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## MANFRED KETS DE VRIES



Manfred F.R. Kets de Vries is a professor of leadership development, organizational transformation and strategic human resource management. Recognized as one of the founders of leadership development as a field and discipline, Manfred Kets de Vries is rated as one of the world's foremost leadership thinkers, one of the world's top 50 leading management thinkers, and among the most influential contributors to human resource management by the Financial Times, Le Capital, Wirtschaftswoche, and the Economist.

His pioneering contributions have included bringing insights from psychodynamics, psychoanalysis, and related fields to leadership and organizational development. A central insight has been that if leaders learn how to recognize and work with people's fundamental emotional motivational systems, then individual, group and organizational performance can be dramatically improved. Doing so can lead to more creativity and innovation, more productive handling of diversity and conflict, more authentic leadership, and indeed better mental health. To help turn these insights into business practice, he also pioneered the use of group coaching as an intervention technique for training senior executives and improving team and organizational performance and has created one of the world's largest institutes of group coaching.

Prof. Kets de Vries holds the Raoul de Vitry d'Avaucourt Chair of Leadership Development at INSEAD and is a founding Professor at INSEAD's Global Leadership Center. He is also the Distinguished Professor of Leadership at the European School of Management and Technology (ESMT) in Berlin, where he directs the Center for Leadership Development Research. He has held professorships at McGill University, the École des Hautes Etudes Commerciales, Montréal, and Harvard Business School. He is the author, co-author, or editor of more than 30 books, over 300 scientific papers, and around 100 case studies. His books and articles have been translated into 31 languages. He is a Fellow of the Academy of Management and a founding member of the International Society for the Psychoanalytic Study of Organizations. He is the first non-American recipient of the International Leadership Association's Lifetime Achievement Award for his contributions to leadership research and development.

Through the Kets de Vries Institute he consults to senior executives of corporations and leaders of large family businesses worldwide on issues of individual, group and organizational performance. His clients have included ABB, Aegon, Air Liquide, Alcan, Alcatel, Accenture, Bain Consulting, Bang & Olufsen, Bonnier, BP, DMGT, Ericsson, GE Capital, Goldman Sachs, Heineken, HypoVereinsbank, Investec, KPMG, Lego, Liberty Life, Lufthansa, Lundbeck, McKinsey & Company, National Australian Bank, Novartis, Nokia, NovoNordisk, Russian Standard, SEB, Shell, SHV, Standard Bank of South Africa, SABMiller, SpencerStuart, Troika Dialog, Unilever, and Volvo Car Corporation. He has worked in more than 40 countries.

The Dutch government made Manfred an officer in the order of ON (1997). 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 Africa, the Siberian taiga, the Pamir and Altai Mountains, Arnhemland, or within the Arctic Circle.

### TOPICS OF EXPERTISE

Prof. Kets de Vries' work can be seen together with other new disciplines like behavioral finance and behavioral economics as transforming our understanding of business and economics by bringing human beings and human motivations back into our analytic frameworks. He regularly comments on topics like:

- The motivations of senior leaders - why do they behave the way they do?
- What makes for effective leadership?
- What makes for effective teams and organizations?
- The challenges of running global organizations
- Different national styles of leadership and lessons to be learned from emerging market leaders

### PRESS CONTACT

For enquiries please contact Sheila Loxham at [s.loxham@kdvi.com](mailto:s.loxham@kdvi.com), telephone +33 (0)1 60 72 43 68.