



## KETS DE VRIES INSTITUTE

### GRAHAM WARD

Graham's expertise is in transformational leadership, high performance teams, group dynamics, team dysfunction and change. He consults around the psychology of leadership, the application of fair process in teams, sustainable relationship building and developing high performance teams and culture in organisational life. He is a trained executive coach and works with both individuals and teams in this capacity, generally at EXCOM level.

He is also Adjunct Professor of Organisational Behaviour at INSEAD Business School in France and is the academic director of a number executive programmes. He has worked as visiting faculty at Stockholm School of Economics in Sweden, Moscow Higher School of Economics and ESMT in Berlin.



Graham was speaker at the 2007 EMCC annual conference on the subject of Group Leadership Coaching and in 2001 on the subject of Mentoring for Change. In 2013 he spoke at The School of Management Science, India on Spiritual Leadership. He is an affiliate member of the APA (American Psychological Association). He is also a Fellow of the Royal Society for Arts.

He spent over 17 years at Goldman Sachs (GS), a US investment bank, both as a business leader for nine years and latterly spearheading an initiative to introduce a Global Leadership Development office that he led for three years. At GS he was head of diversity for the Equities Division, created the Women's Committee and instigated other minority networks.

Graham received his Ph.D. from the Economics Faculty of the Vrije University in Amsterdam in 2014. He holds a M.Sc. and Diploma from HEC/INSEAD in Clinical Organisational Psychology. In 1994 he received a Diploma of Investment Management from London Business School.

He was contributing author to the books *Coach and Couch*, the *Psychology of Making Better Leaders* published in 2007 and the *Coaching Kaleidoscope* published in 2010. He authored the academic paper *Towards Executive Change* (2008) and *The Use of Transitional Space* (2009). He regularly writes a blog for INSEAD Knowledge.

Now aged 55, Graham lives on the Stockholm Archipelago with his wife and children. In the course of his work he has travelled to over 65 countries, visiting North Korea and Syria amongst other places.