



KETS DE VRIES INSTITUTE

MANFRED F. R. KETS DE VRIES

Manfred F. R. Kets de Vries brings a different view to the much-studied subjects of leadership and the psychodynamics of individual and organisational change. Bringing to bear his knowledge and experience of economics (Econ. Drs., University of Amsterdam), management (ITP, MBA, and DBA, Harvard Business School), and psychoanalysis (Membership Canadian Psychoanalytic Society, Paris Psychoanalytic Society, and the International Psychoanalytic Association), Kets de Vries explores the interface between management theory, psychoanalysis, psychotherapy, executive coaching and evolutionary psychology. His specific areas of interest are leadership (the bright and dark side), career dynamics, talent management, entrepreneurship, family business, cross-cultural management, succession planning, stress, C-suite team building, executive coaching, change management, management consulting, and organisational development.



The Distinguished Clinical Professor of Leadership Development and Organisational Change at INSEAD, Kets de Vries has been the Founding-Director of INSEAD's Global Leadership Centre. In addition, he is Programme Director of INSEAD's top management programme, "The Challenge of Leadership: Creating Reflective Leaders," and Scientific Director of the Executive Master Programme "Consulting and Coaching for Change" (and has received INSEAD's distinguished teacher award six times). He has also held professorships at McGill University, the École des Hautes Études Commerciales, Montreal, the European School for Management and Technology (ESMT), Berlin, and the Harvard Business School, and he has lectured at management institutions around the world. The Financial Times, Le Capital, Wirtschaftswoche, and The Economist have rated Manfred Kets de Vries among the world's leading management thinkers and among the most influential contributors to human resource management.

Kets de Vries is the author, co-author, or editor of 49 books, including *The Neurotic Organisation*, *Leaders, Fools and Impostors*, *Life and Death in the Executive Fast Lane*, *The Leadership Mystique*, *The Happiness Equation*, *Are Leaders Made or Are They Born? The Case of Alexander the Great*, *The New Russian Business Elite*, *Leadership by Terror*, *The Global Executive Leadership Inventory*, *The Leader on the Couch*, *Coach and Couch*, *The Family Business on the Couch*, *Sex, Money, Happiness, and Death: The Quest for Authenticity*, *Reflections on Leadership and Character*, *Reflections on Leadership and Career*, *Reflections on Organisations*, *The Coaching Kaleidoscope*, *The Hedgehog Effect: The Secrets of High Performance Teams* and *Mindful Leadership Coaching: Journeys into the Interior*, *You Will Meet a Tall Dark Stranger: Executive Coaching Challenges and Telling Fairy Tales in the Boardroom*:



How to Make Sure Your Organisation Lives Happily Ever After and Riding the Leadership Roller Coaster: A Psychological Observer's Guide.

In addition, Kets de Vries has published more than 400 academic papers as chapters in books and as articles. He has also written approximately 100 case studies, including seven that received the Best Case of the Year award. He is a regular writer for a number of magazines. His work has been featured in such publications as The New York Times, The Wall Street Journal, The Los Angeles Times, Fortune, BusinessWeek, The Economist, The Financial Times, and The Harvard Business Review. His books and articles have been translated into thirty-one languages. He writes regular blogs for INSEAD Knowledge, the Harvard Business Review, and Het Financieele Dagblad. He is a member of seventeen editorial boards and has been elected a Fellow of the Academy of Management. He is a founding member of the International Society for the Psychoanalytic Study of Organisations (ISPSO), which has honoured him as a lifetime member. Kets de Vries is also the first non-American recipient of International Leadership Association Lifetime Achievement Award for his contributions to leadership research and development (being considered one of the world's founding professionals in the development of leadership as a field and discipline). In addition, he received a Lifetime Achievement Award from Germany for his advancement of executive education. The American Psychological Association has honoured him with the "Harry and Miriam Levinson Award" for his contributions to Organisational Consultation. Furthermore, he is the recipient of the "Freud Memorial Award" for his work to further the interface between management and psychoanalysis. He has received the "Vision of Excellence Award" from the Harvard Institute of Coaching. Kets de Vries is also the first beneficiary of the INSEAD Dominique Héau Award for "Inspiring Educational Excellence." In addition, he is the recipient of two honorary doctorates.

Kets de Vries works as a consultant on organisational design/transformation and strategic human resource management for leading U.S., Canadian, European, African, and Asian companies. As a global consultant in executive leadership development his clients have included ABB, ABN-AMRO, Aegon, Air Liquide, Alcan, Alcatel, Accenture, ATIC, Bain Consulting, Bang & Olufsen, Bonnier, BP, Cairn, Deutsche Bank, Ericsson, GE Capital, Goldman Sachs, Heineken, Hudson, HypoVereinsbank, Investec, KPMG, Lego, Liberty Life, Lufthansa, Lundbeck, McKinsey, National Australian Bank, Nokia, Novartis, Novo Nordisk, Origin, SABMiller, Shell, SHV, Spencer Stuart, Standard Bank of South Africa, Unilever and Volvo Car Corporation. As an educator and consultant he has worked in more than forty countries. In his role as a consultant, he is also the chairman of the Kets de Vries Institute (KDVI), a boutique leadership development consulting organisation.

The Dutch government has made Manfred Kets de Vries an Officer in the Order of Oranje Nassau. He was the first fly fisherman in Outer Mongolia and is a member of New York's Explorers Club. In his spare time he can be found in the rainforests or savannas of Central and Southern Africa, the Siberian taiga, the Ussuri Krai, Kamchatka, the Pamir and Altai Mountains, Arnhemland, or within the Arctic Circle.

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