busca por autenticidade*** Bookman: Sao Paulo, 2012.

Kets de Vries, Manfred F.R. (2009)



*The Anarchist Within*, article translated into Russian book, Aquamarine Books: Moscow.

Kets de Vries, Manfred F. R. & Carlock, Randel, with Florent-Treacy, Elizabeth (2007)  
*Family Business on the Couch: A Psychological Perspective*. West Sussex, UK: John Wiley & Sons Ltd. Portuguese translation *A Empresa Familiar no Divã: Uma Perspectiva Psicológica*. Brazil: Artmed Editora, Summer 2009. Arabic translation, ArabScientific Publishers. 2008. Chinese translation, The Oriental Press, Beijing, China, 2013.

Kets de Vries, Manfred F. R., Florent-Treacy, Elizabeth & Konstantin Korotov (May 2007)

*Coach and Couch: The Psychology of Making Better Leaders*, (INSEAD Business Books series). Hampshire, UK: Palgrave Macmillan. Published in Japanese, May 2008, also with Palgrave Macmillan & Firstpress Inc, Tokyo. Portuguese translation: *Experiências e técnicas de Coaching a formação de líderes na prática*, (INSEAD Business Books series) Sao Paulo, Brazil: Serie Bookman, 2009. Korean translation forthcoming 2016, COCOOP Books, Seoul, Republic of Korea.

Kets de Vries, Manfred F. R., Korotov, Konstantin; Florent-Treacy, Elizabeth & Rook, Caroline (2015)

New, revised edition in English, **Coach and Couch 2<sup>nd</sup> Edition, The Palgrave Kets de Vries Library**, November 2015, Palgrave, Macmillan Publishers, London.

Kets de Vries, Manfred F.R. (2006)

*The Leader on the Couch*, West Sussex, UK: John Wiley & Sons Ltd. Dutch translation: *Wat Leiders Drijft: een klinische benadering van gedragsverandering in organisaties*, Amsterdam: Nieuwezijds, 2006. Estonian translation: *Lider Sohval: Kliiniline lähenemine inimeste ja organisatsioonide muutmisele*. Äripäev Raamat, Väike Vanker, Estonia, 2006. Russian translation forthcoming 2009, Best Business Books, Saint Petersburg, Russia. Romanian translation 2009. Finnish translation: **Johtaja Terapeutin Sohval: Lisää Tunneälyä Organisaatioon**, Edita Publishing Oy, Finland, 2007. Lithuanian translation: **Lyderis Pas Psichoanalitiką; Kaip pažinti save ir vadovauti kitiems**, Verslo Zinios, Vilnius, Lithuania, 2008. Translated into Polish as *Lider na Kozetce*, October 2009, Wolters Kluwer Polska Sp. Z o.o., Poland. Chinese translation, 沙发上的领导力 Beijing, Oriental Press, August 2010. Simplified Chinese edition, People's Oriental Publishing & Media Co. Ltd. (Oriental Press), 2016.

Kets de Vries, Manfred F.R. (2005)

*The Global Executive Leadership Inventory*, USA: Pfeiffer

Kets de Vries, Manfred F.R. (2005)

*Lessons on Leadership by Terror: Finding a Shaka Zulu in the Attic*, London: Edward Elgar. Translated into Dutch *De Geest Van Despotisme: Shaka Zoeloe En De Psychologie Van Tirannieke Macht*, Amsterdam: Nieuwezijds. Chinese translation forthcoming, People's Oriental Publishing & Media Co.,Ltd (Oriental Press) Beijing,

Kets de Vries, Manfred F.R., with Elizabeth Florent-Treacy, Konstantin Korotov and Stanislav Shekshnia (2004)

*The New Russian Business Leaders*, London: Edward Elgar. Translated into Russian, Mockba, 2005. Awarded the Russian Diploma Best Books for Entrepreneurs in 2006.

Kets de Vries, Manfred F.R., and Elisabet Engellau (2004)

*Are Leaders Born or Are They Made: The Case of Alexander the Great*, London: Karnac Books. Translated into Dutch *Het Leiderschap Van Alexander De Grote*, Amsterdam: Nieuwezijds. Japanese translation, Japan East Press, (2011). Chinese translation, 领导者是天生的吗? 亚历山大大帝案例分析, Beijing, Oriental Press, 2011.

Kets de Vries, Manfred F.R. (2002)

*LeiderschapsTest -- Het interpreteren van de twaalf dimensies van leiderschap*, Amsterdam: Nieuwezijds.

Kets de Vries, Manfred F.R. (2002)

*The Happiness Equation*, London: Random House. *Õnne Valem: Mõtteid õnnest ja edust*, Estonia, Pegasus, December 2003. Translated into Russian, Alpina, May 2004. Translated into Hungarian as *A boldogság egyenlete: Tõprengések a Boldogságról és a Sikerrõl*, Helikon, 2005. Translated into Dutch as *Het Geluk: Een Handleiding*, Amsterdam: Uitgeverij Nieuwezijds, 2000. Russian audio version published, Mann, Ivanov & Feber, Moscow, 2008. Translated into French as *L'Equation du Bonheur*, Eyrolles, Paris, 2008. Republished in English, iUniverse, 2008. Translated into Greek as *Η εξίσωση της ευτυχίας: Διαλογοισμοί πάνω στην ευτυχία και την επιτυχία*, Chronico, Athens, 2013.

Kets de Vries, Manfred F.R. (2001)

*Struggling with the Demon: Perspectives on Individual and Organizational Irrationality*, Connecticut: International Universities Press. Translated into Dutch as *Worstelen met de Demon: Over Emoties, Irrationaliteit en Oonbewuste Processen in Mens en Organisatie*, Amsterdam: Uitgeverij Nieuwezijds, 1999. Translated into Italian as *L'Organizzazione Irrazionale: La Dimensione Nascosta Del Comportamenti Organizzativi*, Milan: Raffaello Cortina Editore, 2001.

Kets de Vries, Manfred F.R. (2001)

*The Leadership Mystique*, London: London Financial Times Prentice-Hall. Translated into Dutch as *Leiderschap Ontraadseld*, Amsterdam: Uitgeverij Nieuwezijds, 2001. French translation: *Les Mystères du Leadership: Diriger, C'est vendre de l'Espoir*, Paris, Village Mondial/Pearson Education, August 2002. Translated into German as *Das Geheimnis Erfolgreicher Manager: Führen mit Charisma und emotionaler Intelligenz*: Financial Times Prentice Hall Deutschland, 2002. Translated into Estonian as *Juhtimise Müstika: Käsiraamat inimestega töötamiseks*: Pegasus, Spring 2003. Translated into Russian: Alpina, Moscow, 2003. Traditional character Chinese translation, Pearson Publishing, Summer 2003. Chinese simplified character edition forthcoming: Jiangsu People's Publishing House of Nanjing, Summer 2003. Translated into Romanian as *Leadership Arta Şi Măiestria de a Conduce: De la Paradigma clinică la pragmatismul schimbării*, Codecs, Bucharest, 2010.

New, revised edition in English, July 2006, Pearson Publishing, Essex. Retranslated into French as *La face Cachée du Leadership*, Village Mondial Pearson Education France, Paris, June 2006. Second edition translated into Romanian as *Leadership Arta și măiestria de a conduce: de la paradigma clinică la pragmatismul schimbării*, Codecs, Bucharest, August 2007. Retranslated into Dutch as *Leiderschap Ontraadseld: Tweede Herziene Druk*, Amsterdam: Sdu Uitgevers bv, 2007. Retranslated into Russian: Alpina, Moscow, 2007. Retranslation into Chinese, People Press/ Oriental Press, Beijing, May 2009. Translation into Polish as *Mistyka Przywództwa*, Studio Emka Sp zoo, Warsaw, April 2008. Translation into Croatian as *Tajna vodstva: Ponašanje vođa u poduzetništvu*, Profil Publishing House, Zagreb, 2009. Translation into Turkish as *Liderliğin Gizemi*, BZD Yayın ve İletişim Hizmetleri, Istanbul, January, 2010. Translation into Romanian as *Leadership Arta și Măiestria de a conduce*, Editura Codecs, Bucarest, October, 2010. Published in Arabic, 2014, Librairie du Liban, Beirut, Lebanon.

Kets de Vries, Manfred F.R., with Elizabeth Florent-Treacy (1999)

*The New Global Leaders*, San Francisco: Jossey-Bass. Translated into Dutch as *Leiderschap van Wereldklasse*, Amsterdam: Uitgeverij Nieuwezijds, 1998. Translated into Czech as *Noví Globální Lídři*, Praha, Management Press S.R.O., 2001. Chinese Orthodox translation Global Group Holdings, Sitak Publishing Group, Taipei, Taiwan. Spanish translation Grupo Editorial Norma, Bogotá, Colombia. Slovak translation Gospodarski Vestnik. Thai translation, A. R. Business Press Co. Ltd.

Kets de Vries, Manfred F.R., and Balazs, Katharina (1997)

*Mentaliteitverandering in Organisaties*, Amsterdam: Academic Service.

Kets de Vries, Manfred F.R., and Balazs, Katharina (1996)

*De Menselijke Kant Van Reorganiseren*, Schoonhoven: Academic Service.

Kets de Vries, Manfred F.R. (1996)

*Family Business: Human Dilemmas in the Family Firm*, London: Thomson Publishing. Translated into Dutch as *Een Zaak Van de Familie: Menselijke Dilemma's in het Familiebedrijf*, Schoonhoven: Academic Service, 1996. Translation into Chinese forthcoming, 2002.

Kets de Vries, Manfred F.R. (1996)

*De uitdaging van het leiderschap*, Schoonhoven: Academic Service.

Kets de Vries, Manfred F.R. (1995)

*Life and Death in the Executive Fast Lane: Essays on Irrational Organizations and Their Leaders*, San Francisco: Jossey-Bass. Translated into German as *Leben und Sterben im Business*, Düsseldorf: Econ, 1996. Translated into Dutch as *Leven en Dood in de Directie Kamer*, Schiedam: Scriptum 1996. Translated into Spanish as *La Conducta del Directivo*. Bilbao: Ediciones Deusto, 1996. Translated into Korean by Korean Journalistic Information Publishing Co., 1997. Translated into Japanese by Sogen Sha Publishers, 1998. Translated into Italian as *Vita e Morte del Manager Rampante*, Milano: Il Sole 24 Ore S.p.A., 1998.

Kets de Vries, Manfred F.R. (1993)

*Leaders, Fools, and Impostors*, San Francisco: Jossey-Bass. Translated into Dutch as *Leiders, Narren en Bedriegers: Essays over de Psychologie Van Het Leiderschap*, Schiedam: Scriptum, 1994. Translated into French as *Leaders, Fous et Imposteurs*, Paris: Editions Eska, 1995. Translated into Italian as *Leader, giullari e impostori: Sulla psicologia della leadership*, Milano: Raffaello Cortina Editori, 1994. Translated into Polish as *Przywodcy, Blazny I Oszusci* Centrum Kreowania Liderow, Warsaw, 1998. Translated into German as Verlag Internationale Psychoanalyse, 1998. Republished in German *Führer, Narren und Hochstapler*, Stuttgart: Klett-Cotta, 2004. Translated into Japanese, Tokyo: Sogensha Publishers, Japan UNI Agency, 2001. Republished in English iUniverse 2003. Translated into Russian, Moscow, Aquamarine Books, 2009.

Kets de Vries, Manfred F.R. and Perzow, Sidney (1991)

*Handbook of Character Studies: Psychoanalytic Explorations*  
Connecticut: International Universities Press.

Kets de Vries, Manfred F.R. (1991)

*Organizations on the Couch*, San Francisco: Jossey-Bass. Translated into Dutch as *Organisaties op de divan*, Schiedam: Scriptum Books, 1993. Translation into Japanese forthcoming, Kameda Book Service, 2004

Kets de Vries, Manfred F.R. (1989)

*Prisoners of Leadership*, New York: Wiley. Translated into Dutch as *De F-Factor: Psychologische Aspecten van het Leiderschap*, Amsterdam: Sijthoff. Translated into French as *Profession Leader*, Paris: McGraw Hill International. Translated into German as *Chef-Typen*, Wiesbaden: Gabler. Translated into Finnish as *Yritysmailman Sankarit Ja Haviajat*, Helsinki: Weilin and Goos, 1991. Translated into Indonesian. Translated into Greek, Athens, Kastaniotis Editions, 2005.

Kets de Vries, Manfred F.R., and Miller, Danny (1987)

*Unstable at the Top*, New York: New American Library. Translated into Dutch as *Balanceren aan de Top*, Amsterdam: Sijthoff; Mentor Books paperback edition, 1989. Translated into Swedish as *Den Neurotiske Chef*, Malmo: Liber, 1990.

Kets de Vries, Manfred F.R., and Miller, Danny (1984)

*The Neurotic Organization: Diagnosing and Changing Counterproductive Styles of Management*, San Francisco: Jossey-Bass. Translated into French as *L'Entreprise Nevrosée*, Paris: McGraw Hill International, 1985. Translated into Dutch as *De Neurotische Organisatie*, Amsterdam: Borsen, 1987; pocket edition, 1990. Translated into Spanish as *La Organización Neurotica*, Barcelona: Clasicos del Management, Apostrofe, 1993; Mentor Books paperback edition 1988. Translated into Italian as *L'Organizzazione Neurotica*, Milano: Raffaello Corfina, 1992. Translated into Japanese, 1994. Paperback edition, Harper & Row, 1991. Parts reprinted in *The Washington Post*, *The Globe and Mail*, *MacLeans*, *The Economist*, J. Pierce and J. Newstrom's *The Manager's Bookshelf* (Harper & Row, 1988), Gareth Morgan's *Creative Organization's Theory* (Sage, 1989), J-F Chanlat's *L' Individu dans l'organisation* (Laval University Press, 1990).

Kets de Vries, Manfred F.R. (1984) (ed.)

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MARCH 20, 2014

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FEBRUARY 26, 2014

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JANUARY 7, 2014

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DECEMBER 18, 2013

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DECEMBER 03, 2013

## **DIGITAL ARTICLES**

**Kets de Vries, Manfred F.R.**

### **INSEAD KNOWLEDGE**

**Malignant Manipulators: Ticking Time Bombs**  
March 02, 2017

**Why Every Workplace Needs a Fool**  
February 03, 2017

**The EU Cannot Be at the Mercy of the Few**  
October 27, 2016

**Addressing Digital Addiction**  
October 17, 2016

**The Epitaph Question**  
September 05, 2016

**The Enigma of Trumpmania**  
August 10, 2016

**Why Empathy Makes for Stronger Organisations**  
July 25, 2016

**Managing Thrill Seekers**  
July 7, 2016

**Eco-therapy: The Walking and Talking Cure**  
June 14, 2016

**Human Cost of Digital Technologies**  
May 25, 2016

**Leadership “Harem” Style**

May 12, 2016

**Seven Signs of the Greed Syndrome**

April 8, 2016

**Evolving Leadership in the Digital Age**

April 1, 2016

**Are You an Alpha Male Leader?**

March 9, 2016

**U.S. Primaries: A Theatre of the Absurd?**

February 16, 2016

**Making Mergers Less of a Crapshoot**

February 2, 2016

**Finding Balance in Business Education**

November 3, 2015

**The Happiness Equation**

September 21, 2015

**Finding Gravitas**

September 9, 2015

**Blinded by Belief**

August 6, 2015

**The Power of Gratitude**

July 15, 2015

**Turning Envy into a Positive Force**

June 29, 2015

**The Dark Side of a Funny Situation**

June 2, 2015

**Leadership Lessons From the Brothers Grimm**

May 18, 2015

**The Sexual “Cloud” in the Executive Suite**

MAY 4, 2015

**How Is Our Pilot Feeling Today?: A Courageous Conversation That Could Make a Difference**

April 13, 2015

**The Importance of Seeing the World in Shades of Grey**

April 7, 2015

**Being Normal Is Not About Fitting In**

February 16, 2015

**Turning Who You Are into What You Do**

January 21, 2015

**Who Are the Stars?**

December 29, 2014

**Pity the Super-rich**

December 10, 2014

**European Identity: Strength or Weakness?**

November 27, 2014

**11 Leadership Lessons from Alexander the Great**

November 18, 2014

**Are You Ready to Lead Overseas?**

November 10, 2014

**Take a Look at Yourself in the Leadership Mirror**

October 23, 2014

**First Know Yourself, Then Your Team**

August 13, 2014

**The Importance of Doing Nothing**

June 23, 2014

**Group Coaching: Tipping Points for Change**

May 20, 2014

**Dream Journeys: Insights into the Executive Subconscious**

May 5, 2014

**Mentor or Martyr? Beware the Rescuer Trap**

October 8, 2013

**Forgiveness as a Business Tool**

July 8, 2013

**NEWSPAPER ESSAYS***NRC/Handelsblad*

Kets de Vries, Manfred F.R.

“Excellence: And Now for the Movie”  
 “The Tightrope Walker: Managing Catastrophe”  
 “Merger Fever”  
 “Boiled Frogs and Dancing Elephants”  
 “The Family Burlesque”  
 “Is It Time to Join the Leadership Fracas?”  
 “Organizations on the Couch”  
 “Sleeping Beauties, Sleepy Dormice, Stars, and Busy Bees”  
 “Are You an Alexithymic?”  
 “The Indiana Jones School of Management”  
 “Is Anatomy Really Destiny?”  
 “In Praise of Madness”  
 “Welcome to the Corporate Animal Farm”  
 “Are You Sure You Want to Work Abroad?”  
 “Do You Have the Right Stuff: Can You Become a Global Leader?”  
 “Do Workaholics Have More Fun?”  
 “What Play Is on Today in the Organizational Theatre?”  
 “Why Work for a Ghenghis Khan?”  
 “CEOs Also Have the Blues”  
 “Welcome to the Snakepit: You're the New Boss”  
 “Can You Manage the Rest of Your Life?”

### BOOK REVIEWS

Kets de Vries, Manfred F.R. (1991)

Review of Bruce Mazlish's *The Leader, the Led, and the Psyche*, *Leadership Quarterly*, 2 (4), pp. 343-346.

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### GENERAL INTEREST ARTICLES

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“**Murphy's Safari?**” *Magnum*, March 2005, pp. 30-33.

Kets de Vries, Manfred F.R. (2001)

“**A ‘Short Walk’ in the Elburz Mountains,**” *International Safari Magazine*, 27 (4), pp. 80-83.

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**“Siberian Salmon in Outer Mongolia,”** *Salmon, Trout, Steelheader*, June-July, pp. 44-45.

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**“Mongolian Giants,”** *Atlantic Salmon Monthly*, 38 (1), pp. 26-29.

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**“Abominable Snowman or Bigfoot: A Psychoanalytic Search for the Origin of Yeti and Sasquatch Tales,”** *Fabula: Zeitschrift für Erzählforschung*, 23, pp. 246-261.

## **WORKING PAPERS**

Kets de Vries, Manfred F.R. (2016)

**Tale of two Organisations The authentizotic organization  
2017/XX/EFE**

Kets de Vries, Manfred F.R. (2016)

**The Greed Syndrome  
2016/11/EFE**

Kets de Vries, Manfred F.R. (2016)

**The Happiness Conundrum  
2016/11/EFE**

Kets de Vries, Manfred F.R. (2015)

**Old Age is No Place for Sissies  
2015/35/EFE**

Kets de Vries, Manfred F.R. (2014)

**The Sexual “Cloud” in the Executive Suite  
2015/38/EFE**

Kets de Vries, Manfred F.R. (2014)

**Fairy Tales for Executives: Story Telling as a Catalyst for Change  
2014/22/EFE**

Kets de Vries, Manfred F.R. (2014)

**The Bivalent Leadership Style  
2014/20/EFE**

Kets de Vries, Manfred F.R. (2014)

**The Shaman, the Therapist, and the Coach  
2014/44/EFE**

Kets de Vries, Manfred F.R. & Cheak, Alicia (2014)

**Psychodynamic Approach  
2014/54/EFE**

Kets de Vries, Manfred F.R. (2014)

**Vision without action is a hallucination: Group coaching and strategy implementation  
2014/41/EFE**

Kets de Vries, Manfred F.R. (2014)

**Doing Nothing and Nothing to Do: The Hidden Value of Empty Time and Boredom  
2014/37/EFE**

- Kets de Vries, Manfred F.R. (2014)  
**Death and the Executive: Encounters with the “Stealth” Motivator**  
 2014/11/EFE
- Kets de Vries, Manfred F.R. (2014)  
**Dream Journeys: New Territory for Executive Coaching**  
 2014/14/EFE
- Kets de Vries, Manfred F.R. (2013)  
**The Art of Forgiveness: Differentiating Transformational Leaders**  
 2013/52/EFE
- Kets de Vries, Manfred F.R. (2013)  
**The Attachment Imperative: The Kiss of the Hedgehog**  
 2013/51/EFE
- Kets de Vries, Manfred F.R. (2012)  
**Get Back in the Sandbox: Teaching CEOs how to Play**  
 2012/125/EFE
- Kets de Vries, Manfred F.R. (2012)  
**The Psychopath in the C Suite: Redefining the SOB**  
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- Kets de Vries, Manfred F.R. (2012)  
**Are you a Victim of the Victim Syndrome?**  
 2012/70/EFE
- Kets de Vries, Manfred F.R. (2012)  
**The Group Coaching Conundrum**  
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- Kets de Vries, Manfred F.R. , Elizabeth Florent-Treacy & Konstantin Korotov (2011)  
**Psychodynamic Issues in Organizational Leadership**  
 2011/121/EFE
- Kets de Vries, Manfred F.R. (2011)  
**Coaching’s “Good Hour”: Creating Tipping Points**  
 2011/94/EFE/IGLC
- Kets de Vries, Manfred F.R. (2010)  
**Leadership Coaching and the Rescuer Syndrome: How to Manage both Sides of the Couch**  
 2010/104/EFE/IGLC
- Kets de Vries, Manfred F.R. & Engellau, Elisabet (2010)  
**People-Friendly Organizations: Why we need an alternative default model**  
 2010/95/EFE/IGLC
- Kets de Vries, Manfred F.R. & Konstantin Korotov (2010)  
**Developing Leaders and Leadership Development**  
 2010/77/EFE/IGLC
- Kets de Vries, Manfred F.R. & Konstantin Korotov (2010)  
**Transformational Leadership Development Programs: Creating Long-term Sustainable Change**  
 2010/72/EFE/IGLC

- Kets de Vries, Manfred F.R. (2009)  
**Reaching Stardom: How to Identify and Develop Top Performers**  
 2010/75/EFE/IGLC
- Kets de Vries, Manfred F.R. (2009)  
**Action and Reflection: The Emotional Dance between Consultant and Client**  
 2009/21/EFE/IGLC
- Kets de Vries, Manfred F.R. (2009)  
**The Many Colors of Success: What do Executives Want out of Life?**  
 2009/19/EFE/IGLC
- Kets de Vries, Manfred F.R., Thomas Hellwig, Elizabeth Florent-Treacy, Laura Guillen Ramo, Konstantin Korotov (2009)  
**Sustainable Effectiveness of a Transformational Leadership Development Program: An Exploratory Study.**  
 2009/34/EFE
- Kets de Vries, Manfred F.R., Laura Guillen Ramo, Konstantin Korotov (2008)  
**Organizational Culture, Leadership, Change, and Stress**  
 2009/10/EFE/IGLC
- Kets de Vries, Manfred F.R., Pierre Vrignaud, Anupam Agrawal, and Elizabeth Florent-Treacy (2007)  
**Development and Application of the Leadership Archetype Questionnaire (revised version of 2007/40/EFE)**  
 2009/15/EFE
- Kets de Vries, Manfred F.R. (2008)  
**Leadership Coaching and Organizational Transformation: Effectiveness in a World of Paradoxes.**  
 2008/71/EFE/
- Kets de Vries, Manfred F.R., Pierre Vrignaud, Elizabeth Florent-Treacy, Laura Guillen Ramo, Konstantin Korotov (2008)  
**The Proof is in the Pudding: An integrative, psychodynamic approach to evaluating a leadership development program.**  
 2008/38/EFE
- Kets de Vries, Manfred F.R. (2007)  
**Can CEOs Change? Yes, but only if they want to**  
 2007/36/ENT
- Kets de Vries, Manfred F.R., Pierre Vrignaud, Anupam Agrawal, and Elizabeth Florent-Treacy (2007)  
**Development and Application of the Leadership Archetype Questionnaire 2007/40/EFE**
- Kets de Vries, Manfred F.R., Pierre Vrignaud, Elizabeth Florent-Treacy and Konstantin Korotov (2007)  
**INSEAD Global Leadership Centre: 360-Degree Feedback Instruments: An Overview**  
 2007/01/EFE
- Kets de Vries, Manfred F.R. (2007)



**Are you Feeling Mad, Bad, Glad or Sad?**  
**2007/09/EFE**

- Kets de Vries, Manfred F.R. and Konstatin Korotov (2007)  
**Creating Transformational Executive Education Programs**  
**2007/38/EFE**
- Kets de Vries, Manfred F.R. (2006)  
**“Complex” Executives I have “Met” in Coaching and Consulting**  
**2006/57/EFE**
- Kets de Vries, Manfred F.R. (2006)  
**Decoding the team Conundrum: The Eight Roles Executives Play**  
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- Kets de Vries, Manfred F.R. (2006)  
**Creating Identity Laboratories to Enable Executive Change and Transformation**  
**2006/36/EFE**
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**Vladimir Putin, CEO of Russia Inc.**  
**2005/56/ENT**
- Kets de Vries, Manfred F.R. (2005)  
**Leadership Archetypes: An exposition**  
**2006/75/ENT**
- Kets de Vries, Manfred F.R. (2004)  
**Coach or Couch, Anybody? The Zen of Creating High EQ Organizations**
- Kets de Vries, Manfred F.R. (2004)  
**The Spirit of Despotism: Understanding the Tyrant Within**
- Kets de Vries, Manfred F.R., Pierre Vrignaud, Konstatin Korotov, Elisabet Engellau and Elizabeth Florent-Treacy (2004)  
**The Development of the Personality Audit: A Psychodynamic Multiple Feedback Assessment Instrument**
- Kets de Vries, Manfred F.R. (2003)  
**Entering the Inner Theatre of a Despot: The Rise and Fall of Saddam Hussein**
- Kets de Vries, Manfred F.R. (2003)  
**The Retirement Syndrome: The Psychology of Letting Go** (May 2003)

**CASES & VIDEO PROGRAMMES**

Numerous case studies and technical notes.

Most recent:

“Captains of Lives” – The Transformation Journey of the Singapore Prison Service

“Reem Al-Shemari and the Abu Dhabi Brand; Generation Y Leadership in the UAE”

“Fatima Al Jaber and Al Jaber Group: Traditions and Transitions in a United Arab Emirates Family Enterprise”  
 “The Moral Compass: Values Based Leadership at Infosys”  
 “The House that Branson Built: From Counter-Culture to Corporate Culture”  
 “Envy me: The Rise and Fall of Gucci”  
 “Cirque du Soleil: Attaining “Extreme Creativity””  
 “BP- The Transformation of a Corporate Mindset. Act Two: John Browne”  
 “World Class Heroes for Russia: Olga Sloutsker and the World Class Fitness Chain”  
 “Through the Looking Glass: The Stratec Collusion” (A, B & C)  
 “Ruben Vardanian at the Helm of Troika Dialog”  
 “Mikhail Khodorkovsky and Yukos”  
 Carlos Ghosn: Leaders without Borders  
 “Ice and Flame: Building a NYSE Company in Wild Russia”  
 “King Lear Revisited: The Succession Conundrum at Cordia Enterprises”  
 “Frontstep Russia (A + B): High-Tech Start-up and Survival in a New Time of Troubles”  
 “Larry Ellison: A Samurai Warrior in Silicon Valley”  
 “Roustam Tariko: Russian Entrepreneur”  
 “Alice in Wonderland? A Different Approach to Organizational Change”  
 “The House That Branson Built: Virgin’s Entry into the New Millennium”  
 “Waking the Bear: ‘Danonizing’ the Bolshevik Biscuit Factory” (A), (B)  
 “Datronics” (A), (B)  
 Video: “BP: Transforming the Corporate Mind-Set”  
 “British Petroleum: Transformational Leadership in a Transnational Organization”  
 “Bang & Olufsen”  
 “Banking on Change” (A), (B)  
 “Peter Dunham” (A), (B)  
 “Branson's Virgin: Coming of Age of a Counter-Cultural Enterprise”  
 “Richard Branson: The Iconoclastic Entrepreneur”  
 Video: “Virgin: Entrepreneurship in Action”  
 Video: “Virgin: Creativity & Leadership”  
 “New Age Consulting (NAC): “Cronus” in Organizational Life”  
 “Percy Barnevik and ABB”  
 “Percy Barnevik: The Corporate Transformation Wizard”  
 Video: “Percy Barnevik: The Corporate Transformation Wizard”  
 Video: “Percy Barnevik and ABB”  
 “The Bull Market” (A), (B), (C)  
 Audiotape: “Clinical Perspectives on Management: Psychoanalysis for Organisations”  
 (also in Dutch)

“Rusk”  
 Video: “The Leadership Challenge”  
 Part I: The Two Faces of Power  
 Part II: Organisations on the Couch (also in Dutch and French)  
 “Visual Systems” (A), (B)  
 “Carl Zeiss Jena: Managing Catastrophe”  
 “Johan Tobler” (A), (B)  
 “Refaat El-Sayed and Fermenta”  
 “After Abbe: The Bonnier Group in Transition”  
 “Valtex Inc.”  
 “Anton Dreesman: The Rise and Fall of a Dept. Store Dynasty”  
 “TW” (A), (B), (C)  
 “Ernest Saunders and Guinness”  
 Video: “Ernest Saunders and Guinness”  
 “Hollywood in the Alps”  
 “The Bottema Homecoming”  
 “J. Edgar Hoover and the F.B.I.”  
 “Paul Hardy” (A), (B), (C)  
 “The Nadia Corporation”  
 “Carlo De Benedetti: The Builder”  
 “Albert Speer and the German War Effort”  
 “Waterman's Francine Gomez”  
 Video: “Interview with Francine Gomez”  
 “John Ridgway's School of Adventure”  
 “Lawrence of Arabia”  
 “Andre Citroen”  
 “Roberto Calvi: The Man with the Eyes of Ice”  
 “Top-Danmark”  
 Video: “Top-Danmark: Managing a Strategic Turnaround”  
 “Eli Black & United Brands”  
 “The Dunor Company”  
 “Mallika Sarabhai: Managing Diversity”  
 Video: “Interview with Mallika Sarabhai”

### **CURRENT RESEARCH INTERESTS**

My principal interest lies in the interface between psychoanalysis/dynamic psychiatry and management. Specific areas of research include leadership, organizational stress, career

dynamics, entrepreneurship and family business, cross-cultural management, and the process of organizational transformation and change.

**HOBBIES**

Fly fishing for trout and salmon, hunting, sailing, hiking, hunting, mycology, reading, film and opera, membership in the Explorers Club.